



ClearCompany

## A Higher Standard of Living:

See How Sagora Senior Living Recruits and Onboards Exceptional Caregivers

### The Customer

With 39 communities across five states, Sagora Senior Living provides independent living, assisted living, and memory care for thousands of seniors. Sagora operates on a “resident-first” philosophy, and that carries through in everything they do, including hiring and retaining the very best caregivers in the industry.

### The Problem

Sagora continues to grow, doubling in size over the past four years. And with a large baby boomer generation entering retirement, demand for skilled caregivers has never been higher. As applicants often apply to multiple organizations at the same time, speed was a crucial factor in candidate engagement. The senior living industry goes through periods of high turnover, and they needed a way to keep up with recruiting needs.

*“It’s important for us to find great talent to serve our seniors. Those associates make relationships with our residents and they’re the ones who are caring for them day in and day out.”*

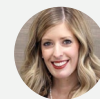
Without a smooth process to onboard new hires and get them working with residents immediately, it was easier for candidates to leave Sagora for a competitor in the pre-employment process. That’s why they turned to ClearCompany.



**New ClearCompany clients get a customized implementation plan that fits their needs and their schedule. And every client has a dedicated Customer Success Manager to help them continually improve their talent process.**



***Our primary challenge in the senior living industry is the volume of candidates that we need for our high turnover positions. As we continue to grow, it’s going to be more and more important to build efficiencies in our recruiting process.***



**Cayce Jones**  
Director of Recruiting,  
Sagora Senior Living

## The Solution

ClearCompany's Talent Acquisition platform pairs advanced recruiting tools with an onboarding process focused on getting new hires engaged with their goals. Sagora took advantage of ClearCompany's mobile-friendly interface, interview scheduling tools, online offer letters, and texting to reach top candidates before the competition.

And ClearCompany's paperless online onboarding enabled Sagora's new hires to complete required forms before they started, so they could begin working with residents on day one. Best of all, ClearCompany's award-winning service and support was there for them every step of the way.

*"My experience with the ClearCompany support team has always been great. They are quick to respond, always active in finding solutions to whatever issues that we might be experiencing."*



**ClearCompany's online onboarding process saves Sagora up to two hours in administrative work for each new hire.**

## The Results

With ClearCompany, Sagora is able to find, engage, and retain the best talent available. Sagora's open positions are posted instantaneously across a variety of job boards, and their HR team can quickly reach out to top candidates.

*"ClearCompany helps us engage with candidates who may be applying to multiple companies and there are times where it does give us an edge as candidates are considering who they want to go work for."*

Their online onboarding process keeps candidate and employee records organized, and introduces new hires to their team, their goals, and Sagora's corporate philosophy right from the start. It all adds up to the best possible care for their senior residents.

## The ClearCompany Difference:

*"The seniors in our lives deserve the best care, and ClearCompany is proud to help Sagora fulfill that mission. We believe that with the right tools, any company can hire and retain more A Players."*



**Christine Rose**  
Vice President of Customer Success,  
ClearCompany



*The fact that we are able to focus on actual training within an associate's first few days rather than typical first day HR formalities is really changing our candidate experience.*



**Holland Tucker**  
Recruiter,  
Sagora Senior Living

