



symplr Talent Management

A comprehensive suite of talent management solutions for healthcare organizations, unifying recruiting, learning, and performance management.

<https://www.symplr.com/solutions/talent-management>

Overview

symplr Talent Management is an enterprise-grade, cloud-based software suite specifically designed to address the unique and complex workforce challenges of the healthcare industry. As a key component of the symplr Operations Platform, it provides an integrated approach to managing the entire talent lifecycle, from attraction and hiring to development and retention. The platform unifies critical functions like recruiting, onboarding, performance management, and learning into one intuitive system, helping healthcare HR leaders, recruiters, and managers break down silos and optimize operations.

Key Benefits and Capabilities:

Recruiting & Acquisition: Includes an Applicant Tracking System (ATS) built for healthcare, talent sourcing tools to build proactive candidate pipelines, and behavioral/clinical assessments (symplr Assessments) to evaluate clinical and cultural fit, ultimately helping to reduce new hire turnover.

Learning & Development: Features a Learning Management System (LMS) and courseware (symplr Learning) to facilitate onboarding, continuing education (CE), upskilling, and reskilling. This is crucial for closing skills gaps and ensuring staff readiness and compliance with evolving healthcare needs.

Performance & Retention: Utilizes symplr Performance to simplify performance management, including goal setting, progress tracking, ongoing feedback, and appraisals to boost employee engagement and retention.

Compliance & Credentialing: The solution includes robust features for credentialing and compliance tracking, helping organizations stay aligned with industry standards and regulatory complexity. The platform is designed to support the realities of clinical, operational, and regulatory requirements in healthcare.

Workforce Optimization: Integrates with other symplr solutions like symplr Workforce and Contingent Talent Management to provide a holistic view of staffing, scheduling, and labor cost management.

The software is trusted by a vast number of U.S. hospitals, offering a scalable, all-in-one solution to manage both full-time and contingent healthcare staff.

Key Features

- Applicant Tracking System (ATS) for Healthcare
- Talent Sourcing and Candidate Relationship Management
- Behavioral and Clinical Assessments
- Learning Management System (LMS) and CE Tracking
- Performance Management and Employee Appraisals
- Credentialing and Regulatory Compliance Tracking
- Integration with Workforce Scheduling

Pricing

Model: enterprise

Custom pricing plans tailored to the organization's unique requirements and the specific modules needed (Recruiting, Learning, Performance, etc.). Contact symplr directly for a personalized price quotation.

Target Company Size: medium, enterprise

Integrations

Branch, KarmaCheck, Accurate Background, DISA, HubSpot CRM Software, Sense, TextUS, ADP, SCORM 1.2-compliant LMS

Compliance & Certifications

HIPAA, SOC 2 Type II, SOC 1 Type II, HITRUST (Enterprise/Organizational Processes), NIST 800-53

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