

Healthcare System Offsets Margin Pressure, Targets \$29M in Labor Savings with Optimized Workforce Model

Southwest Teaching Hospital engaged Workforce Insight to design new workforce governance and accountability structure, guide organizational transformation and lead best practice labor analytics and technology adoption to support aggressive cost reduction goals.



CLIENT PROFILE

Hospitals &
Health Systems

▶ CHALLENGE

Declining reimbursement heightened demand to offset margin pressure. The hospital believed significant savings could be achieved, but lacked the resources, technology and workforce governance structure to accelerate cost reduction while balancing goals for patient quality and staff satisfaction.

▶ SOLUTION

The hospital partnered with Workforce Insight to drive immediate cost savings while building the foundation for sustainable performance improvement. The comprehensive methodology fast-tracked multiple work streams, leveraging Workforce Insight's healthcare labor optimization experts and proprietary framework embedding:

- Immediate Labor Cost Reduction Strategies
- Labor Productivity Benchmarking & Target Development
- Workforce Governance Model Development
- Optimization of Skill Mix, Staff Scheduling & Productivity
- Analytics & Technology Deployment - Best Practice Design & Oversight (Timekeeping, Scheduling, Acuity and Labor Analytics)
- Change Management & Workforce Transformation

 Staffed Beds: 311

 Employees: 4,000

 Hospitals: 1

▶ RESULT

\$29M in Labor Cost Savings discovered,
including
\$6M identified as immediately accessible

\$29M