

Long-Term Care Facility Staffing *MOUNTAIN REGION*

Jackson Health Collective addressed a persistent staffing shortfall at a long-term care facility in a high-cost, low-availability mountain region by designing a structured traveler program tailored to the facility's operational constraints, achieving a 100% on-time start rate.

94%

Candidates
Presented

87%

Candidates
Offered

100%

On-Time
Start

THE CHALLENGE



Overcoming Staffing Challenges in a Rural Community

A long-term care facility located in a scenic but staffing-constrained mountain community faced ongoing difficulty hiring and retaining full-time personnel. Proximity to popular ski destinations had driven housing costs up and availability down, and heavy winter snowfall created significant commuting barriers for staff. To retain its core workforce, the facility permitted employees to set their own schedules, typically excluding weekends, making traveler support essential, particularly during peak winter months. Previous efforts to secure qualified, reliable travelers had proven difficult to sustain.

THE SOLUTION



Delivering Workforce Coverage Through Strategic Staffing

LRS Healthcare, a Jackson Health Collective company, partnered with the facility's management team to redefine traveler expectations and establish a more sustainable staffing model.

- Travelers committed to working the majority of **weekend shifts**, enabling full-time staff to maintain preferred schedules
- Recruiters implemented a **rigorous pre-screening process** to confirm transportation reliability, readiness for winter driving conditions, awareness of local housing options, and willingness to float across multiple assignments
- All traveler candidates required division director approval prior to submission
- **Contract terms were shortened to eight weeks** to broaden the eligible candidate pool
- Dedicated compliance specialists ensured **expedited credentialing** to support on-time starts

The partnership has proven highly effective: the facility now relies on **Jackson Health Collective to fulfill 100% of its travel staffing needs**. Full-time staff benefit from consistent coverage, while travelers value the **transparency of expectations and the opportunity for additional hours**.



*Powerfully Simple.
Intentionally Nimble.*

Specialty Areas:

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

Comprehensive Solutions:

- Travel/Contract
- Temp to Perm
- Permanent

JacksonHealthCollective.com

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.



*Powerfully Simple.
Intentionally Nimble.*



JACKSON
HEALTH COLLECTIVE ● ● ●