



# A Public Healthcare Provider in California Integrates INRY Talent™ to Enhance Employee and Candidate Experience

A healthcare provider offers medical, dental, and mental health services to incarcerated individuals at 34 CDCR facilities. Their mission is to facilitate successful reintegration through education, treatment, and restorative justice programs in a safe and humane environment. They focus on enhancing public safety, reducing recidivism, and equipping those under their care with essential tools for a drug-free, healthy, and employable life. They aim to improve public safety and promote successful community reintegration through education and treatment.

## The Opportunity

The healthcare organization aims to address its Position Management system needs and enhance the end-to-end integrated interview and selection experience. They collaborated with INRY to implement the INRY TALENT™ application (Applicant tracking system) to enable effective candidate relationship management and streamline selection. Implementing the intuitive Applicant Tracking System (ATS), visual prioritization, and advanced analytics is crucial for effective candidate relationship management and HR/recruiter portals. The healthcare provider isn't just transforming today's recruitment; they are future-proofing their approach for upgrades ahead.



## The Approach

- ❑ **Configure Portal:** Allows configuration of branding changes to meet ADA compliance and organizational usability requirements, demonstrating Internal and External Applicant portals and an HR portal with various feature configurations to ensure a seamless user experience based on user personas.
- ❑ **Configure Job Templates:** Demonstrates job creation and management, including raising job requests and configuring email notifications for recruitment stages. They also showcase out-of-the-box alerts and notifications for hiring, focusing on candidate relationship management through chat options and timely alerts for the HR department.

Founded in  
**2006**

Over  
**10000**  
Employees

Headquartered in  
**Elk Grove,  
California**



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- ❑ **Configure Workflows:** Configure and manage recruitment stages for Internal and External applicants, along with role-based access controls, showcasing visual prioritization using visual task boards, and reporting capabilities.
- ❑ **Integrations:** Leverage API extract of the STD 678 form to push Candidate Profile information from CalHR into ServiceNow ATS and integrate Outlook for interview scheduling.



## The Results

- ✓ **Comprehensive Position Management:** The ATS provides a centralized platform for the healthcare provider to manage job openings, candidate applications, and hiring workflows for both internal and external applicants, streamlining the recruitment process.
- ✓ **Enhanced Candidate Experience:** With intuitive applicant portals, candidates can easily apply for positions and track their application status, improving their overall experience with the hiring process.
- ✓ **Efficient HR and Recruiter Management:** INRY TALENT™ offers HR and recruiter portals with visual prioritization and advanced analytics, enabling efficient management of positions, insights, and applicant relationships.
- ✓ **Real-time Alerts and Notifications:** By configuring alerts and notifications for various stages of recruitment, the system ensures timely updates and communication, leading to quicker decision-making and increased efficiency.
- ✓ **Seamless Integration with Existing Systems:** Integrating various systems helped the healthcare provider enhance its functionality, enabling recruiters to have a comprehensive view of candidate profiles and efficient email communications.
- ✓ **Data-driven Decision-making:** The Applicant Tracking System provides insights and analytics that enable data-driven decision-making, empowering the customer to optimize their recruitment strategies and make informed choices for successful candidate selection and community reintegration.



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