

AMN RPO BRINGS

Quality Candidates to Hospitals



AMN RPO presented only prescreened, A-1 candidates that matched the position's job criteria, helping the hospital go from hiring new, inexperienced nurses to hiring quality, experienced candidates.



AMN Healthcare has earned the Joint Commission's Seal of Approval.™

The Challenge:

Local Resource Constraints Limit Ability to Fill Vacancies

Three years ago, after going through a growth spurt fueled, in part, by adding a wing to its facility, a level 1 trauma and teaching hospital in Texas began to feel the ill effects of a limited local candidate pool. Over time, they realized that they could no longer keep up with the hiring demand on their own and this was becoming problematic to their hospital operations and to providing the best patient care possible.

The hospital, which has been named to the Thomson Reuters 100 Top Hospitals, had been using over 100 RN agency staff members and relying on overtime to meet its staffing needs. At one time, there were over 200 nursing positions to fill.

Although the hospital had an internal recruiting department, it was beyond its capacity and without the resources to fill the positions. The hospital's quick fix was to fill the gaps with temporary staffing and new graduates with limited experience. While hiring RNs fresh out of training worked in the short term, the hospital was finding that as experienced nurses retired or left to pursue other opportunities, the hospital's overall nursing skill and experience levels dropped.

The Solution:

Nationwide Recruitment and Marketing Through AMN RPO

Realizing that meeting its recruitment needs was a priority, the hospital considered several solutions, including candidate sourcing and onsite solutions. They decided to partner with AMN Healthcare Recruitment Process Outsourcing (AMN RPO), a dedicated recruiting group that, as an extension of the hospital's internal HR team, would work on filling specific high-need critical vacancies while reducing recruitment costs, enabling the hospital's internal recruitment team to focus on other open requisitions and new graduate candidates.



AMN RPO Unparalleled Solutions

AMN RPO helped to:

- Bring the requisition volume down to a manageable level.
- Recruit experienced high-demand nurses for the facilities key positions, starting with the hospital's ICU and Medical Surgical Units, using the national reach of AMN RPO's extensive database marketing and recruitment.
- Perform all prescreening, background checks, interview scheduling, licensure checks, and the like on candidates.

The Result: Clinical Expertise and Reduced Costs

As a recruitment partner, AMN RPO brought clinical hiring expertise and excellent RN candidates that the hospital didn't have access to.

Under AMN RPO, candidates hired for ICU averaged six years' specialty experience and med surg unit candidates averaged nine years' specialty experience.

As AMN RPO recruited, it also helped build the hospital's own candidate database. Those candidates deemed qualified by AMN RPO were entered into the hospital's database, whether the hospital hired them or not, giving them a vast pool of potential future candidates, at no additional cost. Contingent placement agencies typically own those unused candidate records and charge an additional fee once hired.

AMN RPO designed a pre-screening process for the hospital that kept the hiring process moving quickly by setting service agreements to review candidates, interview them and then decide whether to extend an offer within established timeframes – saving time for the hiring manager.

For this hospital, it was critical to find the right mix of temp to perm nurses. Since they were relying too heavily on supplemental staff and overtime pay to manage temporary spikes in census, they needed to rebalance their full- to part-time staffing ratios to optimize their staffing levels. Reducing their over reliance on temporary staffing through the use of AMN RPO, saved the hospital over \$870,000 annually.

The final outcome of the AMN RPO partnership: a solution that brought scalability to a hospital with an overwhelmed, over-tasked internal recruitment team whose limited candidate reach went no further than its own community. By gaining access to a national database which enabled them to consistently find experienced nursing candidates in all specialties, the hospital was able to fill key high-need positions and increase their overall experience so that they can continue to meet their consistently high quality and patient care standards.

To get started customizing your own RPO solution, call (866) 660-2373

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