

# Talent Acquisition

## SELF-ASSESSMENT TOOL

The impact from COVID-19 is ongoing, but as elective surgeries resume in some areas, leaders need to think about how to staff for increased census as well as ensure readiness for another wave of the pandemic.

The current landscape has made it imperative for you to adjust your talent acquisition strategies and processes to ensure the proper level of patient care in this rapidly-changing environment, while maintaining your ability to pivot as needs evolve.

This talent acquisition self-assessment is a good way to measure your current state and begin to develop a roadmap for near-term needs and beyond. It can serve as a collection point for ideas and a way to identify your most pressing priorities. Consider sharing this with members of your team in order to gain different perspectives. And for a complimentary Talent Acquisition effectiveness assessment, please email your completed form to [RPOinfo@amnhealthcare.com](mailto:RPOinfo@amnhealthcare.com).

**NAME:**

**TITLE:**

**What are your most critical talent challenges you are trying to solve for?**

**On a scale of 1-5, how agile and scalable is your Talent Acquisition Team?  
(1 being the least agile, 5 being the most.)**



**Why did you rate it this way?**

**Consider your current internal TA structure. How many dedicated resources by role? How are they aligned? By position type/location or department? What is the average number of positions a recruiter is responsible for?**

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To learn how AMN Recruitment Process Outsourcing partners to solve TA challenges, call **(866) 437-5815** or visit [AMNHealthcare.com/rpo](https://www.AMNHealthcare.com/rpo).



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**What is your organization's turnover rate? What is your FTE headcount? Target FTE headcount?**

**How does your organization Workforce Plan?**

**What resources/technologies do you utilize?**

**If you could do just one thing to enhance your TA capabilities what would that be? (Possible areas include new technology, applicant process, sourcing, reporting/metrics/analytics, compliance, scalability, recruiter experience)**

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