

GHR Healthcare

GHR & Kyloe DataTools: the journey to automated growth

"I don't know how people in healthcare staffing using Bullhorn get along without Kyloe DataTools"

Donny Wright, VP of Applications, GHR

Company profile

Established: **1993**

Region: **US**

Industries: **Healthcare staffing**

Employees: **1,001-5,000**

The challenge: from 7 systems to scalable automations

GHR scaled from \$40M to \$500M in just a few years - a 12x explosion in revenue that tested every operational system. Before consolidating to Bullhorn in October 2023, GHR operated across seven fragmented ATS platforms and an IT team managed everything manually. As growth accelerated, the company faced an impossible choice: hire dozens of administrative and credentialing staff, or find a better way.

Three critical pain points

- **Credentials verification bottleneck**

Manual verification created compliance delays and forced hiring sprees. Healthcare staffing requires verified credentials, licenses, and certifications before every placement - and human oversight couldn't scale with demand.

- **Workflow status chaos**

24 administrative assistants (2-3 per division across 8 divisions) manually updated placement statuses throughout the workflow. Credentialing specialists spent their days on repetitive data entry instead of high-value compliance work.

- **Fragmented data quality**

With data from seven legacy systems, inconsistencies were rampant. State abbreviations varied, candidate records conflicted, and Bullhorn lacked the custom logic to fix it. Poor data quality blocked GHR's AI-driven matching and job description automation roadmap.

The cumulative cost: Unsustainable headcount growth just to keep operations running, human error creating compliance risk, and no path to scale without proportionally scaling staff.

"Kyloe DataTools closed the gap for healthcare compliance workflows. Without it you need to hire a full-time person to do what Kyloe does, or train multiple people. With Kyloe DataTools you simply teach a handful of people to maintain the rules."

Donny Wright, VP of Applications, GHR

The solution: Kyloe DataTools

When the Kyloe team visited GHR, they were wrestling with a failed Bullhorn custom configuration. Instead of more custom development, Kyloe posed a different question: implement Kyloe DataTools for Bullhorn data management instead.

That pivot changed everything. GHR deployed Kyloe DataTools with three core use cases:

**Automated
credential
verification &
assignment**

**Status
automations**

**Data
standardization with
51+ Kyloe DataTools
rules**

How is Kyloe DataTools helping GHR Healthcare

- **Consistency over chaos**

Human variability killed data quality. The same training applied to 1 or 10 people resulted in inconsistent execution. With 259 placement rules and 120+ candidate rules running automatically, GHR eliminated that variability. Automation ensures consistency and scalability.

- **AI-ready data foundation**

Clean, standardized data is now the foundation for GHR's next initiative - proprietary AI matching and job description automation. You can't train AI on dirty data, but with Kyloe-cleaned data, that future is possible.

- **Instant ROI**

Unlike lengthy software implementations, benefits were visible from week one. No multi-month ramp-up. GHR saw the payoff instantly.