



CASE STUDY

Reducing costs and improving processes with workforce technology



The Challenge

Our partner, a six-site healthcare system in the eastern US, wanted to streamline recruitment and retention processes, enable cost savings with a clinical float pool, and enhance their overall candidate pool by leveraging workforce tech.



The Prolink Solution

As part of our MSP program, we implemented new technology and a dedicated team. Our technology empowered leaders to make market-informed decisions and diversified the talent pool across nursing, allied, and non-clinical skillsets. We also developed and implemented a clinical float pool across all six sites, staffed at 100%.



The Results

Our solutions gave our partner increased visibility of market data, on-site program management support, and a streamlined candidate lifecycle. The system is projected to save \$5 million on contingent labor in 2025, with additional cost savings coming from reduced onboarding and traveler-to-perm conversions.

Partnership Details

Our partner is a complex, multi-site health system that includes dedicated trauma/stroke centers and rural, critical-access hospitals. **The system began its Prolink partnership with three strategic goals in mind:**

- ▶ **Streamline recruitment and retention processes**
- ▶ **Enable cost savings through utilization of a clinical float pool**
- ▶ **Enhance the candidate pool using workforce technology**

Our solution began with process management. As a Prolink MSP partner, the health system received a complete technology solution and a dedicated on-site team to help manage their program. Our technology solution engaged our partner's 37 previous vendors into one simplified MSP delivery program. Health system leaders also received access to our proprietary market data, enabling them to make more informed decisions based on our cutting-edge analysis.

To address its second goal, the health system asked Prolink to build out a clinical float pool that would serve all six facilities. We developed and implemented the float pool from start to finish and achieved 100% capacity and staff. Our float pool strategy also reduced the frequency of permanent staff being required to float to different sites.

Finally, we tackled the third strategic objective with a multi-pronged approach. We began by putting strategic initiatives in place to convert travelers to permanent positions within the system. Our technology did the rest: it gave our partner the flexibility to leverage multiple vendors for timely fulfillment and supported a diverse candidate pool across nursing, allied, and non-clinical skillsets.

37 > 1

Previous
Vendors

Simplified MSP
Delivery Program

100%

Capacity and Staff
Achieved



ESTIMATED
\$5M
in cost savings
for 2025

Workforce Solution Details

Prolink's strategic implementation of our workforce technology and dedicated support allowed our partner to address all three of its objectives. Most importantly, our partnership will enable a projected \$5 million in cost savings for 2025. Additional projected savings can be attributed to reduced orientation and onboarding costs and converting travelers to permanent staff.

Our clinical float pool drove success in staffing and patient care during periods of high demand. When the system saw instances of 100% capacity in the winter of 2024, our clinical float pool provided adequate staffing to all six sites to compensate. Overall, the pool addressed workforce needs and reduced costs without relying on permanent staff to float to different facilities as frequently.

The health system's candidate pool has been significantly broadened and enhanced as a result of their Prolink partnership. Depending on the size of a healthcare facility,

losing even one or two clinicians can have a massive impact. Thanks to Prolink's workforce technology, our partner was able to adapt to dynamic staffing needs with the flexibility to leverage multiple vendors for timely fulfillment. With nursing, allied, and non-clinical talent, our enhanced candidate pool helped the system adapt to its evolving needs.

On top of cost savings, the clinical float pool, and candidate pool enhancements, Prolink's net-new additions to the health system's workforce capabilities include:

- ▶ **Leadership visibility to our proprietary market data analytics**
- ▶ **On-site program management support team**
- ▶ **Workforce technology to streamline the candidate lifecycle**



About Us

We're Prolink, a premier workforce solutions organization, and we put care in motion. That means providing organizations with high-quality talent and enabling that talent to do their best work. We are known for our responsiveness, our human touch, and our willingness to go above and beyond to deliver on our promises.

From building a sustainable solution that attracts and retains good talent and keeps costs in check, to creating job opportunities that offer top-tier compensation, we connect work and workers in meaningful ways where everyone thrives. Across multiple industries like healthcare, manufacturing, and schools, we find permanent solutions to today's toughest challenges and fulfill comprehensive staffing, technology, culture, data, and talent experience needs throughout the United States.

Headquartered in Cincinnati and with 14 offices across the country—from Tampa to Hawaii—we understand the power of people and we're ready to amaze you. Find out how at prolinkworks.com.