



Streamlining Caregiver Recruitment Across Multiple Channels Nationwide

Background

Almost Family is a leading provider of home health, nursing, rehabilitation, and personal care services with multiple offices across the nation.

Challenge

Almost Family has a vast footprint across the country and is acquiring multiple offices each year. Due to the large size of the organization, there were many systems and processes in place that varied office to office. The corporate team was searching for a centralized system to manage caregiver recruitment.

Solution

Almost Family selected myCNAjobs after a pilot across multiple partners, to serve as the primary applicant tracking technology and recruitment resource across all home care offices. In addition to leveraging the myCNAjobs and HealthHire technology, Almost Family:

- Holds Caregiver OnDemand events to attract candidates not applying to job postings and to manage the ebb & flow of recruitment demands
- Leverages the caregiver marketplace to recruit for niche and hard-to-fill positions
- Accesses real-time recruitment analytics and weekly performance alerts
- Partners with their myCNAjobs Recruitment Strategist to drive home best practices and optimize recruitment at a local level

Result

Almost Family consolidated multiple systems and processes, resulting in a streamlined recruitment strategy across all national offices.

“ Working with myCNAjobs this past year has been an extremely positive experience for our company and for me directly as well. As the leader of recruitment for a growing organization with 20,000 employees, several things keep me up at night. The most prevalent issue for me is whether or not my team will be able to provide the service to our agencies that we did when we were much smaller of a company. By partnering with myCNAjobs in 2016, I feel that we have kept that same level of service while also using an external vendor. The level of customer service that we have been provided by myCNAjobs makes me feel as though they are part of our internal recruiting team. Rachel and others have truly served our remote locations as if they were part of Almost Family, listening to their issues, and working to provide a true long-term solution when needed. I look forward to continuing the relationship and developing more creative ways to stay on top of recruiting paraprofessionals in the future.

Shannon Parsons

Director of Recruitment

February 2017

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 myCNAjobs.com/hire