



Turnkey Hiring Services for Hospital Expansion

Challenge

A Midwestern hospital needed to expand to meet critical community needs without compromising quality service. During the expansion, the hospital's HR department was overwhelmed with workplace compliance and engagement issues. At the same time, it still had to attract, interview, screen and onboard new employees. This resulted in a protracted, labor intensive and costly hiring process, and an HR department that was stretched to the breaking point.

Solution

The hospital turned to Manpower for a workforce solution, seeking turnkey services in the hiring of contingent service staff in nutrition, housekeeping, groundskeeping, laundry, maintenance and billing/collections. Manpower began by assembling a thorough understanding of the hospital's needs, expectations and culture. Following this information gathering, Manpower implemented its proven, standardized recruiting processes and drew on its network of qualified candidates. Compliance requirements, training, screening and assessments mirrored or exceeded the hospital's established practices in order to maintain consistency and quality. Working in concert with the hospital, top performing temporary workers were transitioned to permanent hospital staff.

Results

Manpower significantly reduced the chaos during the expansion, saved the hospital money and brought on high performing staff who contributed to a positive patient experience. Under the Manpower program, the hospital's hiring costs were lowered through reduced time-to-hire and decreased turnover. Moreover, productivity of the entire workforce increased, creating efficiencies in overall departmental activities. Manpower's ability to accommodate ramp-up and ramp-down fluctuations of the workforce provided flexibility and cost savings. In addition, while Manpower drove the hiring process of these key service workers, HR was able to more strongly focus on strategic issues and key patient initiatives. The success of the program created a strong partnership between Manpower and the hospital; and Manpower continues to function as a highly regarded, critical part of the hospital workforce team.

Healthcare facilities across the U.S. are gaining efficiency with flexible workforce solutions through Manpower. Our industry specific, validated assessments ensure the associates we place are a fit for each position and your work environment. With top performers on staff and the ability to flex your workforce according to work demands, you'll see a positive impact on your bottom line.

About Manpower®

Manpower is the global leader in contingent and permanent recruitment workforce solutions. We provide the agility businesses need with a continuum of staffing solutions. By leveraging our trusted brand, we have built a deeper talent pool to provide our clients access to the people they need, faster. We effectively assess and develop skills, keeping our associates ahead of the curve, so they can get the job done each time, every time.



Manpower®