



Upstate Works: Smart Workforce Solutions for Upstate New York Hospitals



What is Upstate Works?

Upstate Works is a partnership between the Iroquois Hospital Association (IHA) of Upstate New York and HWL that provides an alternative model for contingent labor staffing, including interim leadership, retained search, locum tenens, and float pool management. Offered exclusively to IHA members, including both acute and non-acute facilities, Upstate Works enables organizations to leverage HWL's cutting-edge technology and comprehensive agency knowledge while removing the burden of substantial initial costs required to develop their own agency.

Core Solutions



NURSING, ALLIED HEALTH & NON-CLINICAL

Leverage a technology-driven marketplace to control labor costs and improve fill rates for temporary and permanent roles across all specialties.

- Market-based pricing intelligence ensures competitive, transparent rates
- Centralized credentialing and compliance tracking
- Rapid fulfillment via flexible scheduling and 24/7 shift access

Outcome: Hospitals save 10–15% vs. traditional agencies by engaging workers via fixed-markup, direct-sourced models.



INTERNAL FLOAT POOL OPTIMIZATION

Build and scale your own internal agency using the Upstate Works platform—prioritizing internal staff before turning to external vendors.

- Mobilize internal resources with on-demand scheduling tools
- Increase shift coverage with automated alerts and mobile self-scheduling
- Reduce premium spend through better utilization of in-house talent

Outcome: Significant decrease in external agency usage and improved workforce agility.



LOCUM TENENS

Fill physicians and NP/AP gaps quickly and cost-effectively without sacrificing quality or compliance.

- Short- and long-term medical coverage across specialties
- Full credentialing support and rapid onboarding
- Transparent, competitive rates

Outcome: Reduced dependency on high-markup locums agencies.



INTERIM EXECUTIVE LEADERSHIP

Navigate leadership transitions with experienced interim professionals who deliver results from day one.

- Rapid deployment of executives across clinical and operational roles
- Strategic guidance aligned with organizational goals
- Flexible terms tailored to your timeline and needs

Outcome: Minimize disruption while securing high-impact leadership continuity.



EXECUTIVE SEARCH

Identify, recruit, and retain top-tier talent with a values-aligned, data-driven approach.

- Mid-level to C-suite placements
- End-to-end support with cultural alignment
- Proven strategies for long-term retention

Outcome: Stronger, more stable leadership teams built for sustainable growth.



STRIKE RELIEF

Specialized staffing solution for coverage during labor disputes or strikes.

- Continuity of Patient Care
- Rapid Deployment of Skilled Staff
- Strategic Planning and Support
- Operational Stability

Outcome: Maintained care standards, reduced risk and faster recovery post strike.



Let's Build a Better Workforce Together!

Nicole G. Casey
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