ROGUEHIRE 2025 Healthcare TA Benchmark Study Brief

16th Annual National Study

The largest, most comprehensive healthcare Talent Acquisition Benchmarking program in the industry

This year's publication includes:

207 healthcare orgs

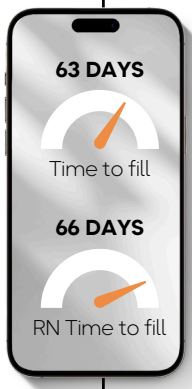
10,140+ benchmark data points published

17.2M+ applications

1.7M+ positions filled

Metrics shown are median performance unless otherwise specified

Speed & Efficiency



44 of the 63 days is the "time-to-source"

18.3
Applicants per position filled

7.4
RN Applicants per position filled

Productivity

45
Openings per Recruiter

reduction of 8 openings compared to 2024

231
Fills per Recruiter

18
Hiring Leaders per Recruiter (Open Jobs)

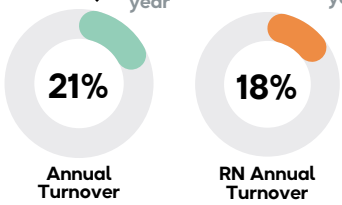
Workforce & Vacancy

6.7 YEARS Active Employee Tenure

decrease of 12% from last year

6.5% Vacancy Rate

decrease of 18% from last year



relatively unchanged from last year

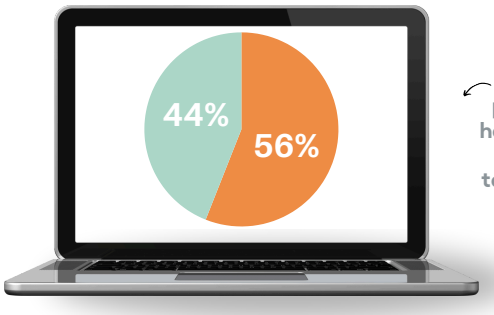
Annual Turnover

relatively unchanged from last year

RN Annual Turnover

Sourcing Top Talent

It takes **16.8 hours** of sourcing/pre-screening to get **1 offer accepted**
*Based on the top 25th percentile



56% of participants have at least 1 dedicated talent sourcer role

1+ sourcer role

No dedicated sourcer role

Award Winning Health Systems

Elite Honor Roll Organizations

6.35 out of 7.00

Hiring Leader Customer Satisfaction Scores in Top 25% Nationally

roguehire.com/elite-honor-roll

The Story The Data Is Telling

01 It's not a talent shortage, it's a candidate inventory management problem

43% of known external hires created their ATS profile 1,052 days before applying for the role they were hired for.

02 Candidates don't love the experience; and rightfully so

42% of candidates haven't heard from a recruiter in more than 21 days and 60% report feeling dissatisfied about their application experience.

03 Internal mobility is up and length of tenure is down

A 7% increase in internal transfers has improved career mobility. However, tenure length for all active employees decreased by 12%.

04 Talent pressure has shifted, but major challenges persist

RN applications have increased 45%, reducing time-to-fill by 18 days, but allied and technical roles have not improved.

05 Revenue-generating roles remain a unique operational hurdle

30% of patient care and revenue-generating roles take an average of 131+ days to fill.

How does your organization compare against industry norms?
Email info@roguehire.com for your complimentary analysis.

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