

Healthcare Staffing Best Practices to Get You Through Peak Hiring Season



Every fall, it's double trouble for healthcare organizations: A surge in patient volume coincides with a critical staffing shortage. A range of factors fuel this seasonal demand, threatening patient care and operational efficiency. Healthcare leaders can plan ahead, though, with staffing strategies that ensure optimal care and mitigate strain on existing resources. Let's explore the seasonal surge and staffing solutions.

Here's what the staffing challenge looks like in allied healthcare today:

49 Days

The time it takes to fill open Allied positions.

1.8 Million

The average number of open Allied jobs each year.

Understanding Peak Hiring Season

Demand for healthcare talent balloons in the fall due to a convergence of many factors.

30 Million

medical visits last year



RESPIRATORY ILLNESSES

81.7%

of adults who intended to travel in summer 2024



FLU SEASON

700,000+

COVID-19 + RSV hospitalizations last year



SUMMER TRAVEL

18%

of the U.S. population is 65 or older in 2024



END OF FISCAL YEAR

As patients meet annual health insurance deductibles late in the year, they schedule elective procedures that were previously postponed and are now more affordable.



AGING POPULATION

59%

of Fitch-rated hospitals end their fiscal year in Sep. & Dec.



DEDUCTIBLES MET

Facing the Challenges

Healthcare organizations must respond to several challenges during peak hiring season.

INCREASED PATIENT VOLUME

01



Beginning in August when patients meet insurance deductibles, healthcare providers will see an uptick in patients that grows as seasonal illnesses circulate and people gather for the holidays.



02

STAFFING SHORTAGES

80% of healthcare facilities reported a labor shortage in October 2022

STAFF BURNOUT

03



45% of healthcare workers frequently experienced burnout in 2022



04

LONGER TIME TO FILL POSITIONS

71% of healthcare facilities cited increasing time to fill positions in October 2022

Get Strategic and Proactive with Recruitment and Retention

Creating a staffing plan for the fall hiring surge requires an honest assessment of ongoing and future needs to effectively recruit and retain talent.



TARGETED RECRUITMENT TACTICS

- Identify roles to fill
- Leverage employee referrals
- Work with educational institutions
- Partner with staffing agencies
- Attend job fairs
- Recruit on social media



RETENTION STRATEGIES

- Cross-train your talent
- Adopt flexibility in your roles
- Reward achievements
- Support continuous learning
- Focus on well-being
- Promote work-life balance

Leverage Technology in Hiring and Operations

Technology has revolutionized recruitment, streamlining and accelerating the process while helping ease the workload of strained teams with automation and forecasting.



TECHNOLOGY AND HIRING

- Use automated applicant tracking systems
- Promote openings on social media
- Reach a wide audience on job boards



TECHNOLOGY AND WORKLOADS

- Use AI to streamline administrative tasks
- Expand telehealth to alleviate workloads
- Increase efficiency using data analytics and predictive modeling

Staffing Strategies and Solutions from Medix

As your staffing partner specializing in healthcare, life sciences, and technology, Medix can help you create a staffing strategy to address not only your urgent needs but also your future openings. [Contact us today](#) for tailored staffing solutions to help your organization manage higher patient volumes and the demands of surge seasons.

Medix Direct Patient Care by the Numbers

Healthcare organizations must respond to several challenges during peak hiring season. Partnering with Medix provides healthcare organizations with the talent to cover thousands of hours of direct patient care.

2,374

active talent

placed by Medix in the 3rd and 4th quarters of 2023

839,184

hours worked

by Medix talent in the 3rd and 4th quarters of 2023

Medix can fill your Allied roles

84% faster than hiring alone

Sources:

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