



A Technology-Based Approach to the New Normal in Healthcare Staffing

WHITE PAPER

The ongoing physician shortage we have been hearing about for years shows no signs of abating. If anything, things are getting worse. The lack of qualified clinicians has hospitals, clinics, and group practices scrambling to fill open positions as best they can, often leaving them no other choice than to fill some positions with locum tenens providers.

Understanding the current dynamic, staffing agencies specializing in locum tenens services have stepped up to meet the need. Staffing agencies and their clients are working together to provide coverage and quality of care while facilities search for permanent placement clinicians. It is a system that has worked well for many years and continues still today. However, as the healthcare industry continues to evolve, staffing processes need to evolve as well.

Healthcare facilities need a better way to manage both permanent placement and locum staff. They need a technology-based solution that utilizes artificial intelligence, state-of-the-art analytics, and other tools to make staff management as efficient and streamlined as possible. Most importantly, they need a solution that will not break the bank.

DEMAND OUTSTRIPPING SUPPLY

How serious is the physician shortage? According to the Association of American Medical Colleges (AAMC), the American healthcare system will be short some 122,000 physicians by 2032. Their most recent data backs up predictions made from earlier studies on the same topic. At the heart of the projected shortfall is the fact that “demand for physicians continues to grow faster than supply,” as AAMC wrote in an April 2019 report.

AAMC data shows that just under half of the shortages by 2032 will be concentrated in the area of primary care. The remaining shortages will be distributed across the many specialties and sub-specialties the system now supports. This is a clear indication that primary care is truly where the need is greatest.

Another area of concern is geriatric care. As the U.S. population ages and more members of the baby boomer generation enter retirement, they will put greater stress on the healthcare system. Again, there will not be enough physicians available to meet the demand.

CHALLENGES FOR HEALTHCARE ORGANIZATIONS

The physician shortage is problematic enough as a standalone entity. But it creates a cascading effect within healthcare facilities. Because demand for physicians outstrips supply, healthcare organizations routinely have to turn to locum

This creates additional challenges for healthcare facilities. Management must continually try to balance the need for continuity of care against the need to control staffing costs. Such challenges are only exacerbated when complex staffing needs result in the extensive use of locum tenens providers. The more locum staffing is utilized, the more time and effort healthcare facilities must put into managing staff.



THE TECHNOLOGY-BASED APPROACH

Physician shortages and complex staffing needs are challenges that will not be solved overnight. However, a technology-based staffing solution can alleviate many of the pressures healthcare facilities currently face. VISTA Select is that solution. VISTA Select utilizes data and analytics to provide customizable workforce solutions that can be designed around each client's unique needs.

Through VISTA Select, healthcare facilities and their management teams can get a handle on staffing needs and better manage them from every angle. Moreover, VISTA Staffing Solutions supports the Select product with temporary and permanent staffing solutions covering more than 60 specialties.

Here is just a small sampling of what healthcare facilities get when they subscribe to VISTA Select:

Workforce Optimization

VISTA Select clients enjoy full support from VISTA Staffing to ensure that all of their clinical staffing needs are met in a timely and appropriate manner. VISTA partners with clients to ensure peak efficiency by effectively addressing high volumes without sacrificing quality patient care. It all adds up to an optimized workforce that positions a facility to contain costs and increase revenues.

A Managed Service Program

Managing a constant stream of locum tenens providers via multiple staffing agencies can easily overwhelm healthcare facilities. VISTA Select's Managed Service Program (MSP) is the solution. It is a solution that affords clients the ability to customize and standardize communication and workflow processes so as to increase efficiency and productivity. The MSP takes much of the guesswork out of utilizing locum tenens staffing.

Workforce Optimization Review

Finally, every VISTA Select client receives a comprehensive workforce optimization review prior to deploying the software solution and managed service plan. This review allows VISTA to look deeply into data, analytics, and processes for the purposes of identifying those areas most needing improvement. The review also reveals ways in which VISTA Select can save facilities money while still ensuring continuity and quality of care.

Cloud-Based Staffing Management Software

A cloud-based software application is the foundation of VISTA Select. Presented as a software-as-a-service (SaaS) product, VISTA Select starts with a customizable client dashboard that displays key information at a glance. Clients can access transparent, real-time reporting capabilities directly from the dashboard.

VISTA Select software also offers:



Bill rate standardization, management and tracking



Optimization of supplier base



Automated provider tiering



Consolidated invoicing



Vendor scorecards



Credentialing portal



Locum tenens to permanent placement conversion

TECHNOLOGY'S TIME HAS COME

There is no telling how long the physician shortage will last or how long locum tenens will be relied on to make up for staffing shortages. But one thing is clear: technology's time has come. Through comprehensive analytics, big data, and other technology-based tools, healthcare facilities can truly get a handle on their staffing needs in order to contain costs, drive revenues, and ensure patients receive quality care.

VISTA Select is a technology-based approach to the new normal of healthcare staffing. VISTA Staffing Solutions invites you to reach out to learn more about this exciting new product.



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