Data-Driven Technology Suite Drives Cost Savings & Transforms Staffing Operations

Southern Illinois Healthcare (SIH) is a not-for-profit health system serving the southernmost counties of Illinois with four hospitals, 162-bed tertiary care Memorial Hospital of Carbondale, 114-bed acute inpatient and outpatient Herrin Hospital, 25-bed critical access St. Joseph Memorial Hospital and 77-bed Harrisburg Medical Center.

Seeking effective strategies to modernize decision making and compete in the talent marketplace, the rural health system partnered with us to implement a VMS solution and Workforce Planning Dashboard, part of our WorkWise technology suite, to support enterprise transparency, fill positional needs, and manage operational costs and efficiency with a vendor neutral approach.

Beginning with a sunset rollover, the customized technolgy solution enabled SIH to leverage actionable market data and expand their reach—successfully filling 102 open positions with diverse and qualified candidates while reducing average bill rates by 21%.

CHALLENGE

- Limited visibility and governance with their previous program
- Struggling to fill open positions
- Looking for cost reductions and efficiencies
- Lacking partnership and industry guidance

SOLUTION

By analyzing workforce data, SIH gained a clear picture of current staffing trends and identified the ideal workforce mix to balance clinical and financial goals. The utilization of the Workforce Planning Dashboard continuously provided a consolidated view of core and contingency staff utilization alongside resource demand to simplify planning, streamline processes, and drive smarter decision-making.

Key inititives include:

- Implemented a VMS technology to meet geographical challenges of their rural location
- Leveraged an open marketplace model to expand their reach
- Collaborated on a sunset rollover plan for continuity
- New transparency and accountability in staffing program

OUTCOMES

81%
of all posted jobs received a submission in 24 hours or less

9.4
average candidate submissions received per job posting

21%
reduction in average bill rates—$115 to $91

92%
fill rate over the last quarter and 102 total positions filled

Enhanced hiring and interview processes to build a quality candidate pool

Contact us to achieve enterprise transparency and centralize labor management with our analytics driven WorkWise technology suite.

WORK WISE
by AMN Healthcare