

Trinitas Hospital

Established in January, 2000, following the consolidation of St. Elizabeth Hospital and Elizabeth General Medical Center, Trinitas Hospital is a full-service healthcare facility serving those who live and work in Eastern and Central Union County.

Operating on two major campuses, Trinitas Hospital has 531 beds, including a 120-bed long-term care center. Trinitas Hospital is proud to offer state-of-the-art medicine backed by compassion and competence.

For the third consecutive year, Trinitas Hospital was among one of the top rated 25 large employers in the state who participated in the Best Places to Work NJ 2008 competition.

Trinitas Hospital

Location

Elizabeth N.J.

Number of Employees

2400+

Application

Talent Scout

Implementation Time

Eight Weeks

Live Since

2007

The Need

Trinitas Hospital employs over 2400 people in a wide range of occupations from medical professionals, trades, support staff and management personnel. The health care sector is very dynamic with high demand for certain skill sets, frequent turnover and high levels of pressure to fill open positions.

The hospital was using a variety of systems including applicant tracking, spreadsheets, electronic and paper documents, the sum of which were time consuming, hard to track and hard to control.

Trinitas needed to:

- Reduce the cost per hire
- Consolidate all of the various systems under the control of the HR function
- Reduce the average time required to fill a position
- Reduce the average time required by managers to complete a successful hire
- Improve the overall quality of hire.

Why Talent Scout?

After researching the market for web based staffing support systems and conferring with existing Talent Scout users, Trinitas selected HR Centric's Talent Scout for the following reasons:

- Ease of Use - web-based Talent Scout was easy to learn and could be deployed rapidly throughout the organization
- Cost—the organization evaluated other web-based and software-based applications that cost significantly more than the Talent Scout solution
- Flexibility—the new online system could be configured to match the existing staffing process.
- Workflow - ensure managers and recruiters adhered to the existing Trinitas procedures.

Business Results

Since going live, Trinitas has seen the following results:

- Reduction in the time to hire
- Reduction in staffing costs
- Improved quality of hire through online pre-screening
- Ongoing modifications ensure system keeps pace with requirements
- Effective monitoring of "Hard to Fill" positions
- Increased Manager/Recruiter communications thus promoting Teamwork.

"HR Centric's Talent Scout applicant tracking system has simply exceeded our expectations. This user-friendly web based product makes hiring easier, faster and more cost effective.

Their implementation team will also get you up and running in no time at all. I unconditionally recommend this product and wonder how we ever lived without it..."

Glenn E. Nacion, Vice President, Human Resources

How Trinitas Did It

HR Centric provided the Trinitas project team with access to a sample Talent Scout site allowing them to identify what functionality from the sample would be required and which would not. Then, with the guidance of the HR professionals at HR Centric, the project team

- identified additional functionality that would be required,
- established workflow rules and procedures
- created necessary web forms
- identified access roles and site security requirements
- identified reporting requirements