



CASE STUDY

PROJECT BASED MANAGED
RPO SOLUTION



Background:

A non-profit acute care facility in the Southeast created an initiative to hire 100 RNs in 100 days. The DVB management team was consulted to implement and manage a talent acquisition solution to assist the facility in achieving this goal by augmenting the nurse recruitment team.

Program Design:

- Client assigned the recruitment function for RNs in select departments to managed team, with an emphasis on experienced RN positions.
- A model was designed to increase the pool of potential FTEs for the facility by leveraging the resources and methods of a staffing agency at a more affordable rate.
- The managed team assumed full-cycle recruitment for designated RN openings, handling positions from requisition creation through contingent offer extension.
- Client's primary nurse recruiter had resigned effective the week prior to the implementation.
- Solution utilized one onsite recruiter and one virtual recruiter to drive marketing to client positions.
- All client processes and regulations were administered and executed by the managed team staff.
- The custom model removed excessive administrative functions from the realm of a recruiter's responsibility to facilitate and improve candidate flow.

Program Results:

- The initial engagement was to administer and manage the 100-day solution.
- In the first 100 days (14 weeks) 133 positions were filled.
- The engagement was extended to 23 weeks to assist in bridging additional needs prior to transitioning the team back to the internal TA team.
- Over a 23-week period: RN Hires – 184

	Submitted Candidates*	Interviews	Offers Extended	Offers Accepted	Declined	Pending	Rejected	Offers Accepted
RN's	564	434	207	184	21	17	342	184
Total	564	434	207	184	21	17	342	184

Weeks Managing Project																								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	Total
RN Hires	7	11	18	9	7	5	4	11	20	11	4	10	12	4	1	7	6	5	9	5	3	9	6	184

Department	Count by Department
RN	184
Trauma Stepdown	13
East IVF Clinic	1
OPD Surgery	1
Trauma Resus	5
LTACH	5
OPD Medicine	2
Trauma ICU	1
Rout 3	4
TICU	11
Skilled Nursing Unit	1
NICU	5
Nurse Float Pool	17

Department	Count by Department
Nursing Admin	17
5B Medicine	2
Med-Surg	1
GICU	7
Emergency Room	11
PRN / Float Pool	20
OR	1
5B	5
Ambulatory Services Admin	1
Burn	6
Labor & Delivery	7
Case Management	7
Trauma OR	4

Department	Count by Department
5C2 Medicine	9
Interventional Radiology	1
Quality	1
Rout 4	1
Ambulatory Surgery Center	3
5D	2
Rehab Admin	1
Detention	3
Trauma Recovery Room	5
GI/Endoscopy	1
ROH Vascular	1
Materials Management Admin	1
Grand Total	184