

Staffing Plan Assessment



Having an efficient and optimized staffing plan that is consistently applied can be transformative for an organization. Doing so provides significant opportunities to improve operations as well as culture.

Avantas' healthcare workforce management consultants help organizations meet productivity standards while minimizing costs and maximizing patient care. Let us put our expertise to work for you.



Today's health systems require a diverse workforce with an ever-growing array of skills, specialties and experience. Continual disruption in the industry has underscored the need for flexible workforce solutions, starting with a foundation of strategies that create a framework for consistent and predictable outcomes. Leveraging an organization's historic data and current staffing levels based on volume and workload indicators, Avantas highlights enterprise and unit-level cost savings opportunities through targeting the right mix of resources to eliminate hidden waste.

CHALLENGES

The persistent challenge faced by many organizations is identifying appropriate staffing levels, understanding FTE needs based on changes seen due to the pandemic and quantifying the financial impact of productive plans. The most common issues related to budget management are unproductive staffing plans and inaccurate targets that are not properly capturing all required metrics. The second issue typically seen is that not all stakeholders in the staffing process are properly trained, leaving key staff at a disadvantage because they don't fully understand the considerations to run a department in a productive manner.

When healthcare organizations need help identifying opportunities to increase the effectiveness of acquiring and retaining their workforce, they turned to Avantas for support.

"We don't account for additional staffing requests into our staffing plans for sitter and other acuity needs. We routinely have at least 3 every day/shift. Seeing the financial impact of this was startling."

– Nursing Unit Director

SOLUTION

The Staffing Plan Assessment evaluates accurate staffing levels for optimal productivity, determines financial impacts and identifies operational opportunities. Our assessments are customized to each organization's productivity methodology and establish repeatable workflows that align finance and operations in the staffing plan process.

Project duration is 4-6 weeks total: two (2) weeks to receive client data and 3-4 weeks to generate the assessment and recommendations.



RESULTS

Through the Assessment, we will develop a roadmap to improve talent forecasting, share insights on the talent market and identify cost-saving optimization opportunities. We will work with you to determine the financial impact of immediate opportunities, as well as how to leverage efficiencies to implement a productive plan.

“We have a strong finance team and sophisticated budgeting process to set productive standards. Going through this project identified the impact a small number of non-performers could have to the organization.”

– CNO – Academic Medical Center

KEY FINDINGS

- The average nursing department has **\$250,000 of “hidden opportunity”** due to staffing plan misalignment.
- 90% of nursing managers interviewed said they didn’t know what metrics were used to determine productivity targets and didn’t understand how staffing plans were developed.
- On average, new managers feel like it takes minimally 2-3 years to learn the budgeting and productivity essentials.
- 80% of organizations admitted the actual staffing plans, used daily, are outdated and there is no process update or share when changes are made to stakeholders.

For more information on Staffing Plan Assessments, contact
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