



WE TURNED UP THE VOLUME ON TURNING POINT'S RECRUITMENT

Turning Point is a national Health and Social Care Provider, providing specialist and integrated services which focus on improving lives and communities across Mental Health, Learning Disability, Substance Misuse, Primary Care, the Criminal Justice System, and Employment.

They were founded in 1964, and have been helping people make a change in their lives ever since.

Our Challenge

Turning Point had previously outsourced their recruitment for a number of years. However, processes had been deemed inconsistent and unsuitable for the needs of their growing business.

There was no Applicant Tracking System (ATS) in place at the time, and no access to Management Information to assess the performance of their Outsourced Provider.

Turning Point needed a forward-thinking recruitment partner, who was dedicated to the Social Care recruitment industry, with knowledge and expertise to deliver a high quality Complete Recruitment Solution.

Our Solution

Cohesion were to act as a 'one-stop service' for Hiring Managers and candidates alike, managing the entire recruitment function for all front-line and management roles. Vacancies were raised and approved via

"It was a clear, easy process, and I received regular updates on the progress of our applicants. On top of this, I received good, clear feedback after phone consultations had been conducted, which was useful for me during the shortlisting process."

100% of Hiring Managers at Turning Point would recommend the service they received to their peers – all scoring 5/5

Cohesion's specifically tailored Applicant Tracking System – MORS.

Cohesion's expert recruiters, who were specialists in Care Recruitment, were able to assess applicants' values, strengths, behaviours and competencies. This process then led them to be able to provide Hiring Managers with a shortlist of the most suitable candidates. Working with departments to plan future workforce requirements, including housing a Talent Pool via their ATS, allowed Hiring Managers to already have the right candidates in sight when the situation demands them.

Our Results

- Cohesion have been able to revitalise Turning Point's recruitment processes to provide a streamlined experienced that produces excellent results. Through Cohesion's recruitment knowledge and ATS, both the cost and time-to-hire have been significantly reduced, whilst the candidate quality has significantly increased.
- Cohesion are committed to providing an exceptional recruitment experience for candidates and managers alike, communicating and engaging with all parties throughout the entire recruitment process.
- 89% of all FTE roles were filled
- 91% of all offers were accepted



"Very satisfied with the friendly environment and how smooth and fast the whole recruitment process was conducted. I can't think of something that I would change"



cohesion

Reach. Engage. Retain

Experts in Outsourced Recruitment

Would you like to know
more about our Outsourced
Recruitment Solutions?

Recruitment Process Outsourcing lies at the heart of what we do, and allows us to make impactful changes to your recruitment strategy that will transform your business.

www.cohesionrecruitment.com/solutions/recruitment_outsourcing

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