

# Navigating *Recruiting* *Complexities* in Large Health Systems

## Understanding Priorities, Challenges, and Investments



Large health systems are considered mainstays in the United States. As independent hospitals continue to join larger organizations to remain competitive, more than 900 health systems are now in operation in the U.S. with over 6,000 hospitals across their networks, according to [Definitive Healthcare](#).

For these large healthcare organizations, offering a wide range of services, specialized medicine, and cutting-edge technologies requires a high volume of highly-skilled workers. This includes both clinical and non-clinical jobs, ranging from patient care to overseeing operations across the organization. Recruiting for these roles is challenging for a number of reasons, especially in the current labor market.

With heavy competition for skilled healthcare workers, demands for rapid growth, high levels of employee turnover, and manual processes that slow down the recruitment process, it is essential for large healthcare organizations to understand and address the unique issues they face in talent acquisition from both a clinical and non-clinical perspective. Employ proprietary data provides insight into these specific challenges.

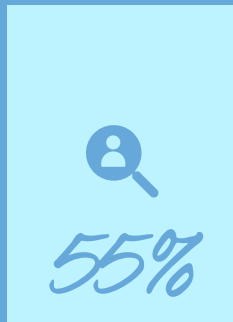


## Talent Acquisition Challenges

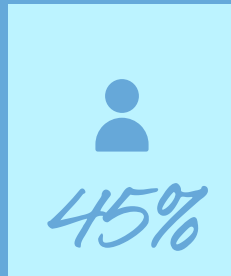
Clinical healthcare workers in large health systems are critical to a well-functioning organization, directly contributing to patient care and outcomes. Acquiring this talent requires direct engagement from clinical recruiting teams and talent acquisition professionals.

Yet recent Employ research reveals that 54% of clinical healthcare recruiters are experiencing increased levels of job-related stress. This rise in stress can be attributed to the dual challenges of grappling with employee retention issues and contending with a scarcity of qualified candidates.

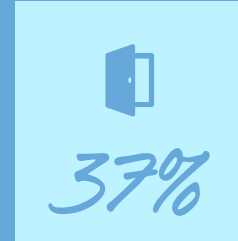
## Top Reasons Recruiters in Clinical Healthcare Believe Their Job Is Stressful



More Open Roles to Fill



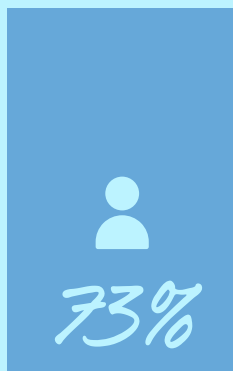
Not Enough Qualified Candidates



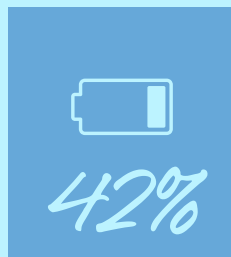
More Employees Leaving the Organization

Administrative and support personnel in healthcare organizations are equally important in ensuring the smooth functioning of daily operations in large health systems. Accordingly, non-clinical healthcare talent acquisition professionals face their own challenges, with 73% of recruiters feeling increased levels of job-related stress.

## Top Reasons Recruiters in Non-Clinical Healthcare Believe Their Job Is Stressful



Not Enough Qualified Candidates



Burnout and Concerns Over Mental Health



Competition from Other Employers

Yet despite the increased pressure to find qualified talent and stress within their own positions, talent acquisition professionals still feel positive about the future of recruiting within their industry.



# 80% | 77%

A remarkable 80% of clinical healthcare recruiters and 77% of non-clinical healthcare recruiters feel optimistic about the future.

According to the **Bureau of Labor Statistics**, the healthcare and social assistance sector is anticipated to generate 2.1 million new jobs, or around 45% of all new projected job gains from 2022 and 2032. This growth represents an incredible opportunity, but it must be met with strategic investment and prioritization in large health systems.



## Talent Acquisition Priorities

Within large health systems, improving the quality of candidates hired remains an essential priority for clinical (45%) and non-clinical (56%) healthcare recruiters. The second highest priority right now for these hiring teams is attracting more qualified candidates for clinical (35%) and non-clinical (43%) roles, according to **Employ data**.



## Hiring Objectives

When it comes to current hiring volume in large healthcare organizations, clinical healthcare (43%) recruiters and non-clinical (50%) recruiters are encountering an increase in their hiring volume when compared to the previous year. This boost in healthcare hiring is not going anywhere.

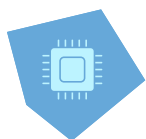
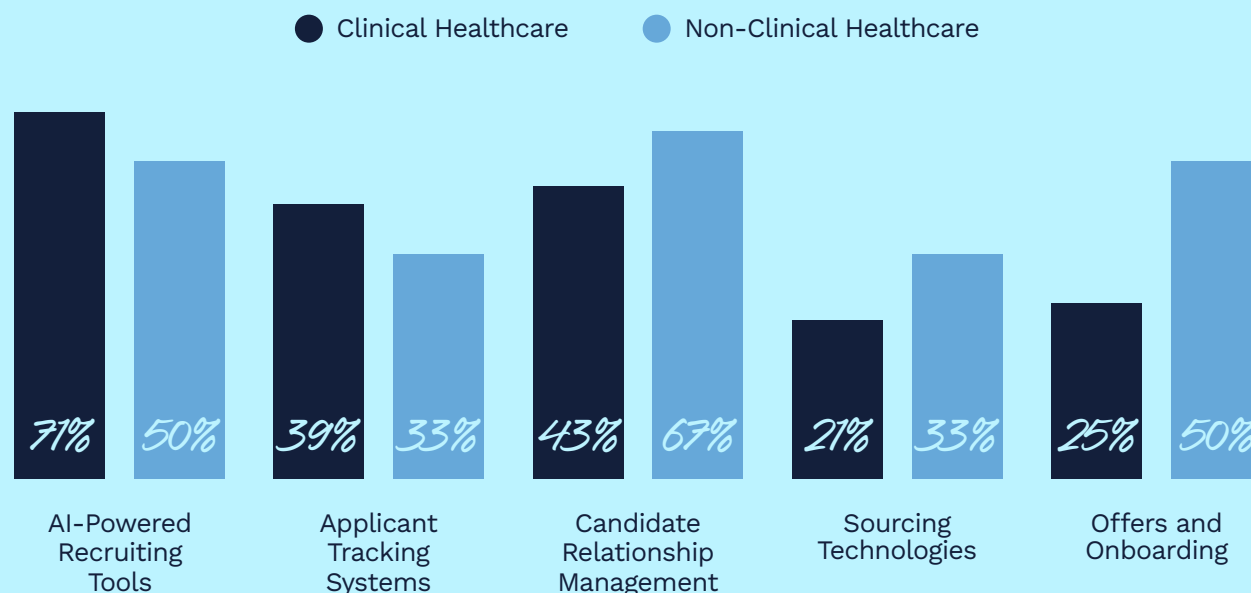
Within the next year, 40% of clinical healthcare recruiting teams expect to see more in their hiring volume, and 42% of non-clinical healthcare hiring teams expect to see the same, if not more, as their current hiring volume.



## Technology Outlook

It is important for recruiting professionals in large health systems to consider their technology investments over the coming years, especially as the industry is projected to grow faster than other sectors at 1% annually over the next 10 years, according to the BLS. The good news is that 53% of clinical healthcare and 50% of non-clinical healthcare talent acquisition teams are planning to increase their budgets in the future.

## Where Large Health Systems Will Increase Technology Budgets



### Optimizing Talent Acquisition with Artificial Intelligence

To meet their recruiting challenges and compete for talent, leading healthcare systems rely on comprehensive talent acquisition technology with AI-assisted, relationship-building capabilities that transform the recruiting lifecycle.

Complementing recruitment automation by embracing and expanding their use of artificial intelligence (AI) is a top priority for many healthcare organizations. Specifically, Employ data reveals 50% of clinical healthcare recruiting professionals use AI-powered recruiting solutions, while 23% of non-clinical healthcare recruiters leverage AI to augment their recruiting technology.

While 54% of clinical healthcare and 33% of non-clinical healthcare recruiters are leveraging recruiting tools with AI functionality built in, 20% of clinical healthcare recruiting teams are using a free or low-cost generative AI tool to complement their current technology stack. Further Employ data reveals that 26% of clinical healthcare recruiters and half of their non-clinical counterparts adopt a hybrid approach, leveraging both strategies.

As talent demands within large health systems continue to increase, competition for top skilled candidates will only grow. There's never been a better time for healthcare recruiting professionals to optimize their recruitment strategies with a complete talent acquisition platform that can support them in attracting and engaging high quality candidates.