

USr Healthcare Case Study

Large Healthcare Facility Story Outsourcing Recruitment and On-Boarding





Large Market Facility Story

Background:

A large healthcare facility located in the Southeast, partnered with USr Healthcare in order to reduce the use of contract labor throughout the market. USr created a process to implement the program in three phases: specific RN contract positions, followed by an entire hospital and finally, the entire market. USr created a program designed with the ability to be scaled to meet the needs of each hospital in the market, once the initial program proved to be successful.

Program Design:

- The initial phase placed a Recruiter on-site at the market's main hospital, recruiting the "top ten" critical nursing vacancies
- Following the success of the initial phase, USr expanded its program to include all clinical recruitment at the largest hospital in the market group
- In Year Three of the USr program, all recruiting and on-boarding for the entire market group was outsourced to USr Healthcare
- USr streamlined the recruitment process, made necessary adjustments and tailored the program to meet the needs of each facility

Program Results:

- All long-term clinical contract labor was eliminated at the market's largest facility within nine months
- 38 long-term (more than 24 months in duration) Travel RNs were replaced with facility FTE staff
- For more than four years, the facility has remained at 0% contract labor in core positions

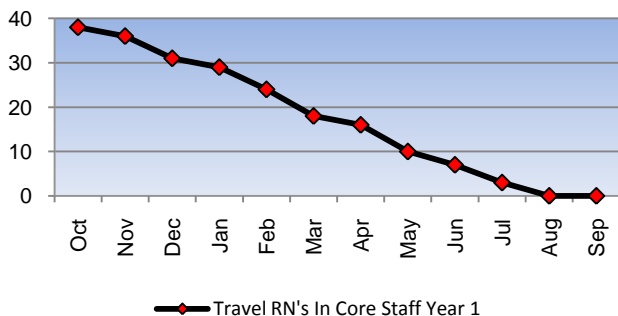
ROI:

- Reduced facility's Travel RN costs to **\$0** per month within the first year of implementing USr Healthcare's program

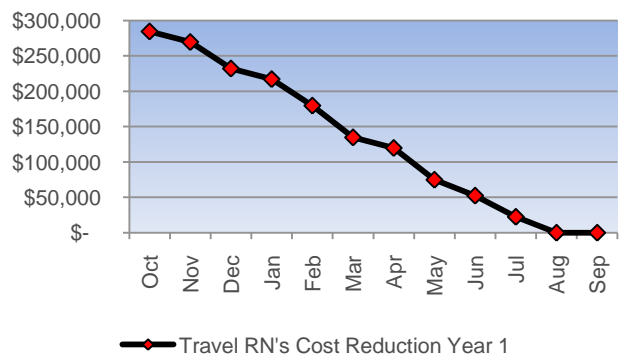
Hiring Impact:

- Initial RN Vacancy Rate – 13.8%
- Current RN Vacancy Rate – 3.4%

Reduction in Travel RNs in Core Staff by Month - Year 1



Travel RN's Cost Reduction - Year 1



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