

Turning Workforce Challenges into Cost Savings for El Camino Health with AMN Partnership

What's Inside:

- Proven strategies to support workforce well-being
- New clinical staffing and workflow models
- Record first-year results including \$11.8M in total savings



Executive Summary

Like many health systems, El Camino Health (ECH)—a leading healthcare provider in California’s competitive Bay Area—faced pressing challenges in workforce management that prevented operational efficiency and threatened financial stability. ECH sought a consultative partner to modernize their workforce recruitment, reduce expenditures, and establish stability in their workforce management practices.

IN THE FIRST YEAR, THE IMPACT WAS SIGNIFICANT:

\$2M

in direct savings

\$9.8M

in cost avoidance

5.4%

lower overall bill
rates than the
California average

2%

lower RN bill rates
than statewide
benchmarks

Read the case study to learn more.



Challenges

El Camino Health faced mounting workforce pressures that strained both operations and budgets. Their long-standing, static workforce strategy lacked the agility needed to respond to post-pandemic demands. Key challenges included:

- **Escalating labor costs** driven by overreliance on premium contract labor
- **Limited visibility** into workforce spend and vendor performance
- **Difficulty filling permanent roles**, leading to prolonged vacancies and increased burnout
- **Fragmented vendor relationships** that lacked strategic alignment
- **Lack of alignment** among leadership on long-term workforce priorities

ECH recognized the need for a strategic partner who could not only reduce costs but also modernize their workforce approach and align stakeholders around a unified strategy.



Solutions

To address El Camino Health's workforce challenges, AMN created a tailored Total Talent Partnership emphasizing cost reduction, recruitment efficiency, and workforce stability. Key initiatives included:

Strategic Workforce Alignment

AMN analyzed ECH's workforce utilization and labor spend, identifying inefficiencies and unifying leadership around a cohesive strategy.

Optimized Vendor Management

A supplier panel was curated to align with ECH's priorities. AMN negotiated lower bill rates and provided transition credits, cutting costs and enhancing vendor performance.

Technology-Driven Visibility & Control

Vendor management technology through AMN's WorkWise platform was implemented, offering real-time insights into spend, fill rates, and performance metrics. This enabled data-driven decisions, improved transparency, and reduced reliance on costly contingent labor.

Embedded Permanent Recruitment Team

AMN embedded a recruitment team within ECH to accelerate hiring, share best practices, and enhance internal recruitment processes, reducing time-to-start for critical roles.

Change Management & Phased Implementation

Proven change management strategies and a phased rollout ensured a smooth transition, maintaining care continuity and high patient outcome standards.



Outcomes

In the first year, AMN Healthcare delivered measurable impact across cost, efficiency, and recruitment:

\$2M

in direct savings and \$9.8M in cost avoidance through strategic initiatives including spend credits, supplier optimization, and reduced contingent labor demand

5.4%

lower bill rates than the California average, with RN rates **2% below** state benchmarks

200%

increase in permanent hires, with **451 hires** compared to the goal of 150

22%

reduction in average time-to-start, improving speed from 41 to 32 days

100%

fill rate for winter surge requisitions, ensuring continuity of care during peak demand

These results reflect the power of a unified, intelligence-driven workforce strategy – one that simplifies operations, strengthens recruitment, and delivers sustainable cost savings.

Workforce, Reimagined.

Discover how AMN Healthcare delivers a unified workforce strategy that combines staffing, search, and technology to simplify operations, drive intelligent decisions, and create a seamless experience for healthcare organizations.

LEARN MORE

Struggling with complex workforce challenges at your organization? Let's simplify it, together.

AMN Healthcare's **TRIAGE** sessions provide a no-cost, expert-led consultation designed to help healthcare leaders assess their current workforce strategy, uncover hidden challenges, and co-create a clear, actionable roadmap forward.

Whether you're facing rising labor costs, siloed departments, or reactive staffing decisions, TRIAGE brings your leadership team together to align on priorities and unlock smarter, more agile workforce solutions.

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