

# AlediumHR

## Case Study:

### Recruiting ER Physicians for a Leading Midwest Health System

## Overview

A major health system in the Midwest faced a critical shortage of **ER Physicians** across both rural and urban hospitals. This gap jeopardized their ability to deliver timely, high-quality care, risking adverse patient outcomes, reduced hospital revenue, and compromised overall operational efficiency.

Despite some progress from their internal team, they struggled to fill all positions. Previous partnerships with multiple recruiting agencies, including locum tenens firms, produced limited results, inconsistent processes, and **excessively high fees**. The situation created budget overruns and left vital roles unfilled.

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## Background

The client's challenges were compounded by:

- **High ER physician turnover**
- **Rising ER patient volume**
- **Fragmented recruiting processes** across multiple vendors

To ensure their long-term viability, the health system required a streamlined, integrated, and cost-efficient talent acquisition strategy that could attract and retain top-tier emergency medicine talent.

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## Solution

The health system engaged **AlediumHR** to take over as its sole recruitment partner and an extension of its internal team.

We began with a **comprehensive review** of their hiring model and then implemented our proprietary **Talentlytical® AI Talent Acquisition Platform** to modernize and centralize recruitment.

Key actions included:

- **Replacing multiple agencies** with a single, consistent recruitment process
- Leveraging **Talentlytical® AI** to access a vast pool of candidates beyond job boards—drawing from untapped sources and AlediumHR's **500,000+ healthcare professional database**
- Partnering with hospitals to refine **interview processes** and strengthen **retention strategies**
- Ensuring only highly qualified, fully vetted ER physicians advanced through screening

By aligning technology with clinical expertise, AlediumHR developed a recruitment model that strikes a balance between speed, quality, and cost efficiency.

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## Results

The turnaround was dramatic and measurable:

- **100% of roles filled (8 ER physicians recruited)**
- **110% reduction in recruiting costs** compared to prior agencies
- **Faster speed-to-hire**, allowing hospitals to staff ERs quickly
- **Lower cost-per-hire**, helping contain budgets
- **Operational efficiency restored** across both rural and urban facilities

The streamlined approach also reduced pressure on the internal TA team and improved candidate retention.

The Client's **Director of Talent Acquisition** stated:

“Before AlediumHR, we struggled with multiple recruitment agencies, inconsistent communication, and high costs. AlediumHR's integrated approach and advanced technology transformed our recruitment process, enabling us to fill critical positions quickly and efficiently—ultimately ensuring we could provide the best care for our patients.”

Today, the health system continues to rely on **AlediumHR for ongoing clinical recruitment**, benefiting from a sustainable model that saves costs, accelerates hiring, and supports long-term growth.

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✓ **Bottom Line:** By consolidating recruiting under AlediumHR and leveraging AI-powered sourcing, this health system filled all ER physician roles, reduced costs by over 100%, and stabilized its emergency care workforce.