

VetPartners Slashes Time to Hire & Gains Competitive Advantage with Checkster

Wins National HR Achievement Award for Unique Talent Acquisition Programs

VetPartners

About VetPartners

- VetPartners is one of the top Veterinary Hospital Groups across Australasia, with over 120 veterinary practices.
- VetPartners acquires leading community veterinary practices and partners with veterinarians to help grow and manage each practice, while retaining their unique identity and culture.
- VetPartners recruits veterinarians, vet techs, nurses and other positions across accounting, HR, legal, marketing, IT and operations.
- VetPartners currently employs 1,736 people across Australia and New Zealand.



The Australian vet industry is experiencing a talent shortage. In response, VetPartners implemented new technology, including Checkster, to deliver a fast, competitive recruiting process without sacrificing quality.

RESULTS WITH CHECKSTER



100% Better Reference Quality



Data Insights to Make More Informed Hiring Decisions



Improved Hiring Manager Satisfaction



Improved Compliance



70% Less Time Spent on Reference Checking



56% Faster Time To Fill Than Industry Average

Derek Del Simone, Recruitment Director at VetPartners



“I used to think the best thing to do was do a phone call reference, so for me to move to an automated platform I had my doubts. But having experienced the results — from speed to efficiency to quality of hire to hiring manager satisfaction, I’m a complete Checkster convert.”

Talent Shortage Poses Unique Challenges

The Australian veterinary industry has been experiencing a significant shortage of talent for a number of years. Market research shows that at any one point over the last 24 months there has been an average of 510 veterinarian vacancies across Australia. Vacancies in metro regions are open for an average of 129 days and regional vacancies are open for an average of 281 days.

Derek Del Simone, recruitment director, VetPartners Australia said, “The vet recruitment market in Australia is young — not much focus has been placed on marketing to and recruiting vets outside of local areas.”

Creative Talent Strategies & Technologies Staff Veterinary Clinics, Faster

Del Simone and his team developed a number of key talent acquisition strategies to address these challenges — and thus the company’s “Project Boomerang” and “Vets Abroad” campaigns were created.

The Vets Abroad campaign targets those wanting to work a gap year abroad, or who are interested in a more permanent move to Australia or New Zealand. Project Boomerang allows the company to fulfill short-term placements of up to three months, appealing to those who are interested in short term assignments or gaining experience working in a different geographical region.

Del Simone shared, “When we launched these bold programs, I knew we needed to be equally bold with the technology used to support them. Ultimately, we wanted to reduce time to fill a vacant position and ensure our hospitals and hiring managers were satisfied with the recruitment solution we offered.”

VetPartners Turns to Checkster to Deliver a Competitive Recruiting Process without Sacrificing Quality

Del Simone said, “One of the areas in the process where our team was getting dragged down was reference checking. We turned to Checkster to help us speed our recruiting process and meet our goals of reducing time to fill without sacrificing quality of hire or manager satisfaction.”

“We’re in tough operating conditions in terms of candidate marketplace — a qualified vet will have 2-3 qualified offers within 7 days from sending out their resume — so speed and time is of utmost importance. We were slowing down our recruiting process considerably by spending too much time chasing references. **Checkster was our answer for a better, more efficient recruiting process,**” said Del Simone.

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RECRUITMENT PROCESS

PRIOR TO CHECKSTER:

- 1 Conduct candidate interviews
- 2 Put forth best candidates to clinic(s)
- 3 Gather feedback from hiring manager, select candidate finalists
- 4 Run 2-3 manual, phone-based reference checks on finalists
- 5 Provide hiring managers with reference check results via verbal communications

Time Spent: 5-6 hours per week on reference checking for all candidates

VS.

WITH CHECKSTER:

- 1 Conduct candidate interviews
- 2 Conduct simultaneous candidate reference checks with Checkster
- 3 Put forth top candidates to hiring managers with completed Checkster report

70% TIME  REDUCTION

Time Spent: 1.5-2 hours per week on reference checking for all candidates

VETPARTNERS RESULTS

Competitive Edge in a Tough Market

VetPartners' Vets Abroad and Project Boomerang campaigns give them a distinct point of difference over the competition. In fact, Del Simone and his team were recently recognized by the Australian HR awards with a "Best Recruitment Campaign" award for these programs, giving them significant market recognition.

Higher Quality References and Improved Compliance

The VetPartners recruiting team also reports a higher quality of references and improved compliance with Checkster. "Our recruitment process now stands out as well, providing quality candidates to hospitals in less time, and reducing time to fill substantially with Checkster. Also, from a quality and compliance perspective, **our references are 100% better than what they used to be.** We've been able to improve the compliance of what the referee has actually said, which has been great for our business."

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VetPartners Fills Tough Positions 50 Days Faster than Industry Averages; More Time Spent on Sourcing

VetPartners' reduction in time spent on reference checking has also given them a dramatic boost in the time it takes to fill tough positions. **VetPartners is currently filling metro vacancies 39% faster than the industry average. They're also able to fill regional vacancies a whopping 56% faster than industry averages, thanks to the improvements in efficiency with Checkster.**

"Now that we've reduced time to fill, our team can focus more time on sourcing candidates and filling these highly skilled positions. Once my team has identified a candidate as a potential future hire, we request their references through Checkster, to help speed the process."

Improved Hiring Manager Satisfaction

"Now, by the time the hiring manager interviews the candidate we put forth, they have their detailed Checkster report that includes 3-4 detailed reference responses," said Del Simone. "Our hiring managers love Checkster because a candidate's scores are easily consumable in a graph format, and showcases a candidate's skill set as well. Checkster helps us to show candidate quality in a way that we couldn't do before," added Del Simone.

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Checkster's reports have also helped steer a more meaningful conversation between candidates and hiring managers. "Prior to Checkster, we were only able to gather an average of two references. With Checkster, we've increased the number of references per candidate to include managers, peers or mentors. **The candidate feedback is stronger and more detailed**, giving everyone involved in the recruiting process a broader spectrum of data to better inform hiring decisions," added Del Simone.

Call us for a quick, customized demo to see exactly how Checkster can work for you.

About Checkster

Checkster utilizes the latest technologies to offer its customers and candidates a unique, seamless experience that attains results. The Automated Reference Checkup assesses talent pre-hire by upgrading the traditional telephone reference check. The Interview Checkup gives interview debriefs a new level of objectivity. The 360 Checkup provides new hire quality validation, 360 degree assessment and developmental feedback to current employees. Based in the San Francisco Bay Area, Checkster's products are chosen by many Fortune 500 companies and providers of HR services. The company aims to improve the world's productivity and harmony by increasing job fit and work achievement, as well as personal career satisfaction and fulfillment.

