

CASE STUDY

# Large Health System Overcomes Nursing Shortages with Interstaff's *International Nurse*



inter  staff

## PROGRAM BACKGROUND

A non-profit health system operating in six states, faced severe nursing shortages across its 30 hospitals. The system struggled with high turnover rates and an overreliance on expensive domestic travel nurses, impacting patient care quality and operational costs.

## CHALLENGE

- **Chronic understaffing in medical-surgical and critical care units**
- **High costs associated with travel nurses**
- **Decreased patient satisfaction due to lack of continuity in care**
- **Burnout among existing staff due to overtime and extra shifts**

## SOLUTION

In 2021, the health system partnered with [interstaff](#) to implement a long-term international nurse staffing solution.



## IMPLEMENTATION

Interstaff provided a customized pipeline of **100** experienced international nurses over 24 months. Nurses were recruited from diverse countries, ensuring a wide range of skills and cultural perspectives. Interstaff managed the entire immigration process,

including visa sponsorship and licensure. The health system, with Interstaff's guidance, developed a comprehensive orientation program tailored for international nurses.

## RESULTS

Reduced Vacancy Rates by over

**30%**

medical-surgical and critical care units.

Decreased reliance on travel nurses by

**50%**

resulting in \$4 million in annual savings.

Improved nurse-to-patient ratios, leading to a

**15%**

increase in patient satisfaction scores

**80%**

of Interstaff nurses completed their 3-year contracts

**70%**

of Interstaff nurses converted to permanent health system staff

**\$5.6M**

in additional cost savings when nurses converted to hospital core staff

*After 36 Months*



Interstaff's international nurse program has been *transformative* for our health system. Not only have we stabilized our staffing, but we've also enriched our workplace culture with diverse perspectives. The long-term commitment of these nurses has significantly improved our patient care continuity.

CHIEF NURSING OFFICER





## IMPLEMENTATION

- Long-term international nurse staffing can effectively address chronic shortages.
- The cost savings and improved patient care justify the investment in international nurse recruitment.
- Interstaff enables a turnkey international nurse recruitment process, taking the burden from the hospital's internal team
- This case study illustrates how Interstaff's services can benefit large, multi facility health systems, addressing key challenges and delivering measurable results.

