

# The Ultimate Guide to Choosing the Best Healthcare Workforce Technology

How AI can enhance workforce management

Workforce technology stands as a transformative force reshaping how organizations manage their talent. From recruitment and scheduling to compliance and engagement, advanced technologies are revolutionizing every facet of workforce management.

These technologies provide precise insights, enabling proactive decision-making and seamless integration across various functions. As healthcare facilities face mounting challenges such as labor shortages and rising costs, the adoption of sophisticated workforce technology optimizes staffing and ensures that clinicians are well-placed to deliver high-quality care. Embracing these innovations, the healthcare sector is poised to build a more resilient and efficient future.

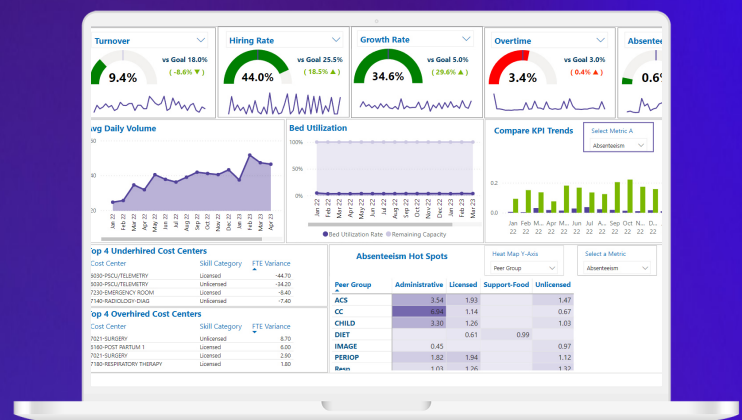
Healthcare facilities across the nation are tackling workforce challenges with innovative solutions powered by artificial intelligence (AI). By carefully integrating AI into workforce management systems, these facilities boost efficiency, enhance decision-making, accelerate the placement of qualified talent, and ensure an optimal fit for the clinician and organization. This integrated technology not only reduces costs but also enriches the work experience for clinicians, ensuring that skilled professionals are quickly and effectively deployed to provide patient care in settings that meet their skills, preferences, and career goals.

Navigating AI technology options can feel overwhelming, but with informed choices, you can revolutionize your operations and elevate patient care. Use this guide to identify key aspects to look for and critical questions to ask when evaluating healthcare technology solutions.

## Analytics

Analytics in healthcare workforce management involves utilizing data to gain valuable insights into workforce trends, identify recurring patterns, and make well-informed decisions. It aids in comprehending operational requirements and optimizing the allocation of resources, thereby enabling leaders to make informed and strategic decisions.

Now imagine a system that adapts seamlessly to unique operational needs, enhancing efficiency without disrupting daily activities. Customizable AI solutions allow healthcare providers to tailor technology for resource allocation, project management, and more. This empowers organizations to maintain control and operate at peak performance.



AI-powered business intelligence dashboards provide vivid visualizations of workforce data, uncovering vital trends, patterns, and anomalies. These data-driven insights fuel strategic decision-making, enabling healthcare facilities to foresee challenges and capitalize on opportunities.

## What to look for

- **Customizable Workflows:** Choose technology that is tailored to your unique operational needs, from resource allocation to project management. Customizable solutions should effectively integrate with your existing workflows, enhancing efficiency without disrupting daily activities.
- **Business Intelligence Dashboards:** Select a system that visualizes workforce data, identifying trends, patterns, and outliers. Data-driven insights fuel strategic decisions, enabling you to foresee challenges and capitalize on opportunities.

## Questions to ask

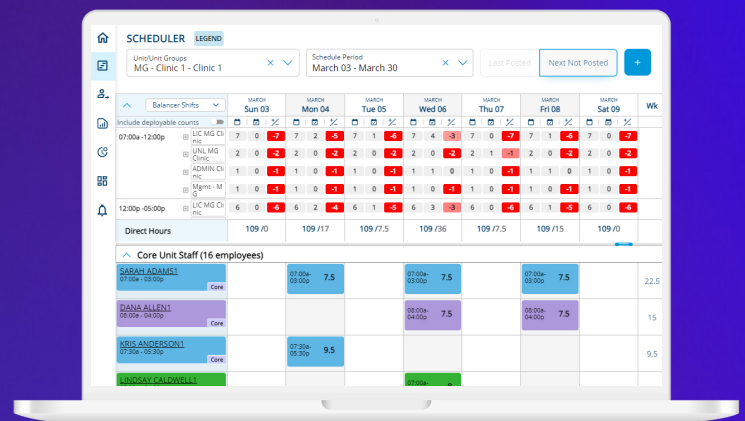
- How does your AI-driven platform integrate with our existing workforce management systems to enhance efficiency and decision-making?
- What kind of business intelligence and market analysis tools does your platform offer, and how can they help us identify trends and optimize workforce management?

# Staff Scheduling

Staff scheduling is critical for ensuring that healthcare facilities have the right number of clinicians available to meet patient needs. Effective scheduling minimizes gaps and reduces the risk of overstaffing or understaffing.

AI is transforming healthcare workforce planning by enabling facilities to predict staffing needs with remarkable precision.

Platforms powered by predictive analytics analyze historical patient demand data alongside current census information, forecasting scheduling gaps up to 120 days in advance. This proactive approach ensures a balanced supply of clinicians, enhancing both patient care and operational efficiency. Additionally, open shift variable incentive algorithms motivate clinicians to pick up shifts



early, effectively reducing overstaffing and understaffing.

This AI-driven strategy not only reduces costs but also significantly improves the work experiences for clinicians by creating more flexible shift opportunities and minimizing unnecessary overtime. By fostering an empowered workforce, AI helps reduce burnout and enhances retention rates, ultimately contributing to a more sustainable and efficient healthcare system.

## What to look for

- **Historical Data Analysis:** Seek out systems that analyze historical patient demand data to predict future staffing needs with precision.
- **Current Census Integration:** Look for technology that incorporates real-time census data. This integration allows for dynamic adjustments, ensuring that staffing forecasts remain accurate and relevant to current conditions.
- **Advanced Forecasting Capabilities:** Choose platforms capable of forecasting scheduling gaps up to 120 days in advance. This foresight enables proactive planning, helping healthcare facilities address staffing needs well before they become critical.
- **Incentive Algorithms:** Opt for features like variable incentive algorithms that encourage staff to pick up shifts in advance. These incentives not only fill gaps efficiently but also empower clinicians by giving them greater control over their schedules, enhancing job satisfaction and retention.

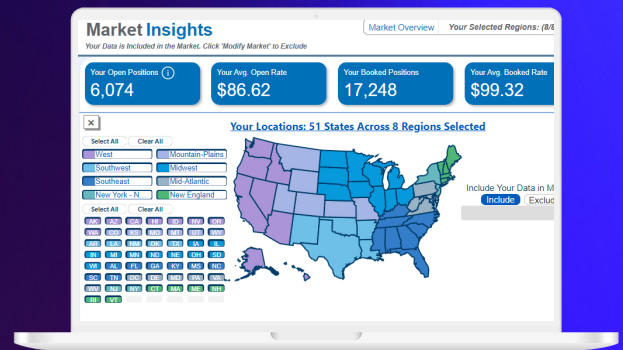
## Questions to ask

- Can your technology provide predictions for future staffing needs, and how accurate are these forecasts based on historical data?

# Workforce Management

By effectively managing the recruitment, scheduling, and deployment of qualified staff, healthcare organizations can have the right number of professionals available to meet patient needs. This improves operational efficiency by reducing gaps, preventing overstaffing and reducing costs associated with overtime and staffing inefficiencies. A well-managed workforce leads to enhanced patient care, as clinicians are better matched to their roles, more satisfied with their work environments, and able to provide higher quality care. In essence, robust healthcare workforce management is integral to the overall success and sustainability of healthcare organizations.

AI-driven Vendor Management Systems (VMS) and market insights tools provide unprecedented visibility and control over a healthcare workforce. These technologies empower hiring managers by offering real-time data on average costs per placement and the number of open positions, enabling strategic decision-making that aligns with organizational goals.



AI excels in compliance and credential management, transforming these processes into seamless operations. Automated document verification and credential matching ensure that clinicians meet all necessary qualifications, reducing onboarding time and enhancing efficiency. With AI, 67% of hiring requirements can be automated, streamlining the entire credentialing process and allowing clinicians to take control of their own onboarding. By leveraging AI, healthcare facilities can not only maintain compliance but also create an empowered, efficient, and resilient workforce poised to tackle the challenges of today and tomorrow.

## What to look for

- Real-Time Market Data:** Choose AI tools that provide visibility into real-time market data, such as average costs per placement and the number of open positions. This empowers you to make informed, strategic decisions that optimize resource allocation and enhance operational efficiency.
- Automated Credential Verification:** Ensure the AI tool offers automated document verification and credential matching. This streamlines the credentialing process, reduces onboarding time, and maintains high compliance standards, allowing clinicians to begin their roles swiftly and competently.
- Predictive Analytics:** Opt for AI platforms that utilize predictive analytics to forecast future staffing needs and anticipate scheduling gaps. This ensures an appropriate supply of clinicians, preventing overstaffing or understaffing and enhancing both care quality and cost efficiency.
- Compliance Management:** Look for AI solutions that enhance compliance management by automating the verification of necessary qualifications. This reduces manual workload, maintains high standards, and ensures regulatory compliance, fostering an empowered and efficient workforce.

## Questions to ask

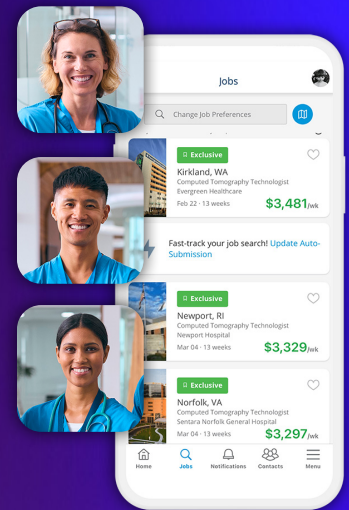
- Does your platform provide real-time market data on average costs per placement and the number of open positions? How does this data enhance strategic decision-making?
- How does your AI technology facilitate compliance management, and what specific features ensure all necessary qualifications are met efficiently?

## Clinician Engagement

Clinician engagement is a crucial initiative aimed at enhancing the work environment for healthcare professionals. By prioritizing their satisfaction, motivation, and productivity, organizations can cultivate a positive and supportive culture that ultimately benefits both the clinicians and the patients they serve.

AI-driven tools such as clinician apps empower healthcare professionals by allowing them to search, submit, and book shifts directly, giving them greater control over their career paths and daily work experiences.

Imagine a system that not only accelerates the placement of qualified talent but also enriches the clinician's experience by providing more flexibility and autonomy. By leveraging AI and machine learning, healthcare facilities can deploy competent clinicians swiftly and efficiently. This advanced technology addresses the core challenges of healthcare staffing, from job recommendations to predictive analytics, ultimately driving operational excellence and reducing turnover.



## What to look for

- **Self-Service Applications:** Choose a system that allows internal resource pool and external agency staff to manage their schedules, credentials, and assignments, fostering independence and satisfaction. Empowered employees are more engaged and productive, contributing positively to organizational goals.
- **AI-Driven Job Recommendations and Predictive Analytics:** Look for a platform that uses AI to deliver precise job recommendations and predictive analytics, helping to anticipate staffing needs and match clinicians with suitable assignments efficiently. The ability to quickly match qualified clinicians with open shifts and assignments boosts operational efficiency, ensuring that healthcare providers have the right staff in place when needed.

## Questions to ask

- What specific features does your platform offer to improve clinician satisfaction and reduce turnover rates?
- Can your platform support smart job search functionalities, and how does it enhance the job search experience for clinicians?

# Taking Control of Your Healthcare Future

Selecting the right healthcare technology isn't just about solving today's problems—it's about building a resilient, efficient, and empowered future. By asking the right questions and focusing on key features, you can find solutions that not only meet your current needs but also pave the way for long-term success.

Empower yourself and your organization with the knowledge and tools necessary to transform healthcare delivery. Request a demo of our workforce technology, [workwise.amnhealthcare.com](https://workwise.amnhealthcare.com)

