Rehab provider hires faster with SkillSurvey, an iCIMS company

Encompass Health

As one of the nation's largest healthcare providers specializing in rehabilitation, Encompass Health's priority is to deliver high quality patient care.

SkillSurvey's reference check process integrates into the Encompass Health ATS. SkillSurvey reference checks are fast and reports are instantly available.

THE CHALLENGE

Encompass Health already has more than 24,000 employees in over 100 hospitals in the US and Puerto Rico; and they're in a growth mode so hiring never stops. Finding strong performers who will stay longer, leads to patients continuously receiving high quality care.

HOW SKILLSURVEY HELPED

With so many recruiters managing so many candidates, it was hard to make sure everyone consistently followed the same processes. The team chose SkillSurvey for its reference checking process, which includes ratings of job competence from those who have worked with the job candidate in the past. The results were quick and eye-opening. Encompass Health recruiters reduced their time spent on reference checking by 92 percent, saving 422 work weeks.

A validity study shows that the SkillSurvey's reference checking process has helped Encompass Health predict and reduce turnover by as much as 17.1 percent over two years.

"Hiring manager satisfaction is through the roof. Recruiters are sending hiring managers higher quality candidates and taking up less of their time," said the Director of Talent Acquisition.

The team then integrated an ATS with the solution. Now it's easy for all recruiters and hiring managers to follow the same best-practice hiring processes.

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The results

<1 day
References responding in less than one day

92%
Less time spent on reference checking

80%
Reference response rate

Higher ratings on the SkillSurvey reference check, along with a higher percentage of references responding, are statistically predictive of job candidates who, once hired, will have better retention and better performance. SkillSurvey's reference check process is also making the reference process more efficient for Encompass Health.

iCIMS