A Talent Acquisition Treatment Plan

ClearCompany helps Rendevor Dialysis hire providers to deliver excellent care to underserved populations across the U.S.

- Rendevor Dialysis needs to hire highly skilled dialysis care providers and support and compliance staff at more than 70 locations across the U.S.

- Rendevor uses ClearText to stay in touch with candidates, many of whom are busy healthcare professionals who don't have time to check email. With ClearText, Rendevor's HR team typically receives responses within 20 minutes.

- Paperless onboarding packets move the hiring process along, with most new hires completing required forms within 24 hours. Then, just one click syncs that information with their payroll provider, ADP.

- ClearCompany's industry-leading ADP integration ensures Rendevor can hire quickly and maintain one set of accurate, always up-to-date candidate and employee records in both systems.

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> I receive a very fast turnaround when I use the text feature in ClearCompany. If I send a text and say who I am and why I'm texting them, [candidates] will typically respond within 20 minutes.

Alison Green
Talent Partner, Rendevor Dialysis

The Client

For more than 30 years, Rendevor Dialysis has provided excellent dialysis care to overlooked and underserved populations at its 70+ facilities across the U.S. With about 350 employees, Rendevor is the only B2B provider that offers scalable dialysis solutions in every treatment setting, from corrections facilities to hospitals and post-acute care facilities. Rendevor is always looking for highly skilled candidates to drive its mission of providing consistent and reliable dialysis solutions that improve patient outcomes and eliminate operational and service quality woes.

The Problem

Rendevor Dialysis needed to hire candidates with highly specialized skill sets and certifications to provide dialysis care and support clinical operations at locations across the U.S. However, their paper-based recruiting and onboarding processes were inefficient and tedious and required extensive filing, faxing, and emailing. The manual process made it even more difficult to find the right candidates and hindered hiring speed.

"Prior to ClearCompany, we used all paper. So it was lots of filing, lots of written applications, lots of faxing and scanning and emailing from all of our 70 locations to the corporate office. Then, everything was manually transitioned to the other teams from there."

The Solution

Luckily, ClearCompany Talent Acquisition quickly solved many of Rendevor's hiring challenges. They were able to post open roles to a variety of job boards simultaneously and source skilled candidates from the robust passive talent pipeline built within ClearCompany. With these tools, Rendevor was able to reach far more qualified candidates than before and greatly reduced the time spent sourcing candidates. Additionally, a recent merger with a partner brand led to a major website redesign for Rendevor. Fortunately, the advanced features in ClearCompany's Career Site widget helped them integrate job postings across all departments in a snap, while seamlessly matching their new site design.

ClearCompany's recruiting and onboarding systems integrate with ADP, which simplifies hiring for new locations. When they're created in ADP, the new locations are also automatically created in ClearCompany. Rendevor's HR team can post open requisitions and start the hiring process right away.

"The ease-of-use of the entire platform is fantastic."

After a new employee is hired, ClearCompany's paperless online onboarding packets relieve Rendevor's HR team of the burden of preparing paperwork. They can quickly generate and send onboarding packets and set a due date — although now, most new hires complete their onboarding packets within 24 hours. Once packets are submitted, thanks to the integration, Rendevor automatically syncs the new hire's ClearCompany record with their employee record in ADP, effortlessly maintaining up-to-date, accurate information.

"When the candidate completes their onboarding packet and they're ready to start on their first day, we can just click one button and it pushes it all to ADP. It really is a beautiful setup of ease and one-click wonders."

The ClearCompany Difference

"Providing dialysis care to overlooked and underserved communities and in restrictive treatment settings is a critical mission. ClearCompany is proud to support Rendevor Dialysis in hiring specialized employees to provide this essential service."

Christine Rose
Chief Customer Officer, ClearCompany

The Results

ClearCompany Talent Acquisition had a dramatic impact on Rendevor's hiring success.

Thanks to ClearCompany's job board management tools, Rendevor was able to reach a wider audience of qualified job seekers. Candidate texting tools enabled them to nurture their passive talent pipeline and source top candidates faster than ever. Rendevor significantly reduced time-to-hire, the quality of candidates improved, and the entire recruiting process became more efficient with ClearCompany.

ClearCompany also solved Rendevor Dialysis' onboarding problem, turning it into a streamlined, efficient process with automatic onboarding packets and integration with ADP. It's never been easier for Rendevor to hire skilled employees and onboard them quickly so they can begin delivering positive and uplifting care to patients.

"ClearCompany provides everything you would need to make the hiring process a positive experience for everyone."

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> [ClearCompany] is worth every penny because your options are almost unlimited. You have anything somebody would need to make [recruiting and onboarding] streamlined and smooth — not only for your employees but also for the candidate's experience. From start to finish, ClearCompany provides everything you would need to make that a positive experience for everyone.

Alison Green
Talent Partner, Rendevor Dialysis