



How AdventHealth Uses AI to Fill Hard-to-Fill Roles at Record Speed

HiredScore* AI for Recruiting with Workday transforms healthcare recruitment by identifying and rediscovering top talent, enabling holistic care for more patients.

The challenge.

AdventHealth, a nonprofit healthcare system based in Altamonte Springs, Florida, has a network of more than 50 hospitals across 9 states, serving over 7.8 million patients annually. Central to its mission is a commitment to holistic care, supported by a dedicated team of professionals. However, the healthcare sector, including AdventHealth, faces a significant labor shortage marked by retirements and burnout. Nationally, there is a projected shortage of 78,610 full-time equivalent (FTE) registered nurses (RNs) in 2025 and a shortage of 63,720 FTE RNs in 2030,** making it vital that AdventHealth quickly hire and retain qualified and ready-to-work nursing talent. Fetch, HiredScore's AI-powered tool for rediscovering qualified past applicants, found that although AdventHealth's existing databases included talent qualified to fill over 80% of its requisitions, AdventHealth was not able to proactively identify this talent within its ecosystem.

The solution.

Fetch quickly rediscovered highly qualified and likely-to-apply past applicants, enabling AdventHealth's recruiters to recruit for hard-to-fill, high-cost-per-hire medical roles at record speed and lower agency costs. Whether those candidates had been interviewed previously, withdrawn, applied for a role that wasn't the best fit, or were never viewed, Fetch helped AdventHealth analyze the past applicant pool for each new role. Additionally, Fetch helped AdventHealth fulfill the often unmet promise of reengaging candidates for future opportunities, enhancing the overall candidate experience.



Company Website

adventhealth.com

Results achieved within the first year post-launch.

(May 2023 to May 2024)

\$68M reduced agency spend

HiredScore played a pivotal role in reducing agency spend, along with other contributing factors.

100% increase in number of job requisitions closed

AdventHealth recruiters have doubled the number of job requisitions they were able to close in a 90-day period.

1,032 total hires in critical healthcare roles

Hires have included roles in nursing, patient care, radiology, surgery, and more.

77% of nursing requisitions covered by past applicants

4+ Fetch leads were identified on average for each nursing requisition.

50% improved offer rates

Fetch leads were 1.5x more likely to receive job offers than candidates sourced otherwise.



During COVID-19, nurses leaving for higher-paying agencies exacerbated our healthcare system costs and intensified the labor shortage. Across our 50+ hospitals, CEOs unanimously prioritized recruitment and retention. That's when HiredScore came into the picture. It really helped us align our HR strategy with organizational goals and focus on recruitment and retention. HiredScore features enabled our recruiters to revisit our existing candidate database, something that was previously unfeasible due to time constraints. This led to the recruitment of approximately 655 qualified nurses within the first year post-launch, representing AdventHealth's most critical role and constituting 35% of our job requisitions.

Tom Nesteruk

Senior VP, HR and Associate Chief People Officer, AdventHealth

*HiredScore is a Workday company.

**As per the 2022 HRSA "Nurse Workforce Projections" report.



+1-925-951-9000 +1-877-WORKDAY (+1-877-967-5329) Fax: +1-925-951-9001 [workday.com](https://www.workday.com)

© 2024 Workday, Inc. All rights reserved. WORKDAY and the Workday logos are trademarks of Workday, Inc. registered in the United States and elsewhere. All other brand and product names are trademarks of their respective holders. 20240717-hiredscore-case-study-adventhealth-enus