

# Labor Resource Planning



An aging workforce and increasing turnover rates for bedside nurses – 1 in 5 newly licensed nurses are leaving their job within the first year – challenge virtually every CNO. Adding even more pressure: a shrinking talent pool from which to recruit new talent. Reducing turnover rates delivers financial benefits and positively correlates with improved staff satisfaction. All of these factors underscore the importance of making effective candidate selection choices.

Using a data-driven approach and predictive analytics, we partner with your CNO and nursing leaders to improve recruitment and retention as well as to develop hiring plans for core and flexible staffing levels. We also create associated proactive recruitment models, which improve retention rates and reduce costs associated with turnover and premium pay resulting from the need to fill critical shifts. The result: more efficient and effective recruitment of new staff, retention of valuable nursing staff, and a more engaged workforce committed to delivering quality patient care.

## Our Approach

For more than two decades, Novia has partnered with hospitals and healthcare systems to improve their efficiency, quality, and financial health. Today we continue to work with hospitals and healthcare systems to transform their non labor expense management as they face increasing pressure to reduce costs associated with this major cost center.

A clinician oversees every client project, and every project team comprises a project director responsible for ongoing client communication, as well as subject-matter experts with immense knowledge and healthcare consulting experience. We begin each project with an assessment phase to identify opportunities to improve costs and efficiencies. We then vet each opportunity with you and together, we prioritize the opportunities and determine the project plan to achieve the results. Once agreed, we move into implementation phase.

## All along, we remain focused on our core tenets

1. We do good client work...every time
2. We assemble strong teams
3. We motivate our people for exceptional performance
4. We operate our business in a manner that ensures your future and ours

## Client Benefits



**Recruit & retain  
key staff**



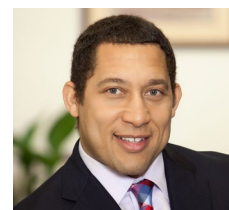
**Engage  
nursing staff**



**Reduce labor  
expense**



**Reduce costs &  
improve quality**



### Ready to Talk?

Contact David Murdock today to discuss how Novia Strategies' Non Labor Expense Reduction consulting solutions can help your organization succeed.

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