e-Recruiting: Recruit Top Talent

Accelerate Time-to-hire, Reduce Recruiting Costs

At-a-Glance

The healthcare workforce shortage is a serious challenge to your organization. Employers are competing with each other for a limited pool of qualified staff, especially in nursing. This shortage is costly — recruiting costs, sign-on bonuses, the use of agency staff — and it directly affects your bottom-line. And the shortage can affect patient care if you have to close beds or divert ER patients. Finding solutions to help address the workforce shortage is mission critical. You need to attract the attention of the very best talent to fill your open positions — before your competition does.

e-Recruiting is a Web-based recruitment management system designed to help dramatically reduce the time, effort and expense it takes to locate and hire the most qualified candidates. e-Recruiting simplifies the application process for the candidate with an intuitive interface and 24/7 access. For the recruiter, it sources prospects, ranks and scores candidates, manages relationships with promising applicants and submits job offers.

Lawson Delivers

e-Recruiting transforms a passive employment approach into an aggressive and more efficient process. Much more than an online resume-gathering tool, e-Recruiting provides healthcare organizations access to a larger market of qualified candidates from multiple sources. Lawson e-Recruiting assists you by providing a preliminary assessment and interview of each applicant to determine the degree to which the skill set matches the identified position requirements. Pre-screening minimizes the efforts of candidates because they submit their information just once, and helps hiring managers by identifying only those applicants who match the identified position requirements. Candidates receive communication on the status of their application through automatically generated letters or e-mail notifications.

Currently, can you:

- Attract candidates with an easy-to-navigate online interface?
- Deliver a company-wide recruiting strategy that helps to reduce recruiting costs and leverage your market presence?
- Offer recruiters rapid notification when candidates match an open requisition?
- Automatically score, rank and pre-qualify candidates to provide hiring managers with a list of qualified applicants?
- Integrate your requisition planning and approval with your recruiting efforts?

Benefits

In today's competitive healthcare market, Lawson e-Recruiting helps you:

- Attract candidates quickly by providing an intuitive, easy-to-navigate application interface
- Reduce hiring costs and time-to-hire cycles by electronically matching candidates with positions, then automatically ranking and scoring them according to the knowledge, skills and abilities you've defined as required for the position
- Improve your ability to determine early on if a candidate fits your organization's profile for success through a preliminary assessment and online interview process

- Reduce the number of FTEs dedicated to hiring staff and redirect them to more strategic initiatives

- Provide a single point of entry for all employee data from candidate to retiree via integration with Lawson Human Resources Solutions

Features

Lawson e-Recruiting is designed to make the job search easy for candidates while providing recruiters with the flexibility to work in the manner that best suits them. Key features include:

Efficient Sourcing
- e-Recruiting expands your hiring reach to include Internet job boards and premium job posting sites
- Search your own database for qualified individuals who have previously submitted their profiles

Flexible Application Options
- Candidates can complete an online application or, if you prefer, they can choose the Express option requiring minimal data entry with an attached resume

Effective Ranking and Scoring Process
- Candidates identify their skills and are assessed against profiles designed by your recruiters
- Prospects are ranked and prioritized based on the knowledge, skills and abilities defined by the recruiter, reflecting the degree to which the candidate matches the pre-identified job criteria
- Online interviews help ensure candidates match your company's culture and can be tailored to specific positions

Targeted Communication
- Recruiters are rapidly notified via e-mail (or pager) when a candidate matches an open position so immediate action can be taken

Consistent Relationship Management
  e-Recruiting helps hiring professionals manage key relationship-building activities such as:
- Scheduling interviews/Sending correspondence (e.g., e-mail, newsletters)
- Providing reminders for follow-up activities (e.g., phone calls)
- Sending offer letters and simultaneously updating other activities

Contact Lawson

For more information about Lawson e-Recruiting for Healthcare or other Lawson business solutions, call 1-800-477-1357, direct at +1-651-767-7000, international at +44 (0) 1344 360273, or visit www.lawson.com.

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