CASE STUDY:

How Texas Health Presbyterian Hospital Flower Mound was able to streamline their hiring and onboarding processes, which led to:

- **Increased productivity**
- **Decreased time to hire**
- **Accelerated hiring process**

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Cadient is a user-friendly ATS that has streamlined our hiring and onboarding process. I no longer have to duplicate work in multiple systems as Cadient is integrated with our HR system. I love that we are able to customize so much, from pre-screener questions and email templates to company required forms and simplified interview scheduling. I enjoy the simplicity of the Cadient dashboard. I can see everything in one place, which makes the in-house hiring process much easier. Customer service is fantastic, and any questions or concerns that arise are answered promptly."

- Katie Mason, HR Coordinator

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SUMMARY

The Human Resources Department at Texas Health Presbyterian Hospital located in Flower Mound, TX, was looking for an applicant tracking system (ATS) to integrate with their Kronos HR management system. As the contract on their current ATS was expiring, the hospital sought information from several vendors. Texas Health chose Cadient Talent for their applicant tracking system. Using the Cadient Talent ATS, Texas Health Presbyterian was able to streamline their hiring and onboarding processes. Long term, this action led to a decrease in time to hire and an increase in their productivity.

INTRO

Texas Health Presbyterian Hospital Flower Mound is an acute care community hospital centrally located outside of the Dallas-Ft Worth metroplex, in Flower Mound, Texas. The hospital has approximately 800 employees, of whom 90% are hourly, and 10% are salaried. Because the hospital's contract with its current ATS, iCIMS was expiring, the HR department decided to search for a new ATS. They were looking for one that could easily integrate with their current human resources platform and reduce duplicate and manual tasks.

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THE PROBLEM

The HR department wanted an all in one system to streamline their hiring and onboarding processes.

The hospital had a choice to make. Renew its contract and stay with its current ATS provider or start the search for a solution better suited to their needs. The HR department wanted an all in one system to streamline their hiring and onboarding processes. The search started for a new ATS, one that could easily integrate with their current HRIS platform, Kronos, which handles the hospital's timekeeping, HR, and payroll services.

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THE SOLUTION

Quick and easy integration

Live and recorded training sessions

After researching several vendors, Texas Health Presbyterian chose Cadient Talent to solve their hiring and onboarding process issues. The HR Department was aware of Cadient Talent, as some of the staff had prior experience with the platform and remembered how easy it was to use. And that is just what set Cadient Talent apart; ease of use and the ability to quickly integrate with all HR platforms.

Cadient Talent implemented the system in about four months, including customizations, well under the industry standard of one to three years. The implementation team included a Project Manager, who kept the project on task and on time, and an Application Consultant, who exceled at not only configuring the solution to the client's needs but also providing best-practice guidance when it came to connecting with the client's existing HR platforms.

The solution included a standard online application and a separate application used for internal mobility, each one customized for the type of applicant that would be submitting an application. In addition, Cadient Talent configured a seamless feed to the client's existing HR platform, which enabled the two systems to share new hire-related information like rehire eligibility status, business performance metrics and new hire data.

Throughout the process, Cadient Talent's implementation team offered superior customer service, constant communications, and professional feedback. The HR department felt guided and comfortable throughout the entire process. Cadient Talent's implementation team also provided live training for hiring managers and recorded sessions for future training. A Client Success Manager was assigned to the hospital for the life of the contract, providing unrivaled support.

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THE
RESULTS

Increase in productivity

Acceleration of applicants

Decrease in time to hire

The HR department at Texas Health Presbyterian was not only pleased with the final product but with the entire implantation process. Cadient Talent simplified the hospital's hiring and onboarding processes by providing a best in class ATS that seamlessly integrated with the hospital's existing HRIS platform. The new ATS ended the need for duplicate processes, freeing the HR staff to focus on other work.

Now, candidate information automatically uploads to their existing HRIS platform; no manual input needed. Reviewing applications, scheduling interviews, and other HR processes are much easier for the hiring team to manage. The hospital's HR department is reporting an increase in productivity since the switch. Hiring managers are pleased that they have only one system to learn and use.

The department saw an immediate acceleration of applicants through the hiring process enabling quicker job offers. The result was a decrease in time to hire. Essential for a busy hospital.