

Taleo for Healthcare

The Challenge: Improve quality of care and patient satisfaction while decreasing costs in a talent shortage environment.

Attracting, hiring, and retaining top talent can dramatically improve healthcare financial and operational performance. Dealing with a clinical talent shortage, extreme cost pressures, and more demanding healthcare consumers, healthcare networks face a greater challenge to provide higher quality of care, better patient satisfaction, and expanded services and facilities—all while reducing costs.

When it comes to your organization's reputation, people make the difference. Having the right people, in the right jobs, at the right time is critical to improving patient satisfaction and delivering higher quality care. That includes doctors and nurses on the front line of clinical care along with patient services, materials management, environmental services, and food service workers who run the operations.

Taleo provides software and healthcare staffing expertise to many of the top healthcare networks around the world to support their employer of choice initiatives, reduce costs, and enable their recruiting teams to attract and hire the best talent available.

Meeting Your Challenges with Taleo

- ▶ **Reduce staffing costs.** Cost control is critical in healthcare. Cut staffing costs in advertising spend, process efficiency, and other areas.
- ▶ **Reduce staffing cycle times.** Keep your hospitals optimally staffed. Reduce cycle times by 50-70 percent.
- ▶ **Reduce vacancy rates.** As part of an overall staffing strategy, you can reduce vacancy rates by up to 50 percent.
- ▶ **Reduce first year turnover and overall turnover.** Skills screening and assessment tools enable your recruiters to match best-fit candidates to positions and culture.
- ▶ **Improve productivity.** Your staff spends less time on administration and more time adding value.

The Solution: Establish a talent management platform to launch employer of choice initiatives.

Taleo will not reduce the healthcare talent shortage. But our solution does establish a talent management technology foundation for HR to execute employer and provider of choice initiatives. Streamlined recruiting processes, positive candidate experiences, and efficient applicant tracking combine to give you a competitive advantage in a limited talent pool. Optimal staffing, reduced turnover, better quality, and higher satisfaction follow.

"We wanted to redesign our entire staffing strategy by using advanced technology and processes to not only generate cost savings and efficiencies, but also to position Sutter Health as the employer-of-choice, attract the most qualified candidates quickly and better serve interested candidates. Taleo provided a foundation for our entire employment strategy."

Keith Vencel

Product Manager, Human Resources



Sutter Health

Taleo—the Healthcare Talent Management Solution of Choice

- ▶ **Skills based candidate relationship database.** Capture skills, ability, and experience in a central database for both active and passive candidates with self-service profiles.
- ▶ **Healthcare requisition templates.** Create requisitions quickly and easily using healthcare templates with built-in skills requirements and prescreening questions.
- ▶ **Sourcing management.** Post to all of the leading healthcare career sites. Identify and capture the best sources for nurses and allied health professionals in a common database.
- ▶ **Campus recruiting and employee referral management.** Manage sources for recruiting clinical and allied health positions from clinical rotations and employee referrals.
- ▶ **Flexible career site configuration.** Leverage your brand and attract the best candidates with multiple career sites for multiple locations.
- ▶ **Robust search capabilities.** In addition to the leading prescreening technology, you can search using Boolean logic, proximity, more like this, and artificial intelligence.
- ▶ **Intelligent applicant tracking.** Recruiters can manage requisitions, post jobs, track candidates, make offers, and onboard rapidly using an intuitive hiring process.
- ▶ **Communications, collaboration, and visibility.** Rapidly move candidates through processes that attract and hire for specific positions. Give immediate candidate status and progress visibility to hiring managers.
- ▶ **Configurable workflows.** Trigger automatic candidate correspondence based on healthcare templates and guide candidates through your hiring process.
- ▶ **Single platform for talent management.** Taleo for Healthcare offers a single platform to manage all your talent—from clinical positions to operations.
- ▶ **Reporting and analytics.** Target areas for improvement throughout your staffing process in addition to source tracking with advanced reporting and analytics tools.

See the results. Realize the value.

Many of the top healthcare networks in North America and around the world have implemented Taleo, including Tenet Healthcare, Sutter Health, Intermountain Healthcare, and the Auckland District Health Board in New Zealand. Taleo healthcare clients experience impressive results, including:

- ▶ Increase in effective candidate pools by a factor of two to three.
- ▶ Reduction in time to hire greater than 50 percent.
- ▶ Reduction in first year and overall turnover.
- ▶ Reduction in vacancy rates.
- ▶ Reduction in contingent labor costs.
- ▶ Cost reductions of 40 to 90 percent.
- ▶ Increased staffing effectiveness.
- ▶ Improved hiring manager satisfaction.

To learn more about Taleo's talent management solutions for healthcare contact your Taleo Account Executive today.

"In one year since implementation, we have reduced our recruitment agency and media costs by around 40 percent and have improved our communication with our external candidates and internal employees."

Garry Smith
Chief Executive Officer



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