



The ABA HCM buyer's guide

How to evaluate workforce software built for applied behavior analysis organizations

This guide is for:

Administrators, clinical leaders, HR teams, and operators at ABA organizations evaluating whether their workforce software supports hiring, credentialing, and workforce management at scale

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1 The market reality: Growth depends on staffing and credential readiness

ABA organizations operate in a high-demand, high-competition hiring environment:

- Recruiting is continuous and high-volume
- Care delivery depends on credentialed staff
- Workforce is distributed across sites and clients

At the same time:

- Hiring delays limit caseload growth
- Credentialing gaps interrupt service delivery
- Administrative workflows are often disconnected

In this environment, workforce software directly impacts your ability to grow.

2 What “built for ABA” really means

ABA organizations require workforce systems that connect:

- Hiring and onboarding at scale
- Credential tracking tied to scheduling
- Payroll reflecting multiple roles and locations
- Integration with care systems

Viventium + Apploi delivers a unified workflow from applicant to payroll designed for healthcare hiring and compliance, not generic HR processes.

3 The evaluation framework: 5 questions every buyer should ask

Question 1: Can the platform keep up with hiring demand?

How quickly can candidates move through the funnel, from application to offer?

Question 2: Are credentials enforced operationally?

Does the system only track credentials, or actively prevent scheduling when requirements are not met?

Question 3: How does the system support multi-location staffing?

Can employees work across locations without duplicate records or manual tracking?

Question 4: Is onboarding connected to payroll?

Or does your team manually move employee data between systems?

Question 5: Does the platform integrate with ABA systems?

Disconnected systems create delays and increase administrative overhead.

4 What Viventium + Apploi delivers

Here's what happens when workforce management happens in one ecosystem and why it matters.

Healthcare-native hiring at scale

- Automated workflows designed for high-volume hiring
- SMS-driven engagement and communication
- Multi-location applicant visibility and management

Why it matters:

Hiring speed directly impacts your ability to expand services.

Credential-driven workforce management

- Credential tracking with expiration alerts
- Scheduling enforcement when credentials lapse

Why it matters:

Credential gaps disrupt care delivery and create compliance risk.

Integrated workforce operations

- Hiring, onboarding, and payroll connected in a single system
- Employee profiles unified across locations
- Integration with ABA systems such as CentralReach

Why it matters:

Disconnected systems create administrative load and slow growth.

Employee experience that supports retention

- Mobile-first workflows
- Multi-language access
- Tools supporting communication, onboarding, and payroll access

Why it matters:

Retention is driven by everyday workforce experience, not just compensation.



5 Your decision checklist

Use this checklist when evaluating any HCM platform:

☐ Hiring

- High-volume recruiting workflows
- Automated candidate engagement
- Multi-location applicant visibility

☐ Credential management

- Credential tracking with alerts
- Scheduling enforcement based on compliance

☐ Workforce operations

- Unified employee profiles
- Connected onboarding and payroll
- Multi-location workforce support

☐ Integration

- Integration with ABA care systems
- Reduced manual data transfer

6 Viventium + Apploi vs. general HCM

Capability	Viventium + Apploi	General HCM platforms
Healthcare hiring	Built for high-volume healthcare recruitment	General ATS workflows
Credential tracking	Built-in with alerts and enforcement	Often tracked separately
Multi-location workforce	Unified employee profiles	Duplicated systems or records
System integration	Integration with systems like CentralReach	Requires custom integration
Workforce workflow	Hiring → onboarding → payroll connected	Disconnected modules

7 Your workforce system shouldn't limit your growth

In ABA, growth is directly tied to workforce readiness. If hiring, credentialing, and payroll are disconnected, scaling becomes difficult to sustain.

Your workforce system should enable expansion, not limit it.

Why Viventium + Apploi

ABA organizations require systems that support both growth and operational control.

3000+

healthcare providers across post-acute care trust Viventium

9000+

organizations leverage Apploi for hiring

NPS of 71

reflecting strong client satisfaction

Operationally:

- Built for healthcare hiring, not generic recruiting
- Credential management tied directly to workforce operations
- Scales as organizations expand across locations

“We needed a system that could scale with us. This gave us hiring and compliance in one place.”



Ready to see it in action?

Schedule a personalized demo to see how Viventium + Apploi supports ABA workforce operations.