

CLIENT SUCCESS STORY

Recommended Action Items

Based on the given data, here are five prioritized recommendations

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KPI Summary

Benchmarked KPIs vs. Goals

1. Absenteeism Rate:

Cost Savings and Efficiency Gains Through a Collaborative, Strategic Approach

A leading, four-hospital health system serving nearly 2.5 million people across Philadelphia, wanted to improve their resource flexibility and adopt data to strengthen the relationship between nursing and finance. They looked to AMN Healthcare to standardize processes, optimize technology, and align workforce data with operational needs.

CHALLENGES

The partnership with AMN Healthcare was rooted in a consultative approach, where we openly discussed their challenges to discover root causes we could then focus on to enhance staffing strategies. Together, we identified key obstacles, including:

- Limited adoption of feedback from nursing operations, creating inconsistencies in process improvements.
- Underutilization of flexible resources, such as PRN flex teams, resulting in missed opportunities for staffing adaptability.
- Insufficient collaboration between nursing and finance teams when applying productivity benchmarks, leading to gaps in alignment and efficiency.

By addressing these challenges with tailored strategies, the partnership fostered more effective workforce solutions.

SOLUTIONS

A strategy was implemented to streamline operations, improve workforce management, and efficiency. Key solutions included:

- Developed an operational playbook to standardize processes.
- Delivered enterprise labor management training for leadership.
- Created a workforce data dashboard for better resource allocation.
- Implemented a Position Control True-Up to align workforce and HR data.
- Centralized staffing offices to simplify and unify workflows.
- Enhanced technology use and standardized scheduling solutions
- Boosted app adoption to increase efficiency and data accuracy.

OUTCOMES

Together, our efforts have resulted in an annualized estimated savings of approximately \$18M year over year, though a combination of growing their core staff, reducing dependence on agency, and improving their resource mix in line with demand to drive savings and increase flexibility.

Key metrics of success::

- Grew employed Float Pool by 42 full-time equivalents (FTEs)
- Reduced Nursing Agency by over 90%
- Grew Core Staff by 193 FTEs
- 18M estimated savings year over year

Transform Your Workforce

Discover how our proven strategies and innovative technologies can empower your team and drive results.

Start Today