

How to speed up finding, hiring, and retaining the right people

Healthcare organizations—faced with retiring baby boomers and an aging population—already struggle to keep pace with staffing demands. Now, with millennials making up the workforce majority¹, and bringing heightened expectations around technology and timing into the hiring process, healthcare organizations need to keep pace.

Here are four ways to streamline your acquisition, onboarding, and training processes to attract and retain the right talent.

1

Let current employees be recruiters

A Deloitte survey released in January 2017 indicates a shift in thinking around organizational loyalty by millennials—who report they may be sticking with their jobs longer than they may have originally intended.² Healthcare systems would be wise to tap into that loyalty and cultural knowledge while looking to current employees as their best source for finding and hiring new talent.

First, however, you have to identify those employees that have the right experience, certifications, and professional development. By creating a repository of this data, you'll have the resources at your fingertips to engage your top performers in helping to network with a fresh talent pool.

2

Utilize behavioral DNA

It can't be assumed that managers know enough about employees through the hiring process, or even by working with them side by side. Instead, the use of proven talent assessment tools can identify the true "behavioral DNA" of high-performing and engaged employees. Using predictive analytics, performance profiles of outstanding employees give managers the clever insights to ensure they hire candidates with similar qualities. This data can also make successful matches between individual work preferences and patient care needs, as well as indicate if a candidate is better suited to another job within the organization.

3

Optimize learning

Once hired, work should immediately begin to make sure the employee is engaged and productive. Enhanced onboarding allows employees to easily complete online new hire paperwork, take virtual "tours" of the organization, and access and track professional training modules—all well before their first day on the job. This information needs to be transparent to the manager, as well, to track ongoing certifications and reveal any areas for future professional development.



Infuse smart technology

Infor Talent Science® is a data-driven technology that simplifies and speeds up the hiring process and increases on-the-job productivity. As part of Infor® Human Capital Management (HCM), it automates the hire-to-retire (and even rehire) processes for both employees and managers; each candidate's resume and credentials are uploaded into the system once, and can even be pulled directly from LinkedIn. Mobile-enabled, the system retains the candidate profile so he or she can apply for multiple jobs within an organization. Candidates can follow their application path to check process and status without bothering hiring managers. For employers, the requisition is prepopulated with all of the necessary parameters, including grade levels and salary limits. Additionally, Infor Talent Science can help meet hiring goals; for example, a recent Infor survey found that organizations using Infor Talent Science helped boost equity and inclusion efforts, showing an average increase of 26.61% in minorities hired.

For more information, view the webinar [Hiring at the Speed of Science](#) >

1. Millennials will become the majority in the workforce in 2015. Is your company ready? Sydney Brownstone, Fast Company, Nov. 4, 2014.
2. The Deloitte Millennial Survey 2017, Apprehensive millennials, seeking stability and opportunities in an uncertain world.

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