

ELIMINATE agency. SAVE thousands. STABILIZE.

Recruitment and Hiring Engagement Case Study

LeaderStat partnered with a 238-bed long-term care center in Georgia to evaluate current recruitment and hiring strategies. After our analysis, we developed a customized plan to improve the candidate experience, streamline current processes, and reduce agency spend.

Objectives

- ✓ Reduce or completely eliminate agency spend.
- ✓ Stabilize staffing levels.
- ✓ Fill all open positions.

Client Challenges



- High Agency Spend: 18 contracts in place with **\$870,000 agency spend**.
- Job Vacancies: More than **15 open positions** (clinical and direct care).
- High Turnover: In 90 days, the client made **16 hires and 44 terminations**.

Our Analysis

LeaderStat Consultants conducted a thorough analysis that included:

- ✓ Job postings and application process
- ✓ Credentialing, onboarding, orientation, and training
- ✓ Inquiry management
- ✓ Applicant tracking system (ATS)
- ✓ Community reputation
- ✓ Scheduling management
- ✓ Labor metrics
- ✓ Interview process

Results

Just 90 days after LeaderStat's assessment that included recommendations and action plan, the client obtained significant cost savings, stabilized staffing, and had zero open direct care positions.

\$620,000
Saved

76%
Decrease in
Agency Cost

ZERO
Open Positions

90%
Decrease in
Agency Contracts