



CASE STUDY

SINGLE FACILITY CUSTOM
RPO SOLUTION



EXECUTIVE
SOLUTIONS

Case Study – SINGLE FACILITY CUSTOM RPO SOLUTION

Background:

A non-profit acute care facility in Central Florida sought a talent acquisition solution to improve recruitment outcomes, reduce vacancy rates, and eliminate unbudgeted travel staff. After attempting internal solutions, the CEO turned to DVB, having utilized the program to achieve recruitment goals at other locations.

Program Design:

- Prior to the launch of the program, DVB management completed a Recruitment Process Analysis of the recruitment function for all staff to design a custom solution with an emphasis on all clinical and non-clinical areas in the facility.
- DVB management created a model that increased the pool of potential FTEs to the facility by leveraging the resources and methods of a staffing agency at a more affordable rate.
- The custom model streamlined the recruitment process by documenting the existing process, making the necessary adjustments tailored to meet the facility's needs and presenting the changes in unison with the HR department.
- The managed solution team assumed full-cycle recruitment throughout the enterprise, handling positions from requisition creation through contingent offer extension.
- Solution utilized one onsite recruiter and one virtual recruiter for the first six months until the facility stabilized and an adjustment to a single recruiter could be implemented to meet the lower requisition count.
- All client processes and regulations were administered and executed by the managed solution team.

Program Results:

- Positions filled first 14 months (includes a 2-month ramp-up period)
 - RN: 282
 - Clinical: 211
 - Allied: 91
- Client was significantly below the national average cost per hire of \$4,048 (AHA, 2022) at \$540.
- Significant reduction in vacancy rate and unbudgeted contract labor usage in core staff positions.

Results:

Year 1 Hires by Month / Average Cost Per Hire															
	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	13 Month Total
Hires	12	44	41	57	72	41	51	36	29	20	46	44	56	42	591
Recruiters	2	2	2	2	2	2	1	1	1	1	1	1	1	1	ACPH \$ 539.56

Year 1 Talent Acquisition Summary												
	Open Reqs*	New Reqs Added	Submitted Candidates	Interviewed	Offers Extended	Offers Accepted	% Offers Accepted	Declined	% Offers Declined	Rejected	Pending Outcome	Starts as of End Y1
RN's	45	173	452	415	307	282	92%	41	13%	141	4	253
Clinical	34	137	423	293	234	218	93%	16	7%	187	2	211
Allied	20	65	242	122	102	91	89%	11	11%	140	0	89
Total	99	375	1117	830	643	591	92%	68	11%	468	6	553