

# AlediumHR

## Case Study: Radiology Technician Recruitment – Multi-Unit National Group (Southeast U.S.)

### Overview

A multi-unit healthcare group with over 20 hospitals and imaging centers across the Southeast faced a severe shortage of radiology technicians (RTs). The shortage delayed imaging services, impacted patient throughput, and reduced patient satisfaction scores.

Partnering with multiple agencies resulted in inconsistent candidate pipelines, long hiring cycles, and over 30% attrition in the first year of employment.

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### Background

Key challenges included:

- **High turnover rates** among Rad Techs due to competitive offers and pandemic burnout
- **Critical imaging modalities** (MRI, CT, Ultrasound, X-ray) left unstaffed, delaying diagnoses
- **Fragmented recruitment** with five agencies, creating inefficiencies and inconsistent communication
- **Rising costs** with little measurable improvement

The group needed a **single-source partner with healthcare expertise** to deliver volume, quality, and retention.

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### Solution

AlediumHR became the **exclusive recruitment partner** for all imaging facilities, using **Talentlytical® AI** to:

- Source certified Rad Techs across **multi-modal specialties**
- Target techs with **multi-state licenses** for staffing flexibility
- Conduct **skill and adaptability assessments** to match hospital vs. outpatient settings
- Consolidate all hiring processes into one **integrated recruiting model**

We also provided a **regional compensation heatmap** to align pay scales with local competition and reduce turnover.

## Results

### Key Metrics Before vs After AlediumHR

| Metric                         | Before AlediumHR | After AlediumHR | Improvement    |
|--------------------------------|------------------|-----------------|----------------|
| Average time-to-hire           | 68 days          | 28 days         | 59% faster     |
| Placement-to-interview ratio   | 1:7              | 1:2.8           | 60% better     |
| Cost-per-hire (index, 100=avg) | 140              | 78              | 62% swing      |
| Attrition (12 months)          | 34%              | 12%             | -65% attrition |

**Total Hires:** 120+ Rad Techs in 9 months across 7 states

**Coverage:** MRI, CT, Ultrasound, and X-ray

## Client Testimonials

*"We were operating short-staffed across multiple hospitals, delaying patient scans and hurting satisfaction scores. AlediumHR stepped in and, within months, stabilized our radiology workforce."* – **Chief Medical Officer**

*"The Talentlytical® AI platform helped us attract candidates who weren't even on job boards. The speed and quality of hires were unlike anything we had experienced with other firms."* – **VP of Human Resources**

*"Our attrition dropped dramatically once AlediumHR started matching us with the right talent. They weren't just filling seats; they were finding the right people for the long term."* – **Director of Imaging Services**

✅ **Bottom Line:** AlediumHR recruited **120+ certified radiology technicians in 9 months**, cut hiring time by 59%, reduced attrition by 65%, and restored patient throughput across the Southeast.