

Medical
Solutions™



CASE STUDY

“Temp to Perm” Program Helps
Control Costs While Retaining
Quality Clinicians

Illinois-based OSF HealthCare is a valued and innovative client of FocusOne Solutions, a Medical Solutions company. When OSF was looking to reduce costs and increase its permanent staff post-COVID—without sacrificing the quality of its clinicians—FocusOne collaborated with the healthcare provider to find a way forward that aligned with the hospital’s vision for the future.

CHALLENGE

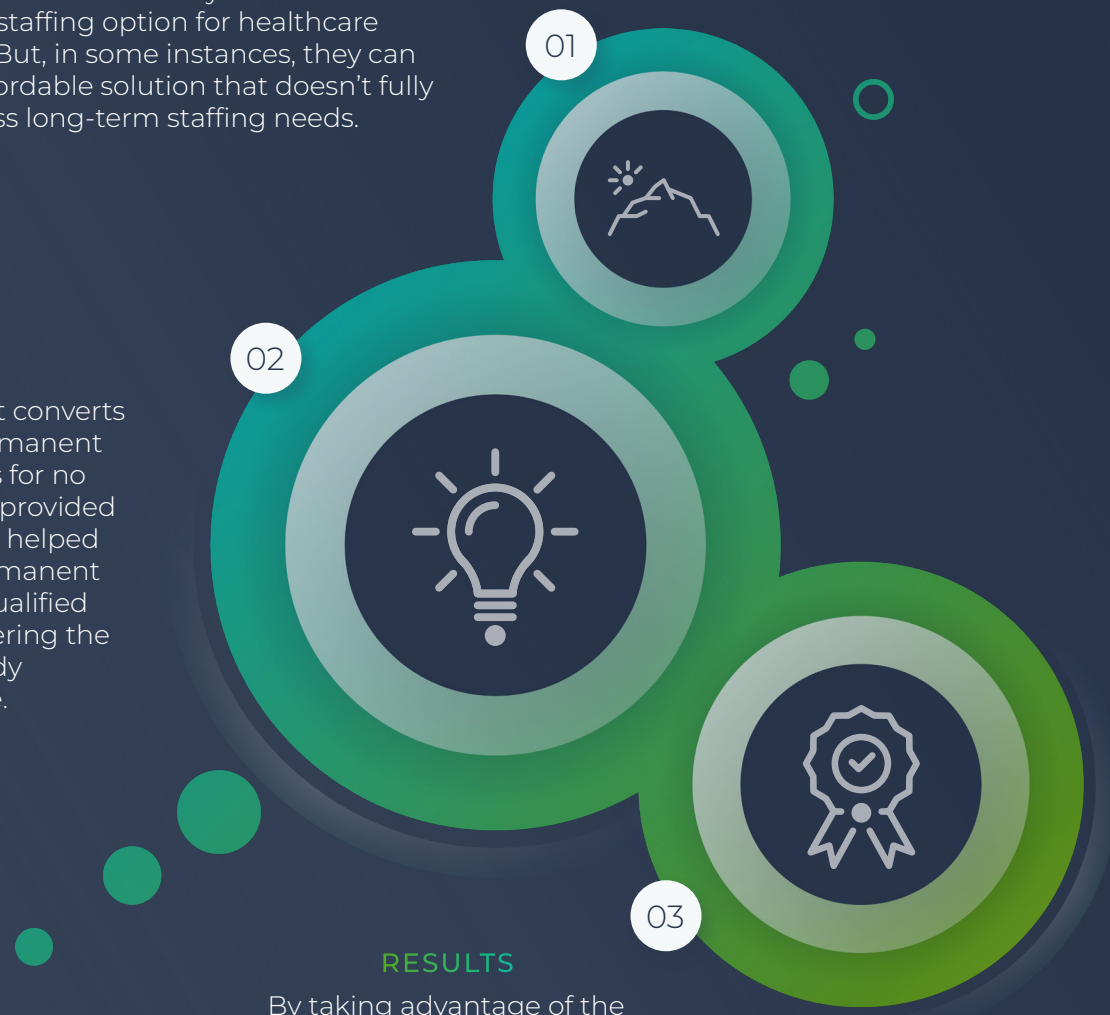
Travelers are an extremely valuable and flexible staffing option for healthcare providers. But, in some instances, they can be a less affordable solution that doesn't fully address long-term staffing needs.

SOLUTION

By offering a program that converts temporary nurses to permanent positions after 13 weeks for no additional fee, FocusOne provided OSF with a solution that helped control costs and fill permanent positions with highly qualified clinicians while still delivering the flexibility of a steady travelers' pipeline.

RESULTS

By taking advantage of the program, OSF saved up to \$20,000 for each nurse it transitioned into a permanent position.



CHALLENGE

As staffing shortages and COVID spikes increased demand for nurses, the travelers in OSF's facilities surged to **nearly triple their normal numbers**. This level of temporary staffing was costly and unsustainable, so the provider needed to swing the pendulum back in the direction of something more manageable and predictable—without compromising clinician quality or cultural compatibility. To address these staffing concerns, **FocusOne introduced the healthcare provider to its “13 weeks and free” program in early 2021.**



SOLUTION

Typically, when a facility or healthcare system wants to transition travelers into permanent positions before they've completed 20 weeks of work, the provider pays a fee to FocusOne to release the travelers from their contracts. However, for clients like OSF that are looking to fill permanent positions more quickly, **FocusOne offers an accelerated program that eliminates the additional fee after 13 weeks.**

This enables providers to take advantage of the recruiting capabilities of a staffing agency and the flexibility of travelers while better **controlling costs and addressing their long-term staffing needs.** Essentially, they're "trying before they buy" risk-free for 13 weeks.



RESULTS

With average clinician salaries creeping up to \$80,000-90,000 annually, the fee for transitioning a traveler to a permanent position could be nearly \$20,000 per nurse. However, **by using the “13 weeks and free program,” providers can hire nurses for permanent positions at no additional cost**, which can significantly reduce staffing expenditures. For example, from November 2022 to May 2023, OSF saved approximately \$140,000 in transition fees by taking advantage of the program.

Further, by leveraging the recruiting resources and expertise of a healthcare staffing agency like FocusOne, providers can access expansive talent pools of quality clinicians and work closely with recruiters to ensure that candidates are effective, long-term cultural fits.

Combining the two can be a true win-win solution for healthcare providers, clinicians, and patients.



ABOUT US

Medical Solutions, who acquired FocusOne Solutions, is **one of the nation's largest healthcare talent ecosystems**. Nationwide, we specialize in placing quality nurses, allied healthcare professionals, interim clinical leaders, and international clinicians in contingent as well as permanent, local, and per diem positions for hospitals, clinics, and long-term care facilities. Our workforce solutions also include a managed services program, which offers a **streamlined approach to contingent workforce processes, helping facilities gain efficiencies, control labor costs, and enhance patient care standards** by finding the right people at the right time.

OSF HealthCare is an integrated health system owned and operated by The Sisters of the Third Order of St. Francis in Peoria, Illinois. Every OSF HealthCare employee is a mission partner, serving the people of their communities with "the greatest care and love." Throughout this health system, which includes 14 hospitals and more than 130 clinical care sites, core values such as justice, compassion, and integrity support our work together as employees live the mission.

Ready to learn more?

Call us today at 866.633.3548 or visit MedicalSolutions.com.

