

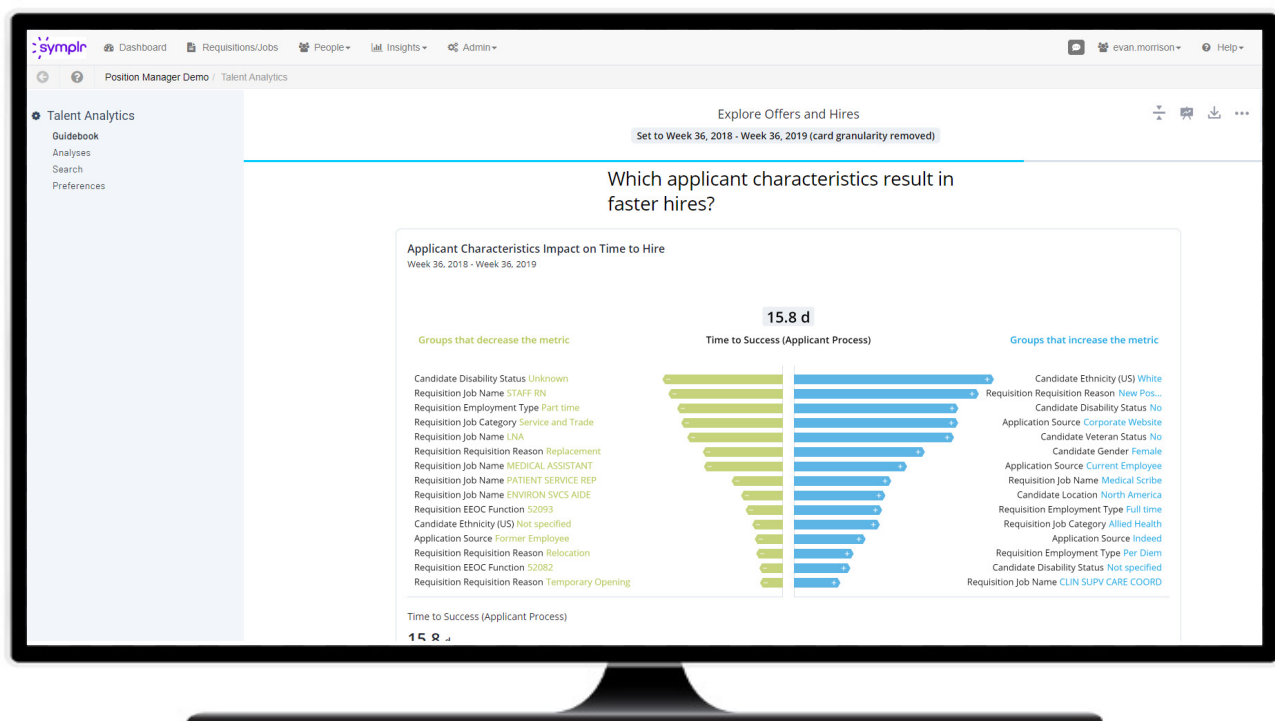
Manage the health of your healthcare workforce

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.

With talent analytics capabilities embedded within symplr Recruiting your organization can make more informed decisions to deliver more predictable hiring results. Track your entire employee lifecycle from attracting the right candidates to learning from your exits 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.

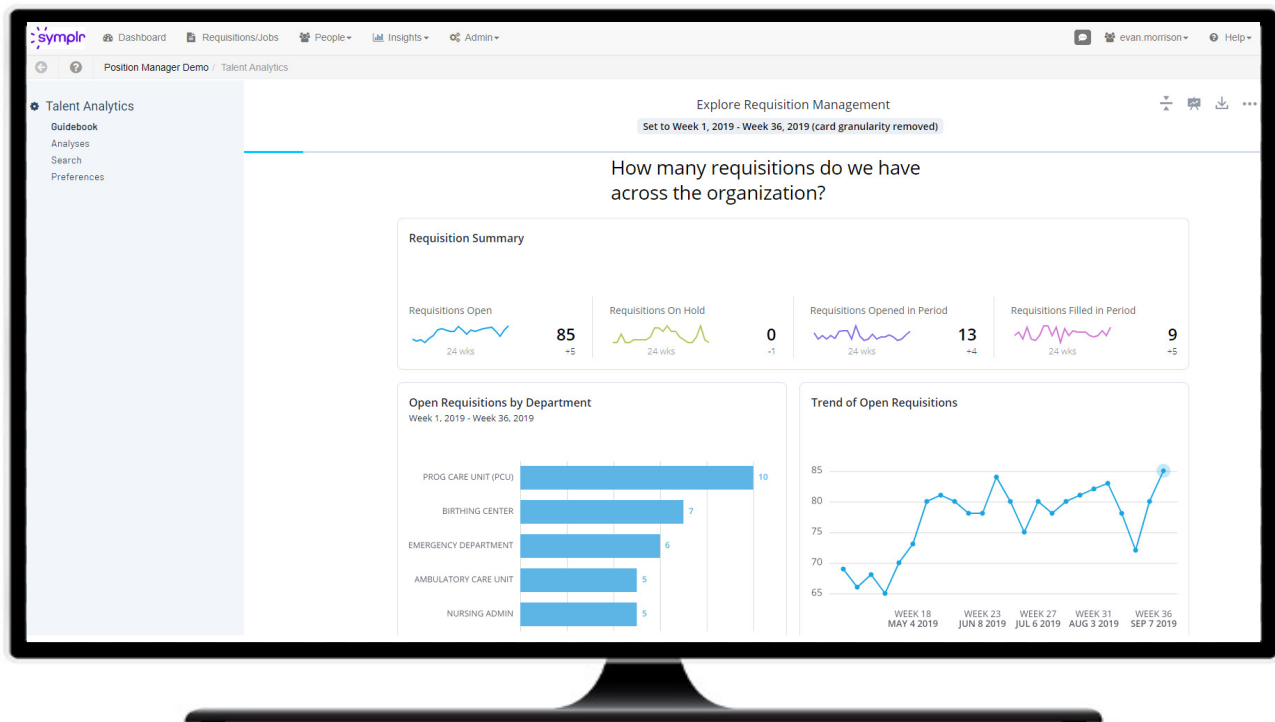
It's important for any organization to reach their goals of acquiring the right talent and reducing churn, and empowering position managers that aren't data savvy. Answer your most critical business questions such as how many requisitions are not filled or on hold to help you with finding and retaining 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
Attracting and hiring the right talent	<ul style="list-style-type: none"> • How many requisitions are not filled or on hold? • How many applicants are in our pipeline? • Where are the sources of successful and diverse candidates coming from? • How quickly do candidates move through each stage? • Which application sources have the lowest voluntary turnover rates?
Empowering position managers that aren't data savvy	<ul style="list-style-type: none"> • When will hiring goals be reached based on the current pipeline? • How quickly are positions filled and does this vary with critical positions? • Are there any applicants needing attention? • How diverse is our pool of new applicants? • How quickly do we hire and onboard talent?



Get the essentials with Basic Analytics or upgrade to Premium Analytics with advanced features that enable user-driven analytics inquiries and allows you to tell your talent data story, your way.



Capabilities	Basic	Premium
REPORTING INSIGHTS		
Recruitment Dashboard How many requisitions are currently open? How quickly do we hire and onboard applicants?	✓	✓
Explore Requisitions How long have requisitions been open? How quickly are we filling requisitions?	✓	✓
Executive Dashboard How many offers have been rejected or rescinded? How quickly do we recruit and onboard talent?	✓	✓
Explore Applicant Pipeline How many applicants are in our pipeline? Do we have enough applicants to fill open roles? Will we reach our hiring goals based on current pipeline velocity?	✓	✓
Explore Offers and Hires How many offers have been extended and accepted this year? How many new hires have joined our organization this year?	✓	✓
Explore Recruitment Cycle Time How long does it take for applicants to complete the interview stage? How long does it take for applicants to complete the offer stage?	✓	✓
Diversity Dashboard How diverse is our pool of new applicants? Are we hiring enough diverse applicants to meet our goals?	✓	✓
Learn about Analytics Applicant Metrics, Candidate Metrics, and Requisition Metrics	✓	✓
Supply and Demand Dashboard How has our applicant supply and requisition demand changed over the last year? How do requisition and applicant volumes compare?	✗	✓
Explore Applicant Diversity Where can we improve diversity hiring outcomes? Which sources result in the most diverse hires?	✗	✓

Capabilities	Basic	Premium
TECHNICAL FEATURES		
Guidebook	✓	✓
Create/Share Analysis Context	✓	✓
View Details	✓	✓
Export (Excel, PDF, Powerpoint)	✓	✓
Explore (Ad Hoc Analyses)	✗	✓
Compare	✗	✓
Create/Capture Analyses	✗	✓
Share/Schedule Analyses	✗	✓

Ready to supercharge your talent strategy?

Reach out to our sales team to learn more about how using talent analytics embedded within symplr Recruiting can help you make data-driven decisions to build a workforce that thrives.