



Close to Home

The Housing Authority of Snohomish County provides a lifeline to affordable housing, with help from ClearCompany



The Customer

Since 1971, the Housing Authority of Snohomish County (HASCO) has provided critical housing solutions to thousands of residents in the cities and towns just north of Seattle. This award-winning organization manages a variety of programs utilizing federal and grant funding to help veterans, senior citizens, individuals, and families find secure, affordable, and safe housing that meets their needs. And with a shifting population and ongoing economic challenges, their vital services are needed more than ever before.

“There’s such a different level of need depending on if it’s a family, a senior citizen, a single parent with a child, or someone who’s had outrageous medical bills and they lost their home. There are so many different reasons why people might need our assistance. You have to keep an open mind and understand that everyone has a story.”

The Problem

The key to maintaining successful housing programs is to have the right team members in place at the right time - a challenge for HASCO’s two-person HR team. As HASCO began applying for additional grants and growing existing programs, the tasks of hiring top talent, maintaining records to match strict compliance standards, and developing hires into long-term contributors grew as well. To maximize efficiency, they had to align their organizational goals to ensure that every employee contributed directly to HASCO’s long-term success. They needed a talent platform that could do it all, and integrate smoothly with their existing payroll software.

“We knew that we were going to start ramping up. We applied for additional grants through HUD to try and offer more programs. We also have a retiring workforce and we need to start preparing for that as well. So we need to have more staff in different areas to support that.”



We’re an HR team of two so we were really looking for something that could be an applicant tracking system that would also wrap in performance management. Plus we wanted to do some goal setting, and we wanted it all to be able to integrate with ADP. That was why we chose ClearCompany.



Liz Dewey
Administrative Services Supervisor,
HASCO

The Solution

Fortunately for HASCO, ClearCompany offered a complete solution for recruiting, onboarding, and performance management, plus a seamless integration with their payroll provider, ADP.

ClearCompany's recruiting tools allowed HASCO to automatically post job requisitions in more places, and easily reach out to past candidates about new openings. Interview scorecards provided consistency to their hiring process. Paperless onboarding allowed new hires to complete forms before their first day on any connected device and provided HASCO with a convenient solution for records retention and management. Leading-edge performance tools gave them ongoing employee engagement with standard and 360 degree performance reviews. And the integration with ADP's payroll software provided them a comprehensive human capital management platform, all at a reasonable price. Most importantly, it was all built from the ground up by ClearCompany and backed by their best-in-class Support Team.

"The onboarding process before was all paper, so we'd have to send out this huge packet. Being able to do this all electronically, I can check and see what needs to get done and I can email new hires through the system. It's just made it really, really easy to have it all in the same system."

The Results

Now HASCO has the people in place to do more than ever before. ClearCompany helped them hire faster, using competencies to look a layer deeper than education and experience. HASCO's ability to automatically post in more places also helped them hire people from diverse backgrounds, including critical bilingual staff members. ClearCompany's online onboarding tools helped them meet compliance requirements and get closer to their organizational goal of finally going paperless. And HASCO has planned for long-term success with regular performance reviews focused on aligned goals. With tools like these, HASCO can fulfill their mission and bring the people of Snohomish County closer to home.

"When you hear about people waiting for years to get a housing voucher for their family or the senior that has always lived in the same house and suddenly can't afford higher property taxes on their fixed income, and they find out that they can get safe, clean housing - that's very, very rewarding."

The ClearCompany Difference:

"There will always be a need for safe, affordable housing and organizations like HASCO help to make those dreams a reality for so many veterans, senior citizens, and families. We're proud to help them hire, engage, and retain the best people and to empower them to achieve their public purpose mission with a comprehensive talent platform that integrates with their payroll system."



Christine Rose

Vice President of Customer Success,
ClearCompany



We were able to hire seven people since January. We opened a few different jobs in mid-December and had we not had ClearCompany, we would not have been able to process the applications as quickly as we did.



Liz Dewey

Administrative Services Supervisor,
HASCO