



DPS Workforce Solution

Programs are customized to fit the needs of the client.

Since 1993, Dean's Professional Services has provided staffing, staff development, and consulting services to customers throughout the nation. Our partnerships extend beyond traditional staffing into a more customized workforce solution focused on becoming a seamless extension of the client through understanding of the business and patient needs.

Workforce Solution Program Benefits

- Optimizes workforce and promotes continuity of care
- Provides a strategic partnership with cost-saving solutions
- Improves efficiencies through technology
- Streamlines process work-flows for recruiting, on-boarding, and credentialing
- Provides utilization reporting and administration dashboard customized to fit your organization

Workforce Solution Tools

- Customized web portal
- Online staffing requests and scheduling options
- Quality assurance program management
- Staff communication and priority notification tools
- Utilization and dashboard reporting

Strategic Solutions, Proven Results

- Annualized savings on contingent labor costs
- Improved fill rates and staffing work flow efficiencies
- Improved retention rates resulting in higher quality patient care
- Systematic utilization review resulting in forecast opportunities



Workforce Solutions

CASE STUDY



DPS Houston Methodist Solution Pool

In 2015, Dean's Professional Services was awarded the bid to manage the Houston Methodist Physician's Organization's Float Pool. Renamed the "DPS-Houston Methodist Solution Pool", the DPS Team designed a program workflow that featured a branded website, focused on ensuring ease-of-use, streamlined service and communication for HMPO executives, administrators, managers and Solution Pool staff.

Program Benefits

- Provided a centralized provider for pool and non-pool staffing requests
- Allowed the HMPO executive team an opportunity to evaluate pool utilization, contingent labor cost, and vacancy needs
- Provided previous HMPO float pool employees with ACA compliant healthcare benefits
- Provided a more tech-centered process for order management
- Provided a systematic onboarding and training process for new solution pool team members
- Provided a quality assurance program for all employees and participating managers

Program Outcomes

- 95% or higher fill rate monthly
- Pool Disciplinary Policies and QA Program that increased overall quality of pool staff (as of June 2016)
- MA Certification Program - First labor pool at HM to complete transition to 100% Certified MAs
- Increased HMPO awareness of vacancy issues
- Provided monthly dashboard with utilization and cost assessment
- DPS Solution Pool Website with Online order form, staff intranet and scheduling app