

Transforming Healthcare Hiring

One Major Healthcare System's Strategic Approach
to Revolutionizing Their Background Screening



KEY CASE STUDY OUTCOMES



Time-to-Fill:

Reduced position time-to-fill by 8 days,
helping to directly address a critical
nursing shortage



Talent Platform Customization:

Easily tailored the talent platform to fit
specific, complex needs by leveraging
a deep understanding of
healthcare-specific challenges



Candidate Dropout Rates:

Dramatically decreased candidate
dropout rates by integrating a
streamlined onboarding process



Offer Streamlining:

Leveraged heavy automation to expedite
offers & preboarding, creating a quick &
seamless candidate process

CHALLENGE SUMMARY

This case study explores how one of the nation's largest healthcare systems revolutionized their background screening process. By employing innovative automation and capitalizing on extensive industry experience, this healthcare system dramatically cut down their open nursing position time-to-fill, decreased candidate dropout rates, critical improvements amid a major national nursing shortage. The collaboration between this health system and PreCheck showcases their commitment to solving difficult challenges through smart, technology-driven solutions.

KEY BENEFIT STATEMENTS

Automation & Tokenization:

An automated and tokenized background screening process drastically reduces time-to-fill, directly benefiting healthcare systems in urgent need of staff.

Streamlined Onboarding:

Merging offer acceptance with background screening speeds up preboarding and improves the hiring experience, reducing nurse dropout rates.

Tailored Solutions:

Healthcare systems can leverage our three decades of industry-specific expertise for tailored solutions, giving clients a hiring advantage.

USE CASE

The healthcare system needed to reduce out of scope time-to-fill for critical nurse positions to address the immediate staffing needs. Improving the efficiency of the background screening process was identified as a key lever to driving aggressive onboarding goals.

ABOUT

This case involves one of the nation's largest healthcare system facing significant challenges in staffing, particularly in filling nursing positions as quickly as necessary to maintain their very high patient safety standards. The system operates across many locations, requiring a centralized and efficient hiring process to meet the demands of nursing vacancies and patient care.

CHALLENGES

The client was experiencing high candidate dropout rates due to lengthy and inefficient hiring processes and a less than ideal candidate experience. The need for a much faster, more seamless background screening process was critical to retaining candidates throughout onboarding.

DID YOU KNOW?

When hiring a physician, hospital systems miss out on an average of \$10,122 in revenue per day the position remains unfilled. Shortening your onboarding process by 8 days amounts to a **savings of nearly \$90,000 per physician.**

Meanwhile, the cost of an empty RN position can range anywhere from \$418 to \$591 per day. Reducing time-to-fill by 8 days could save you as much as **\$4,728 per RN vacancy.**

SOLUTIONS & OUTCOMES

A series of flexible, innovative solutions were implemented quickly:

-  Streamlining the background screening process through automation, significantly reducing time-to-fill.
-  Introducing a tokenized link system that integrates offer acceptance with the background screening process, eliminating delays and improving the candidate experience.
-  Leveraging PreCheck's extensive healthcare industry experience to customize solutions, offering a competitive edge over generic screening services.

This approach not only addressed the immediate challenge of reducing hiring delays but also positioned PreCheck as a strategic partner capable of delivering industry-specific solutions that others cannot. The success of this project underscores the importance of tailored solutions in the healthcare industry, where standard practices may not always meet unique organizational needs.

