

HEALTH CARE

This faith-based integrated health system has delivered a full range of care from facilities across the United States, including acute care hospitals, home health agencies, hospice care, outpatient services, skilled nursing facilities, community clinics, and physician organizations. The health system prides itself on its vision and values, which include serving one another, the community, and society with a commitment to excellence. These guiding principles are what drive the health system’s outplacement program for its transitioning employees.

COMPANY INFORMATION

Location: California
 Ownership: Private
 Employees: 20,000+
 Revenue: \$5 billion

CHALLENGES

Reductions in force can be especially difficult for faith-sponsored organizations, between the high standards to which they hold themselves for employee retention to the challenge of displacing employees who are unprepared to work in non-faith-based organizations. Yet, with the health care reforms currently sweeping the nation, hundreds of employees across this health system were impacted. In an effort to treat its transitioning employees with compassion, respect, and integrity while still seeking organization-wide cost savings, the leadership team approached outplacement with redeployment in mind.

SOLUTIONS

In order to be more proactive in managing transitions earlier in the process, demonstrate greater accountability for outcomes, and reduce both landing times for transitioning employees and recruitment and training costs for open roles within the organization, the health care system partnered with Randstad RiseSmart to institute a redeployment program in addition to leveraging outplacement services. The goal of redeployment was to supplement the outplacement process and provide employees with even more opportunities to land their next best job. Through redeployment, Randstad RiseSmart was able to assist impacted employees with both an internal and external job search, from a custom resume to personalized job leads to focused and unlimited coaching, all 30 days before the transition even began.

RESULTS

