

Talent Acquisition Process Evaluation Worksheet

Step 1: Gather Your Data

Fill in your organization's talent acquisition metrics for the past 12 months.

- **Total Number of Hires:** _____
- **Total Number of Open Positions:** _____
- **Average Time to Fill (Days):** _____
- **Turnover Rate (%):** _____
- **Offer Acceptance Rate (%):** _____
- **Cost Per Hire (\$):** _____
- **First-Year Retention Rate (%):** _____
- **Cost of unfilled positions per month (\$):** _____
 - (Take your average profit per month on the APP or Physician)

Step 2: Compare to Healthcare Industry Benchmarks

Use the table below to determine where your organization stands in relation to industry averages.

Metric	Below Average	Average	Above Average
Time to Fill (Days)	>60 days	45-60 days	<45 days
Turnover Rate (%)	>28%	22-28%	<22%
Offer Acceptance Rate (%)	<69%	69-80%	>80%
First-Year Retention Rate (%)	<70%	70-85%	>85%

Note: These benchmarks are based on industry reports and may vary depending on specific roles and regional factors.



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Step 3: Identify Areas for Improvement

- **High Time to Fill?** Consider streamlining your recruitment process to a specialty specific recruitment firm like Advanced Scope, enhancing job postings, or expanding sourcing channels.
- **High Turnover Rate?** Evaluate onboarding practices, employee engagement, and workplace culture.
- **Low Offer Acceptance Rate?** Assess the competitiveness of compensation packages and the effectiveness of the candidate experience.
- **High Cost Per Hire?** Review recruitment expenditures and explore more cost-effective sourcing strategies.
- **Low First-Year Retention Rate?** Invest in mentorship programs, continuous training, and career development opportunities.

Need additional help? We are here for you as experts in Talent Acquisition Strategy.

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