Overview

- Our organizations

- Recruiting challenges prior to Cloud

- Improvements to the Recruiter, Manager, & Candidate experience

- ROI since deployment

- Lessons for others embarking on this journey

- Biggest wins/successes

- Questions

CMHA - CEI

Community Mental Health Authority of Clinton, Eaton and Ingham counties (CMHA- CEI) is a public agency serving people in Mid-Michigan. The agency has over 1000 employees providing services and supports to over 13,000 consumers, with an annual operating budget of $136M.

We treat adults and children with emotional and behavioral challenges, intellectual/developmental disabilities and substance use issues.

Community
MENTAL HEALTH
CLINTON • EATON • INGHAM
Together we can.

On Site 24 Hour - Crisis Services

Children's Intensive Crisis Stabilization Services

Urgent Care

Residential Services

Autism Services

Skill Building Assistance

Case Management and Assertive Community Treatment

What were your biggest recruiting challenges prior to Oracle Cloud?

Cumbersome application process with resume and cover letter uploads

Candidates were not able to save and return

Old systems required SSN and email addresses for logging in

Reactive vs proactive recruiting – no way to create candidate pools

Separate applications for every position

Minimize frustration and complaints from Managers on the old recruiting process

How has the Recruiter experience improved with Oracle Cloud?

Quick and easy movement of candidates from 1 requisition to another

Realtime visibility to the candidate's phase and state as they progress through the process

Clear delineation between Recruiter and Manager functions

Interactions and communications within the system

Position data connected to HR and Finance

Utilization of checklists for onboarding eliminating paper forms

How has the Hiring Manager experience improved with Oracle Cloud?
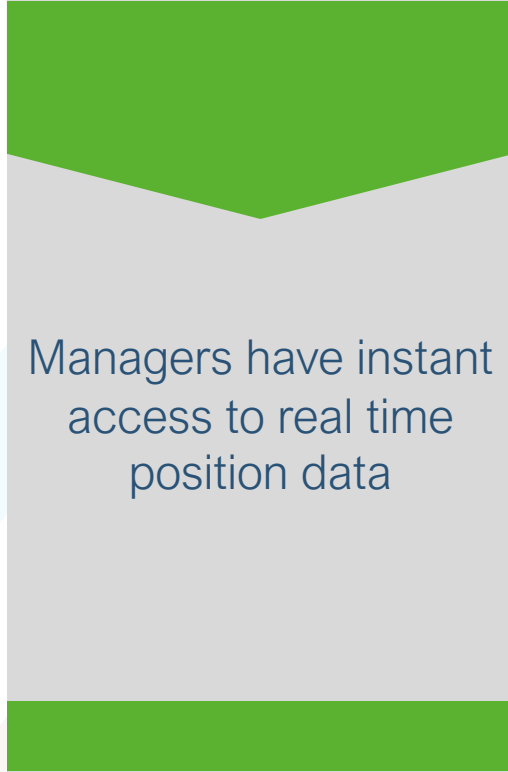
Managers no longer have to work with accounting to locate open positions

Managers no longer provide position numbers and cost controls as they review candidates for specific positions

Managers no longer create requisitions

Managers have instant access to real time position data

How has the Candidate experience improved with Oracle Cloud?

Direct link with Indeed & LinkedIn to simplify the application process

Candidates able to save and return to their application at a later date
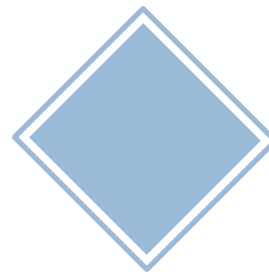
Candidates are able to apply from any device utilizing multiple operating systems and browsers

Candidates can apply to multiple positions with a single profile

Have you realized any ROI since deploying Oracle Cloud?

Significant time savings from no longer having to key in applicant and new hire data

Elimination of 4 disconnected systems to manage job openings, positions, and costing

Significant time savings with instant access to real time data

Reduced forms, emails, phone calls, & searching for information
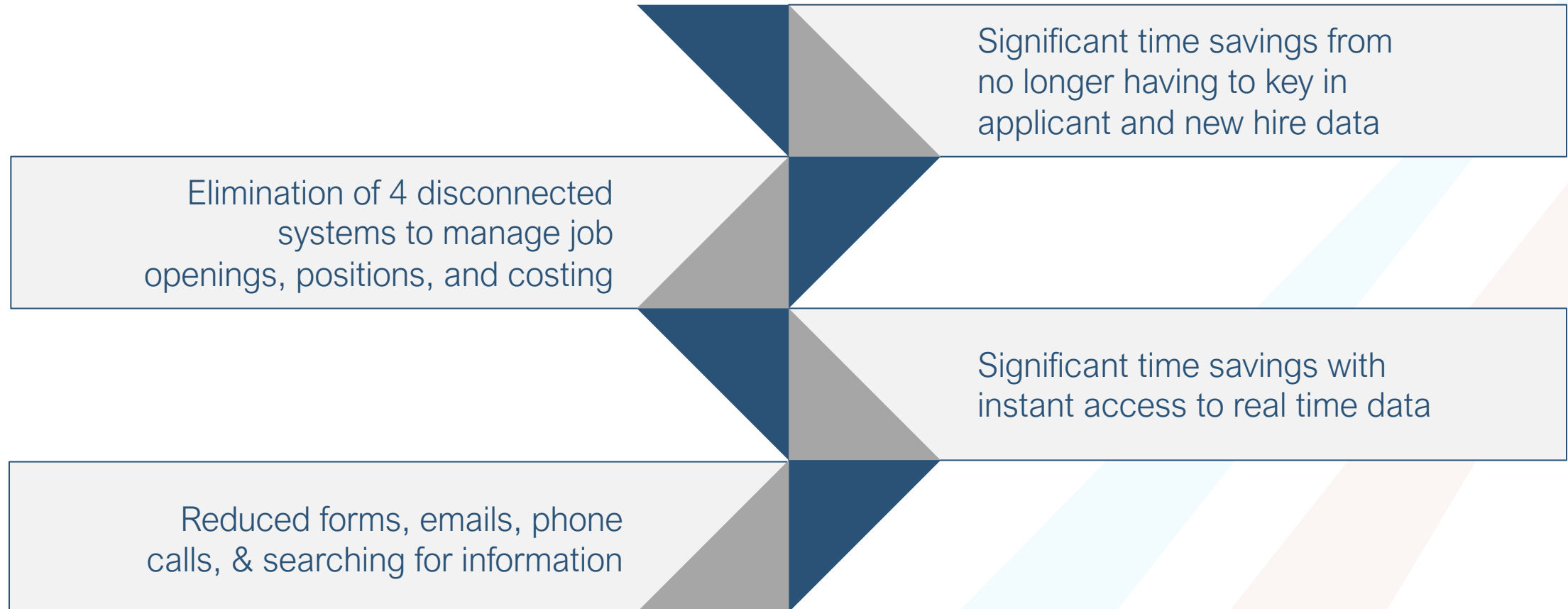
What lessons from the project can you share wit someone who is about to embark on the same journey?

Test and test, then test again

Confirm solutions satisfy business objectives to minimize changes/fixes after go-live

Take advantage of project activities as opportunities to learn the system

Big shift in job duties from Payroll to HR
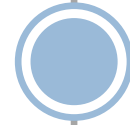
Remote testing via web-conference proved to be easier than in-person

Choose an integration partner who aligns with your culture and is focused on your success

PRODUCED BY OATUG ORACLE APPLICATIONS & TECHNOLOGY USERS GROUP OHUG ORACLE HCM USERS GROUP
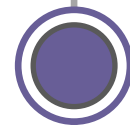
What are the biggest successes/benefits you achieved as a result of the project?

Centralized communications and interactions within the system

Integration between HR & Finance

Ease of application process

Happy managers and happy candidates is a win/win

Almost no complaints or issues reported by Managers

Better able to serve our customers and communities with Cloud computing

User Experience
Hiring Manager

Connect

5

Requisitions

| Keywords 🔍 | Show Filters | Hiring Team Role | Recruiter, Hiring Manager, Collaborator ✕ |

Sort By Creation Date - New to Old ⌄

21-8059 Secretary CSDD/Clinical Services (253)
Open - Expired
Standard
Lansing, MI, United States

Applications: 8
Prospects: 0

•••

21-8055 Registered Nurse/Clinical Services (236)
Open - Posted
Standard
Lansing, MI, United States

Applications: 1
Prospects: 0

•••

21-8021 Behavior Treatment Clinician CSDD/Wardcliff (60)
Open - Expired
Standard
Lansing, MI, United States

Applications: 0
Prospects: 0

•••

21-8020 Behavioral Psychologist CDSS/Wardcliff (58)
Open - Expired
Standard
Lansing, MI, United States

Applications: 0
Prospects: 0

•••

Job Requisitions

Job Offers

16 Openings

21-6005 Relief Van Driver AMHS/CH
📍 Lansing, MI, United States

Adult Mental Health Services / Charter House

21-6002 Relief Community Treatment Specialist AMHS/ACT
📍 Lansing, MI, United States

Adult Mental Health Services / Assertive Community Treatment

21-2008 Relief LPN SAS/ITRS
📍 Lansing, MI, United States

Relief Licensed Practical Nurse SAS/ITRS

21-3023 Relief Mental Health Therapist FF/ Emergency Serivces
📍 Lansing, MI, United States

Relief Mental Health Therapist FF/Emergency Services

21-6006 On Call Psychologist AMHS/CS
📍 Lansing, MI, United States

Adult Mental Health Services / Crisis Services

21-2013 Relief Client Service Specialist SAS/House of Commons
📍 MI, United States

Relief Client Service Specialist House of Commons

21-2014 Relief Mental Health Therapist SAS
📍 MI, United States

Relief Mental Health Therapist House of Commons

21-8002 Relief Residential Technician CSDD/Residential
📍 Lansing, MI, United States

Community Services for the Developmental Disabilities Residential Technician Benefits Package: Health, Dental, Vision, Disability, Defined Benefit through 403B, Public Service Loan Forgiveness, time off , and 12

21-6003 Relief Mental Health Worker AMHS/BCU
📍 Lansing, MI, United States

Adult Mental Health Services / Bridges Crisis Unit

FILTER / SORT ▶

Job title, skill, keyword

LOCATION ∨

16 Open

21-6006 On Call Psychologist AMHS/CS 📌

📍 Lansing, MI, United States

21-6005 Relief Van Driver AMHS/CH 📌

📍 Lansing, MI, United States

Adult Mental Health Services / Charter House

Job Identification	**Job Category**
23	Professional
Locations	**Posting Date**
Lansing, MI, United States	01/08/2021, 08:00 AM
Apply Before	**Degree Level**
12/30/2021, 11:59 PM	Doctorate Degree
Job Schedule	
Part time	

21-6002 Relief Community Treatment Specialist AMHS/ACT 📌

📍 Lansing, MI, United States

Adult Mental Health Services / Assertive Community Treatment

https://enqn-test.fa.us2.oraclecloud.com/hcmUI/CandidateExperience/en/sites... | Copy Link

Job Description

Responsibilities: Under the supervision of the Crisis Services Coordinator, serves as a doctoral level clinician performing a wide range of direct and indirect mental health services within the area of assignment. Will conduct evaluations for involuntary psychiatric hospitalization, and provide consultation services to local area hospital Emergency Physicians. Conducts therapy, recommends referrals to various programs, program components and other services in the community. Consults with services providers. Responsible for extensive case documentation. Assesses challenging behaviors, substance abuse, and emotional trauma by administering and interpreting psychological tests, interviewing and observing consumers, reviewing appropriate records and developing a specific treatment plan often using strength based model. Responsible for carrying out all activities of the program/sub-unit in such a manner that fulfills CMHA-CEI's mission, policies and procedures.

21-2008 Relief LPN SAS/ITRS 📌

📍 Lansing, MI, United States

Relief Licensed Practical Nurse SAS/ITRS

Requirements: Possession of a Doctorate degree in Psychology required. Must be fully licensed as a Psychologist in the State of Michigan with a minimum of one year of professional experience working with persons with Mental illness. Ability to communicate accurately and effectively both in writing and verbally is required, and candidate must be able to work well with others.

Conditional Employment Requirement: Employment offers are contingent upon the results of background verification and credentialing proced... Screening, verification of professional license, M... ...fication of an acceptable work history. Must be able to pass a pre-employment drug screen.

Apply Now

Example Candidate

Rashida.Tsoka@metaformers.com

ACTIVE JOB APPLICATIONS

21-6006 On Call Psychologist AMHS/CS

Lansing, MI, United States

Status: Under Consideration ▾

CMHA Candidate Experience Site • 23 • Applied on 08/12/2021

TALENT COMMUNITY

🔕

Category **Technical**

Location **Lansing, MI, United States**

✏️

☐ I agree to receive marketing communications

Delete My Profile

APPLICATION QUESTIONS

Please answer the following questions.
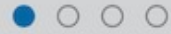
Are you 18 years of age or older? *

Are you legally permitted to perform work and can you provide evidence that you are authorized to work in the U.S.?

Are you a veteran, Active Military or a spouse of either? *

Have you previously worked for CMHA-CEI?

● ○ ○ ○

IMPORT YOUR PROFILE

You can import your information.

Apply with Indeed

CONTACT INFORMATION

Please enter your contact information.

User Experience Recruiter

Connect

Requisitions

+ Add

Keywords 🔍   Show Filters

Sort By Creation Date – New to Old ⌄

- **Job Requisitions**
- Candidate Search
- Campaigns
- Candidate Pools
- Job Offers
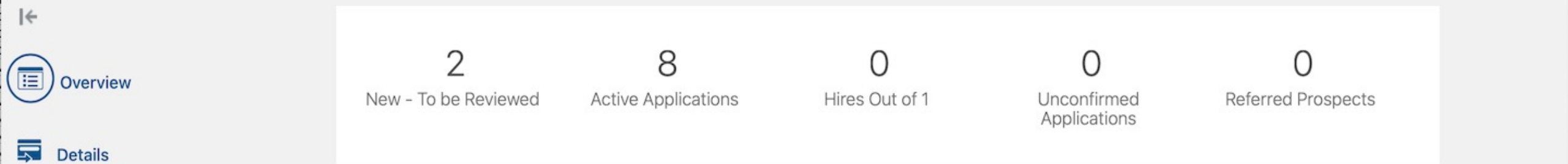
21-3160 Client Service Specialist FF/Youth Engagement ...
Open – Posted
Standard
Lansing, MI, United States

Applications: 8
Prospects: 0

•••

21-1062 Relief Clinical Records Clerk/QCSRR (266)
Open – Posted
Standard
Lansing, MI, United States

Applications: 10
Prospects: 0

•••

21-1061 Contract Provider and Network Specialist/Financ...
Open – Posted
Standard
Lansing, MI, United States

Applications: 1
Prospects: 0

•••

21-6079 Mental Health Therapist AMHS/CS (264)
Open – Expired
Standard
Lansing, MI, United States

Applications: 2
Prospects: 0

•••

21-6078 Residential Technician AMHS/Residential (262)
Open – Expired
Standard
MI, United States

Applications: 3
Prospects: 0

•••

Actions ▼

◁

Overview

Details

Job Formatting

Posting

Interactions

Interviews

Feedback

Progress

2	**8**	**0**	**0**	**0**
New - To be Reviewed	Active Applications	Hires Out of 1	Unconfirmed Applications	Referred Prospects

Key Highlights

Requisition Status
Open - Posted

Requisition Type
Standard

Requisition Number
267

Hiring Manager
Lia Sibilski

Recruiter
Janeil Pelton

Recruiting Type
Professional

Primary Location
Lansing, MI, United States

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