

# Case Study: Project-based RPO solution



## BACKGROUND

A non-profit acute care facility in the Southeast created an initiative to hire 100 RNs in 100 days. The Cross Country RPO Team was consulted to implement a Project RPO solution to assist the facility in achieving this goal, by augmenting their nurse recruitment team.

## PROGRAM DESIGN

- Client outsourcing of the recruitment function for RNs in select departments to Cross Country's RPO Team, with an emphasis on experienced RN positions.
- We created a model that increased the pool of potential new FTEs to the facility by leveraging the resources and methods of a staffing agency at a more affordable rate.
- Cross Country's RPO Team assumed full-cycle recruitment for designated RN openings, handling positions from requisition creation through contingent offer extension.
- Client's primary nurse recruiter had resigned effective the week prior to Cross Country RPO Team's implementation.
- Solution utilized one onsite recruiter and one virtual recruiter, in conjunction with Cross Country's RPO Team Support Center, to drive marketing to client positions.
- All client processes and regulations were administered and executed by Cross Country's RPO Team.
- Excessive administrative functions were removed from the realm of a recruiter's responsibility to facilitate and improve candidate flow.

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## PROGRAM RESULTS

- Campaign goal was achieved in 57 days, with 102 RNs hired more than 40 days ahead of schedule.
- Total RN hires: 184

DEPARTMENT	DEPT. COUNT
RN	184
Trauma Stepdown	13
East IVF Clinic	1
OPD Surgery	1
Trauma Resus	5
LTACH	5
OPD Medicine	2
Trauma ICU	1
Rout 3	4
TICU	11
Skilled Nursing Unit	1
NICU	5
Nurse Float Pool	17

DEPARTMENT	DEPT. COUNT
Nursing Admin	17
Jefferson 5B Medicine	2
Med-Surg	1
GICU	7
Emergency Room	11
PRN/Float Pool	20
Chandler OR	1
Jefferson 5B	5
Ambulatory Svcs. Admin	1
Burn	6
Labor and Delivery	7
Case Management	7
Trauma OR	4

DEPARTMENT	DEPT. COUNT
Jefferson 5C2 Medicine	9
Interventional Radiology	1
Quality	1
Rout 4	1
Ambulatory Surgery	3
Jefferson 5D	2
Rehab Admin	1
Detention	3
Trauma Recovery Room	5
GI/Endoscopy	1
ROH Vascular	1
Materials Mgmt. Admin	7
Trauma OR	1
<b>TOTAL</b>	<b>184</b>

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