

Voyage Care Success Story

Company Profile

Voyage Care supports thousands of people across the UK with a variety of complex and specialist support needs. Their services provide care and support to individuals with learning disabilities, physical disabilities and other mental health needs, including conditions such as autism. They aim to provide a truly person-centric service, based around each person's needs and wishes, regardless of whether the support is provided in one of their 350 care homes or 20 rehabilitation services, or in the person's own home.

Problem

Voyage Care faced a number of recruitment challenges before deciding to partner with CareerBuilder. **They had trouble attracting key talent within healthcare due to a convoluted application process, which caused large amounts of candidate drop off.** They had no easy way to build a candidate pipeline or re-engage easily with them. Voyage Care also had a high cost-per-hire and very long time-to-hire. This was due to manual processes including many spreadsheets with no real process for recruitment. They also found it very difficult to report and track the entire process and allocated recruitment costs. They decided it was time they needed an intuitive recruitment platform, they chose Talentstream Recruit.

Solution

CareerBuilder partnered with Voyage Care and implemented the Talentstream Recruit solution to attract, manage and engage candidates throughout the recruitment process. **The complete pre hire platform offered a premium career site, intuitive applicant tracking system, job distribution technology and a full onboarding module.**

Results

- Reduced cost-per-hire and time-to-hire
- Improved candidate on-boarding process with electronic document signing
- The recruitment team became more self-sufficient
- Improved candidate attraction due to a mobile friendly career site
- New searchable candidate pipeline provided better qualified candidates
- Having everything in one centralised location saved time across all areas of the recruitment process

Before partnering with CareerBuilder we faced many recruitment challenges. Our candidate attraction strategy was poor which led to high drop off rates. The cost-per-hire was high and our time-to-hire was between 90-100 days due to very long lead times, manual processes and limited visibility of what was going on. With around 200 hires per month we needed to implement a solution which was going to solve these challenges.

“We can now easily track and manage candidates through a defined workflow”

Following the implementation of Talentstream Recruit we have seen a significant decrease in time-to-hire and reduced spend with paper and print advertising. We can now easily track and manage candidates through a defined workflow and identify all aspects of our process easily. The onboarding module has also enabled the team to process candidates quicker allowing a streamlined, paper free process. Overall the solution has been well adopted, offering great improvements to our recruitment function.

— James Poletylo, Director of Resourcing and Development

Voyage Care 