

5 Signs Your Healthcare Hiring Strategy Needs a Reset



Hiring in healthcare continues to evolve. The [2025 Benchmark Study](#) from RogueHire shows where teams are falling short—and what high-performing systems are doing differently. Below are five signs your hiring process might be due for a refresh, with ideas to help you take the next step.

Sign 1

You're spending too much time sourcing

THE STAT:

44 of the 63 days it takes to fill a role are spent sourcing.

WHAT TO ASK:

Do your recruiters spend more time searching than engaging?

WHAT TO DO:

Build a bench before the req opens. Tap passive talent. Revisit qualified leads who went cold. If you're starting from scratch every time, you're already behind.

WHERE SYMPLR HELPS:

[symplr Talent Sourcing](#) unlocks passive candidates and helps you re-engage existing ones faster.

TIP

Sourcing shouldn't feel like searching for a needle in a haystack—especially when your ATS already has hay bales full of qualified candidates.

STEP 2

Candidates are ghosting—and so are your recruiters

THE STAT:

42% of candidates haven't heard from a recruiter in 21+ days.

WHAT TO ASK:

Is your candidate communication automated, personalized, and consistent?

WHAT TO DO:

Build a communication flow that ensures no candidate is left wondering. Even a quick touchpoint keeps them warm—and keeps your reputation intact.

WHERE SYMPLR HELPS:

[symplr Recruiting](#) automates outreach and gives recruiters real-time visibility so no candidate falls through the cracks.

TIP

"Sorry for the delay" emails don't fix the damage. Consistent updates—automated or not—signal that you value people's time.

Sign 3

You're losing new hires early

THE STAT:

RN turnover is holding steady at 21%.

WHAT TO ASK:

Are you screening for long-term fit, not just qualifications?

WHAT TO DO:

Go beyond resumes. Use behavioral data to understand if candidates align with your culture, team dynamics, and role expectations. Hiring for "fit" doesn't mean personality, it means selecting people who are more likely to succeed and stay.

WHERE SYMLR HELPS:

[symlr Assessments](#) identify candidates who are more likely to stay and thrive.

TIP

Turnover isn't just an onboarding issue—it's often a hiring one. Predicting performance starts before day one.

STEP 4

You're missing talent already in your system

THE STAT:

43% of hires created their ATS profile over 1,000 days ago.

WHAT TO ASK:

Are you actively re-engaging qualified candidates already in your database?

WHAT TO DO:

Search your own system first. Set up monthly rediscovery campaigns to revive interest among strong, silent candidates you already know.

WHERE SYMLR HELPS:

[symlr Talent Sourcing](#) helps resurface and rank past applicants with just a few clicks.

TIP

Your ATS shouldn't be a graveyard—it should be a goldmine.

Sign 5

Your toughest roles are still taking the longest

THE STAT:

Revenue-generating roles take 131+ days to fill.

WHAT TO ASK:

Are you tracking time-to-fill by role type—and adjusting based on impact?

WHAT TO DO:

Stop treating every role the same. Segment your metrics and prioritize high-impact positions with faster sourcing, better screening, and more internal alignment.

WHERE SYMPLR HELPS:

[symplr Recruiting](#) gives you the data and analytics to track time-to-fill by role—and take action where it counts most.

TIP

The roles that make the biggest difference should never be left to the slowest process.



Ready to modernize your approach to healthcare recruiting?
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