



Data-Driven Staffing Marketplace Drives Cost Savings & Operational Efficiency

Southern Illinois Healthcare (SIH) is a not-for-profit health system serving the southernmost counties of Illinois with four hospitals: the 162-bed tertiary care Memorial Hospital of Carbondale, 114-bed Herrin Hospital, 25-bed critical access St. Joseph Memorial Hospital, and 77-bed Harrisburg Medical Center.

Facing rising workforce pressures and needing greater visibility into staffing activity across the system, SIH partnered with Medefis to centralize labor workflows, streamline vendor engagement, and improve access to qualified candidates. The Medefis platform provided the transparency, governance, and data needed to support more efficient workforce planning across the enterprise.

Beginning with a coordinated transition, SIH leveraged the Medefis managed marketplace model to expand their reach, access real-time market data, and fill difficult-to-staff roles. The streamlined workflows helped SIH strengthen hiring processes, reduce average bill rates by 21%, and fill 102 positions with diverse, qualified clinicians.

CHALLENGE

- Limited visibility and governance with their previous approach
- Difficulty filling open positions across multiple facilities
- Need to reduce labor costs and improve efficiency
- Lack of partnership and strategic workforce guidance

SOLUTION

By centralizing staffing activity within Medefis, SIH gained clearer insight into workforce trends and the ability to compare resource demand against available supply. The platform's data-driven tools supported better planning, simplified vendor communication, and enabled SIH to build a stronger and more competitive recruitment pipeline.

Key initiatives included:

- Implementing the Medefis managed marketplace to address rural geographic staffing challenges
- Leveraging an open vendor model to broaden candidate access
- Establishing a coordinated transition plan for continuity
- Introducing new levels of transparency and accountability in workforce processes

OUTCOMES



81%

of posted jobs received a submission in 24 hours or less



21%

reduction in average bill rates - from \$115 to \$91



9.4

average candidate submissions per job



92%

fill rate in the most recent quarter, with **102 total positions filled**

Contact us to improve transparency, streamline labor management, and strengthen workforce efficiency with Medefis.

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