

CASE STUDY - COMMUNITY HOSPITAL

A Chicago-based community hospital in an underserved neighborhood is taking a proactive approach to improve the health and well-being of its patients by creating a new program to support a specific population.



AT A GLANCE

Challenges

- Negative reputation
- Pandemic staff turnover
- Competitive talent market

Benefits

- Filled 10 critical roles
- 100% conversion rate
- Helped hospital navigate the pandemic

CHALLENGES

The hospital is in an under-resourced community, and the case management team was already facing challenges. Still, the pandemic worsened when they lost some of their critical clinical staff. The team needed urgent help to replace and augment their clinicians, which consisted of 10 staff members ranging from individual contributors to people managers. Despite the efforts of internal HR and a competing staffing firm, no suitable candidates were found.

SOLUTIONS

We engaged with stakeholders to determine their requirements and ensure they fit the company culture. We created a target profile and assigned a specialized recruitment team to find candidates who met these criteria. The ideal candidate had minimal experience but was willing to undergo training and work in an inpatient environment. We utilized our network to identify and carefully assess potential candidates for their quality and cultural compatibility.

BENEFITS

We successfully hired all 10 roles within 45 days, and most of them were employed temporarily, which later converted to permanent employment. All the clinicians we hired played a vital role in the hospital's success in dealing with the pandemic.

CONTACT US

281.214.0470

roger@rogertrinh.com

1301 Waugh Drive, Ste. 587

Houston, Texas 77019