



## ALBERT EINSTEIN HEALTHCARE NETWORK PARTNERS WITH DOUBLESTAR TO CENTRALIZE RECRUITMENT AND CONTAIN COSTS

### Building a Recruitment Function From the Ground Up

Following a comprehensive analysis of its Human Capital strategy, Einstein decided to outsource its recruitment function to external experts. At the time, the HR staff was not only handling its day-to-day responsibilities, but was also managing the staffing function. As Einstein continued to grow, it was essential to bring the recruiting function to an expert level.

DoubleStar was tasked with delivering a comprehensive strategy where there once was none and help Einstein build its recruiting function.

### DoubleStar Delivers

- A complete assessment of the current state of and processes for sourcing and hiring, as well as for internal transfers
- A team with healthcare and functional experience
- A new process, in conjunction with the HR staff, within 60 days
- Priorities and best practices, one at a time
- Technology and automation that ultimately led to the deployment of a customized, web-enabled tracking system

Einstein originally had the vision to take a very important step in furthering their HR strategy and corporate growth initiatives. Eight years later, the DoubleStar relationship continues as a true partnership. Filling over 1500 positions per year in every area of the system, DoubleStar provides predictability with cost-steady performance.



*"At first, we were nervous about outsourcing our recruiting function. Thankfully, DoubleStar had the ability to meet our demands and the strategic minds to become an integral part of our leadership team. We couldn't imagine doing nearly as well without them."*

Lynne R. Kornblatt  
Chief Human Resources Officer  
Albert Einstein Healthcare Network



### Profile

Albert Einstein Healthcare Network, part of the Jefferson Health System, is a large expanding urban healthcare system with over 1200-beds and 7000 employees in multiple locations throughout the greater Philadelphia area.

### Situation At a Glance

To allow HR professionals to focus on their core responsibilities and contain growing recruitment costs, the organization needed to create a cost-efficient, centralized recruitment function.

### Results

DoubleStar has provided a fully outsourced recruitment operation for over eight years with an impressive time-to-fill rate of 29 days overall and just 41 days for nurses. Average cost-per-hire is 60% less than industry benchmarks.