



AlediumHR

Telehealth Therapist Case Study

Overview:

A nationally recognized telehealth company (listed on the NYSE) faced a significant shortage of licensed telehealth therapists and psychiatrists in all disciplines. Their internal recruiting staff could not keep up with the number of required positions needed to fill. The lack of candidates needed was threatening revenue targets and patient satisfaction.

They partnered with ten recruiting companies to try and fill the void, from healthcare industry specialists to temporary staffing firms, but they saw limited success. The issues were beyond just the lack of qualified candidates. There was inconsistent communication from the vendor partners. Everyone had their own recruiting and communication process that created challenges internally. The firms were not experienced with telehealth recruiting, and the fees were inconsistent, with some as high as a 75% markup, leading to exceeding the recruiting budget by over 150%.

Background:

The company had grown more than 257% during the pandemic. They could not meet the challenges and the competitiveness of the healthcare job market. Ensuring the future of the Teletherapy company required forming an Integrated Talent Acquisition Delivery System in which the organization and providers were aligned.

With the rapid increase in patient utilization, the organization was scrambling to find candidates to keep up with the demand, creating the need to work with multiple recruiting firms to help fill the recruiting gaps. The company needed an experienced Telehealth industry recruitment firm and a recruitment model to handle the hiring volume to attract the number of Teletherapists required to meet patient demand and revenue targets.

Solution:

AlediumHR, after a brief review of the current model, became the recruitment lead for the company and reduced the number of outside recruiting firms to two. We implemented our proprietary [Talentlytical® AI Talent Acquisition Platform](#).

Talentlytical® machine-learning algorithms access millions of potential candidates from untapped talent sources so that we can provide our clients with healthcare professionals beyond job boards and other typical recruiting methods. Our depth of candidate data provided our client with top-tier applicants. In contrast, lower cost-per-hire, improved speed-of-hire, and better candidate match equated to lower talent acquisition costs.

Our combination of technology, industry experience, and a nationwide network of accomplished talent acquisition professionals provided us access to highly vetted top-tier healthcare talent. With our proprietary **Talentlytical®** AI Talent Acquisition Platform, we quickly identified and screened qualified candidates.

Results:

AlediumHR reduced recruiting costs by 116% and made a significant difference in 4 weeks in the number of hires required. When started, the client needed 168 new hires in four weeks. Of the 168, AlediumHR, through their **Talentlytical®** Talent Acquisition Platform, recruited 87% of these.

AlediumHR continues to be the primary resource to the client in assisting them with these and other roles throughout the company. Additional cost and time savings were achieved by effective pre-screening of candidates, resulting in a placement-to-interview ratio of 1:3.5. Speed-to-hire was greatly reduced, and cost-per-hire significantly improved, allowing them to ramp up quickly and meet all their hiring goals.