

# Talent Analytics



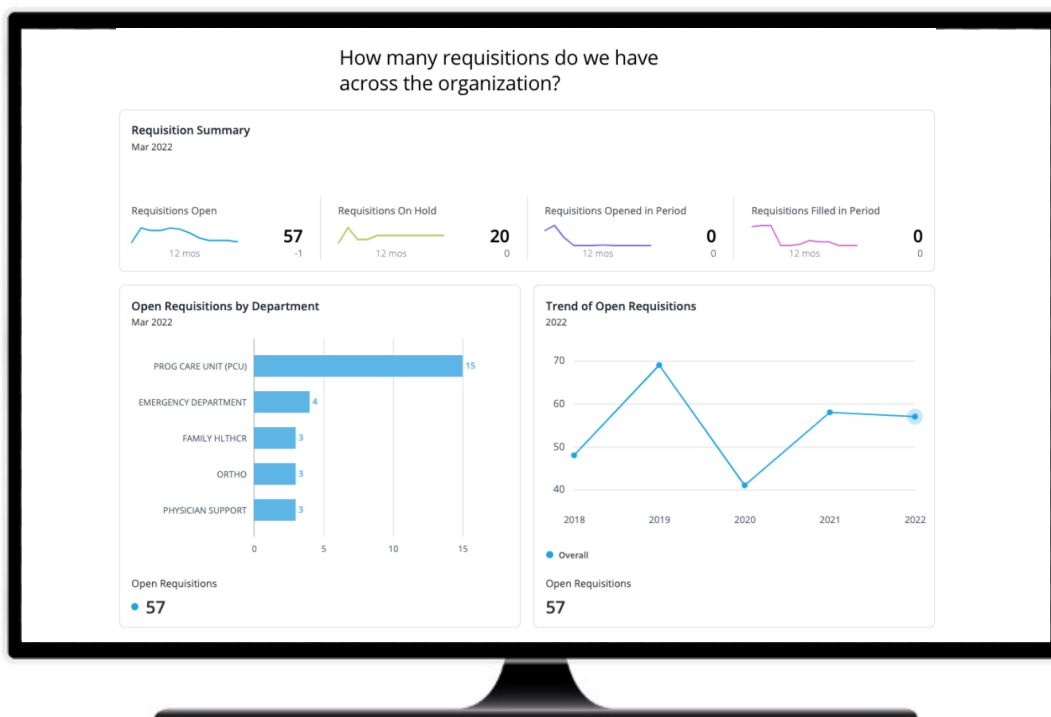
## Manage the health of your healthcare workforce

**Almost one in five healthcare workers** have quit since the pandemic started, bringing a whole new meaning of unprecedented challenges in an already stretched healthcare industry. An otherwise traditional system had to quickly pivot and adapt to changes like never before and mitigate any staffing shortages while being over capacity.

symplr Talent Analytics helps your organization make smart strategic business decisions by empowering you to better understand and tell your talent story with data, in the quest to source and hire top talent. Track your entire pipeline from attracting the right candidates to learning from your successful hires so you can be informed and prioritize your most pressing concerns.

It's no longer enough to sit idly and expect problems to resolve. To futureproof your organization's staffing needs, your team must dial down and be more proactive in building a resilient talent strategy so you can anticipate your talent goals and needs for what's most essential. Having access to people analytics improves the diversity and health of your workforce, eliminates silos across departments and mitigates any disruptions to your talent pool.

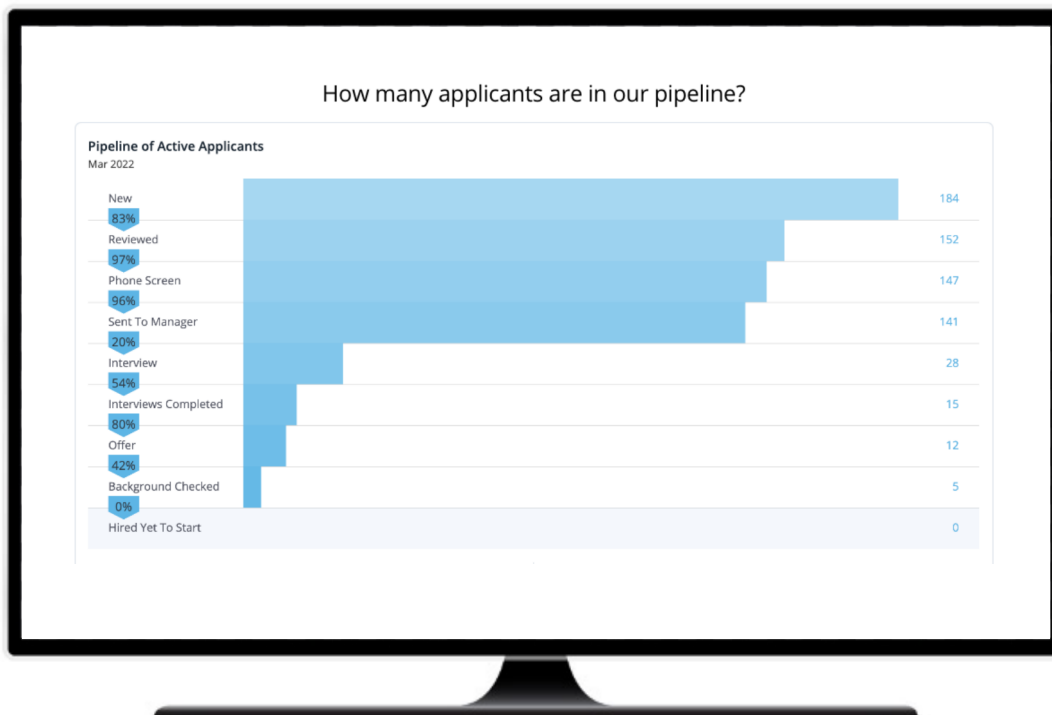
It's important for any organization to reach their goals of acquiring the right talent and reducing churn, and empowering position managers that aren't data savvy. Answer your most critical business questions such as how many requisitions are not filled or on hold to help you with finding and retaining the right talent with symplr Talent Analytics.



With all these insights, you can better anticipate your next move so you can focus on supporting healthier communities and not just on keeping the workforce afloat.



Organization goal	Examples of Insights from symplr Talent Analytics
<p>Attracting and hiring the right talent</p>	<ul style="list-style-type: none"> <li>• How many requisitions are not filled or on hold?</li> <li>• How many applicants are in our pipeline?</li> <li>• Where are the sources of successful and diverse candidates coming from?</li> <li>• How quickly do candidates move through each stage?</li> <li>• Which application sources have the lowest voluntary turnover rates?</li> </ul>
<p>Empowering position managers that aren't data savvy</p>	<ul style="list-style-type: none"> <li>• When will hiring goals be reached based on the current pipeline?</li> <li>• How quickly are positions filled and does this vary with critical positions?</li> <li>• Are there any applicants needing attention?</li> <li>• How diverse is our pool of new applicants?</li> <li>• How quickly do we hire and onboard talent?</li> </ul>



# Make informed decisions with Talent Analytics to deliver predictable hiring results for your organization



Get the essentials with Basic Analytics or upgrade to Premium Analytics for all the bells and whistles. Premium Talent Analytics is built for organization that want to be in the driver seat to tailor their own talent data story and to create ad hoc analyses on the fly.

<b>Overview</b>	<b>Basic</b> Turn your talent data into action with out-of-the-box dashboards and reports.	<b>Premium</b> Advanced features enable user-driven data exploration, custom analyses, and sharing capabilities that allows you to tell your talent data story, your way.
<b>Dashboards</b>	Get visibility into how your recruitment is performing with pre-built analyses across a range of topics to identify opportunities for improvement and optimization	
<b>Explore and compare data</b>	Transform complex talent data into secure, self-service answers	
<b>Interact</b>	Empower self-service for timely decisions  Export (Excel, PDF, Powerpoint) analyses to your preferred file format	
<b>Organizational alignment or Collaborate</b>	Get everyone speaking the same language with data standards and an agreed-upon source of truth	
		<b>Everything in Basic, Plus:</b>
		<b>More pre-built content</b> <ul style="list-style-type: none"><li>Start with more guidebooks to understand insights into how volumes of applicant supply and requisition demand has changed over a period and how you can improve the diversity of your applicants.</li></ul>
		<b>Deeper exploration</b> <ul style="list-style-type: none"><li>Add any metric or dimension in a guidebook, visualization or even start your own exploration from scratch to support the nuances in your field.</li><li>Get further in-depth analyses to the current state of the hiring funnel for critical positions and allows you to dive deeper into trends and insights.</li></ul>
		<b>Create and capture your own analyses</b> <ul style="list-style-type: none"><li>Capture and Save content to your own personal library for further analysis.</li><li>Create custom analyses and drop in any of the captures that you've saved to your library.</li><li>Easily add descriptions and tailor your analysis to the story you are trying to tell.</li></ul>
		<b>Easily share and schedule analyses</b> <ul style="list-style-type: none"><li>Create basic or complex, rule-based, email delivery schedules to automatically push relevant data and insights to your stakeholders' inbox at the right moment to keep them in the loop.</li></ul>

## Ready to supercharge your talent strategy?

Reach out to our sales team to learn more about how upgrading to symplr's Premium Talent Analytics unlocks deeper insights to help you hire smarter.