



LEADING HEALTHCARE ORGANIZATION IN US RAMPS UP ON-DEMAND HEALTHCARE TALENT DURING THE PANDEMIC.



About Client

The client is a leading non-profit leader in healthcare, covering more than a dozen locations across Massachusetts which are ambulatory locations with all kinds of specialties. It has built a solid foundation for more than a decade ago by providing innovative, high-quality, patient-centered, coordinated, efficient care for adult and pediatric patients.

Business Challenges

- ① The client faced a drastic reduction in the workforce during COVID-19 in March/April 2020. In the beginning, PPEs, sanitization, and contamination, and family circumstances became issues for these employees, and only 50% of them on furloughs would come back in the fall of 2020. Stimulus money coming in through unemployment in Massachusetts made it easier to stay at home.
- ② The client approximately had 27 employees on Compunnel's payroll by March 1, 2020, which went down to less than three by April 1, 2020. The immediate hiring for new/additional healthcare and administrative staff demanded quick onboarding of thoroughly vetted candidates to start new positions.



Solutions Delivered

The client has always chosen Compunnel Healthcare as a priority staffing partner, and even in times of pandemic, Compunnel was hiring for both pre-COVID and post-COVID talent. Following were the solutions delivered by Compunnel Healthcare while working from home during a pandemic:

1

We operated with a primary account management team built exclusively for the client; across various locations, comprising - two account managers and six recruiters, along with a support team (onboarding, HR, and payroll). Compunnel has posted the requirement of Job Boards, which got them various candidates.

2

Heavy recruitment of Covid Testers, Swabbers, Greeters, Covid Vaccination Staff was carried out in existing and new geographical areas to meet the pandemic demands. We have also placed other category staff like Nursing, Medical Assistants, Medical Lab Tech, Phlebotomy, Administrative, and EMR Conversion Staff. Our customized machine-learning algorithm filtered 90% of irrelevant profiles, followed by manual vetting and submission.

3

Compunnel estimated the accurate demand of specific healthcare skills in the market and started building a vast talent pipeline accordingly. Our proprietary application StafflinePro provided end-to-end contractual worker talent management services and backed compliance during the onboarding process. It helped the client in sourcing on-demand pre-vetted talent and offered 24X7 candidate support through a chatbot.

4

Compunnel's L&D business unit InfoPro Learning assisted in creating an additional online training and assessment module. The candidate went through this training before client submission to test their core medical knowledge on COVID-19 and to match the specific skills required to treat this disease.

Highlights



By August 2020, the client started recalling some of the previous furloughed employees who were placed by us before. From September 2020 till May 2021, we have over 65 employees working there.



Significant increase in submission rate and notable improvement in submission quality.



Geo Served

United States -

- Burlington
- Boston
- Duxbury
- Chestnut Hill
- Auburndale

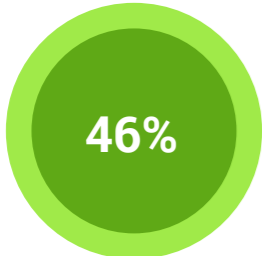
Benefits Delivered



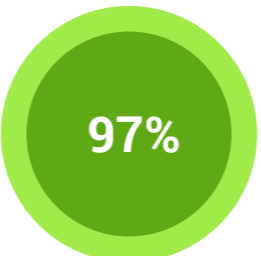
Ramp up of 150 workers for various locations in 2 weeks.



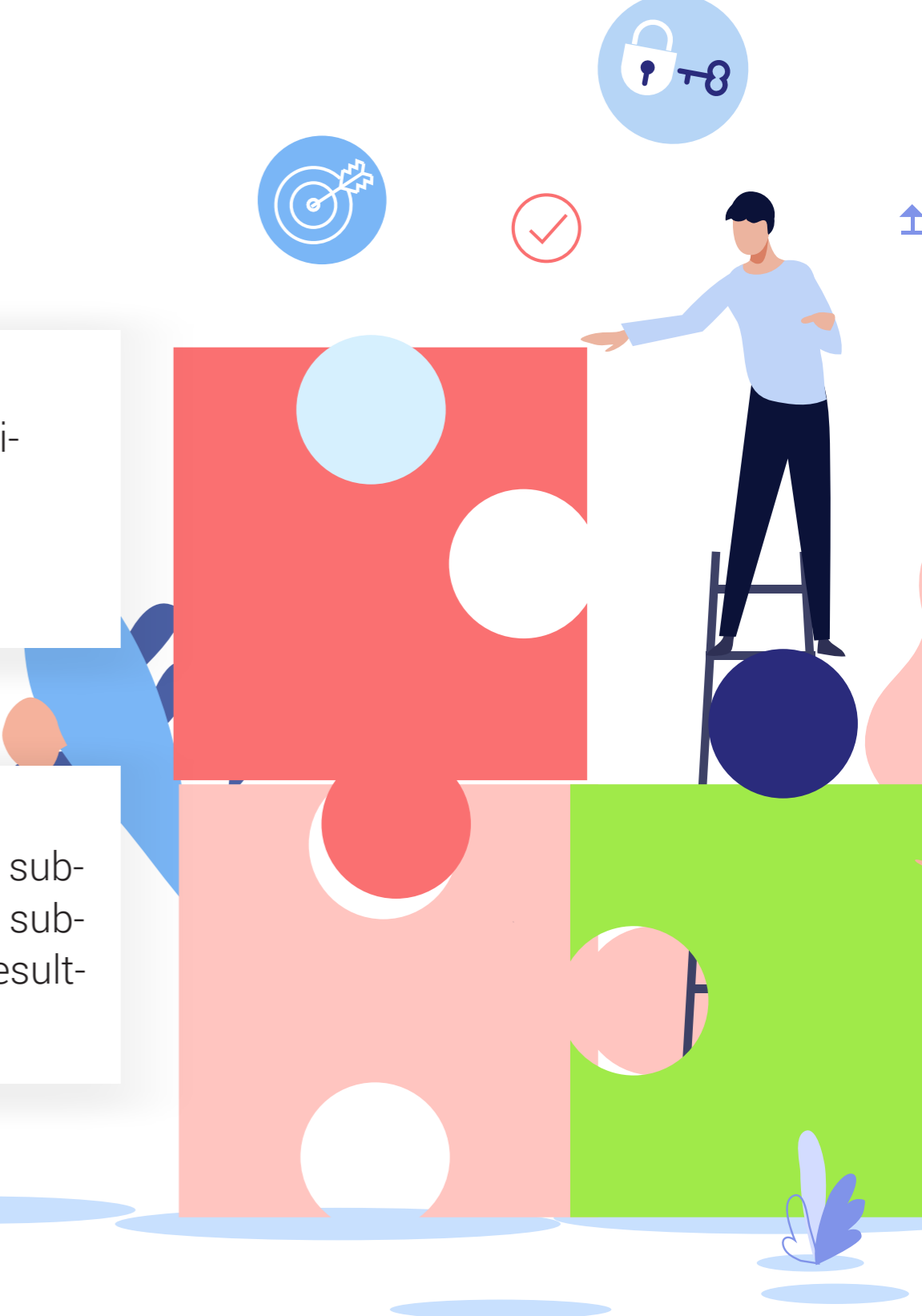
Showed a compliance rate of 98% with super-fast screening.



46% shorter time-to-hire even while working from home.



With 88% unique submission rate, our submit-to-shortlist resulted in 97%



Testimonial



When Massachusetts was first affected by the pandemic, our various staff were also infected, and some took leaves for safety purposes. Family circumstances like childcare, having elderly parents, and home-schooling prevented many from returning to work immediately. Compunnel has been a reliable staffing partner since the beginning, and we have finalized a two-year extension on the current contract.

— Client


About Compunnel

We at Compunnel Healthcare understand the critical talent needed in the Healthcare Industry, and therefore we provide customized staffing solutions to our clients throughout the US. Our specialized Healthcare Recruiters have expertise in placing the right talent with the right skills at the time.

Compunnel Healthcare focuses on covering Healthcare Staffing - Ambulatory Healthcare Facilities, Acute Care and Teaching Hospitals, Health Systems, Laboratories, Pharmaceutical Companies, Medical Device Companies, Clinical Research Organizations, Private Physician Practices, Long and Short-Term care, Health Insurance Companies, and many more. The services under the Healthcare industry that we cater to include Nursing, Allied Health, Healthcare Administrative, Biomedical, Pharmaceutical, and more.

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