



# AGS HEALTHCARE

*Treat and defeat your talent challenges with Allegis Global Solutions*

## **BENEFITS**

- With strategic partnership with some of the industry's top tech incubators like Talent Tech Labs and AG Labs, our own R&D group, we're able to provide access to healthcare talent you couldn't find yourself.
- Our recruiters are trained in our own recruiting methodology, AGS Way, which is designed to attract and engage passive talent such as high-quality clinicians, as well as decreased turnover.
- As your healthcare hiring needs increase or decrease, for example a new hospital wing or 20 bed unit in being developed, our teams have the agility to scale up or down with you.

## **KEY INSIGHTS**

- 2,200+ healthcare clients currently supported among AGS and Allegis Group
- 40 days time to offer (Industry average of 48.5)
- 50,000+ annual placements for healthcare customers per year among the greater Allegis Group
- 1,500+ dedicated healthcare recruiters

It is now increasingly essential for healthcare providers to plan forthright action to address their talent needs in the short-term. With this in mind, research collated by Aberdeen Group on behalf of Allegis Global Solutions (AGS) revealed a range of practices that operators within the healthcare sector are currently undertaking as part of efforts to improve the industry's talent pipeline.

## **THESE PRACTICES INCLUDE**

**60 PERCENT** of healthcare providers consider social recruitment, automated screening and site scanning to be highly successful in sourcing available talent (both for active and passive candidates)

**40 PERCENT** recognize the positive impact of talent branding and job boarding on candidate attraction

**60 PERCENT** are committed to in-person hiring as a more successful means of vetting

**40 PERCENT** are actively engaged with talent analytics

**60 PERCENT** consider applicant tracking to be an important element in conveying applicant metrics and processing candidates through to interview

Finally, Aberdeen's research showed that 40 percent of U.S. healthcare providers are now recognizing the benefits of outsourcing their hiring programs to recruitment process outsourcing (RPO) providers. At the same time, 80 percent are partnering to some degree with an external staffing or recruiter group.

**DESTINATION: SAVING LIVES**

According to the Bureau of Labor Statistics, healthcare will add more jobs over the next 10 years than any other profession.

With a growing skills gap and competition for top talent already endemic within healthcare, hiring in this industry will only become more complex and challenging in the years to come.

**No matter how grim the diagnosis may seem, Allegis Global Solutions is here to help you beat the odds and not only survive - but thrive.**

AGS partners with dozens of healthcare organizations around the world to recruit quality clinicians and skilled healthcare professionals efficiently and effectively.

Our job is delivering the right candidates at the right time, all the time, making sure healthcare and life sciences organizations can do their job: delivering the right patients experiences and outcomes possible.

AGS will help you save time, money and peace of mind - so you can focus on saving lives.

**CLIENT TESTIMONIALS**

*"Allegis came in right off the bat and showed our recruiters how to do recruiting and what I mean by that, they not only had to learn the business but they came in and brought all their recruiting expertise and they took that expertise and learned our business very quickly to the point now where most, if not all our nurse recruiting is done through AGS."*

**JOE QUINN** | Senior Vice President of HR, LifeBridge Health

*"I can rest easy knowing they give me a lot of added flexibility in terms of our constant volatility in hiring demands and there's a lot of different models that I have as a client that I can have as a client that I can tap into and work through with them. Allegis has come to us constantly with forward thinking ideas about our marketing, our employee value proposition, our CRM and our sourcing tools; they've put creative ways to source and find passive talent which we've incorporated into our overall TA strategy."*

**GREG PARDO** | VP of Talent Acquisition, Fresenius Medical Care

**KEY SERVICES PROVIDED**

With our healthcare offering, we will partner with you to develop a recruitment solution to overcome the healthcare talent shortage by utilizing a streamline process with a customized approach.

Together, we'll determine a solution best fit for your hiring needs in a wide range of healthcare areas, such as:

- Outpatient clinics
- Healthcare Assessment
- Hospitals/Health Systems
- Laboratory Services
- Long Term Care
- Medical Devices
- Post-Acute Care Providers
- Renal Care Vendors
- Skilled Nursing Facilities

We become an extension of your HR department, overseeing all or part of the entire talent acquisition spectrum, from sourcing and interviewing to on-boarding and training. We immerse ourselves into your organization and culture to ensure we are well representative of your organization.

With the right solution in place, you can optimize your healthcare workforce, drive productivity and increase ROI and better yet, reallocate your resources to other vital, life saving initiatives.

For long-term staffing needs our solutions can include anything from requisition mapping, candidate pipeline development, technology solutions, hiring manager training and more but for short-term, defined needs, we also offer project based support. RPO Flex offers scalable, initiative-based RPO solutions based on geography, function, business unit and timing.

**KEY BUSINESS OUTCOMES**

As a result of utilizing our services, your organization will experience:

- Improved quality of hires
- Greater access to active and passive candidates
- Enhanced candidate and hiring manager experience
- Reduced recruitment cost
- Improved visibility and consistency of process
- Enhanced scalability
- Access to value added services such as employer branding and recruitment marketing
- Technology enabled RPO solutions



**ABOUT ALLEGIS GLOBAL SOLUTIONS**

Allegis Global Solutions is founded on a culture that is passionate about transforming the way the world acquires talent by delivering client-focused solutions that make a difference for businesses worldwide.