

How Southern Nevada Health District slashed time-to-hire by 53% in 8 months



CHALLENGE ONE

Hiring 100 staff in 30 days

During the pandemic, Southern Nevada Health District needed to quickly hire staff to meet public health demand. But their applicant tracking, scoring, and hiring was done through **manual entry and spreadsheets** – which took longer than they had.

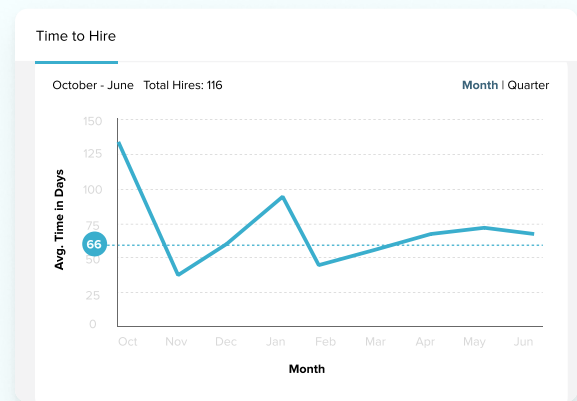
OUTCOME

Eliminating the manual burden

Insight saved the District time and effort when reviewing applications and qualifying candidates so they could efficiently move through the recruitment stages. The system increased recruiter productivity and **reduced their time-to-hire ratio by 220%**.

53% faster time-to-hire

Using Insight, the District cut time-to-hire from 130 to 61 days.



CHALLENGE TWO

Breaking the status quo

After implementing Insight, Southern Nevada Health District faced strong resistance to change. Employees were **reluctant to adjust the way they worked** and did not want to be forced to learn something new.

OUTCOME

Revealing the intangible benefits

Insight’s robust analytics helped the District communicate the effort required for recruiters and candidates alike. Showing how **an easier process lowers time-to-hire and burnout** helped convince staff to use the system.

“The tools in Insight for screening candidates **save an exponential amount of time and effort** to qualify candidates.”

Joe O’Neill, Senior Human Resources Analyst, Southern Nevada Health District