

Integrating skills assessment into the talent selection process for healthcare

What was the client's need?

- To shift to more human-centered care
- To take a novel, strategic approach to talent management – focusing on the selection process, performance and retention to achieve specific patient outcomes
- To create a consistent, measurable and scalable assessment solution

What was the solution?

- Introduced durable skills assessments as an integral part of the talent acquisition process, from screening to interviewing and selection
- Created a profile of consistent, standardized skills requirements for target roles
- Integrated skills assessments and insights with the client's applicant tracking system (ATS) for increased efficiency

What were the outcomes?

23%

reduction in first-year turnover

14%

reduction in time-to-hire talent

78%

increase in talent diversity

\$2.1M

annual savings

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