



TESTIMONIAL – BAPTISTCARE NSW/ACT

We wanted to take recruitment and talent acquisition to the next level including using a tool that assists with recruitment, identifying quality staff and meeting the new Aged Care Standards. It strengthens our compliance to have this layer of screening in place.

I found Care Advantage after reading a book called 'Saving Social Care' written by Neil Eastwood. At BaptistCare we run a large decentralised recruitment model, however, we screen all candidates centrally, before they are interviewed at site. **We have seen a significant reduction in recruitment processing time due to the Care Advantage platform automatically generating a target list for each role we advertise.** The shortlist delivers 'high job fit' and 'low attitude concern' candidates for our attention immediately.

The job fit element (fit for the care sector) is paramount to us. The reports provide us with really good information about the candidate before we make any hiring decisions. We also know where to dig deeper at interview.

Care Advantage has been extremely useful with our Emergency Response Recruitment Drive surrounding the COVID 19 situation. We have been recruiting Care Reserves. The tool has been invaluable in helping us navigate the large candidate pools we have been processing for our individual sites. We are capturing people with transferable skills and that is a big benefit for us.

Care Advantage has also assisted us with assessing internal staff who required reassignment into different areas of the business. The tool also has features supporting onboarding and engagement, something which we will be concentrating on to ensure staff retention moving forward.

Nine months into using the Care Advantage Screening tool we have seen a large reduction in recruitment time and a higher number of quality candidates.

We hope to integrate Care Advantage with a Talent Management System soon. **You do not need a PHD to read the reports and the platform is very easy to use with minimal training.** We have received full support from the Care Advantage team, from the initial presentation right through to staff training, nothing has been too much trouble for them. We value the relationship we have created with the Care Advantage Team.

Christine Spears
Talent Acquisition Manager