

Accelerating Hiring in Healthcare

The need for healthcare workers on the front line and in support roles has never been higher. Pre-COVID churn and vacancy rates for some roles, especially nursing, exceeded 25%. The availability of clinical training for new healthcare professionals has been diminished. Gaps abound. You're hiring hard to stay even – but you need to hire fast to get ahead of your needs.

25% Combined vacancy and attrition for nurses*

20% Increase in healthcare job postings*

Map out your fast path to the point of care

- Tackle the costs of vacancy as an ongoing priority
- Use your brand, values, and community commitment to compete for staff as an employer of choice
- Find alternatives to face-to-face recruiting
- Eliminate technology gaps that slow down system-wide hiring



When you need to:

- Compete in the moment for critical skills
- Minimize cost of vacancy
- Modernize and unify hiring systems

iCIMS delivers:

- Engaging, branded career sites
- Authentic, employee videos
- Talent pool candidate-to-job matching
- ATS with performance analytics
- Diversity reporting
- End-to-end chat communications
- Remote recruiting and interviewing
- Streamlined offer and onboarding tools

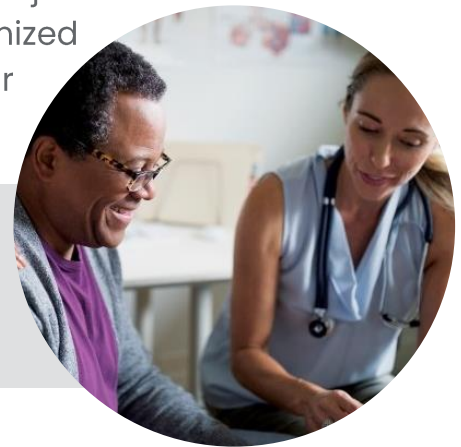


Be job seekers' first, and best, choice

Engage and interact at each point in the candidates' journey

Career sites are often the first place candidates explore beyond job postings to make a genuine connection to your mission statement, your core values and your promises to your staff. This is where you can highlight workplace diversity, introduce future colleagues through video and walk job seekers through your hiring process. Candidate portals and customized job alerts keep candidates engaged and further extend your support of new and future staff.

- Differentiate your culture
- Promote benefits and flexible scheduling
- Showcase awards
- Share career paths and mobility options



Tackle costs of vacancy

Get skills and support more quickly to the point of care

Your number one priority is to cut days, not hours, out of your hiring workflow. You can do this by having a well-curated talent pool of clinical, administrative, and support staff ready to move into open roles. And by making your hiring process itself much more efficient with streamlined, compliant offer letters that shorten back and forth negotiation, and with modernized onboarding, background checks, and credential validation. Add text and chat throughout your hiring process to speed up scheduling and improve time to decision.

Trilogy Health Services added iCIMS Text Engagement to rapidly connect with skilled candidates for need-to-fill roles, including a "boomerang" campaign for staff alumnae





When you can't recruit face-to-face

Be present even when virtual

Your talent acquisition efforts, like your work, may now need to be “everywhere”. From location-optimized career sites to virtual career fairs and video interviewing and assessments—you can connect with needed candidates regardless of your, or their, location. And we have you covered with recruitment marketing solutions to help you with hard-to-find skills that support virtual telehealth environments. When you have system-wide onboarding at multiple locations, chat-based coaching and video introductions to colleagues can get new hires comfortably into new roles even when talent teams are remote.



- Use video assessments and cut candidate pre-screening time by 50%
- Go virtual to improve accessibility of recruiting events

Unify hiring system wide

Don't let technology gaps slow you down

Health system mergers and expansion of services from healthcare providers introduce new complexities to your hiring technology. Basic back-end hiring systems need to be integrated. Divergent compliance processes must be made consistent. Modern reporting and analytics dashboards need to be deployed. And above all, data must be secured.

Eliminate the number one bottleneck in accelerating your hiring by adopting a unified and comprehensive talent platform. Engage talent with relevance, manage turnover, and put new hires on the fast track to the point of care.



iCIMS Talent Cloud Total Economic Impact

- Forrester Consulting calculates a **282% ROI** over 3 years



Why the iCIMS Talent Cloud

We believe that talent transforms organizations. By delivering a single platform to attract, engage, hire, and advance a winning workforce, we help you deliver on your promise of patient satisfaction.

Find a faster way of building teams of clinicians and diagnosticians, researchers, health service providers, administrators, and support staff – even in the most challenging of hiring environments.

www.icims.com/solutions/healthcare

“With iCIMS, I can go best-in-breed in anything. I can find the best background check vendor, I can find the best sourcing tools, the best metric tools. I can plug them into iCIMS and not have to worry.” – Director of Talent Acquisition, St. Jude Children’s Research Hospital

Solutions from Marketplace Partners

Extend the iCIMS Talent Cloud with access to the largest ecosystem of trusted recruiting technologies and services. Supplement your end-to-end hiring requirements with:

- Specialized sourcing by role
- Creative services for career site content
- Screening, background checks, and credential verification
- Language and skills assessments
- Turnkey integrations

icims® Talent Cloud

attract > engage > hire > advance

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including a third of the Fortune 100, that employ more than 30 million people worldwide. For more information, visit www.icims.com.

