

**2018**

**Survey Question:** Talent Acquisition 18-18

My question that I'd like to pose to the CHAHRM membership is regarding talent acquisition. Specifically, over the past 18 months, in which of two areas of labor has their hospital or systems increased their spending: temporary staffing (ie, travel RN's and clinicians, locums tenens, etc) or increasing the roster of the talent acquisition team and technology? And also an explanation as to "why?" would be most appreciated.

Donald Sonck

National Healthcare Workforce Leader

**Responses:**

1. Temporary staffing would be my biggest increase in spending.

Gini Adams Director, Employee & Public Relations Yuma District Hospital

2. Hi Don,

We've spent a significant amount more on recruitment and retention in the areas of comp to the base and sign on bonus increases. We did one round of retention bonuses to OR nursing with a 2 year commitment.

**Tanya Rippeth, MBA, CHHR, SHRM-SCP, CEBS** *Director, Human Resources*

**Total Responses: 2**