

It Takes a Village

ClearCompany Helps the Social Workers of The Villages of Indiana Do What They Do Best



The Customer

The Villages of Indiana is a nonprofit dedicated to improving the lives of children across the state of Indiana. Over the last 40 years, The Villages has grown to become Indiana's largest not-for-profit child and family services agency, serving over 3,000 children and their families each day. With programs ranging from foster care and adoption placement to assisting new parents through the critical first months of their baby's life, the caseworkers of The Villages devote their time and energy to the lives of others.

The Problem

Working with children and families in need is challenging. The social workers employed by The Villages need to be highly trained, empathetic, and committed to serving others. Nick Howell, Director of Human Resources sums it up, "It takes a special kind of person to be a social worker. It's something people have a calling for." The Villages needed a system that would help them recruit and onboard qualified social workers faster, and with less paper. Removing these administrative burdens allows them do what they do best - care for children and families.



"When I came to The Villages in April of 2015 all of our employment processes were 100% manual. We had something on our website to apply for job - but it just sent the HR staff an email. It became clear very quickly that it was not a sustainable process. I spent 75% of my time just looking through resumes. It was overwhelming and we had to come up with something."



Nick Howell

**Director of Human Resources,
Villages of Indiana**

The ClearCompany Approach

ClearCompany's industry-leading, cloud-based Talent Acquisition solution offers customers the ability to harness all of the tools they need to recruit, engage, and retain top talent, no matter where their office is located. The platform offers tools that allow hiring teams to collaborate, with complete candidate profiles that attach to interview guides, interview scorecards for hiring managers, and easily shareable candidate notes.

"We have managers spread throughout every corner of Indiana. Some offices have three or four workers, others have 60 - 70. And many of them are remote workers. We needed a system that could reach all of them."

The Solution

ClearCompany provided The Villages with a complete applicant tracking and onboarding solution. ClearCompany's advanced Talent Management platform got The Villages online, and empowered their hiring managers to recruit and engage new employees faster and more efficiently than ever before.

"The ability to keep everything together in one system is the biggest benefit. We have eliminated paperwork and we like the privacy and security of doing everything electronically. We posted an admin. assistant job the fall before last and I opened the requisition before I went to lunch. I came back from lunch and I had a voicemail from the hiring manager because there were so many candidates."

The Results

The Villages now has all of the tools they need to recruit and maintain a staff of 300 employees. ClearCompany's platform helps them find and hire highly qualified social workers faster - allowing them to spend more time on what really matters.

"Now, I don't look at resumes at all. I leave it up to the hiring managers; they know what they need in a social worker. I want to have the right people doing the jobs they are good at, instead of administrative work. We now have a system that helps all of our hiring managers across the state, getting paperwork off their desks. That's the biggest win. Without a doubt, this has shortened the hiring process."

The ClearCompany Response

"ClearCompany's flexible platform is perfect for recruiting and onboarding employees who are spread out across the state and spend most of their time visiting the families they serve. We're proud to work with organizations like The Villages of Indiana who dedicate themselves to improving the lives of others."



Sylvie Woolf

**Director of Customer Success,
ClearCompany**

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