WorldWide HealthStaff Solutions

CASE STUDY

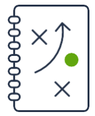
Reducing Vacancy & Contract Labor Through an International Direct Hire Strategy



Overview

A **regional, nonprofit healthcare system** serving Eastern Iowa and Western Illinois sought to **increase clinician retention, decrease contract labor spend**, and **lower vacancy rates**.

Having partnered with **WorldWide HealthStaff Solutions (WWHS)**, a Medical Solutions company, since 2021, the organization implemented an **international direct-hire strategy** designed to build a sustainable pipeline of qualified healthcare professionals through employment-based visa programs.



The Challenge

The challenge was defined by three outcomes:



Increase clinician retention rate



Decrease contract labor spend



Lower vacancy rate

As part of that effort, the organization also aimed to **reduce reliance on contingent labor** by transitioning a meaningful portion of that workforce to **direct-hire**. The program hired approximately **25% of the clinicians** working in contingent labor roles.

To reach those goals, the organization needed a model that could:

1. **Build a consistent, long-term pipeline** of direct-hire RNs
2. **Add direct-hire labor faster** where timing was critical



The Strategy

The client partnered with WWHS to implement a long-term international recruitment strategy centered on employment-based immigration pathways and workforce planning.

International Workforce Pipeline

- International RNs were hired on a quarter-by-quarter basis using vacancy projections, attrition trends, and workforce demand forecasts.
- The organization established a consistent hiring cadence to create a predictable pipeline of clinicians arriving over multiple years.

Specialty Role Support

- 4-year Medical Technologist Generalist roles (ASCP certified) and Pharmacist roles would be hired in lower volume to help fill chronic openings.

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Implementation

Execution depended on tight coordination between the health system's hiring leaders and **WWHS's operational support**. RN leader availability shaped interview timing, while WWHS helped keep the **international direct-hire process** moving.

To support that work, WWHS:

1. Assisted with via and **immigration pathway** guidance
2. Scheduled interviews based on RN leader availability, with RN interviews scheduled **bi-monthly for the first two quarters of 2024**
3. Assisted in navigating **employer immigration requirements**
4. Provided ongoing **compliance and documentation support**
5. Partnered for successful **onboarding and clinical transition best practices**

Results

With a consistent international hiring cadence and ongoing compliance support in place, outcomes were tracked against the workforce goals the effort was designed to impact:

95% Increased clinician retention rate

54.8% Decreased contract labor spend

5% Current vacancy rate
(11 points below nat'l avg)

CONTRACT LABOR SPEND REDUCTION (TRAVELER)

$7,550,018

FY 24



$3,414,380

FY 25

VACANCY RATE REDUCTION

6.49% (29.3 RN)

FY 24



2.15% (9.99 RN)

FY 25

About Us



WorldWide HealthStaff Solutions

WorldWide HealthStaff Solutions, a Medical Solutions company, 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.

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