



TALENT  
ACQUISITION

# *Taleo Onboarding, You Had Me at Hello*



2017  
OHUG GLOBAL  
CONFERENCE

**NAVIGATE**  
YOUR PATH  
#OHUG2017

# AGENDA

- » Who We Are
- » Our Journey
- » Process Overview
  - Advanced E-Offer
  - Candidate Experience
  - Onboarding (Transitions) Center
- » Behind the Scenes
- » Process Improvements
- » Q & A

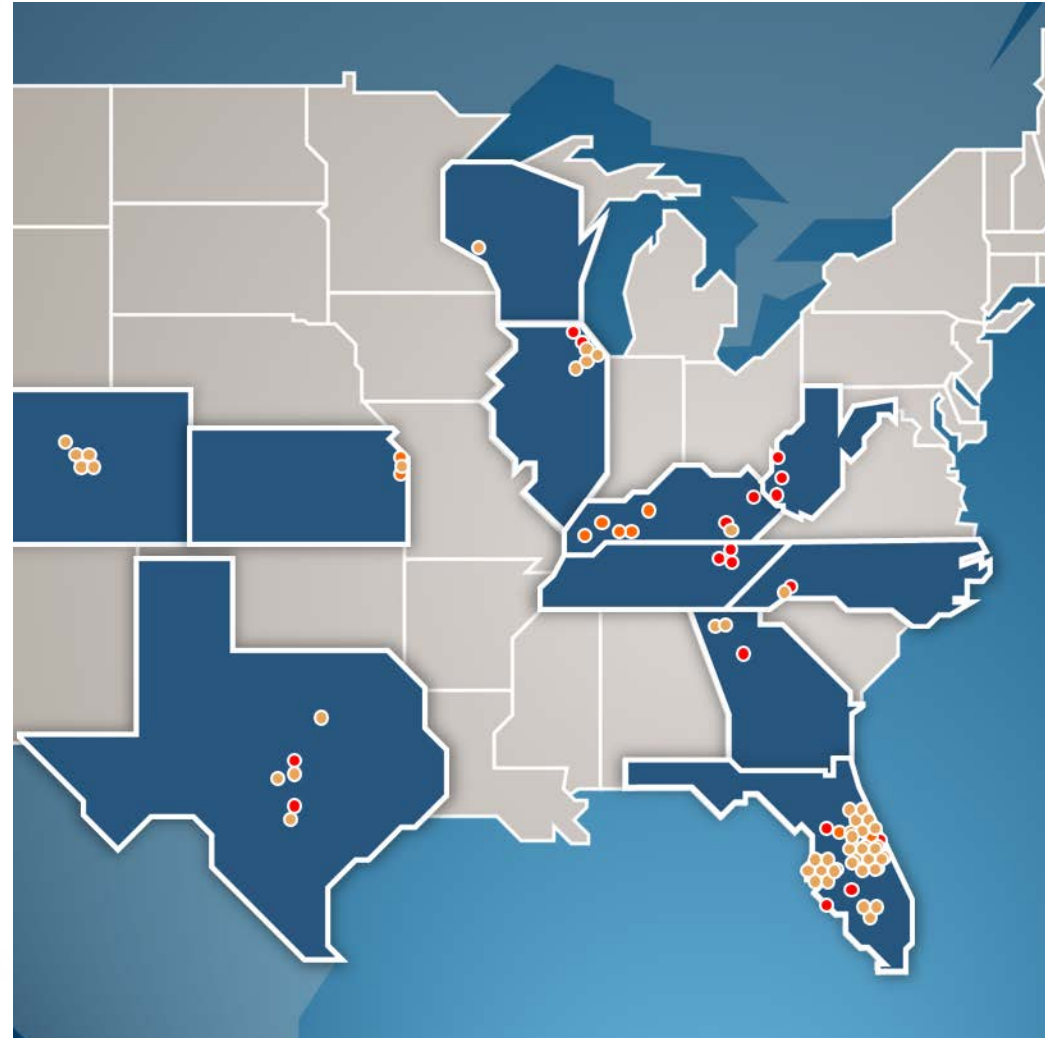
# About Us



- » Presenter: Josh Thompson
- » Co-Presenter: Katrina Ricketts
- » 10+ years combined Talent Acquisition, Taleo and Healthcare Experience
- » Yes, these pictures were taken 8 years ago...



*Extending  
the healing ministry of  
Christ*



**1973**

Adventist Health System was established

**45**

Hospital campuses operated in nine states

**80,000**

Employees and physicians

**5 million+**

Patients served annually

**15**

Skilled nursing facilities

**22**

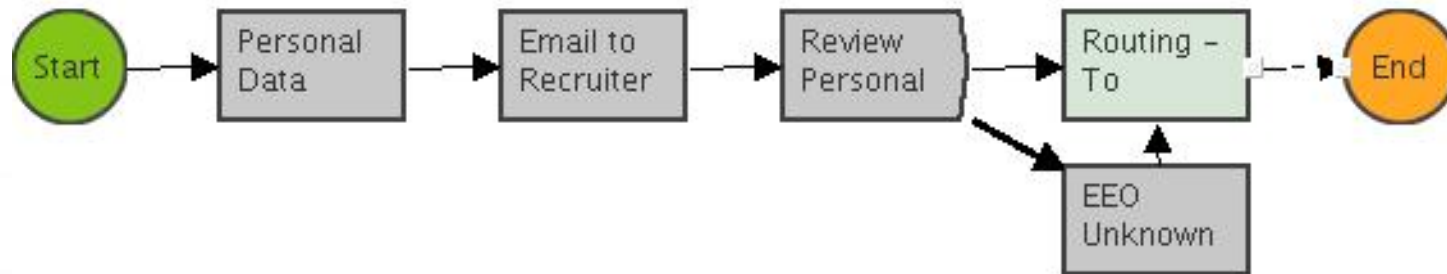
 Home health and hospice agencies



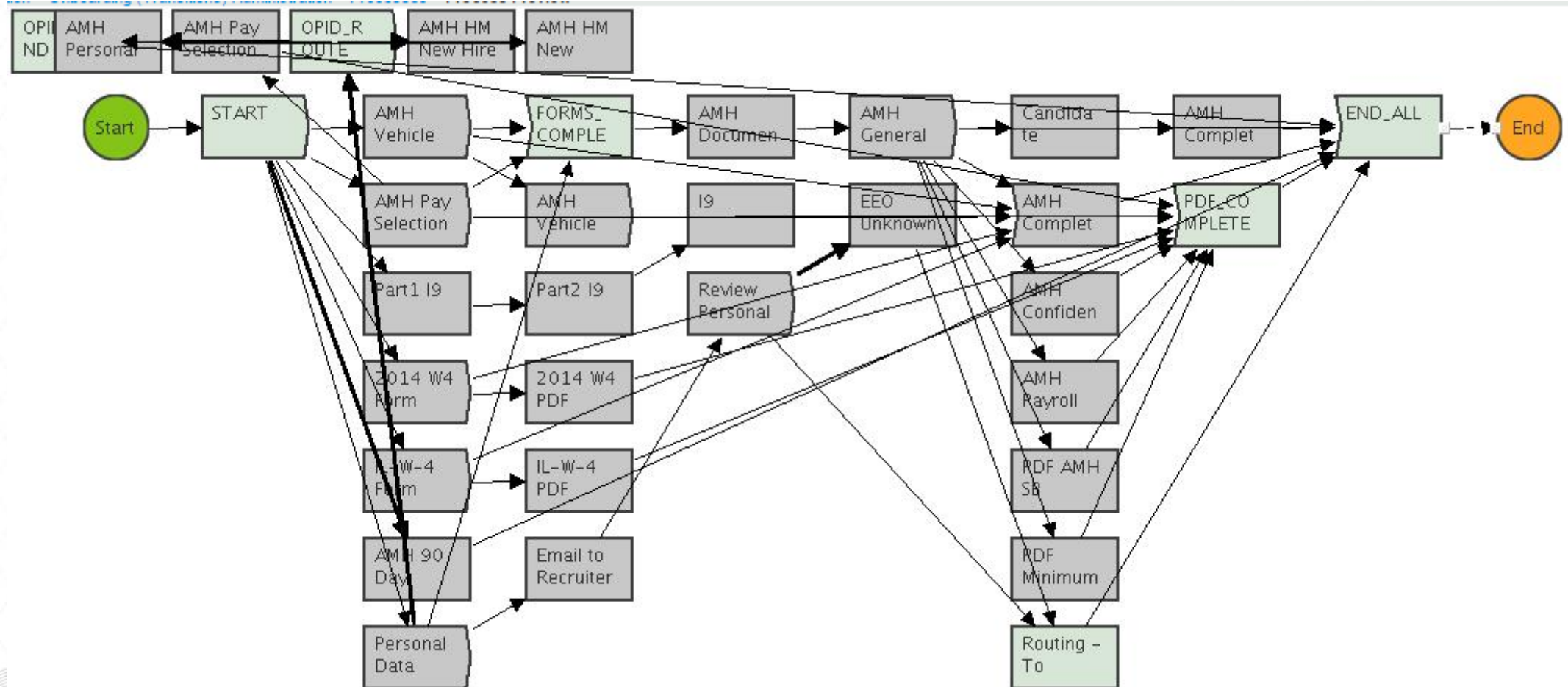
# Our Journey



# Process Overview

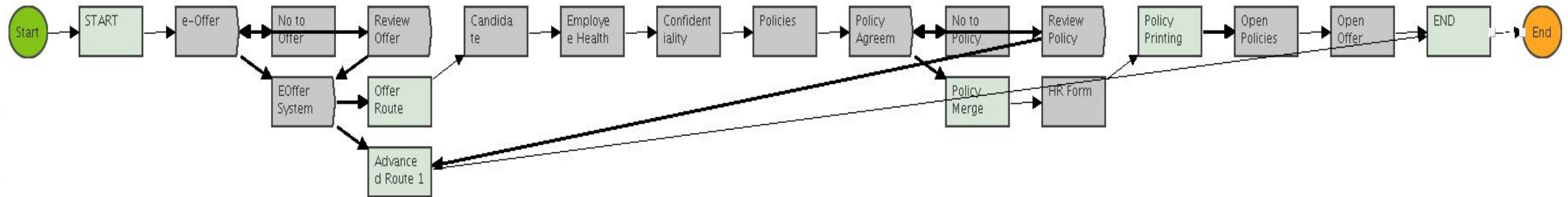


# Process Overview





# Process Overview





# Process Overview

**TALEO ENTERPRISE™**

Katrina Ricketts | [Home](#) | [Resources](#) | [Talent Grid](#) | [Sign Out](#)

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[Home](#) | **Recruiting** | [Tasks](#) | [Requisitions](#) | [Candidates](#) | [Offers](#) | [Reports](#) | [Libraries](#)

Job Submission

**Ohug, Ollie**

ID755773

Required0 / 6

Assets0 / 2

StepOffer

StatusDraft

Other Submissions

Active (0)

Inactive (0)

LanguageEnglish

Creation DateApr 28, 2017

Latest Submission MediumMatched to Job

SourceAHIMA

Submission TypeExternal

RecruiterKatrina Ricketts

Hiring Manager

Ohug, Ollie applied for requisition:

**WA-Occupational Therapist PRN (17000042)**

More Action

Job Submission | Attachments | Tasks | Offers | Referral | **View other available actions**

**Offer 1 (Current)**

Requisition

Top Section

Status	Draft		
Start Date	Apr 24, 2017, 8:00 AM		
	<input type="checkbox"/> Tentative		
Expiration Date	May 1, 2017, 10:51 AM		
Applicable Experience Date	Mar 10, 2015		
Maximum Salary	41.83		
Pay Group	ONX - Other Non-Exempt		

General Terms

Currency	US Dollar (USD)	US Dollar (USD)
Pay Basis		Weekly
		Annualization Factor: 52
Salary (Pay Basis)	41.83 / 41.83	
Additional Job	No	
Time Zone	EST	
HRMS Hourly Rate	41.83	
PDO Draw	2	

Bonuses



# Behind the Scenes

## » Documents

- Adobe Acrobat
- User-Defined Fields

## » Integrations:

- Taleo Client Connect (TCC)
- Vendor(s)

## » Reporting



# Behind the Scenes

Candidate Identifier	Name	Submission Transitions Process Start Date	Submission Transitions Process Percent Complete
60003		9/6/2016 3:54:36 PM	1.00
		9/7/2016 6:28:48 PM	100.00
70356		12/2/2015 3:32:51 PM	2.00
		12/2/2015 3:35:22 PM	100.00
76403		7/22/2015 8:44:55 PM	11.00
		8/11/2015 9:40:07 PM	100.00
82865		10/20/2015 5:58:24 PM	100.00
104384		4/14/2016 6:24:08 PM	1.00
		4/14/2016 6:25:26 PM	100.00
114424		3/21/2016 8:58:58 PM	100.00
		11/30/2016 8:10:00 PM	100.00
122844		12/5/2016 2:30:44 PM	100.00
148690		11/14/2016 8:41:23 PM	100.00
179425		11/5/2015 3:20:13 PM	100.00
231302		1/9/2017 5:56:57 PM	100.00
232228		5/3/2016 6:50:41 PM	100.00
235168		7/22/2015 5:43:47 PM	11.00
		7/29/2015 7:48:45 PM	11.00
		7/29/2015 9:21:05 PM	100.00
235319		9/16/2015 8:42:06 PM	100.00
262126		10/21/2015 10:27:02 PM	100.00
263625		7/28/2015 8:36:52 PM	100.00
263626		8/10/2015 6:37:29 PM	100.00
272546		10/30/2015 8:07:47 PM	100.00
284705		8/27/2015 10:10:58 PM	100.00
292266		4/28/2016 2:29:39 PM	100.00
295985		9/18/2015 6:54:19 PM	100.00
300765		10/11/2016 5:11:26 PM	0.00

# Process Improvements

## » Our Journey (Past, Present and Future)

- Challenges
- Continuous Improvements
- Best Practices

## » Talent Acquisition Partnership

- Super-User





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