



Healthcare Workforce Technology

Don't just outsource. Insource.

Build a modern clinical workforce that shows up more engaged, performs better, and costs less – because they work for you.



Rising labor costs and clinician burnout aren't discrete problems.
They're a vicious cycle.



Clinician



Your Hospital



Staffing Agency

20-50% markup

Cost Problem:

Clinical labor costs are too high, driven in part by staff turnover and skill-mix shortages.

Engagement Problem:

Overworked staff and generational challenges are resulting in a less engaged clinical workforce and an increased risk to patient safety, quality and experience outcomes.

Veteran Clinicians are Leaving the Profession:

The average tenure of a bedside nurse is 3 years. And there aren't enough new and aspiring nurses to take their place. They see the burnout. They don't want to work that way.

The Result:

So instead of graduating and working for you, they go across the street to work for a staffing agency or MSP. Who sells them back to you at a 20-50% markup. Which contributes to your cost problem.

EINSTEIN II

The Only Platform That Helps You Build a More Flexible, Homegrown Workforce



Internally whenever possible Internal Resource Pool (IRP)

Enable full-time staff to raise their hands to fill current gaps; hire, onboard, and deploy new staff who work flexibly to fill current gaps.



Externally only when necessary Agency Marketplace (VMS)

When you need to go outside, your contract labor is sourced from the broadest pool at the most competitive rate. So you're always optimizing for expertise, cultural fit, and cost. Quickly, efficiently, seamlessly.

The Only Workforce Strategy Partner Whose Objectives Align with Yours

Strategically

Creating a plan aligned to your clinical workforce goals

- Ensure highest quality care
- Build team culture

Operationally

Shaping our methodology to guide your staffing evolution

- Enable more flexibility
- Improve engagement

Economically

We dramatically lower your costs!

- Your priority is our priority
- Staff internally whenever possible



Our competitors don't share that priority - because they can't.

Their business model – and ability to stay alive economically – depends on you renting agency personnel at a 20-50% markup.

The Proof is in Our Performance

From the largest, most complex integrated health systems to single-site hospitals, we are uniquely positioned to empower healthcare organizations to dramatically reduce their contract labor spend and create a more sustainable clinical workforce. Here are a few examples of organizations that we've helped:

Organization	2023 Monthly Spend	2024 Monthly Spend	YOY Cost Reduction
Small Health System	\$1.57M	\$0.34M	▼ 78.1%
Midsize Health System	\$27.60M	\$13.12M	▼ 52.5%
Large Health System	\$39.96M	\$29.71M	▼ 19.6%

To take control of your flexible clinical labor spend,
visit www.hallmarkhcs.com

