

RPO Fulfills Health System Needs for Diverse Nursing Candidates and Streamlined Recruitment

A multi-hospital and clinic system in Texas often has hundreds of open healthcare positions with limited recruitment resources. This health system's flagship hospital had an immediate need to fill nursing vacancies with experienced registered nurses.

Challenge

With six hospitals, four clinics and more than 5,000 associates affiliated with the health system, there were approximately 200 to 250 open requisitions at any given time. Specifically, registered nurses with mid-career experience were the most sought-after among the health system's workforce needs.

"The AMN RPO team goes above and beyond to learn about our system and really makes an effort to understand what the managers are looking for. AMN is fully committed, and they deliver on what they promise."

— Health System HR Generalist

The health system is part of an even larger health system that has more than 60 hospitals and 175 clinics in seven states and Mexico. As a faith-based health system, recruiters seek employees who are in accord with the system's culture.

Partner assessment

The health system sought a partner with deep domain expertise in healthcare, one with nurse recruiting experience that could provide candidates who meet the health system's career demographic and workplace culture objectives. Ultimately, the health system chose AMN due to its large and diverse pool of qualified registered nurses (RNs) and a track record of successful healthcare partnerships.



Solution implemented

The AMN Recruitment Process Outsourcing (RPO) team worked side-by-side with the health system's recruitment and unit managers to become familiar with the health system's culture and distinct facility hiring needs. Together, they built a collaborative relationship that served as a catalyst to successful recruitment. Team members spent time at the flagship facility to better understand the health system's culture and, in turn, share that with potential candidates. This enabled the team to find RNs who would thrive in the health system's environment.

Finding compatible nurses for the health system was essential because they wanted to increase experience levels among its nursing workforce for the long term.

“Ensuring the right fit for nurses is critical,” said an HR Generalist at the health system. “When we’re looking for candidates, we’re not just looking for someone who has the skills. That’s why it helps to have a recruitment partner to help us find talent and get the candidates through the system. We strive to find candidates who truly embody our core values: dignity, integrity, compassion, excellence and stewardship. AMN provides all of this through our partnership.”

Results

AMN RPO tripled the experience level of nurse hires and completed the projected hiring volume five months early.

- The health system contracted with AMN to fill 75 permanent positions in 12 months. AMN did it in seven months. The caliber of candidates was so high that the health system requested AMN continue filling positions; AMN RPO ultimately filled a total of 128 RN positions in 12 months.
- The AMN RPO team accelerated the process of recruiting and placing high-quality candidates in open positions, reducing the time-to-fill for RN hires.
- Adding experienced RNs to its nursing units was important to the health system. Prior to the partnership, nurses at the health system averaged five years of experience. The AMN hires averaged 15 years of experience.
- After the initial one-year contract ended, the health system continued the partnership.

Summary

Challenge

A health system’s flagship hospital had an urgent need for experienced nurses. With hundreds of requisitions at any given time, its small recruitment team needed a recruitment partner they could trust.

Partner assessment

The experienced AMN RPO team joined the health system to recruit quality candidates, providing a streamlined process that produced candidates who met exact needs.

Solution implemented

The health system partnered with AMN RPO to place 75 RNs in 12 months. AMN achieved that goal in seven months.

Results

AMN RPO filled a total of 128 nursing positions during the partnership’s first year and raised the hospital’s average nursing experience by 10 years while decreasing its average time-to-fill. Pleased with the results, the health system renewed the AMN RPO contract.

To learn more about AMN RPO, call **(866) 871-8519** or visit AMNHealthcare.com/rpo



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