

FULL CYCLE RPO CASE STUDY

Transforming Healthcare Recruitment: Hire Health's RPO Success Story



Overview

In the evolving healthcare landscape, Hire Health's RPO solutions excelled in filling Health Navigator roles for the largest provider of rural value-based care. By implementing strategic recruiting practices, they efficiently met staffing needs, ensuring high-quality care for rural patients and achieving client satisfaction with timely and effective hires.

Requirements

- Exceptional customer service.
- Tech-savvy skills.
- Preferable background in the medical field.

Expectations

Fill roles within two weeks for training in Nashville.

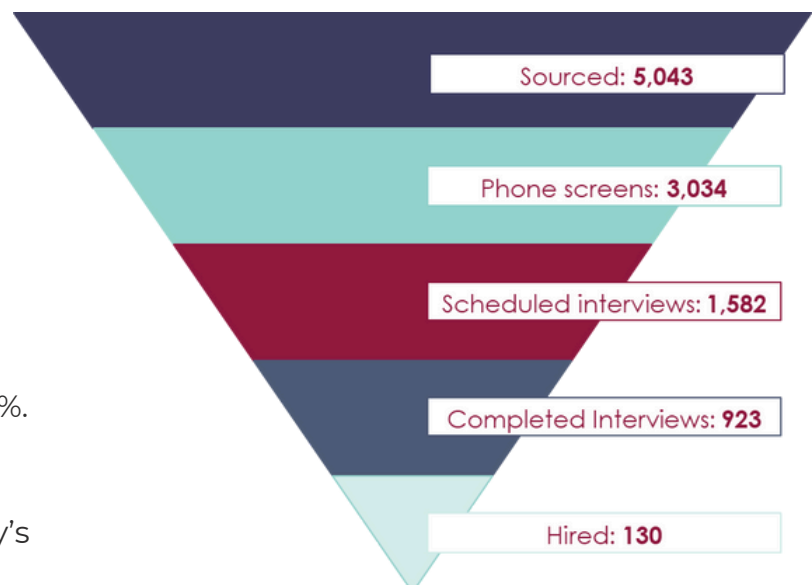
Results

- Efficiency Metrics:
 - Time-to-fill ratio: 2 weeks.
 - Interview-to-offer/hire ratio: 73%.
 - Offer-to-offer acceptance rate: 94%.
- High client satisfaction and positive feedback received from the company's Vice President

RPO Solution

- Employed 21 recruiters to expedite the hiring process.
- Developed search criteria targeting candidates with medical field experience (e.g., medical assistants, individuals with medical insurance knowledge, some nurses) and those with customer service experience.
- Utilized multiple recruitment channels that resulted in 13 referrals, including:
 - Appcast
 - Indeed
 - ZipRecruiter
 - LinkedIn,
 - Client's ATS

Engagement Results





SCALABLE FULL-CYCLE RPO CASE STUDY

Empowering Dental Practices with Comprehensive Recruitment Solutions

AT A GLANCE

As the dental industry grows, staffing challenges rise. A recent client, a private equity firm specializing in dental practice acquisitions, lacked an ATS and structured recruiting processes. Hire Health stepped in to bridge this gap, delivering tailored recruitment solutions that produced immediate results.

CHALLENGES

- Absence of Recruitment Infrastructure
- High Volume Staffing Needs
- Diverse Position Requirements

OUR STRATEGIC APPROACH

Comprehensive Recruitment Audit

A thorough review identified gaps and defined the current recruitment model.

Data Driven Solution Design

A customized recruitment strategy streamlined the client's process and improved efficiency.

Implementation of Recruitment Infrastructure

Implemented an ATS and standardized recruitment processes for efficient candidate management.

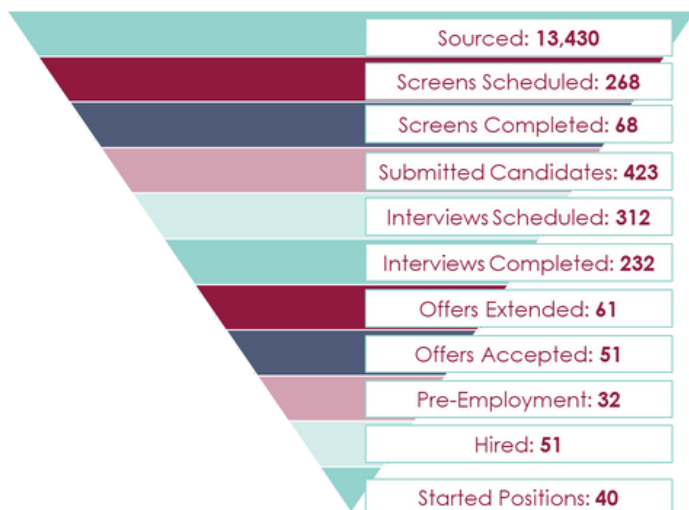
Focused Sourcing and Screening

Deployed targeted sourcing across major job platforms and specialized dental recruitment sites for effectiveness.

Tailored Recruitment for Diverse Roles

Focused on diverse dental staffing needs: high-volume positions and specialized roles fulfillment.

ENGAGEMENT BY THE NUMBERS



RESULTS

Enhanced Recruitment Efficiency

ATS and standardized processes enhanced recruitment efficiency, tracking candidates for transparency and streamlining.

Successful Placements

Successfully filled numerous positions: 61 offers extended, 51 accepted, and 40 candidates started, addressing high-volume and specialized roles promptly and effectively.

Scalable Recruitment Solution

The scalable recruitment solution enabled continued dental practice expansion, minimizing staffing bottlenecks with standardized processes and ATS implementation.