Streamlining Workforce Strategies and Driving Cost Savings with ShiftWise Flex

A renowned not-for-profit healthcare provider serving central, south-central, and northeastern Pennsylvania, has implemented our VMS platform, ShiftWise Flex, to reimagine its staffing and workforce strategies. With a network encompassing 10+ hospitals and more than 100 care sites, the organization needed an optimized staffing strategy with reliable access to a large number of qualified clinicians to ensure both financial efficiency and workforce excellence.

CHALLENGES

While the organization has an incredible reputation for quality and innovation, they faced significant workforce challenges. These included inefficient float pool operations, excessive contingent labor costs, and struggles with attracting and retaining top talent while optimizing non-clinical roles. Limited visibility into data hindered cost control and traveler management, while gaps in the talent pipeline for specialized roles disrupted demand fulfillment. Additionally, a lack of integration between the float pool and contingent staffing programs further reduced overall efficiency.

SOLUTIONS

To address these challenges, the organization partnered with ShiftWise Flex to implement ShiftWise Flex and supporting technologies. Key initiatives included:

- **Upgraded VMS Technology:** ShiftWise Flex eliminates reliance on spreadsheets to manage internal agency and integrates with AMN Passport, the highest rated clinician app, to provide enhanced workforce efficiency with features including AI matching, self-service, and credentialing.

- **Comprehensive Workforce Management:** Combined contingent and float pool management within one solution, improving operations and control.

- **Market Insights for Cost Containment**: Advanced data tools provided transparency to drive informed decisions.

ShiftWise *Flex*™

OUTCOMES

By reimagining its workforce strategy with ShiftWise Flex, the healthcare provider achieved substantial improvements:

19.5%
reduction in average bill rates.

86%
fill rate, with 135 total positions filled in the most recent quarter.

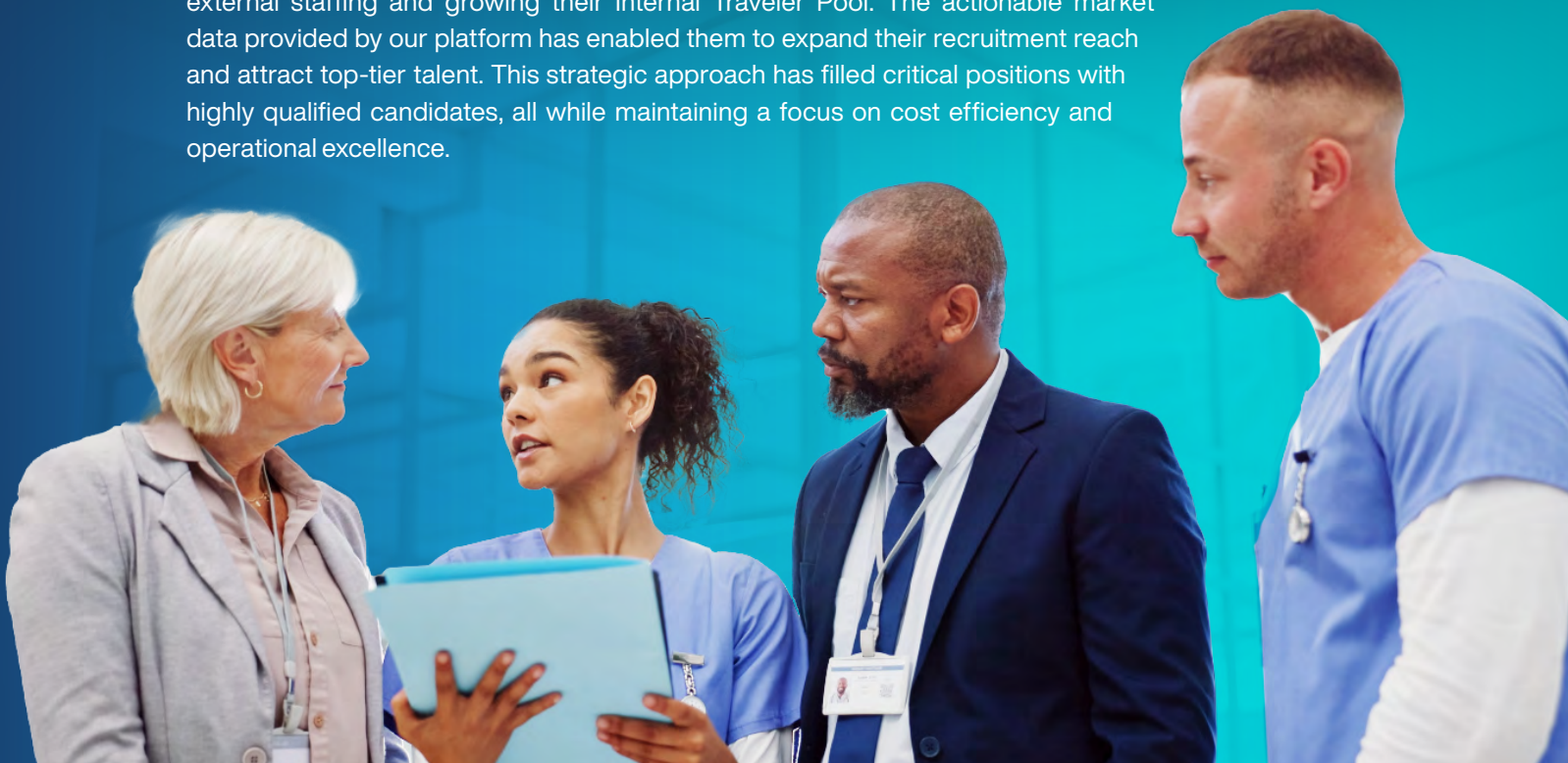**81%**
reduction in nursing spend from 2023 to 2024.

76%
drop in average RN travelers on assignment through improved resource allocation.

Reduced reliance on external staffing by growing the Internal Float Pool, leading to fewer inpatient RN positions required.

By leveraging our VMS capabilities, the organization has achieved unparalleled enterprise transparency and operational efficiency while substantially reducing their external staffing and growing their Internal Traveler Pool. The actionable market data provided by our platform has enabled them to expand their recruitment reach and attract top-tier talent. This strategic approach has filled critical positions with highly qualified candidates, all while maintaining a focus on cost efficiency and operational excellence.

ShiftWise Flex™