



INDUSTRY FOCUS HEALTHCARE



A DYNAMIC RECRUITING SOLUTION TO SUPPORT GROWTH

A healthcare revenue and payment cycle management company needed an RPO partner to support the rapid growth that occurred when it acquired a healthcare IT business. Healthcare IT is a niche field with a limited number of candidates and many hard-to-fill positions. To meet its new workforce demands, the client engaged PeopleScout to implement a full-cycle RPO program for both exempt and non-exempt hiring.

SOLUTION HIGHLIGHTS

- FULL-CYCLE, EXEMPT AND NON-EXEMPT HIRING
- 1,500+ ANNUAL HIRES
- RECRUITMENT OF HARD-TO-FILL ROLES
- DEDICATED VETERAN HIRING RESOURCES

Case Study: Recruitment Process Outsourcing

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SCOPE & SCALE

A healthcare revenue and payment cycle management company needed an RPO partner to support the rapid growth that occurred when it acquired a healthcare IT business. Healthcare IT is a niche field with a limited number of candidates and many hard-to-fill positions. To meet its new workforce demands, the client engaged PeopleScout to implement a full-cycle RPO program for both exempt and non-exempt hiring.

SITUATION

The client requires a scalable RPO solution that is flexible enough to navigate hiring spikes throughout the year and to access talent in the niche healthcare IT field. PeopleScout's RPO program spans high-level technology roles as well as HR, finance, call center, QA specialists, medical billers and sourcing for executive-level candidates.

SOLUTION

SOURCING FOR LEADERSHIP ROLES

The client leverages PeopleScout's experience and expertise to source executive-level candidates to fill key leadership roles.

HEALTHCARE TECHNOLOGY

PeopleScout's expert recruiters work with the client to identify qualified candidates in the competitive healthcare technology talent landscape.

EMPLOYER BRANDING

PeopleScout's RPO teams consult with the client to craft precise employer branding messaging to attract talent for hard-to-fill open positions.

ATS IMPLEMENTATION

PeopleScout is assisting the client in the implementation of a single ATS platform to decrease redundancy and recruiting errors.

EMBEDDED RECRUITMENT SUPPORT

PeopleScout recruiters are embedded within the client's organization and work with their internal teams to navigate sourcing, screening and hiring challenges to improve talent acquisition outcomes for all positions in scope.

DIVERSITY & VETERAN HIRING

To support the client's commitment to diversity and veteran recruiting, PeopleScout has a specialized focus and dedicated resources in this area.

IMPROVED METRICS

PeopleScout's RPO team provides the client's leadership with full transparency by monitoring and reporting on metrics important to them including time-to-fill, candidate quality and the speed of the recruiting program.

RESULTS

INSIGHTS & EXPERTISE

The client values the input and insights provided by PeopleScout's experienced RPO team and their ability to quickly source and hire candidates for hard-to-fill positions.

ACQUISITION SUPPORT

The client has successfully navigated the challenges presented by its acquisition of the previous client's healthcare IT business.

EXPANDED TALENT POOL

PeopleScout's RPO solution has expanded the client's talent pool and now sources veteran and diverse candidates more efficiently.

IMPROVED PERFORMANCE

PeopleScout has improved the client's recruitment performance by merging people, process and technology to enhance the experience with the recruitment process for candidates, recruiters and hiring managers.

