

Pinstripe Healthcare's Full-Scale Talent Management Program Accelerates Hiring for Princeton HealthCare System

in brief

CHALLENGE

Improve recruitment, hiring and staff engagement

SOLUTION

Pinstripe Healthcare partnered with PHCS to implement a system-wide talent management program

RESULTS

- 347 positions filled within first four months
- Significant reduction in time-to-fill
- Increased hiring manager satisfaction

"Pinstripe Healthcare's customer service, responsiveness and accountability are unsurpassed. They've been so effective at filling requisitions that we needed to add a new orientation class and make adjustments to the employee health process to keep up with the new hires."

LUCILLE MASON

VICE PRESIDENT HUMAN RESOURCES

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CLIENT CHALLENGE

With a full continuum of care that extends to fitness and wellness services, Princeton HealthCare System (PHCS) is one of New Jersey's most comprehensive healthcare systems. While the PHCS brand attracted candidates, recruitment processes were inconsistent and the candidate pipeline insufficient. HR leadership at PHCS wanted to develop a more strategic, results-oriented recruitment function.

CREATING THE SOLUTION

Pinstripe Healthcare worked closely with PHCS to implement a full-scale talent management partnership program, from sourcing to on-boarding and exit management. The scope encompasses all hires as well as staffing for a new hospital facility.

The Pinstripe Healthcare team, including two on-location recruiters, executes the recruitment marketing strategy, drives the applicant tracking system, coordinates all interview logistics and manages the hiring metrics. The team's on-boarding and exit management processes support the entire talent lifecycle at PHCS.

Using its signature **We Become You** relationship approach, Pinstripe Healthcare interacts seamlessly with key stakeholders and ensures a high quality PHCS employer brand experience with prospective candidates.

DELIVERING RESULTS

Within the first four months of the partnership, Pinstripe Healthcare implemented the new recruitment system, filled 347 positions and significantly improved time-to-fill and hiring manager satisfaction. Implementation of a new electronic on- and off-boarding multi-use portal is slated for the next phase of the partnership.



Is your recruitment process a competitive advantage for your healthcare organization? Contact Pinstripe Healthcare today at 877-797-3379 or www.pinstripehealthcare.com.