



AGILE AND ACCOUNTABLE

## Recruitment Process Outsourcing from AMN

### Benefit from a Performance-Based Recruitment Approach

An agile workforce has become essential in the current healthcare environment. Our healthcare-focused RPO enables healthcare organizations to find the right talent efficiently while lowering costs and providing a better patient experience. With the average healthcare organization spending over half its revenues on staffing, it's critically important to find the best people and deploy them the best way. Our scalable and flexible model reduces the cumbersome — and costly — redundancies that can happen when staffing-related expenses aren't streamlined through one central partner.

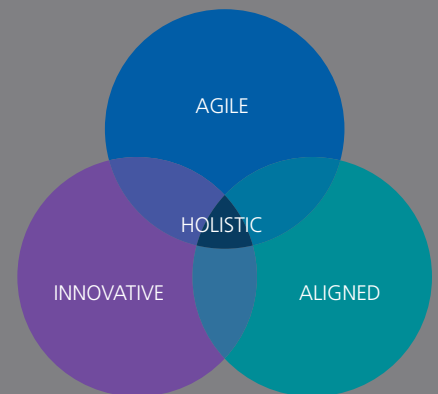
#### THE FOUR DIMENSIONS OF PERFORMANCE-BASED TALENT ACQUISITION

HOLISTIC – covers every aspect of talent acquisition

AGILE – scales up and down rapidly

ALIGNED WITH ORGANIZATION NEEDS – accountable through performance measurement

INNOVATIVE – Using digital tools and data analysis to drive efficiency



### Reach. Activate. Engage.

AMN's Recruitment Process Outsourcing brings a blend of both push and pull sourcing strategies to help fill your key positions. We utilize successful strategic sourcing plans tailored to each position and market requirements. AMN RPO will use your branding guidelines, marketing, artwork, photos, videos, etc., to assist in the development and launch of a custom social recruitment and branding strategy.

To discuss which solution is right for you, contact us at [RPOinfo@amnhealthcare.com](mailto:RPOinfo@amnhealthcare.com) or visit [AMNHealthcare.com/RPO](https://AMNHealthcare.com/RPO)

# Flexible Solutions to Meet your Talent Acquisition Needs



## Recruiter on Demand:

- Flexible, on-demand contract recruiting services with a **fixed, predictable cost model**
- Light implementation and **proactive recruiting approach**
- Collaboration with client for **knowledge sharing and training of on-demand staff**



## Project RPO:

- Short-term relationship with a **fixed goal** in mind
- Focused on bringing the client back to self-sufficiency
- Full Cycle RPO process, but with a **defined objective and timeframe**



## Partial Cycle RPO:

- Implementation of select recruiting process steps
- **Dedicated to critical components** of the process
- Improves specific aspects of talent management



## Full Cycle RPO:

- **A single, integrated talent model approach that addresses today's broad and diverse needs**
- Manages the full recruitment process including: sourcing, screening, scheduling interviews, gathering feedback, creating and extending an offer, and providing pre-start support
- **Total Talent Partnership that enables healthcare organizations to find the right talent efficiently, while lowering costs and providing a better patient experience**