

USr Healthcare Case Study

Urban Market Hospital Story

Reducing Contract Labor in an Urban Market





Urban Market Hospital Story

Background:

An Urban Market Facility located in Texas found that its existing recruitment processes were unable to fill RN vacancies, resulting in an increase in the use of costly contract labor. USr Healthcare was able to target specific positions filled by contract FTEs and fill those positions with qualified permanent employees. This resulted in a documented reduction in contract labor costs and vacancy rate.

Program Design:

- At a National HR Conference, the Pilot Program created by USr Healthcare and the subsequent results were featured in a breakout session
- Three facilities from this Texas market contracted with USr to outsource recruitment of licensed positions
- The greatest challenge facing the facility was Contract Labor usage and the RN Vacancy Rate
- 173 Total Year One Placements (Positions filled by contract labor for more than 18 months)
 - 94 RN/LPN
 - 53 Pharm/Techs
 - 7 Management
 - 19 Other

Program Results:

- Contract Labor Usage and Total Expense were reduced by 67%
- Of the initial 48 Contract RNs, 16 of those were outsourced to two physician groups and were unable to be replaced

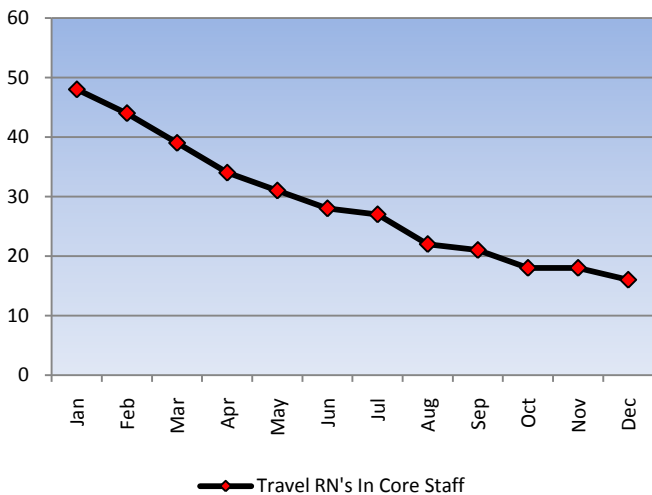
ROI:

- Hospital's annual recaptured savings by replacing contract labor with permanent employees - **\$1,972,651**

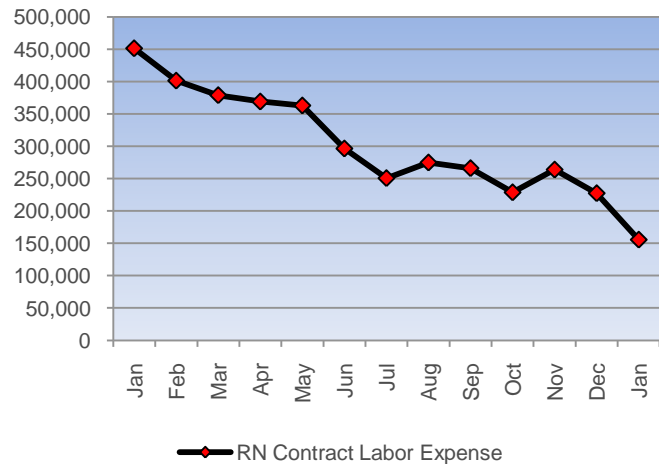
Hiring Impact:

- 32 Contract RNs replaced by permanent employees

Travel RN's In Core Staff Year 1



RN Contract Labor Expense Reduction - Year One



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