

# FROM AGENCY DEPENDENCE TO WORKFORCE STABILITY

## *A Central Ohio Hospital System Case Study*



### Client

A nationally recognized, faith-based, not-for-profit health system serving communities across Ohio.

### Overview: A Recruitment Partnership Built for Real-World Hiring Challenges

A leading hospital system in central Ohio partnered with LeaderStat to solve urgent hiring challenges and create a more stable, long-term workforce. LeaderStat worked alongside organizational leaders as an extension of the internal team, helping **fill open roles faster, reduce reliance on temporary staff, and improve the overall hiring process.**

Through this partnership, the health system gained access to experienced recruiters, proven hiring processes, and a broader talent network without needing to add internal headcount.

### The Challenge

The organization faced **two interconnected workforce challenges.**

First, it **relied heavily on travel and agency staff** across critical clinical areas. In some departments, temporary workers made up the majority of the workforce, leading to higher costs, inconsistent coverage, and operational strain.

At the same time, the system **operated with a lean internal hiring team** responsible for managing a high volume of complex searches.

Leadership and management roles across pharmacy, physician practices, clinical services, and operational functions needed to be filled quickly, but internal capacity and hiring processes were stretched thin.

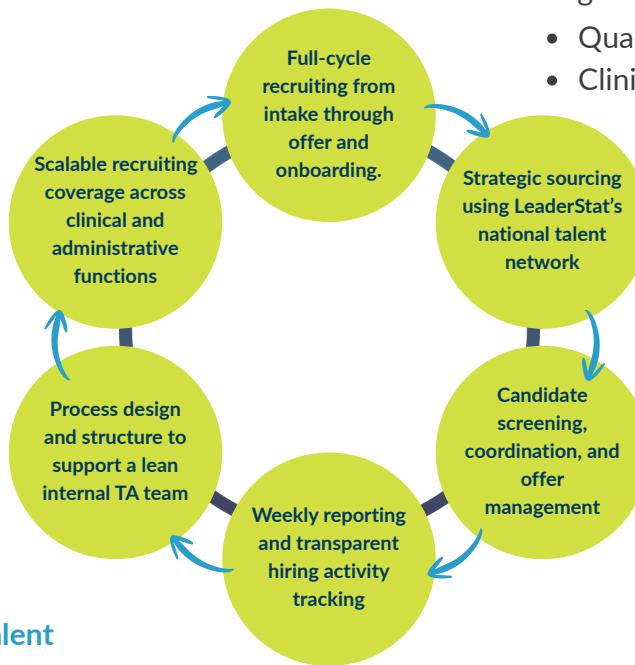
**The organization needed a partner who could quickly reduce dependence on agency labor while also helping build a sustainable hiring approach to support long-term growth and stability.**

## The LeaderStat Solution: A Two-Phase Engagement

### Phase 1 - Workforce Stabilization: Converting Temporary Staff to Permanent Employees

LeaderStat first focused on **stabilizing the workforce** by helping convert a significant portion of travel and agency staff into permanent employees. This reduced reliance on temporary labor, improved continuity of care, and lowered ongoing staffing costs.

LeaderStat worked closely with executive and operational leaders to **engage travelers in full-time opportunities**, streamline hiring decisions, and develop creative, customized benefit plans that made permanent roles more appealing to a broad talent pool.



### Phase 2 - Recruiting and Talent Acquisition: Supporting Ongoing Hiring Across the Organization

Once stabilization was underway, LeaderStat expanded its support to **manage hiring across leadership, management, and specialized roles**. Experienced recruiters were embedded directly into the organization's hiring process, working alongside internal teams.

This approach helped **maintain hiring momentum while building long-term recruiting capability and structure**.

## Roles Supported

LeaderStat supported hundreds of openings across a broad range of specialties and leadership functions, including:

- Pharmacy leadership and site managers
- Physician practice managers and administrators
- Specialty practice leadership, including cancer survivorship
- Cardiology and imaging administration
- Emergency medicine practice leadership
  - Quality and patient safety leadership
  - Clinical applications and IT leadership
- Finance, real estate, and construction leadership
- Additional operational and administrative management roles

The scope and diversity of roles demonstrate LeaderStat's ability to support complex, system-wide hiring needs.

## Why This Worked

LeaderStat brought experienced recruiters, clear hiring processes, and access to a broad national talent pool to deliver consistent results. By working directly within the organization's hiring operations and addressing both immediate and long-term staffing needs, LeaderStat helped **stabilize the workforce and improve the organization's ability to compete for talent**.

## Key Metrics and Results

### Hiring Volume and Speed

- Hundreds of leadership and management roles supported system-wide
- Average time-to-fill of approximately 90 days
- **Median time-to-fill just over 80 days**
- Many high-priority roles filled in under 30 days
- Most roles consistently filled within 60 to 90 days

Compared to conservative industry benchmarks of 120 days or more for healthcare leadership roles, **LeaderStat reduced time-to-fill by approximately 30 to 40 days per hire**, representing a 25-35% improvement.

### Workforce and Talent Impact

- Significant reduction in reliance on travel and agency staffing
- Expanded access to external talent pipelines
- Meaningful representation of diverse candidates among completed placements
- High-quality hires aligned with organizational values and leadership needs

### Financial and Operational Impact

Shortening the hiring timeline by about one month per leadership role helped avoid an estimated **\$20,000–\$30,000** in costs tied to unfilled positions, based on conservative vacancy cost assumptions.

Converting travel staff into permanent employees also helped lower agency spending and supported a more stable, long-term workforce model.



**250+ critical roles filled faster**



**Up to 35% faster hiring timelines**



**Agency reliance significantly reduced**



**\$20K–\$30K saved per leadership hire**

### Conclusion

Through a strategic recruiting partnership, LeaderStat helped a leading hospital system in central Ohio reduce reliance on agency staffing, fill permanent roles more quickly, and build a hiring approach that could scale over time. By filling hundreds of critical positions faster and more efficiently, the partnership delivered clear operational and financial benefits while supporting the organization's commitment to high-quality patient care.