

2024 VIZIENT CONNECTIONS SUMMIT

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# REFLECTION

REFLECT | ADAPT | EVOLVE





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# Eliminating Agency Staff Through Talent Acquisition Strategies and Interdisciplinary Collaboration

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No one in a position to control the content of this educational activity has relevant financial relationships with ineligible companies.

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# Learning Objectives

- Discuss creating a self-sustaining workforce model
- Explain the benefits of a people and talent (human resources) and nursing partnership



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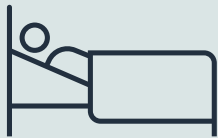



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# One of the Nation's Leading Academic Health Systems



 <p><b>700+</b> RESIDENTS &amp; FELLOWS</p>	<p><b>USF Health</b></p> <p><b>60+</b> TRAINING PROGRAMS</p>	 <p><b>15,000+</b> TOTAL TEAM MEMBERS &amp; MEDICAL STAFF PROVIDERS</p>	 <p><b>150+</b> LOCATIONS ACROSS STATE OF FLORIDA</p> <p>SERVING <b>6.7 MILLION</b> PATIENTS ACROSS <b>15</b> COUNTIES</p>	<p><b>\$2.6 BILLION</b> TOTAL REVENUE</p> <p><b>\$240.3</b> <b>MILLION</b> IN COMMUNITY BENEFIT <i>(Through end of fiscal year 2022)</i></p>
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 <p><b>47,000+</b> SURGERIES</p>	 <p><b>1,588</b> LICENSED BEDS <i>(Incl. 6 Hospitals)</i></p> <p><b>56,404</b> INPATIENT DISCHARGES</p> <p><b>130,000+</b> TOTAL VISITS <i>(Emergency &amp; Trauma Center)</i></p> <p><b>652,269</b> OUTPATIENT VISITS</p>	 <p><b>7,200+</b> DELIVERIES</p>	 <p><b>LEVEL 1 TRAUMA CENTER</b></p>	 <p><b>740+</b> TRANSPLANTS</p>
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# TGH RECOGNITIONS



## TOP 50 HOSPITALS IN AMERICA IN EIGHT SPECIALTIES AND #1 HOSPITAL IN TAMPA BAY, AGAIN.



ONLY MAJOR TEACHING HOSPITAL  
RECOGNIZED IN FLORIDA



NAMED ONE OF THE WORLD'S  
BEST HOSPITALS

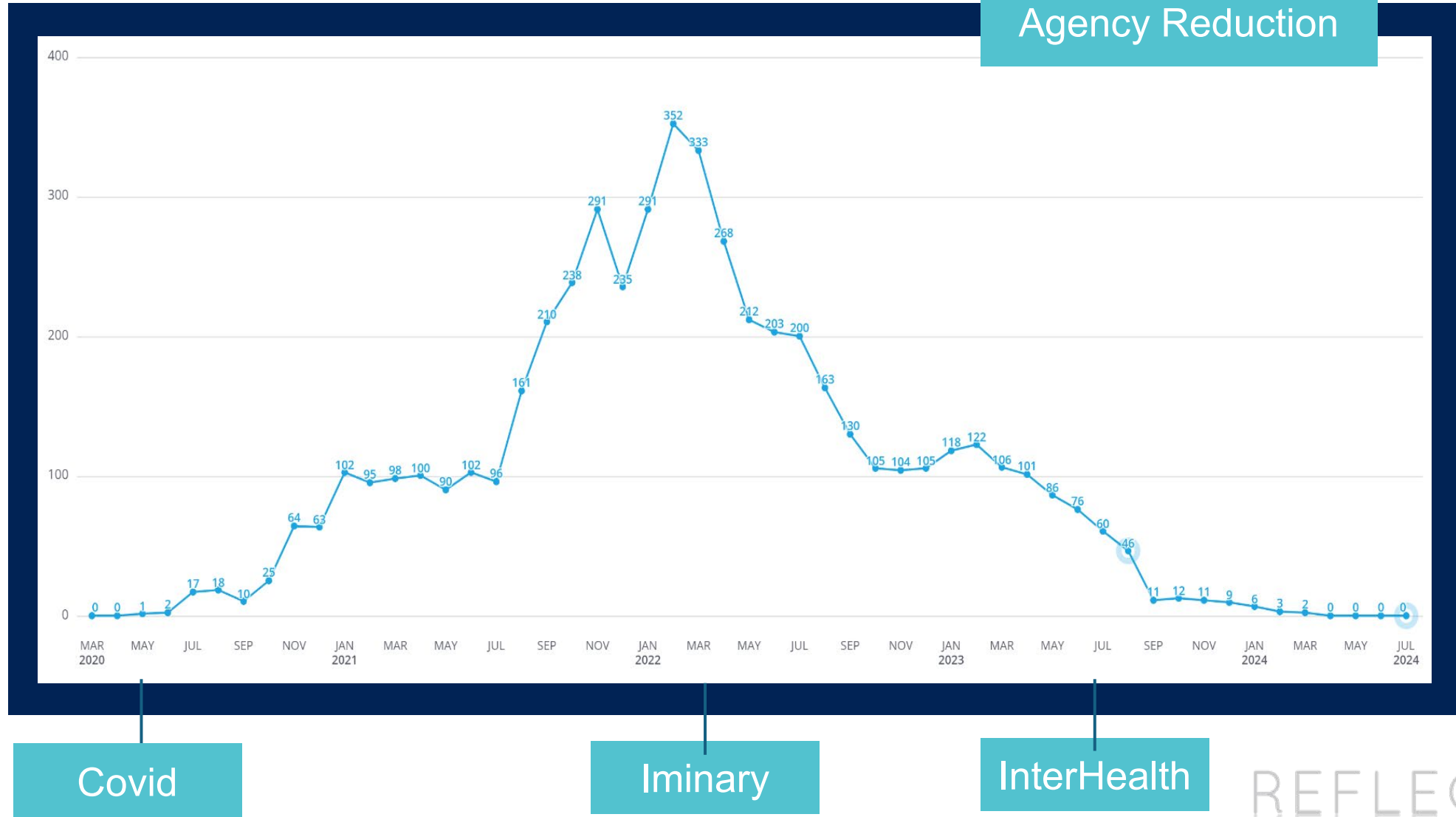


MAGNET RECOGNIZED  
FOR EXCELLENCE



NAMED TOP EMPLOYER

# Our Challenge to Solve



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# Reimagining our Workforce



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# The InterHealth Difference

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Fall 2022

Redesigned  
Internal Agency  
Model



- Outlined the Goal
- Defined the Culture
- Supported the Change
- Leveraged our Key Stakeholders

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# Where Are We Now

2024

InterHealth  
Staffing Solutions  
Enterprise Model

## Hires

**278**

FY 24

**261**

FY 23

## Time to Fill

**54.8**

FY 24

**105.2**

FY 23

## Conversions

**57**

FY 24

**18**

FY 23

## Re-hires

**27**

FY 24

**46**

FY 23

## Engagement

**74%**

FY 24

**56%**

FY 23

## Engagement

**4.16**

FY 24

**4.17**

FY 23

# Lessons Learned

- Tactics may change weekly based on shared learnings
- Important to ensure all key stakeholders remain aligned
- Internal messaging is critical at all levels of the organization
- Staffing support needs may look different across all areas



# Key Takeaways

**Collaborate**

**Leverage Data**

**Take Risks**

**Double Down**

**Fail Fast & Move On**

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Questions?



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