

Advanced Medical Personnel Services – Pay Per Candidate Case Study

Client: **Advanced Medical Personnel Services:** A leader in healthcare staffing, specializing in placing Physical & Occupational Therapists and Speech Language Pathologists nationwide.



Objective:

- Recruitment value: Pay only for results.
- Save time: Review only pre-screened resumes.
- Increase job exposure: Post multiple jobs online and replace jobs as hiring needs change.

Results: Advanced Medical posted over 1,500 jobs over a three month period, using the flexibility of Pay Per Candidate to upload new jobs and easily remove old jobs.

- Yahoo! HotJobs drove more than 500 completed applications to Advanced Medical's niche jobs.
- Advanced Medical saved time and money by:
 - Using the customized questionnaire to filter out 80% of the resumes, saving Advanced Medical time since they only had to review 20% of the submitted resumes.
 - Setting up a stringent questionnaire to filter candidates, allowing Advanced Medical to only pay for the pre-screened resumes.
- After careful review, Advanced Medical imported several candidates into their internal system and into the hiring process.

Advanced Medical Personnel Services – Pay Per Candidate Case Study

Quotes: “We did the math and looked at Pay Per Candidate vs. the pricing competitor’s offered for their job post product. Based on the analysis, Pay Per Candidate was the clear winner since we only pay for qualified candidates.”

“Yahoo! HotJobs Pay Per Candidate model changed the playing field for us, it let’s us pay only for results. That’s why we chose Yahoo! HotJobs to be our main recruitment provider.”

“Pay Per Candidate changed the game for us. Now I pay only for results.”

“Pay Per Candidate not only saves me time, but money. Because of how I set up the product, my team spends their time reviewing only relevant resumes. In addition, I don’t pay for resumes that don’t meet my criteria, saving me money.”

-- Kyle Carey, Director of Internet Marketing