



Location: Honolulu, HI

Number of Employees: 200

Product: Insight

www.alohacare.org

Business Drivers:

Attract Talent

Confidence Talking Comp

Retain Talent

Improve Performance

Enable Growth

Aloha Care

Leading nonprofit healthcare provider ensures smart, data-driven compensation system with PayScale.

Situation

AlohaCare is a local, nonprofit health plan founded in 1994 by Hawaii's Community Health Centers. They have more than 80,000 health plan members. AlohaCare is the third-largest health plan in Hawaii. As the delivery of healthcare evolves rapidly, AlohaCare is driving changes to better serve its members and to promote optimal health. This includes continually recruiting and training talent in medical, support, administration and paraprofessional positions. AlohaCare was challenged to find accurate market data to support their recruiting efforts.

- Jobs like the 'care coordinator' and 'healthcare transformation manager' are emerging positions that didn't exist several years ago, but are becoming increasingly important to AlohaCare.
- Hawaii has some unique attributes as a labor market, and many other traditional providers of salary data have weak information on the market.

“My initial love was your data, but now I realize it's a whole compensation system.”

Karen Miller,
Director of HR

Ready to Retain Talent?

Contact a PayScale
representative today.

888.699.0702



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PayScale Advantage

AlohaCare knew its compensation strategy and program needed some attention. It happens in all organizations as they grow and change. The management really wanted to implement a system that supported the values of the nonprofit organization, and was also informed by the Hawaii market and its unique attributes.

PayScale Insight enabled them to conceive and create a strategy that fosters data-driven decisions about compensation, and can also provide very specific insights into unique positions and skill sets and their value in the Hawaii market. With PayScale Insight they can now:

- Price their unique jobs with accurate market data.
- Find accurate, timely market data for their unique labor market in Hawaii.
- Align their compensation plan with their organizational strategy.

Business Results

AlohaCare implemented a compensation program to benchmark key jobs and took advantage of PayScale's outstanding support services to help with job matching and initial pricing. Now, their continued compensation planning will be easier and more successful with PayScale Insight.

- Attract Talent.
- Retain Talent.
- Align Compensation Plan with Business Strategy.

About PayScale, Inc.

Creator of the largest database of individual compensation profiles in the world, PayScale, Inc. provides an immediate and precise snapshot of current market salaries to employees and employers through its online tools and software. PayScale's products are powered by innovative search and query algorithms that dynamically acquire, analyze and aggregate compensation information for millions of individuals in real time. Publisher of the quarterly PayScale Index™, PayScale's subscription software products for employers include PayScale MarketRate™ and PayScale Insight™. Among PayScale's 2,500 corporate customers are organizations small and large across industries including Mozilla, Tully's Coffee, Clemson University and the United States Postal Service.

For more information, visit www.payscale.com/hr.

“We really appreciate
instantaneous market data
that doesn't have to be aged.”

Karen Miller,
Director of HR

“My CEO was blown
away by your reports.”

Karen Miller,
Director of HR



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