

# THE ROUND UP

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## LATEST AT REPUCARE:

### WHAT WE DO!

With the New Year under way, we want to start this issue by reminding you WHAT WE DO!! RepuCare, Inc. is a woman owned business that provides transformative workforce solutions to public and private sector clients by offering contingent and contract staff augmentation across several industries. We deliver services in the healthcare, medicaid, and informative technology sectors.



### WHERE DO WE DO IT?

Some of RepuCare's clients!

- Children's Bureau
- CareSource
- Centene Managed Health Systems
- Centurion
- KEPRO
- Key Bank
- MDWise

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## IN THE INDUSTRY: APPLICANT TRACKING

How Applicant Tracking works:

What is an Applicant Tracking System? ATS is a computer software that's designed to scan resumes for certain keywords and weed out applicants that don't match the job description. This helps hiring managers quickly identify the most qualified candidates.

How it relates to staffing industry:

Only those resume's that make it through the ATS make it into recruiter's hands. Using ATS helps recruiters weed through the thousands of resume's received. If a resume does not contain the correct keyword, those candidates are overlooked! A study by Harvard Business revealed that "88% of recruiters feel that qualified candidates fall off or are ignored by ATS for not having exact criteria established in job description"

How can we use it but also keep our personal touch?

Take the time to connect with your applicants during the screening and interview processes. Continue to make personal connections with each one. Put effort into your social media! This shows candidates another side to recruiters and makes them feel like they are talking with real people. Continue to check up on them after the hiring process. They will tell their friends and family about how involved the process is, before, during, and afterward.



How can you make sure your resume shows up?

Applicant tracking systems focus primarily on important keywords for each jobs. Make sure you use relevant keywords pertaining to the job you are applying for. Include multiple skills in your skill sections. This is more likely to include words that register to the specific job applied for. Connect those key skills to your unique experiences in the workplace.

Over 98.8% of Fortune 500 companies use ATS. Make sure you stand out!

LINK TO RESOURCES: [JOBSCAN](#)  
[INDEED CAREER ADVICE](#)

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## WHAT'S NEW FOR 2023?!

New Year comes New Opportunities! Stick with us to see what is coming up!

We are in the process of switching from the Plan Source benefit dashboard to Paylocity's benefit dashboard. All of your Benefit needs will be in the same place you already log your time or PTO!

We are starting some brand new contracts with Hoosier Healthwise and Hoosier Insurance Plan. We've also extended our roster of managed care clients to include CareSource and MDWISE.

We are expanding our scope of service footprint and adding Health Information and Health Equity Roles in addition to the other roles we currently already staff.

We are preparing to expand our growth curve with the addition of other managed care contracts scheduled to start January 2024 by updating all of our IT and communication platforms.

We are working to improve communications with field staff by focusing efforts on Employee Engagement efforts.

For example, we are bringing back our newsletter and blog, reaching out to clients and field staff quarterly to work through any issues or updates, sending out birthday messages, and scheduling monthly HR Zoom meetings for any general questions our Staff may have. We also are focusing on better communication with our Client's HR staff to make sure all RepuCare field staff are up to date on all policies.



[TAKE A LOOK AT OUR MOST RECENT BLOG!](#)

Be sure to keep up with us on Google, LinkedIn, or Instagram!

