



CASE STUDY:

HEALTH SYSTEM MANAGED TALENT
ACQUISITION SOLUTION



Case Study: Health System Managed Talent Acquisition Solution

Background:

A division of facilities in the Midwest sought a Talent Acquisition management solution to lead its internal Talent Acquisition team. The model developed blended both client and DVB management assets to achieve greater recruitment outcomes.

Program Design:

- Prior to the launch of the program, DVB management completed a Recruitment Process Analysis to identify areas of opportunity for improvement by the DVB Talent Acquisition Manager.
- These included conducting an assessment of current resources, defining metrics to be used in performance standards, establishing baseline performance standards, and aligning team members with those goals and recruitment outcomes.
- DVB management created a custom model that increased the pool of potential FTEs to the individual facilities by leveraging the resources and methods of a staffing agency at a more affordable rate.
- Removed excessive administrative functions from the realm of a recruiter's responsibility to facilitate and improve candidate flow.
- The DVB Talent Acquisition Manager also focused on the development of passive candidate sourcing methods, improving time-to-fill results, and developing partnerships with local resources to attract candidates to the client facilities.
- A key focus in delivering the results below has been relationship management with hiring managers, introducing them to the improved process, and developing a partnership with the recruitment team.
- All client processes and regulations were administered and executed through the custom model.

Program Results:

- Increased hires by 117% in the first six months.
- Client was significantly below the national average cost per hire of \$4,047 (AHA, 2022).
- Streamlined and improved division talent acquisition process through implementation of an external manager leading the client's talent acquisition team.
- After the turn around, a permanent manager was hired and trained by the DVB manager and the Talent Acquisition Team transitioned to the client leadership.

Division Hiring Results : Pilot Program							
	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	Total
Custom Model	102	98	153	149	108	154	764
	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	
Client TAT*	72	65	74	53	43	45	352
Total +/-	30	33	79	96	65	109	412
% Increase	41.67%	50.77%	106.76%	181.13%	151.16%	242.22%	117.05%

* Client Talent Acquisition Team