

CHRISTUS Health improves hiring across the organization with Infor Talent Science



Headquartered in Irving, Texas, CHRISTUS Health is a Catholic, not-for-profit health system with more than 600 care centers and 57,000 employees. Serving communities through hospitals, long-term care facilities, walk-in clinics, and outreach ministries, CHRISTUS delivers trusted, whole-person care focused on body, mind, and spirit.



Challenge

CHRISTUS experienced high turnover of registered nurses (RNs) and staff, impacting care continuity and driving up contract labor costs. Existing hiring practices limited the organization's ability to identify best-fit candidates for clinical and support roles. CHRISTUS needed a smarter approach to attract, select, and onboard the right people—with speed and reliability across the enterprise.



Solution

CHRISTUS Health deployed Infor Talent Science™ to introduce a consistent, data-driven approach to hiring across the enterprise. The solution enabled the creation of role-specific candidate profiles aligned to both job requirements and organizational culture, with a focus on reducing early-tenure attrition.



Outcome

With Infor Talent Science, CHRISTUS implemented a tailored selection system that helped identify candidates more likely to succeed in each role. Continuously updated hiring profiles allowed the organization to stay aligned with evolving workforce needs while supporting more consistent hiring decisions at scale.



Benefits and metrics

Lowered turnover rates by:



34% for individuals assessed during the hiring process compared to unassessed hires



33% for hires with strong alignment to job profiles versus weaker-fit hires across all roles



36% for RN hires with strong alignment to job profiles compared to weaker-fit RN hires

Overall impact

Infor Talent Science helped CHRISTUS Health improve hiring quality and drive meaningful workforce stability at scale. By embedding consistent, assessment-driven hiring, CHRISTUS significantly reduced turnover—especially among nurses—while cutting reliance on expensive contract labor. The data-driven approach strengthened workforce alignment with organizational culture and supported more consistent hiring decisions enterprise-wide, demonstrating that science-backed talent selection drives measurable retention outcomes—even in one of the most challenging labor markets in healthcare.



About Infor

Infor is a global leader in business cloud software products for companies in industry-specific markets. Infor builds complete industry suites in the cloud and efficiently deploys technology that puts the user experience first, leverages data science, and integrates easily into existing systems. Over 67,000 organizations worldwide rely on Infor to help overcome market disruptions and achieve business-wide digital transformation.

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**Build a data-driven
hiring approach with
Infor Talent Science**

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