iCIMS

From Time-to-Fill to Quality of Hire

TOP RECRUITING KPIS FOR HEALTHCARE

Quickly filling healthcare jobs with qualified candidates is difficult enough

And now the need for healthcare workers on the front line and in support roles has never been higher.

Don't drive yourself crazy tracking each recruitment metric under the sun. Instead, follow these KPIs to fill more jobs, faster:

CANDIDATE SATISFACTION

95% of candidates agree: the candidate experience is a good indication of how a company treats employees.[1]

Measure candidate satisfaction with standardized surveys about your recruitment process. Make survey answers searchable and reportable in your applicant tracking system for more actionable data.

SOURCE OF HIRE

69% of all job seekers begin their search on Google.[2]

Track source of hire to allocate your budget towards stronger recruitment sources and learn how disruptors like Google for Jobs impact your advertising traffic.

TIME-TO-HIRE

Openings for physician assistants, respiratory therapists, and registered nurses have gone up 43%, 42%, and 32%, respectively.[3]

See how long the recruitment process takes with the time-to-hire KPI and provide leadership a view of overall recruitment performance.

TIME-TO-FILL

The average time to fill in health care is increasing, with a typical physician role's time to fill at 14 months.

Identify and resolve time-to-fill slowdowns to save your organization a significant amount of money – and, in the process, turn the HR department into a value generator.

QUALITY OF HIRE

48% of companies report employee referral programs as the best source of quality hires.[5]

Gauge quality of hire through hiring manager surveys, then fine tune recruiting and screening processes to meet their needs.
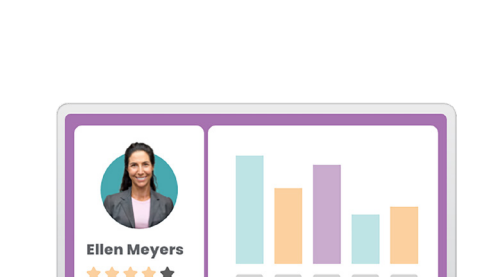
OFFER ACCEPTANCE RATE

Applicants will take another job offer 47% of the time if the wait is too long.[6]

Measure your offer acceptance rate to find out if your recruitment process works the way it should, or if you need to re-examine your salaries, candidate experiences or offer letter delivery process.

Trusted by top-ranked hospitals and healthcare organizations, iCIMS Talent Cloud provides a unified platform to attract, engage, hire, and advance clinical, administrative, and support staff across your entire healthcare organization while staying true to your values and community commitments.

AstraZeneca   Memorial Sloan Kettering Cancer Center   NorthStar ANESTHESIA   American Heart Association

iCIMS®

Talent Powers Transformation

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 40 percent of the Fortune 100.

For more information, visit www.iCIMS.com.

1 Talent Board, North American Candidate Experience Report, 2017 2 iCIMS, The Candidate Experience Report, 2018
3 iCIMS Monthly Workforce Report, 2021 4 Modernmire, 2019 5 LinkedIn, Global Recruiting Trends 2017, 2017 6 MRI Network, 2017