



Talent Transformation Advisory Services

Your Executive-Level Partner in a Changing Environment

Healthcare organizations have unprecedented challenges with workforce attraction and retention, and the talent shortage statistics are widely known.



124K+

shortage of physicians by 2034¹



200K-400K

shortage of nurses by 2025²



61.2%

of hospitals had nurse vacancy rates over 15% in 2022³



85%

of hospitals have too few allied healthcare professionals⁴



500K+

voluntary quits in healthcare, January 2023⁵

At the same time, there have never been more tools and proven strategies around talent optimization, change management, and talent development.

For every percent decrease in turnover, the average hospital will save \$262,300 annually.³

Workers of all kinds are reassessing where, when, and how they work – and healthcare organizations are uniquely positioned to respond with proven solutions that increase operational flexibility, improve staff satisfaction, and positively affect patient care outcomes.

Prepare for Success with a Trusted Advisor

Today's talent has new expectations, built on feeling valued by an organization that meets their financial needs as well and their desire for wellbeing and flexibility, with emphasis on mastery, autonomy, purpose, and empowerment.

Our executive-level advisory services focus on uncovering and understanding your specific challenges, then providing meaningful and cost-effective solutions for talent acquisition, retention, development, and engagement.

Significantly different than a consulting offering, this is a long-term executive advisory partnership dedicated to offering insight and advice to manage future risks based on data modeling and the proactive implementation of talent strategies, resulting in a more resilient workforce prepared for change and uncertainty.

Jamey Dubke, Talent Transformation Executive Advisor

Jamey Dubke leads our Talent Transformation advisory services. She is an impactful, proven executive with demonstrated experience consulting with executives and heads of businesses. Ms. Dubke has led people strategy, executive coaching, talent development, and DEI strategy for Fortune 50 leaders and teams. Recognized for her ability to authentically connect with people to uncover insights, expectations, biases, and barriers, she is driven to actively engage and serve clients through a proven, results-based process.

Prior to joining AMN Healthcare, Ms. Dubke's experience includes roles as HR Executive Advisor with AT&T, JP Morgan Chase, and Southwest Airlines, with additional responsibilities for Learning, Training, and Development.

To learn more about how we can help your efforts around DEI+B, Talent Attraction and Retention, Organizational Transformation, or develop a completely customized advisory services partnership, email

AdvisoryServices@amnhealthcare.com



¹ Association of American Medical Colleges

² McKinsey & Company

³ 2022 NSI National Health Care Retention & RN Staffing Report

⁴ AMN Healthcare Survey of Allied Healthcare Professional Hiring Trends

⁵ JOLTS, U.S. Department of Labor's Bureau of Labor Statistics