

## Next Generation Workforce Solutions



HWL offers a new alternative to better manage contingent labor and improve direct hire recruitment.



## HOW DO WE DO IT?

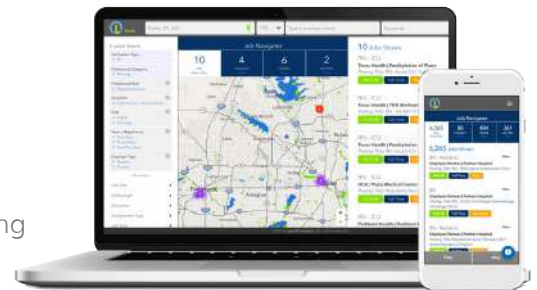
Through a combination of proprietary next generation technology and customizable managed services, HWL delivers a vendor neutral Total Talent Acquisition solution that lowers overall labor costs while reducing administrative burden.

# PROPRIETARY TECHNOLOGY



## Vendor Management System

Streamline and automate the acquisition and management of contingent labor. A highly flexible system built on modern architecture designed for complex and dynamic workflows and billing including Locums, Nursing/Allied, and Non- Clinical.



## Internal Resource Pool Management

Create workflows that communicate open shifts to internal resources prior to going out to agencies. Allow internal staff to receive open shift notifications via VOIP and/or SMS allowing for acceptance using their own mobile phones.



## Job Seeker Engagement

Give job seekers that come to your website an engaging online experience with easy to filter attributes, standard job descriptions and the ability to quick apply to engage with recruiters without completing a lengthy job application.



## Market Console

Access competitive intelligence and market research on healthcare jobs throughout the U.S. Track and compare key market benchmarks by title and job family. Benchmark compensation and signing bonuses by title, job family and market nationwide.



## Applicant Tracking System

Give recruiters an easy to use tool to track applicants from initial outreach to completed onboarding. Capture all applicants in one system with simple dashboards and comprehensive reporting.



## MANAGED SERVICES

At HWL, we recognize that one size does not fit all. That is why we take a consultative approach to each client and customize a solution tailored to meet the unique needs of your organization. We offer a wide range of managed services including:



### Agency Panel & Rate Optimization

Our supplier management experts source the right mix of suppliers to meet the individual needs of your organization and then guide them through an RFP process judging on performance and quality. Rates and buyout terms are competitive and in line with market benchmarks.



### Job Requisition Management

Our staffing experts manage the entire process from the initial requisition creation to time collection and invoicing. We become a single point of contact that acts as a liaison between suppliers and your internal stakeholders.



### Candidate Screening and Orientation

Leveraging our clinical expertise we provide comprehensive initial screening to ensure the right fit. Once a confirmation is made, our team collects and verifies all certifications, documents, and health information to ensure 100% compliance with HR requirements.



### Reporting and Supplier Performance Management

Real time dashboards and reports are created and delivered to key stakeholders for instant view into contingent labor spending. Agency performance is tracked and monitored against KPI's ensuring a high performing supplier panel.

## Vendor Management System

Standardize and automate the management of your contingent workforce with HWL's next generation technology.



Built on lightning fast and modern architecture designed to easily integrate with client systems, provide real time business intelligence, and accommodate highly complex and dynamic workflows.



Flexible and customizable platform allows for variability in process by location, labor category, and unit. Manage any kind of contingent labor including Locums, Nursing, Allied, and Non-Clinical.



Mobile access for users and staff with single click confirmations, mobile time submittal, mobile time approval and real time notifications.



Intuitive, integrated and collaborative workflows that allow for multiple stakeholders with specialized views to quickly complete onboarding steps with automated compliance monitoring.



Single click shift guarantees for Internal Resource Pool staff to quickly fill vacancies based upon availability. Calendar views for high level and detailed availability schedules by facility and unit.



Multiple stakeholder approval process allowing for tiered approval of job orders with time date stamp tracking and one click approvals.



Online performance evaluations for agency staff with automated reminders with click throughs that make it easy for managers to find and complete evaluations.



Custom reporting dashboards and real time business intelligence on spend by facility, unit, agency, labor category and more. Easy to access data for integrated feeds to other BI tools.



## Definition: Vendor Neutrality...

...is a business and design approach that seeks to ensure broad compatibility and interchangeability of vendors and technologies. The model encompasses standardization, non-proprietary design principles and unbiased business practices.

### Why it is important:

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#### Avoid Vendor Lock-In

Free to work with any vendor. It's your organization's intellectual property, now and forever.

#### Flexibility To Add New Vendors As Needed

Only by using a technology platform that is open and vendor-friendly can you protect your organization and provide maximum flexibility to filling all job specialties.

#### Achieve True Scalability

With a vendor-neutral solution, you can add service lines and providers as needed.

#### Gain Control Over Your Own Costs

It is not in the interest of agency service providers to reduce rates. With a program that separates service from technology you have full transparency into negotiating competitive rates.

#### Reporting and Supplier Performance Management

Real time dashboards and reports are created and delivered to key stakeholders for instant view into contingent labor spending.

### What Makes HWL Vendor Neutral:

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#### Even Playing Field for Every Vendor Participating

All vendors get the orders at the same time and pay the same admin fees.

#### Competitive Sourcing and Rate Negotiation

Market rate analysis are conducted to ensure rates are competitive and suppliers are committed to providing healthcare workers at the negotiated rate structures.

#### Transparent VMS

One portal and VMS system detailing bill rates, order status and payment status.

#### Commitment to Agency Candidate Protection

VMS EUA protects vendors by MSP committing to not sharing candidate data with any other agency. Only MSP employees, Clients and vendors will have access to VMS system.



# CONTACT US

We'd Like To Hear From You

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