PeopleScout Recruiter On-Demand™ for Healthcare

Elevating Your Connection to Healthcare Talent Through Experience, Insight & Action

Sometimes even the best talent acquisition teams need reinforcement. PeopleScout's Recruiter On-Demand™ solution provides flexible, on-demand contract recruiting services to support your talent acquisition team during demanding periods or for hard-to-fill positions—all without increasing your permanent recruiter headcount. With 30 years of experience recruiting for the healthcare industry, we understand your commitment to health equity, your dedication to the community, and your mission to deliver top quality patient care across your network.

If your organization is struggling to recruit among the healthcare talent shortage or your internal recruiting resources are stretched thin, this project-based recruitment solution can drastically improve your outcomes. Recruiter On-Demand™ features flexible recruitment teams to quickly extend the reach of an in-house human resources department and can easily disengage once you fulfill your business objectives.

Flexible and highly scalable, Recruiter On-Demand™ rivals the capabilities and costs of traditional staffing agencies. Recruiter On-Demand is an hourly model, rather than a pay-per-hire model. It's a great option for organizations that don't need or want a full RPO engagement but could still benefit from the expertise of an RPO provider with a small number of extra recruiters (or even just one).

Recruiter On-Demand™ Use Cases

TOP-OF-FUNNEL SOURCING	SOURCE/SCREEN/SUBMIT	FULL-CYCLE ON-DEMAND RECRUITMENT
Your ROD team fills the top of your recruitment funnel with candidates. Your internal team reviews applications, interviews candidates and makes all hiring decisions.	Your ROD team sources and pre-screens candidates, and then submits those who are qualified and interested to hiring managers.	A full-cycle partnership with all the benefits of Recruiter On-Demand—including the billing structure, shorter defined timeline and more.

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Value

✓ **Operations Manager Oversight**
- » Single point of contact aligned to key stakeholders
- » Real-time transparent partnership closely monitoring recruiter performance
- » Empowered to solve resource or strategy challenges quickly

✓ **Tech Empowered Resources**
- » Top talent recruiters with experience in clinical and non-clinical recruitment
- » Aligned by skill and marketing challenge vs. cost and availability
- » Equipped with Affinix™ Talent Finder for AI-powered matching that sifts through millions of healthcare professionals—cutting sourcing time in half

✓ **Real-Time Workforce Analytics**
- » Analytics on the healthcare candidate marketplace and recruiting landscape in your areas
- » Clear insights into hiring trends and expectation setting with hiring managers
- » Detailed weekly tracking of recruiting and overall pipelining activity

Benefits of Rectuier On-Demand™ for Healthcare Organziations:

YOU WILL:
- » Get access to a readily available pool of experienced recruiters
- » Address urgent hiring needs without a long-term commitment
- » Gain workforce insights and performance management

PEOPLESCOUT WILL:
- » Take the time to understand your goals and vision
- » Train recruiters according to your hiring guidelines
- » Meet and exceed rapid recruiter deployment schedule
- » Ensure proper credentialing and licensing checks and background/security checks
- » Rapidly disengage our on-demand team when the engagement ends, and they can be rehired should the need arise

Recruiter On-Demand™ Success Story: Sentara

SOLUTION:
Full-cycle Recruiter On-Demand with 10 to 20 recruiters supporting, depending on volume

ROLES:
900 hires annually; RNs, LPNs, CNAs, technicians, clerical, environmental services, customer service, IT

INTERVIEW TO OFFER RATIO:
2:1

By guiding Sentara through an ATS change and delivering on our SLAs, PeopleScout has helped them achieve recruitment outcomes for hard-to-fill healthcare roles. We quickly closed out aged vacancies faster than the agencies they used previously, and have gone on to successfully fill their top 40 critical roles, achieve an interview-to-offer ratio of 2 to 1, and help them reduce costs by reducing their reliance on staffing agencies.