



CASE STUDY

UNIVERSITY HOSPITAL
MANAGED RPO SOLUTION



EXECUTIVE
SOLUTIONS

Background:

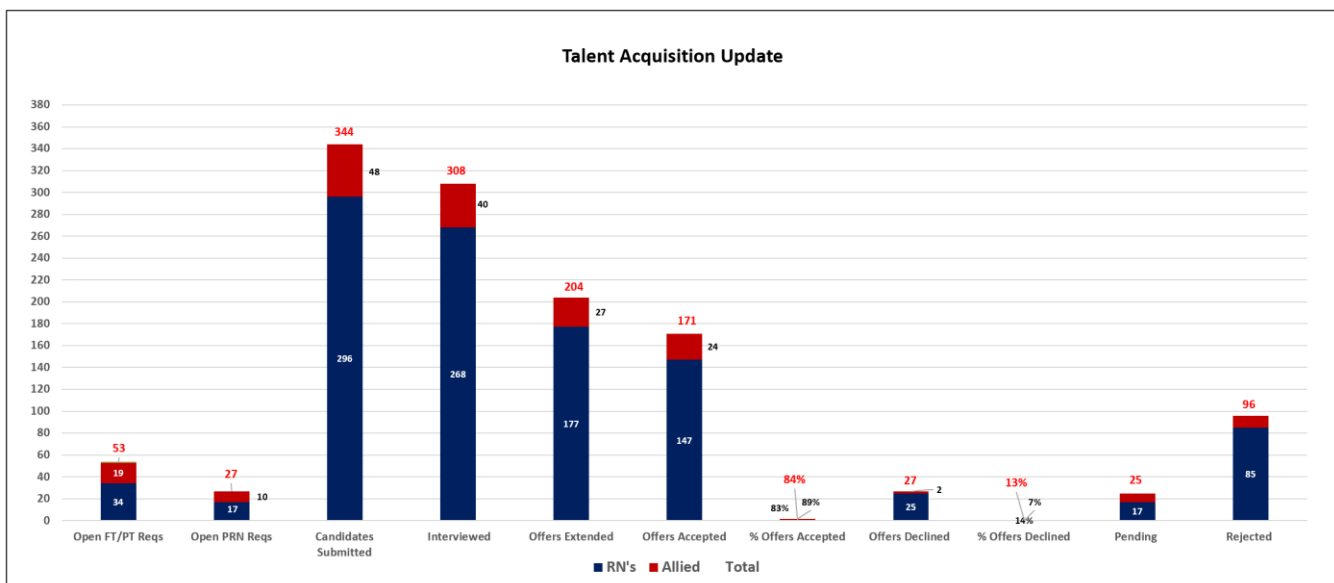
A university hospital in the center of a major east coast city was falling behind in the recruitment of registered nurses and selected allied health departments and was looking for a talent acquisition solution. DVB management was consulted to implement a managed solution to assist the hospital with increased staffing to achieve desired levels, through augmentation of its nurse and allied health recruitment team.

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 offsite Talent Manager.
- The program was designed to offer support for one year to lower vacancy levels in hard to fill areas.
- A model was created that increased the pool of potential FTE's to the facility by leveraging the resources and methods of a staffing agency at a more affordable rate in RN and allied departments.
- The managed team assumed full-cycle recruitment for designated RN and allied openings, handling positions from requisition creation through contingent offer extension.
- The solution utilized one offsite manager, one onsite recruiter, and one virtual recruiter to support hard to fill areas in augmenting the internal Talent Acquisition Team.
- 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:

- Hard to fill RN positions filled: 147
- Hard to fill Allied positions filled: 24
- Offers accepted: 84%



	Open FT/PT Reqs	Open PRN Reqs	Candidates Submitted	Interviewed	Offers Extended	Offers Accepted	% Offers Accepted	Offers Declined	% Offers Declined	Pending	Rejected
RN's	34	17	296	268	177	147	83%	25	14%	17	85
Allied	19	10	48	40	27	24	89%	2	7%	8	11
Total	53	27	344	308	204	171	84%	27	13%	25	96