

Targeted Staffing Solutions in a Challenging Location



The Challenge: A long-term care facility in Colorado has a difficult time hiring and retaining full-time staff, primarily due to location and winter weather. They are located in a beautiful area with popular ski resorts nearby, which makes housing options limited and expensive. The area receives heavy snow fall in the winter so staff must regularly navigate winter travel conditions to get to work. To help retain existing staff, the facility allows staff to set their own schedule, which typically does not include weekends. The facility relies heavily on travelers to supplement their core staff, especially during the winter months, but was having a hard time getting qualified travelers that would stay.



The Solution: LRS Healthcare, one of the Jackson Health Collective companies, worked with their management team to identify additional traveler expectations to ensure facility coverage with experienced, fully prepared travelers.

- Travelers agree to work most weekends during their contract to allow the full-time staff to work their desired schedules.
- Recruiters follow a detailed pre-screening process to ensure the traveler has transportation, is prepared for winter driving conditions, has researched housing options, and is comfortable floating to multiple areas for coverage.
- The division director must approve each traveler for submission to facility based on pre-screening information.
- Contract lengths are shortened to 8 weeks to attract a wider candidate pool.
- The facility has dedicated compliance specialists to ensure expedited credentialing and on time starts.

The facility has been so pleased with the partnership and the results that they now rely on LRS Healthcare to fill 100% of their travel needs. Full-time staff appreciate the extra coverage of qualified, skilled travelers. Travelers appreciate the assignment expectation transparency and the opportunity to add OT to their schedules.

Candidates
Presented
94%

Candidates
Offered
87%

On Time
Start
100%



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LRS | HEALTHCARE®

*Powerfully Simple.
Intentionally Nimble.*

About Jackson Health Collective

Backed by the strength and expertise of multiple brands within the Jackson Healthcare family of companies, **Jackson Health Collective** offers a flexible, streamlined approach for effectively addressing critical labor gaps where they matter most. Our workforce solutions are designed with a single focus in mind - to provide you with unparalleled access to the skilled allied, nursing, and therapy staff you need to deliver optimal patient care.

Specialty Areas:

- Nursing
- Therapy
- Imaging
- Cardiopulmonary
- Laboratory
- Pharmacy

Comprehensive Solutions:

- Travel/Contract
- Temp to Perm
- Permanent
- Per Diem

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