



CASE STUDY

How Adventist Health saved \$2,700,000 in contract labor with BLUESKY VMS



OVERVIEW

Staffing challenges continue to persistently affect well-prepared hospitals & health systems. The increasing cost of contract labor, previously a minor portion of the staffing budget, is now placing pressure on the bottom line, negatively impacting employee satisfaction and undermining organizational culture.

Let's look at how, Adventist Health, a large West Coast health system, has successfully transformed their contract staffing with the help of **BlueSky VMS**.

THE CHALLENGE

“We knew what we spent, but we didn't know what we bought.”

Melissa Hosey, MSN, RN, NP-C
System Director, Clinical Workforce, Adventist Health

Adventist Health's agency spend continued to creep upward. Concerned about the lack of transparent agency bills, inconsistent quality of contract labor and compliance & regulatory issues, they began to look for creative ways to get back on track.

MARKET OPTIONS

Adventist Health considered multiple strategies, including:

- **Full MSP:** All functions outsourced
- **Hybrid:** Vendor & Hospital co-manage program
- **In-House MSP:** Using the same VMS technology that agencies use to manage contract labor

WHAT IS A...

MSP: Managed Service Provider
An outsourced company that manages contract staffing.

VMS: Vendor Management System
The technology that a MSP uses to manage contract labor.

THEIR CHOICE

By choosing **BlueSky VMS**, Adventist Health created a **Central Staffing Office** that manages over 3,500 annual contracts and an average spend of \$150M. They do this with 5 full-time and 4 per diem staff.

The program is structured to withhold an administrative fee from each invoice. It's completely self-funded and even covers the costs associated with their float pool and other HR initiatives.

THEIR SAVINGS

2022: **\$1,600,000**

2023: **\$2,700,000**

The fee percentage is completely in Adventist Health's hands. They choose how much to charge their participating agencies.



WHAT OUR USERS SAY

"The BlueSky Dashboards & Reports feature everything from placements, compliance, & invoicing, to Travelers On Assignment by Agency. It's been helpful in interpreting data quickly to present and make site- and system-wide decisions."

Joe Heilman, Program Manager,
Agency Staffing Office, Adventist Health

ABOUT US

BlueSky Synergy pioneered the first healthcare-specific contract staffing software 20+ years ago and has continued to lead the industry with tools for the changing workforce landscape.

Originally created as a partnership between a staffing agency and a health system, there's something for everyone in an exceptionally configurable, surprisingly affordable BlueSky system.

Our clients reduce reliance on staffing agencies while transforming their Staffing Office into a profit center.

CONTACT US

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