

Case Study: **Resourcing**

Outsourced Recruiting Model: A Collaborative Recruitment Approach

Project Scope:

- » Location: Pacific Northwest
- » Facilities: 4
- » Number of Employees: 22,000+
- » Project Length: Ongoing
- » Extending Epic Services to Affiliate Physician Offices

The HCI Team:

- » 2 Senior Recruiters

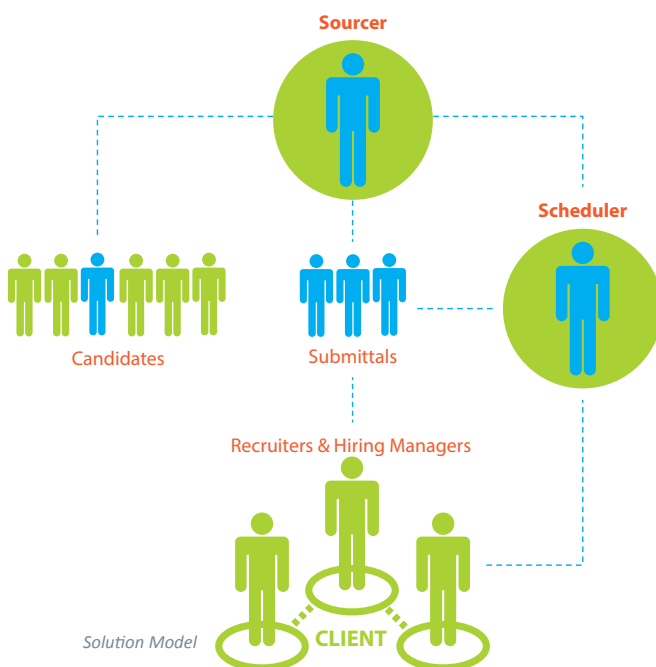
The HCI Group was recently contracted to support the recruiting efforts of a major healthcare system in the Pacific Northwest.

Project Goals:

- » Obtaining and on-boarding a large number of local candidates
- » Various skills/expertise needed to be interviewed, vetted, scored and presented for Contract to Hire options later to be converted to full-time employees

Challenges:

- » 30 employees needed to be on-boarded
- » Compressed time frame to meet project goals
- » On-site talent acquisition team was overwhelmed
- » Limited budget
- » Full time staff requirement
 - » Hiring contractors would not have made the project sustainable long term
 - » Direct hires too costly



Solution:

- » Dedicated HCI billable resources to handle:
 - » Sourcing
 - » Vetting
 - » Scheduling
 - » Weekly meetings with hiring manager
 - » On-boarding Assistance

[Continue on back to view results and key benefits >>](#)

“The HCI Group was a collaborative and supportive partner by helping us meet our recruiting and on-boarding needs of qualified candidates.”

—Executive Director of
Recruitment and Human
Resources

Results:

- » 21 positions filled to date
- » Completed in 2 month time frame

Key Benefits:

- 1. Real-time applicant tracking system/status**
- 2. Scalable model**
- 3. Speed and efficiency**
- 4. Costs savings**
 - » No travel expenses
 - » Fee for service: only use as needed: no ongoing fees

About The HCI Group

The HCI Group is a global leader in healthcare IT consulting with headquarters in Jacksonville, Fla. and international headquarters in the United Kingdom. It offers a broad scope of healthcare IT solutions in more than 10 countries from North America, Europe, Middle East, Asia and Australia, helping healthcare organizations plan, implement and sustain enterprise information technology systems.

Its services include enterprise IT system implementation and training, specialty service lines in optimization, clinical adoption, integration and testing, Go-Live and advisory services. The HCI Group’s clients include some of the finest healthcare providers in North America, as well as health systems in Europe, Middle East, Asia and Australia. Learn more about the HCI Group by visiting <http://thehci.com/>.



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