



Case study: School City of East Chicago doubled applicant volume with Nimble

CHALLENGE:

BEING FULLY STAFFED & EMPOWERING PRINCIPALS TO OWN HIRING FOR THEIR SCHOOLS

Historically, the HR team at School City of East Chicago (SCEC) managed the bulk of candidate screening (reviewing applications, identifying qualified candidates, and then passing them along to principals). This approach was highly time-intensive and limited principals' ability to fully engage in and take ownership of the hiring process for their schools.

Further, the district was struggling to attract enough qualified applicants and often faced challenges filling teaching positions before the start of the school year. These combined pressures underscored the need for a more efficient and collaborative hiring process.

DECISION:

USE NIMBLE FOR HIRING & ONBOARDING

In the fall of 2023, SCEC opted in to Nimble's Applicant Tracking System (fully funded by IDOE) and the additional Onboarding module. They chose Nimble with three goals in mind:

- Expand visibility of open positions to reach more prospective candidates
- Grow the applicant pool for each job, especially teaching roles
- Streamline hiring workflows to give hiring managers quick, easy access to candidate applications

SCEC also chose Nimble's White Glove Implementation Support to receive extra guidance year-round and customized training for their hiring managers. Their dedicated Customer Success Manager provided one-on-one support as they worked together to tailor the Nimble system, create a change management plan, and adopt best practices in recruitment and hiring.

AT A GLANCE

- Located in East Chicago, IN
- 3,253 students
- 243 teachers
- 7 school sites

64% of schools nationally cite a lack of qualified candidates for their open positions

74% of schools nationally report difficulty filling teaching vacancies



Case study: School City of East Chicago doubled applicant volume with Nimble

IMPACT:

EXPANDED REACH, ENGAGED HIRING MANAGERS, AND FILLED VACANCIES

Since implementing Nimble in 2023, SCEC has consistently increased the number of applicants applying for roles. A few standout data points:

- In 2025, the district more than doubled its applicant volume compared to 2024.
- Nearly 80% of SCEC's applicant pool for the 25-26 hiring season came from Nimble's direct job board integrations with Indeed, ZipRecruiter, Google Jobs, Glassdoor, and the Indiana Educator Job Board.
- Through Nimble's upgrades to SCEC's job board with Google-optimized metadata that boosts visibility in Google Search and Google Jobs, SCEC job postings appeared nearly 5,000 times in job seeker search results during the last quarter of 2025, increasing awareness of open roles.
- By the start of the 25-26 school year, SCEC reached a 95% vacancy fill rate for teaching positions, reflecting meaningful progress from the previous year.

Human Resources Coordinator, Joseph Guardiola, shared that the increased candidate pool gives hiring managers more options as they work to find the best educators for their schools. "And with the screening tools in Nimble, it is easier for them to sort and reach out to qualified candidates" Joe said.

SCEC also significantly improved hiring efficiency and candidate experience through enabling school leaders. Before Nimble, the HR team reviewed each resume and manually sent them to principals. This was inefficient and time-consuming, impacting both principals and candidates. Now, because Nimble is designed with principals in mind, SCEC hiring managers have direct access to their candidate pools and can reach out to candidates much more quickly.

Director of Human Resources, Dr. Stacey McJunkins shared, "Hiring managers are empowered when they take ownership of hiring through Nimble. They can view everyone who applied for their vacant positions and set filters for specific credentials to narrow down the list. They schedule their own interviews and select the best qualified candidate that best fits the culture of their building."

In 2025, the SCEC team reduced time-to-action on new candidates by over 50% all while continuing to improve their processes.