



Healthcare Talent: Now & Next

CHALLENGES IN TALENT ACQUISITION & MANAGEMENT

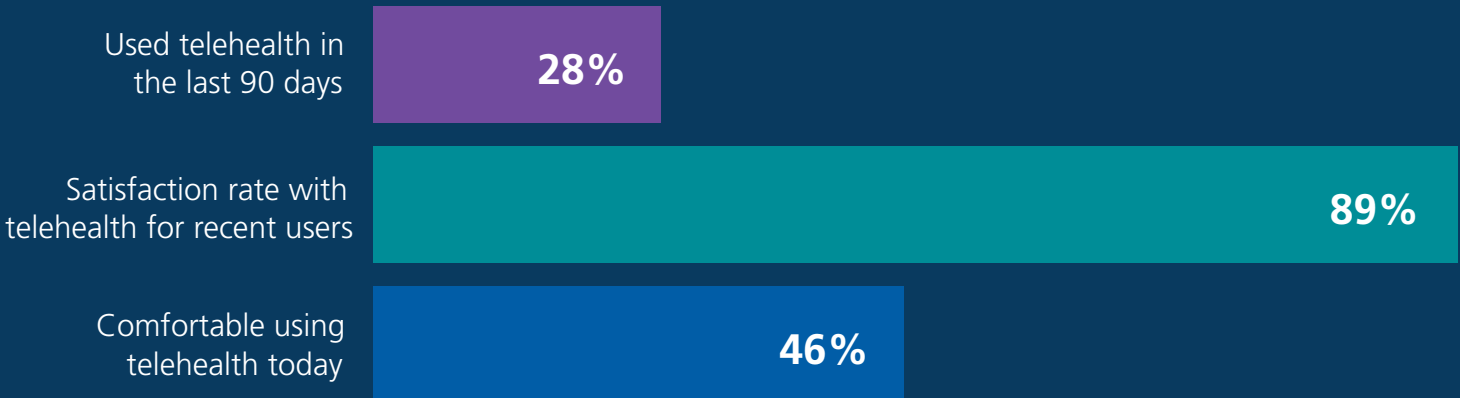
When it comes to talent acquisition (TA), these times call for an agile, strategic model that meets today's complex challenges and prepares for future success.

TA must be conducted holistically, in concert with the needs of the entire organization, leveraging partners who are more than just traditional vendors.

DISRUPTION CAUSED BY THE PANDEMIC

- HIGHER TALENT COSTS
- INCREASED VACANCY RATES
- SHORT-STAFFING
- INCREASED COMPETITION FOR TALENT

TELEHEALTH CHANGING THE TALENT LANDSCAPE

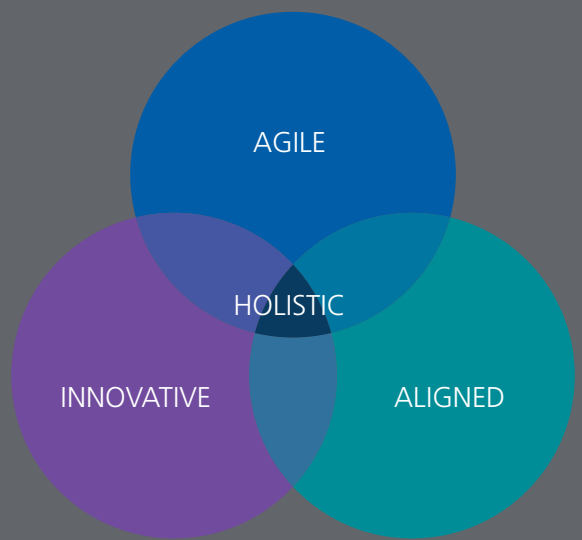


Source: P. Wehrwein, "ACHP, AMCP Survey: Telehealth, Trust in Doctors, Desire for COVID-19 Testing All Get High Marks," Managed Healthcare Executive, June 5, 2020.

THE SOLUTION: PERFORMANCE-BASED TALENT ACQUISITION (RECRUITMENT PROCESS OUTSOURCING)

THE FOUR DIMENSIONS

- HOLISTIC – covers every aspect of talent acquisition
- AGILE – fits system needs, scales rapidly
- ALIGNED WITH ORGANIZATION NEEDS – accountable through performance measurement
- INNOVATIVE – Using digital tools and data analysis to drive efficiency



THE RESULTS: STANFORD HOSPITAL

Stanford Hospital needed talent for a new facility. With an aggressive project timeline, we delivered.

Nursing positions: **237%** of hire goal

Advanced practice providers: **282%** of hire goal



FOR INFORMATION on AMN's performance-based RPO solutions, contact us at RPOinfo@amnhealthcare.com or visit AMNHealthcare.com/RPO