

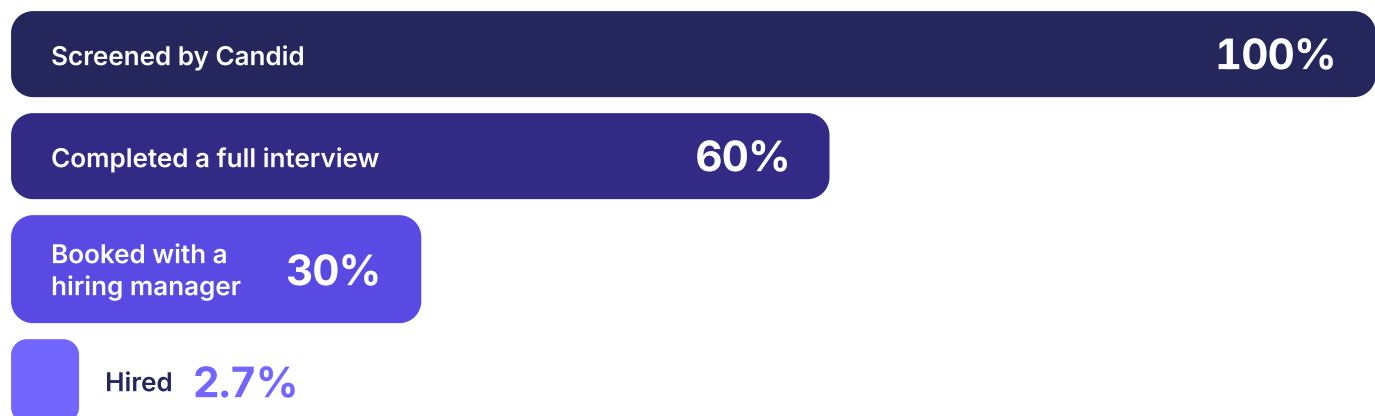
CASE STUDY · SOLERA SENIOR LIVING · 16 COMMUNITIES

How Solera Senior Living expanded hiring capacity with Candid.

Candid calls each new applicant within minutes, day or night, runs a structured, scored interview, and books candidates straight onto a hiring manager's calendar.



Of every 100 candidates Candid screened, mid-March to August 2026



Conversion improves as candidates move through the funnel, with Candid identifying those who complete the interview and are qualified and engaged enough to book with a hiring manager. About three-quarters of the hires we can match in this window came through a Candid booking.

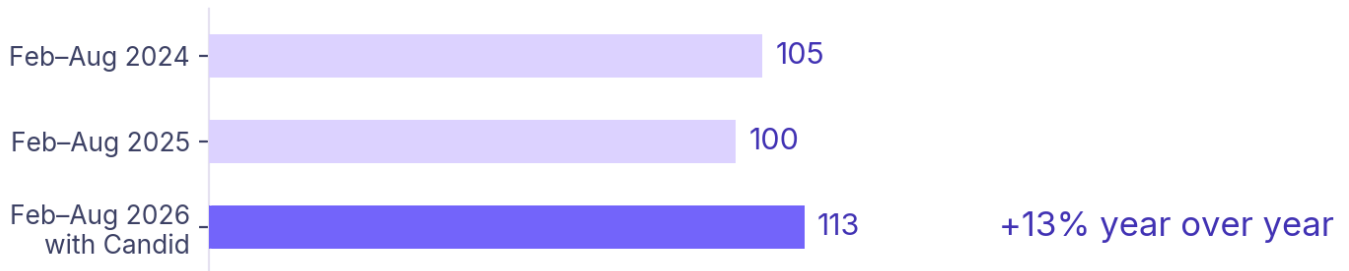
Definitions. Every rate uses the same people on both sides: candidates Candid screened, counted as hired only when the UKG hire date falls on or after Candid's first call, matched by phone and email, so every hire figure is a floor. Community applicants only; corporate postings are not screened by Candid. Funnel and hire rates cover candidates first contacted mid-March to August 2026. The 8.5% booked-to-hired rate covers bookings from November 2025 to July 2026, so each has had at least a month to convert; within the mid-March to August window 272 of 375 matched hires (73%) came through a Candid booking. Recruiter hours: 40 minutes of screening per candidate screened.

Benchmark. On CareerPlug's applicants-per-hire definition, Solera's communities made one hire per ~50 applications in this window, against 99 for healthcare in CareerPlug's 2024 report (2023 data) and 139 in its 2025 report (2024 data). CareerPlug's healthcare category is largely home healthcare businesses; no published applicant-to-hire benchmark exists for senior living.

HIRING VOLUME

Hiring volume increased 13% year over year across Solera's longest-running communities.

Hires at Solera's 8 longest-running communities, same months each year (Feb–Aug 2025 = 100)



Same calendar months each year, to remove seasonality. Open requisitions also grew over the period, so the change is not attributed to Candid alone.

WHEN THE WORK HAPPENS

46% of interview activity happens outside weekday office hours.

Every applicant gets a first call within minutes of applying, whatever the hour. Candidates who miss it are retried the next morning rather than late at night.

Interview calls by hour of day, community-local · lighter bars are 9–5



The same calls, inside and outside office hours · the rest is evening 12%, overnight 6%, early morning 4%



See what this could look like across your communities.

Book a 15 minute demo · callcandid.com

Method. Candid production database, Solera's UKG employee records and Applio applications, re-pulled September 2026. Hiring volume: UKG hires by last hire date, bulk record migrations removed. Call timing covers every interview call, community-local time.