

The Lean Human Capital Core Recruiting Benchmark SolutionSM enables organizations to better align their workflows and processes against known industry best practices and benchmarks.

The healthcare-specific, cloud-based software and advisory services solution provides recruiters, recruitment managers, and entire recruitment teams the ability to input their current recruitment data, analyze and compare their recruitment performance against national healthcare norms, and receive personalized, actionable, and data-based recommendations from field experts.

Lean Human Capital Core Recruiting Benchmark Solution

Foundations of Your Recruiting Organization

The healthcare industry continues to grow more complex each year. Recruiters at your healthcare organization are likely challenged by expanding health networks, consolidation, and an unprecedented demand for services — all while facing growing talent shortages and increased competition for talent, particularly for critical roles. Given these challenges, you are likely to see impacts on patient satisfaction and care (resulting from sub-optimal staff-to-patient ratios) as well as overall operating costs (resulting from rising contingent and overtime costs and decreased reimbursements).

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In order to navigate these challenges and lessen the resulting impacts, it is now more important than ever for your recruitment team to analyze and compare its performance against national healthcare norms. These comparisons can — and should — be used to make informed decisions about where to focus improvement efforts. Why? In addition to the market forces that will continue to make recruitment challenges more prominent in the near future, you risk staying in-line with today's national norms for healthcare recruitment which include*:

- 30% of open positions go unfilled for an average of four months
- Recruiters carry an open position load that's 49% higher than recommended
- The ratio of applications to positions-filled is 11:1 for critical, hard-to-fill roles

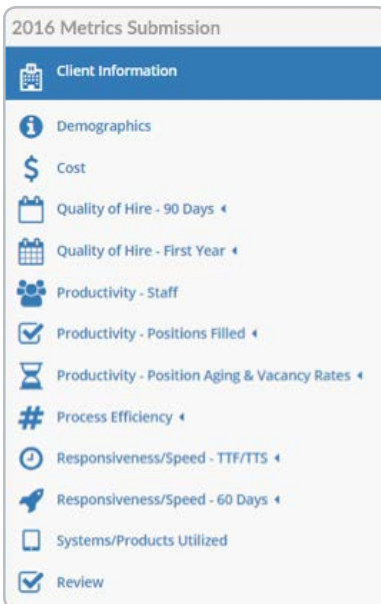
Measure Performance with Key Recruitment Dimensions

The Lean Human Capital Core Recruiting Benchmark Solution provides you the ability to benchmark your organization's data against industry norms in four key recruitment dimensions important to your customers:

- **Quality of Hire** helps define turnover costs and provide market perspective
- **Responsiveness** drives reduction in cost of vacancy as well as improved hiring manager satisfaction
- **Productivity** demonstrates the recruitment team's efficiency and productivity relative to the utilization of employee (FTE) resources
- **Process Efficiency** quantifies the thousands of hours wasted on staffing activities that do not add value

Lean Human Capital Talent Insights

As a Core Recruiting Benchmark Solution customer, you will receive access to Lean Human Capital Talent InsightsSM — our cloud-based portal that serves as the mechanism for data input. At your convenience, you can easily enter the 40 data points required to create the four key recruitment dimensions listed above. At the conclusion of the data entry phase, we lock the data input tool and review your specific data inputs to ensure accuracy, generate benchmarks, and determine industry norms. This information is then fed back into Talent Insights so you can visually benchmark your team's performance against the industry norms.



Solutions to Help You

For an even more comprehensive view of your recruitment team's performance or additional talent acquisition functionalities, HealthcareSource® and Lean Human Capital™ provide additional services and solutions.

Do you want to know if your recruiters possess the right skillsets? **Check out [The Recruiter Academy](#).**

Do you have trouble finding applicants? **Check out [Recruitment Marketing](#).**

Do you want to benchmark your performance data against additional recruitment dimensions and job categories? **Contact us to find out how.**

HealthcareSource 
Quality Talent Suite™

Together, our Recruitment Optimization solutions can help your recruitment team perform at an elite level.

Our other talent management solutions include:

- HealthcareSource Staff Assessment™
- HealthcareSource Leadership Assessment™
- HealthcareSource Position Manager®
- HealthcareSource Performance Manager®

Validation

Talent Insights was designed with your data importer in mind. Data input can be a grueling process, especially if the data points come from multiple sources in various formats, as is often the case at healthcare organizations. To make this process easier for data entry, Talent Insights contains multiple types of validation:

- **Basic** helps ensure data is entered in the proper format
For example, the general format of an email address is local-part@domain; if an entry is missing the domain, the system will produce an alert.
- **Completeness** helps ensure that all possible data is entered in the system
For example, if the field for "number of recruiters" is missing data (and not flagged as unavailable), the system will produce an alert.
- **Cross-field** helps ensure the data point entered makes sense based on other figures that have already been entered into the data set
For example, if the number of employees who voluntarily terminated within their first 90 days of service is greater than the total number of employees who terminated within their first 90 days of service, the system will produce an alert.

When you feel your data is ready, press 'submit' in Talent Insights and our experts will conduct a final review. We'll only contact you if any issues are found. These automatic and manual validation processes are in place to safeguard your data from outliers and erroneous information that could decrease the validity of the benchmarks and industry norms.

Healthcare Recruiting Benchmark Report

Over the past eight years, Lean Human Capital by HealthcareSource has conducted thorough industry surveys of the recruiting practices at more than 200 healthcare systems representing more than 850 individual hospitals. The data collected through these surveys (which is the same data now collected through Lean Human Capital Talent Insights) serves as the basis for our annual Healthcare Recruiting Benchmark Report. This report features summary data findings and insights about each of the four key recruitment dimensions critical to performance. Prior to the release of each year's report, you can use the insights included in the previous year's report to guide your strategic planning and performance objectives.

Personal Advisory Review Call

As a Core Recruiting Benchmark Solution customer, you will receive direct access to our experts from Lean Human Capital through an annual Personal Advisory Review Call. During this call, you and our experts will walk through how your specific data compares to our benchmark data (including your comparative strengths and weakness), review best practices, and give you the opportunity to ask questions. Our experts will also provide actionable recommendations based on benchmark data from organizations that are fundamentally similar to yours (size, structure, etc.) to ensure meaningful comparisons and more valuable insights.

Do you want to benchmark data from your different facilities as different datasets?

You can!

Just enter unique data for each unique organizational unit.

There are no additional costs and no hidden fees.


HealthcareSource®
Quality Talent. Quality Care.

For information on these programs, and more, visit www.healthcaresource.com/products or email solutions@healthcaresource.com.