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We now have immediate access to important recruiting and onboarding insights which give us time back in our day to focus on important issues and to make important talent decisions that impact the entire organization.

Mary Gray
VP of HR, SalusCare



Founded: 2013

Nonprofit Focus: Mental health and substance use disorder treatment, Southwest Florida

Workforce: 400+ staff across 6 locations

Serving more than 16,000 people a year

Every Hour on Paperwork Was an Hour Off the Mission

SalusCare's HR team now works from dashboards and standard reports that show every stage of recruiting, onboarding, and training at once. Three years ago, that same information lived in paperwork, spread across six locations with no single view of any of it.

Six Locations, One Hiring Process Done by Hand

Before working with Visibility HR, SalusCare's hiring managers tracked candidates through manual paperwork — resumes, approvals, and new-hire onboarding all handled by hand, often for several open roles at once. The process duplicated work and left room for error, and updating the careers page and HR systems was its own separate chore.

Process and Platform, Built Around the Mission

SalusCare chose Visibility HR for our experience working with nonprofits and a consultative approach to the recruiting, onboarding, training, and reporting challenges every behavioral health nonprofit carries. We aligned the process to SalusCare's own goals first, then built the platform around it.

From Paper Trail to Online Checklist

Hiring managers now review and approve applicants inside one workflow, with resumes extracted automatically instead of retyped. Every onboarding task runs through an online checklist, which closes the gaps where steps used to get missed or duplicated.

Job offers move the same way — built from templates, presented quickly, and tracked without the back-and-forth paperwork they used to require.

What Changed for the Team

- High-quality, completed applications through an improved applicant experience
- Smoother, automatic workflows in place of manual paperwork and process gaps
- Dashboards and standard and custom reports covering every stage of recruiting, onboarding, and training
- Benchmarks to measure both short- and long-term talent needs against the mission
- Quick job-offer templates that simplify presenting and tracking new offers
- Faster, easier hiring and onboarding, with more time back for the work that matters most

Every hour that paperwork used to take is an hour back on the mission.

Ready to see what this looks like for your team?

The Talent Improvement Session is free, runs about 60 minutes, and is not a demo. It does not open with software. You pick one of three areas: recruiting, onboarding, or training management. Within 48 hours you get your Talent Improvement Plan: specific, actionable recommendations scored against the method's benchmarks. And nobody will chase you afterward.

[Schedule Your Talent Improvement Session →](#)

Visibility HR acts as an extension of your team, combining consulting, process engineering, and HR technology to improve recruiting, onboarding, and training across the full talent lifecycle.

visibilityhr.com