

RIDING THE WAVES:

Multiple talent strategies for COVID and beyond

WORKFORCE CHALLENGES:

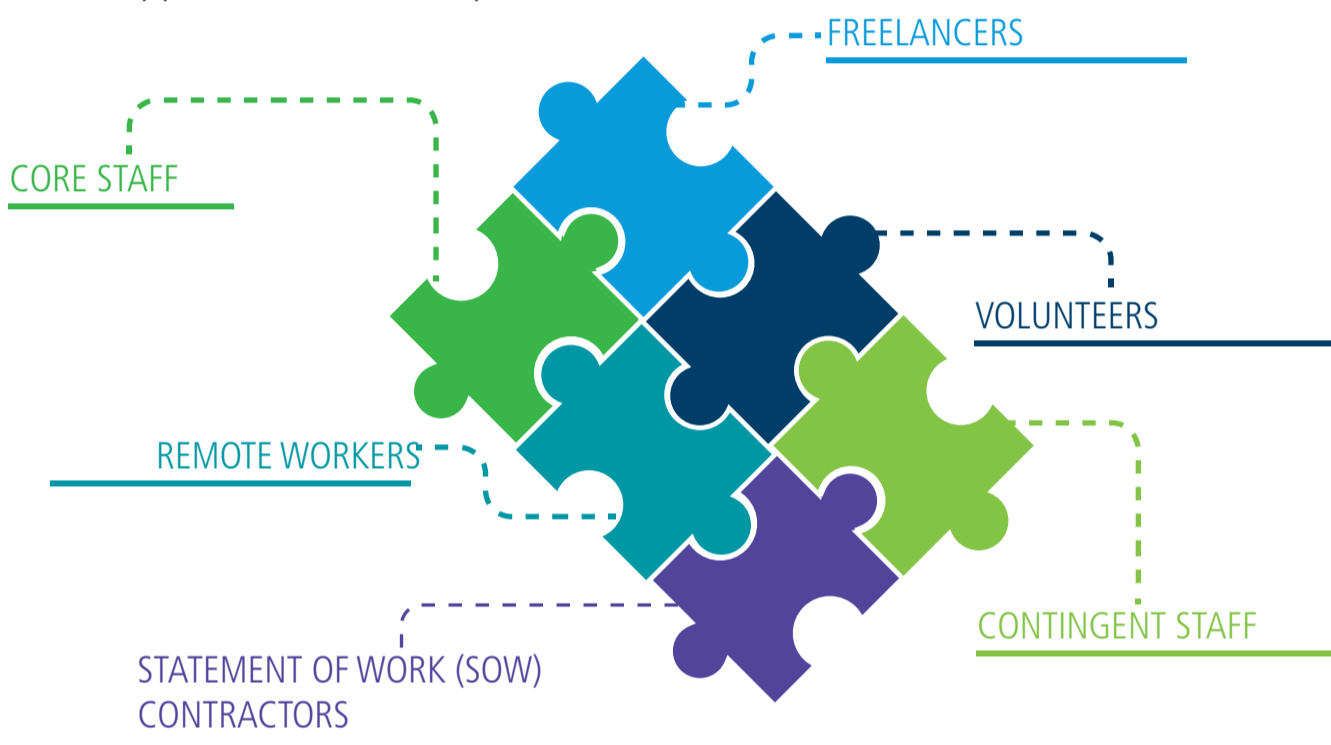
86%
of Baby Boomer nurses plan to retire in the next five years

42%
of nurses are experiencing burn out

4:1 ratio
of staffing requests for every application
(Source: AMN Healthcare Q2 2021 data)

THE SCOPE OF HEALTHCARE TALENT

Today's healthcare systems require an enterprise approach that encompasses all talent:



STEPS TO A STRATEGIC APPROACH

Assess
Assess current staffing grids

Develop
Develop talent roadmap based upon current and forecasted volumes

Optimize
Optimize schedules to increase employee satisfaction



3 TALENT FOCUS AREAS

Permanent Nursing Staff : Correlate the number of nurses to the most frequent census/volume point. Consider outsourcing some of the hiring effort.

Contingent Talent: Design a program to provide nimble expansion and contraction capacity. Evaluate float pools as a part.

Talent Technology: Consider bid-driven online marketplaces, predictive analytics for scheduling, telemedicine, artificial intelligence (AI). Evaluate their fit with your strategy, not piecemeal.

GET THE RIGHT SOLUTIONS