

WHY HIRE NURSES AS “YOUR EMPLOYEES”?

**A Comparative Analysis of Hiring
TRAVEL VS. CORE STAFF RNs**

Recruitment. Retention. Results.

- The current average RN **Vacancy Rate is 9.9%**. CNOs believe vacancy rates will continue to be elevated.
- According to the “2025 Hospital Executive Level Priorities–Nursing” survey, Retaining Talent/Employee Turnover and RN Recruitment continue to be top priorities for Nurse Executives. *(NSI Nursing Solutions, Inc.)*
- As the economy expands, staffing will increasingly become harder and more costly, affecting cash flow, margins, continuity of care, quality, and employee morale.
- Currently, the average **RN Recruitment Difficulty Index** stands at 83 **days** and ranging to 109 days, given specialty. *(2025 National Health Care Retention & RN Staffing Report)*

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- The Bureau of Labor Statistics estimates there will be more than a million RN openings by 2030, a greater rate than seen in previous shortages. It is a crisis far worse than in the past. Currently, the BLS projects 193,100 RN openings each year through 2032 (*BLS Occupational Outlook Handbook*).
- Hospitals face tough choices when it comes to filling nursing jobs and continue to engage travel nurses rather than risk patient safety or closing beds or units.
- Compared to Travel Nurses, **Employed Nurses** are more committed to the organization, have greater productivity, experience higher patient satisfaction scores and ***can create savings up to \$140,000 per RN/Year.***

Staff RNs are more cost effective than Travel Nurses:

- According to Columbia University School of Nursing “...use of employed more experienced RNs give higher quality of care.”
- The study showed the use of overtime as more cost effective “since the use of overtime fostered continuity of RN staffing, over the use of agency staffing nurses.”
- Shorter LOS indicates not only better quality, but greater cost containment when comparing overtime to agency usage.
- Unfortunately, excessive overtime use to resolve vacancies increases stress and RN turnover, while negatively impacting cost and quality.
- Since contract nurses increase labor costs by **as much as 200%**, hospitals must look at return on investment for each position.

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“Employed” vs. Travel Nurse ROI:

	Hourly Rate	Annual Cost
Travel Nurses Average Fee:	\$93.79	\$195,083
<u>Hospital Average RN Salary:</u> <i>(includes 26.7% for benefits)</i>	<u>\$55.81</u>	<u>\$116,085</u>
Average Savings Per Eliminated Travel RN:	\$37.98	\$78,998

- For every 20 Travel RNs eliminated, the average hospital can save **\$1,579,960.**

Recruitment. Retention. Results.

- NSI is a high volume nurse recruitment firm; that only recruits within the continental U.S. for “**Experienced RNs**”, as **your** core staff.
- NSI utilizes a full-service recruitment model.
- Focus is on cultural fit and core competencies to enhance retention capacity. NSI **first year retention rate of ~95%**.
- Founded in 2000, NSI continues to lead the industry:
 - Proven success rate with an average **time-to-fill of 33 days**.
 - High quality; with an 82% interview-to-offer rate and an average **RN experience rate of 14+ years**.
 - **Industry Leading Guarantee**.
- All NSI engagements are “**Risk Free**” since you must hire the nurse **before** NSI is paid.
- Call **Michael Colosi at (717) 575-7817** to discuss how NSI can help you!