

How Ready to Hire increased Novant Health's retention rate to 94%

Case Study



Goals

Novant Health, a leading integrated health organization with 40,000 employees across the Carolinas, faced a unique challenge with its pharmacy technician positions prior to the COVID-19 pandemic. With a 10-15% vacancy rate, hiring and training suitable candidates for these roles placed strain on talent acquisition, workforce development, and clinical resources.

Our collaboration with Novant Health aimed to ultimately enhance their standard of care by creating a recruiting program that increases both the pool of qualified candidates and retention rates of new hires and current employees.



Approach

Ready to Hire recognized that creating a new pool of entry-level candidates, developing successful hiring and onboarding processes, and nurturing career growth were all key to growing the Novant Health team and improving retention.



INCREASE TALENT POOL

Ready to Hire leveraged its access to an expansive pool of adult learners to source and train an abundance of qualified, new-to-healthcare pharmacy technician candidates.



IMPROVE RETENTION RATES

Ready to Hire took a holistic approach to increasing retention rates, first by rigorously vetting candidates, then investing in workforce training, and creating career pathways for long term employees through upskilling programs.



REDUCE RECRUITING TIMELINES

Ready to Hire shortened the prolonged recruitment processes by screening and training talent, and referring only the most qualified individuals.



MAKE CERTIFICATIONS ACCESSIBLE

Using Ready to Hire's structured on-site training tools, Novant leveraged experienced preceptors to train new staff to ensure they remain in compliance with state regulatory changes.

Impact

+204% REFERRED CANDIDATES

By creating opportunities for new-to-healthcare talent and making it easy for candidates to complete training on their schedule, Novant doubled their talent pool in a competitive market.

91% CANDIDATE HIRE RATE

Ready to Hire's rigorous screening process and training programs ensures that only the best talent applies for open positions – saving Novant's recruiting team time.

2X SPEED TO HIRE

Through effective talent screening and streamlined hiring processes, Ready to Hire reduced the overall hiring time by 50%, enabling Novant to onboard qualified candidates more efficiently. Additionally, by optimizing the ramp-up time, candidates were able to reach their full capacity sooner, resulting in increased productivity and faster time to impact.

94% RETENTION RATE

Ready to Hire's talent screening, training, and onboarding ensures candidates are committed and qualified – and fosters both success in their role and loyalty to the hospital.

Conclusion

Ready to Hire's innovative train-to-hire and upskilling solutions helped Novant Health end the cycle of staffing shortages and unsustainable recruitment methods by sourcing, training, hiring, and retaining a local, loyal workforce.

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Ready to Hire can
do for your company?

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