Medical Solutions™ + WorldWide HealthStaff Solutions

CASE STUDY

# Building Sustainable Med Surg Pipelines: Two Examples of Long-Term International Nurse Recruitment



# Introduction

Two Midwest health systems partnered with **WorldWide HealthStaff Solutions (WWHS)** to strengthen their Med Surg workforce through international nurse recruitment.

Both organizations were looking for a more sustainable way to meet future staffing needs. One is building a pipeline for the years ahead, while the other shows what that strategy can achieve when sustained over time.

CASE EXAMPLE #1

## Building the Pipeline Foundation

*Growing a large-scale pipeline to support future workforce demand.*

CASE EXAMPLE #2

## Sustaining the Med Surg Pipeline

*Maintaining a mature pipeline through continuous annual recruitment.*

# CASE EXAMPLE 1:
# BUILDING THE PIPELINE FOUNDATION

## The Challenge

Despite strong connections to nursing education programs, this large university based heath system faced an ongoing workforce challenge. While many nursing students completed their education in the region, a significant number returned to their home communities after graduation, limiting the available local nursing workforce.

To support future staffing needs, the organization partnered with WWHS in 2024 and adopted a continuous recruitment strategy designed to build a sustainable pipeline of international nurses.

## The Strategy

**STRATEGY HIGHLIGHTS:**

- Using historical workforce data and vacancy projections to set recruitment needs **years in advance**
- Engaging operational, HR, and clinical leaders in the planning process
- Sustaining candidate engagement through virtual and onsite recruitment events
- Building the foundation for a **sustainable pipeline** of international nurses

# Implementation & Results

WWHS worked closely with the client to analyze historical workforce trends and projected vacancy rates two to five years into the future. Those projections helped determine how many nurses should be recruited today to support anticipated workforce needs several years into the future, accounting for the immigration timelines associated with international nurse arrivals.  WWHS also supported the client through virtual and onsite hiring events designed to connect hiring leaders with qualified international nurse candidates.

## RESULTS TO DATE

**510** **international nurse candidates recruited**

*1 arrival completed • 509 progressing toward placement*

**Annual Hiring**

**Committed to recruiting annually to support future staffing needs**

## RECRUITMENT EVENTS SPOTLIGHT

**10+ virtual recruitment events facilitated to date · 1 large-scale onsite hiring event**

| 253 | 213 | 163 | 133 |
|---|---|---|---|
| INTERVIEWS SCHEDULED | INTERVIEWS COMPLETED | OFFERS EXTENDED | OFFERS ACCEPTED |

RESULTS FROM THE LARGE-SCALE ONSITE HIRING EVENT

# CASE EXAMPLE 2:
SUSTAINING THE PIPELINE

## The Challenge

Operating across a network of eight hospitals and over 1400 licensed beds, the organization needed a more predictable approach to supporting Med Surg staffing needs over time. Rather than relying on periodic recruitment efforts, leadership sought to build a long-term pipeline of nursing talent that could support workforce needs year after year.

To support that effort, the organization partnered with WWHS and adopted a continuous recruitment approach focused on creating a steady flow of international arrivals.

## The Strategy

**STRATEGY HIGHLIGHTS:**

- Partnered with WWHS to establish a continuous recruitment model
- Committed to recruiting consistently year after year
- Aligned recruitment efforts with long-term Med Surg staffing needs
- Focused recruitment on experienced international nurses to strengthen Med Surg teams and complement the novice workforce

# Implementation & Results

Through a multi-year partnership with WWHS, the client maintained continuous recruitment efforts and established a steady flow of nurses entering the organization over time. WWHS supported candidate sourcing, recruitment, and pipeline development, helping transform international recruitment from a staffing initiative into an ongoing workforce strategy.

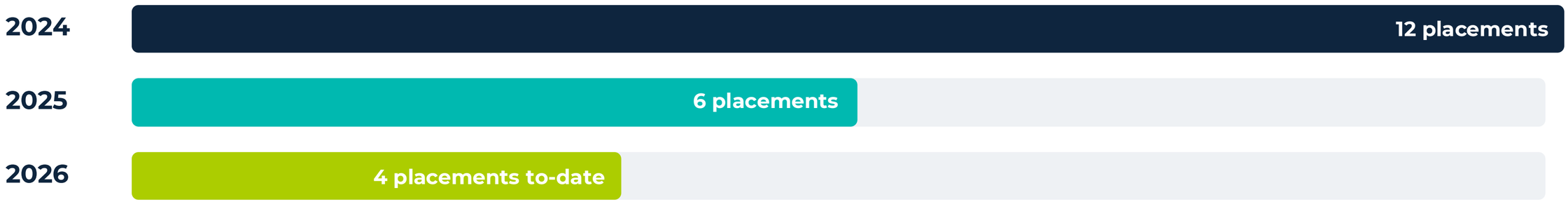
## RESULTS TO DATE

**22**
international nurse placements to date

**40**
nurses currently in the recruitment pipeline

**3**
consecutive years of recruitment activity

### PLACEMENTS BY YEAR




→ **Established a successful pipeline supporting ongoing Med Surg workforce needs**

# About Us



Medical Solutions™ + WorldWide HealthStaff Solutions

**WorldWide HealthStaff Solutions** specializes in direct hire international nurse recruitment, connecting healthcare employers with qualified RNs and healthcare professionals worldwide. From recruitment to relocation, we guide both parties through seamless processes to foster long-term, mutually beneficial relationships. With offices in the United States, United Arab Emirates, and the Philippines, we are positioned to serve global healthcare markets effectively.

**Medical Solutions** is one of the nation's leading healthcare workforce partners, delivering workforce solutions, advisory services, technology, recruiting, and staffing. With expertise across managed services, internal resource pools, virtual health, workforce disruption, contingent staffing (including PRN, local, and travel), interim leadership, domestic and international direct hire, and dedicated managed staffing, Medical Solutions empowers healthcare systems to optimize labor costs, improve patient care, and prepare for future workforce needs.

For more information, visit **healthstaff.org**. For more information about Medical Solutions and its service offerings, visit **medicalsolutions.com**.