

How Agentic AI Changes Healthcare Recruiting

3 Real-World Case Studies
from Leading Healthcare
Organizations



Everyone Is Talking About AI. Leading Recruiting Teams Are Executing the Work With AI Agents.

There's a big difference between AI that your recruiters need to prompt in a chat window and agents that do the work for them, and recruiting is making that jump quickly.

Healthcare recruiting in particular is being completely reshaped by this shift, because the things that make it hard are the things AI agents handle best: higher applicant volumes than any team can call back, clinicians only reachable after hours, and the same screening conversation run hundreds of times a week.

Right now, every open requisition costs you twice: agency spend and overtime on one side, a unit already running short on the other. While it sits open, the system across town is calling the same candidates. Whoever reaches them first usually hires them, and your process was never built to move that fast.

Every CHRO says AI matters, and candidates are already choosing it.
The recruiting teams moving now are the ones winning.

99%

of CHROs say AI is
important to their
organization's strategy.¹

27%

of organizations actually
use AI in recruiting.²

78%

of applicants chose an AI
interviewer over a human
recruiter when given the
choice.³

¹ AI's Effect on Workplace Culture, Gallup, 2026.

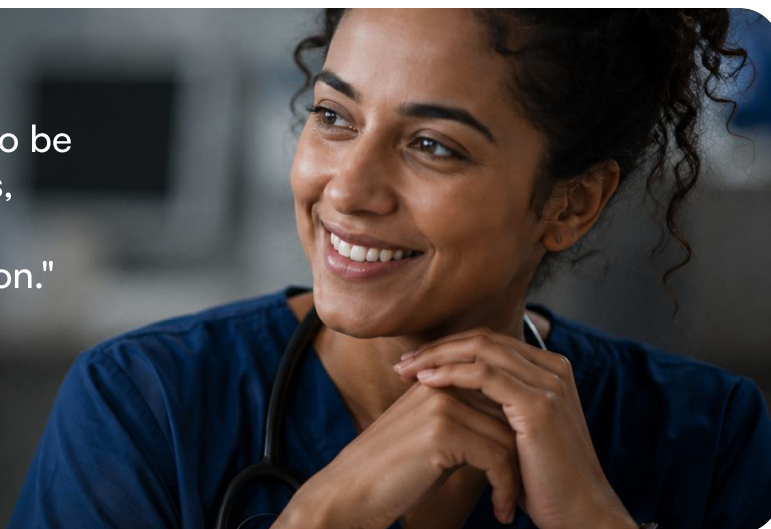
² The State of AI in HR 2026 Report, SHRM, 2026.

³ AI on the Job: How Agents Are Changing the Way We Hire, University of Chicago Booth School of Business, 2025.

"If you're not using this tech to be first and fastest to candidates, you're putting your recruiting team in an unwinnable position."



Joe Gage, CAO & CHRO
Bon Secours Mercy Health



AI Agents Work the Other Way Round

They reach out, follow up, screen, schedule, and write it all back to your ATS — overnight, at volume, without borrowing a minute from your team. Your recruiters still decide who advances, they just stop spending the day on the logistics to get there. Leading healthcare organizations already use them to:



Reach every applicant, not just the first handful



Free recruiters from phone tag, scheduling, and credential checks



Get candidates in front of a hiring manager in days, not weeks



Cut spend on sourcing, agency, and travel coverage



Retain more hires in the first 90 days, because they screened in more and drew from a larger pool

In the pages ahead you'll meet three healthcare organizations that built systems of agents around their recruiters — the plays they ran, and the impact on key metrics once it went live.

The AI Agents Behind These Playbooks

Take2 is the AI agents platform trusted by leading healthcare organizations — including UCHealth, the U.S. Department of Veterans Affairs, Temple Health, and multiple top-10 U.S. health systems. With our AI agents, recruiting teams can handle more volume without adding headcount, fill roles faster, and give every candidate a faster, more human experience.



AI Interviewer

Engages candidates instantly and runs screening phone calls 24/7. Scorecard, transcript and recording sync to your applicant tracking system (ATS) in real time.



AI Sourcer

Generates pipeline for hard-to-fill roles by re-engaging past qualified applicants in your ATS and tapping into third-party clinician databases.



AI Scheduler

Eliminates phone tag and manual scheduling. Books next-round interviews with qualified candidates directly onto recruiters or hiring managers' calendars.



AI Verifier

Verifies licenses and certifications against state boards and federal exclusion lists.



AI Reference Checker

Calls a candidate's references and prior employers and completes the check in a live phone conversation.

Take2 Is Built Exclusively for Healthcare Hiring

Every Take2 AI agent is trained on healthcare hiring and nothing else. They understand clinical roles: the credentials, certifications, and specialties on your requisitions, and the state-by-state licensure rules that determine who can actually do the job. Generic AI agent tools start from zero.

AI Agents Collect. People Decide.

No Take2 AI agent makes a hiring decision. They gather information, score it against your criteria and route it to your team — what lands in your ATS is evidence for a recruiter to exercise their judgment and act on. Candidates are told up front they're speaking with AI.



How UCHealth Built a 24/7 Recruiting Team

Organization: UCHealth

Type: Academic Health System

Employees: 37,000

ATS: Infor

Roles: RNs, Technicians, Allied Health



NOW 81 min

Application to
completed screen

Before: Multiple Days

NOW 5 days

Application to
clinical interview

Before: Weeks

NOW 60%

Screens outside
business hours

Before: Minimal

NOW 81%

Applicants
screened

Before: Capacity Permitting

NOW 4.7/5

Candidate
satisfaction

Before: Unmeasured



The Problem

Care at UCHealth runs 24/7. Recruiting ran 9—5. Night-shift nursing is where the system's vacancies hurt most, and those candidates are the hardest to connect with during business hours. Phone tag could stretch to a week, the hiring manager's calendar added another, and by the time a clinical interview was set, candidates had applied to three other systems. Every competitor posts the same roles, so UCHealth went after the part it controlled and made candidate experience priority number one.



The Play

UCHealth put Take2's screening agents on the role family where the clock hurt most: night-shift nursing. Seconds after applying, a candidate gets a text inviting them to screen on demand — no scheduling, no phone tag. Then they talk. It's a spoken conversation with a voice agent that identifies itself as AI up front, taken when the candidate prefers. Scorecard, summary and recording land in the ATS, where recruiters already work. Fully integrated and live in 45 days.



"Our recruiters walk in the door in the morning with a list of completed screens — work that would have taken them the first half of the day."

— Ryan Toedtman, Manager, Talent Acquisition & HR AI Integration, UCHealth



The Impact

The applicant black hole closed first. Every applicant gets a real conversation on their own time, internal candidates included — the people UCHealth most wants to keep. Screening left the recruiters' desks: they now review scored conversations and behavioral summaries instead of only resumes, and decide who advances. Silver medalists get matched to relevant requisitions elsewhere in the system.



"Now 81% of candidates have a UCHealth touch point the second they apply. That is a game-changing statistic."

— Ryan Toedtman, UCHealth

How Dental Care Alliance Tripled Recruiting Capacity

Organization: Dental Care Alliance

Type: Dental Services Organization

Employees: 5,000

ATS: iCIMS

Roles: Dentists, Hygienists, Dental Assistants



NOW 30 min

Application to completed screen

Before: 3 Days

NOW 3x

Recruiter capacity

Before: Baseline

NOW 80%

Interviews outside business hours

Before: 1—2%

↓50%

Reduction in sourcing spend

Before: Baseline

NOW 4.8/5

Candidate satisfaction

Before: Unmeasured



The Problem

Dental Care Alliance (DCA) needs to fill hundreds of roles a year across 140 brands and 400 practices. Its recruiters were spending two or three days a week reviewing resumes, scheduling, and running the same interview again — manual work that keeps them from the part of the job only they can do: building relationships, evaluating fit, and advising hiring managers. Requisition volume kept climbing. The old playbook had one answer for that: add more recruiters.



The Play

DCA started by deploying Take2's AI agents to support eight roles in one region. Three weeks later they expanded to 235 openings, then took it national. The AI Interviewer was the first agent, and was quickly followed by sourcing, scheduling and verification. The AI Sourcer works the candidates already sitting in DCA's ATS before a dollar goes to a job board. Between 1,000 and 2,000 candidate interviews now run through Take2's AI agents each month.



"We've been able to produce more interviews at a higher quality than we would have been able to with three times the headcount."

— Jeff Battinus, Head of Talent Acquisition, Dental Care Alliance



The Impact

Recruiters now work at the top of their license. Screening, scheduling and sourcing sit with Take2's AI agents, so interviews run 24/7 and the only candidates recruiters talk to have cleared the screen. Their days go to selling and closing the best of them. The savings came with it: one team member covers what would have taken three FTEs, and dollars that were going to job boards go back into patient care.



"No decisions are made without a human touch. AI is the hands, not the heart and the head."

— Jeff Battinus, Dental Care Alliance

How Health Connect America Hires Faster and Better

Organization: Health Connect America

Type: Behavioral Health Provider

Employees: 1,700

ATS: iCIMS

Roles: Therapists, Non-Clinical



NOW 48 min

Application to completed screen

Before: 7 Days

↓ 12 days

Faster time-to-hire

Before: Months

NOW 51%

Screens outside business hours

Before: 1–2%

NOW 79%

Retention rate

Before: 66%

NOW 4.7/5

Candidate satisfaction

Before: Unmeasured



The Problem

Behavioral health annual turnover runs near 68%. The therapists Health Connect America (HCA) wants to hire already spend their days in homes and schools, unreachable during business hours, and they apply at nights or weekends. It took days for recruiters to connect with them on the phone. By then someone else had made an offer.



The Impact

Speed moved first: a screen that took a week now finishes inside an hour. Hiring happens 12 days faster. Quality moved with it, and better-matched hires are staying longer — retention runs 13 points higher among screened candidates. The screen surfaces signals resumes miss — the experience that would have made someone qualified — so HCA now advances candidates a resume review may have rejected.



The Play

Take2's AI Interviewer screens every applicant the moment they apply — same questions, same standard, in every state. Trained on what the role requires, it asks what a resume often misses, then files a scorecard and recording into iCIMS. Every recruiter and hiring manager decides from the same baseline.



"Recruiters are spending 70% less time screening and working strategically with our hiring managers, working hand-in-hand with candidates, actively sourcing and building those relationships that require human touch."

— Rachel Howard, Chief People Officer,
Health Connect America

I AI Vendor Evaluation Questions

These are the questions these teams asked before they picked a partner. Your CHRO will ask you a few of them, and legal will ask the rest. The healthcare-specific ones are where generic AI tools come apart.

Can it run phone screens without a recruiter on the call?



If someone on your team still has to be on the line, you've bought a note-taker, and no hours come back.

Is it trained on healthcare roles?



A generic model won't hold a credible conversation with a clinician. Ask whether it was trained on healthcare roles from the start, or adapted to them after the fact.

Does it capture clinical terms accurately?



An LPN is not an RN is not an NP, and a screen that blurs them either loses you a strong candidate or advances one who isn't qualified for the role.

Does it comply with U.S. employment law?



The agent should be gathering and scoring information, not exercising judgment — ask the vendor to show you exactly where the human decision sits.

Does it meet data security and privacy standards?



Ask for SOC 2 Type II, and ask where candidate recordings and transcripts are hosted.

Does it integrate with your ATS?



Ask if it requires a separate login, manual data entry, or file uploads to reconcile. Ask who owns the integration end to end.

Can you customize it to your organization and roles?



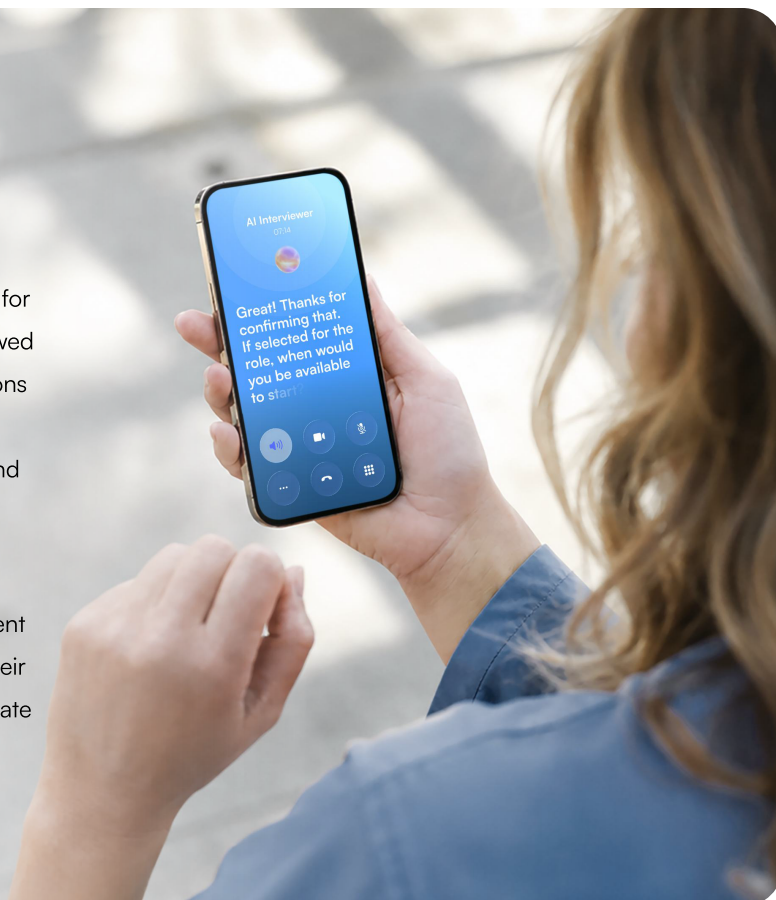
Ask whether a distinct screen per role family needs a new implementation each time, and whether the scorecard is built from your criteria or theirs.

Then talk to customers who look like you, and ask what implementation actually took, not what the vendor promised.

About take2

Take2 is the AI agents platform built exclusively for healthcare recruiting. Our agents have interviewed more than one million candidates at organizations from top-10 U.S. health systems to multi-site primary care, behavioral health, home health and virtual care providers.

Teams that offload these logistics to Take2's AI agents get back up to 70% of the time they spent screening, fill roles 2x faster, and run 65% of their interviews outside business hours. Candidates rate the AI interviewing experience 4.8 out of 5.



CANDIDATES INTERVIEWED

1,000,000+

70%

Recruiter time saved

65%

Interviews outside business hours

2X

Faster time-to-hire

4.8/5

Average candidate rating

See Our AI Agents in Action

Book a demo to see how our healthcare recruiting agents help you hire faster, reduce costs, and improve candidate experience and retention.



take2.ai/demo



sales@take2.ai