

**Industry:** Healthcare

**Employees:** 4,500

Assisted Living Concepts, Inc. operates 216 assisted living residences with capacity for over 9,000 residents in 20 states in the United States. These residences are for older adults who would like assistance with the activities of daily living. In addition to housing, Assisted Living provides personal care, support services, and nursing services according to the individual needs of its residents, as permitted by state law.



## Assisted Living Concepts, Inc. Takes Recruiting Online with Taleo Business Edition

“Taleo Business Edition was the most cost effective tool that could handle the volume of 6,500+ candidates we have and now we can access the data when we need it.”

**Christine Jurich**

Sales Recruiter  
Assisted Living Concepts

### Challenges

- › Assisted Living Concepts, Inc. was using manual, paper-based recruiting processes that did not allow the organization to effectively track candidates or build a qualified talent pool.
- › The organization’s talent needs were growing but the existing process was not scalable to meet these needs.
- › With 220 regional locations, it was difficult to determine whether a candidate was a good fit for one region or another—and regional HRs had no access to candidate information.
- › There was no way to keep track of or access information on qualified candidates as a resource for future positions—all candidate information was in paper files.
- › The HR department needed accurate candidate data readily available to meet the organization’s growing talent needs.

### Solution

Assisted Living Concepts, Inc. used the best practice of involving its recruiters for selecting its solution. Taleo Business Edition Recruit was selected as a single online talent management platform for increased visibility, and to streamline recruiting processes. For the future, the organization plans to take advantage of Taleo’s powerful reporting capabilities and professional services to further optimize customization.

### Results

- › Streamlined and improved the organization’s recruiting processes.
- › Built an internal candidate pool of 6,500+ qualified candidates.
- › Applicants can apply much quicker online to a branded career web site, speeding up the application process.
- › Can quickly fill the talent needs of the growing organization.
- › Recruiters spend more time sourcing candidates rather than on paperwork.
- › Improved visibility and transparency to executives with a single platform for candidate data.
- › Meeting the growth needs and scalability of the organization.

## CONTACT

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## ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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