



# Transform Your Agency

— Double Your Recruiter Productivity  
With These Advanced Tech Tools

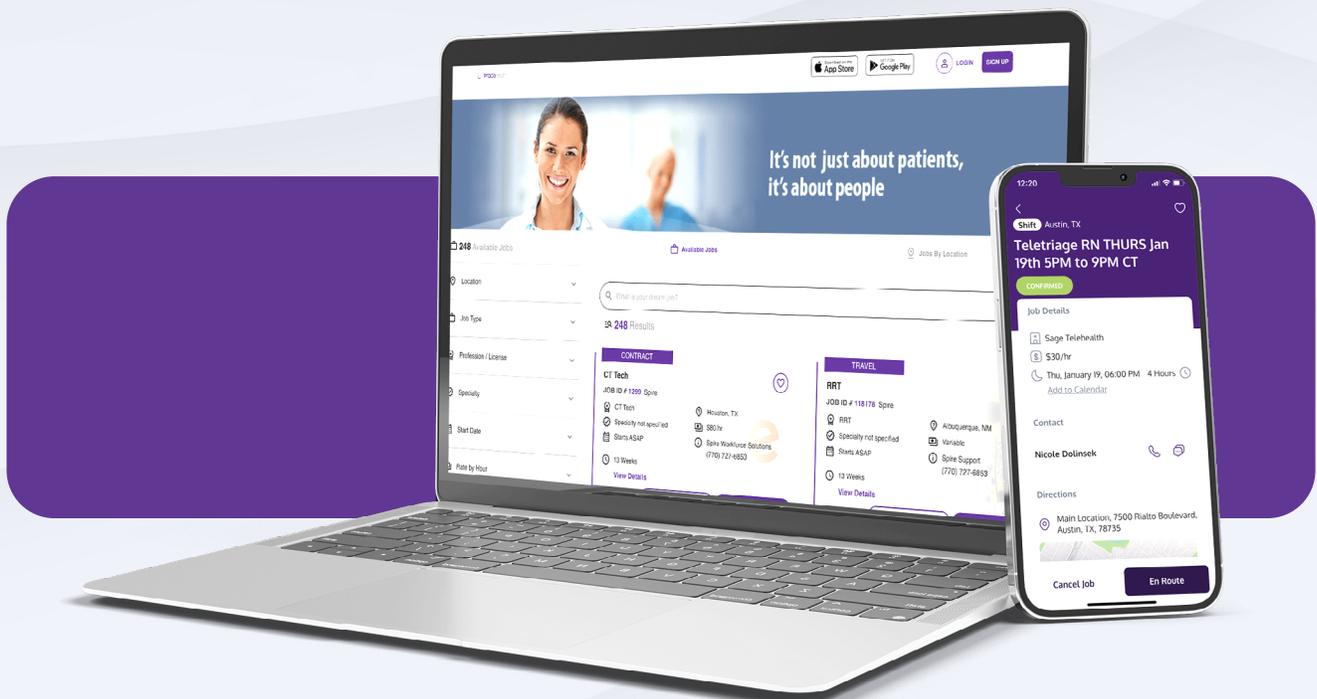
**Uncover the best-kept secrets to power the growth  
of your healthcare staffing agency**

# A Digital Transformation for Staffing Agencies

In today's rapidly advancing healthcare industry, the demand for qualified nurses and healthcare professionals continues to outpace supply. Staffing agencies play a crucial role in bridging this gap, but they face the challenge of meeting the evolving demands of candidates while ensuring efficient operations.

Technology has emerged as a game-changer — upending the old way of doing things. Driven by candidate behavior and the pressure to keep up with industry evolution, new healthcare staffing solutions enhance the candidate experience, streamline processes, and drive business growth. This is the kind of change that can make your agency not just more efficient but also more attractive to the best candidates, providing an inevitable edge over competitors.

Finding a catalyst for growth is the ultimate objective — a modern software tool that automates essential operations and significantly enhances the candidate and client experience. This eBook will explore how traditional staffing agencies can leverage technology to revolutionize their agencies, focusing on key areas such as instant primary source credentialing, efficient scheduling, and intelligent job matching.



# Instant Primary Source Credentialing

## Streamlining credential verification for efficient staffing

Traditionally, credential verification has been a time-consuming and labor-intensive task. But long gone are the days of manually collecting and verifying. With the advent of next-level technology-driven solutions, an automated approach to primary source credentialing has emerged, revolutionizing the way staffing agencies verify and validate nursing licenses.

### Out With the Old — In With the New

Manual collection of documents from applicants



Online submission of documents by applicant

Time-consuming verification process



Real-time verification through integrated databases

Potential delays in verification due to manual processes



Instant verification and validation of credentials

Increased risk of human error during manual verification



Reduced risk of errors through automated systems

Tedious follow-up with multiple institutions or locations



Centralized access to primary source databases for verification

Manual storage and retrieval of physical documents



Digital storage and easy retrieval of electronic documents

Cumbersome updates and renewals of credentials



Automated reminders and tracking for credential updates and renewals, ensuring compliance with regulatory standards

By leveraging automated and instant primary source credentialing, healthcare organizations and agencies can significantly streamline their staffing processes, ensuring quick and accurate verification of credentials! **What previously took hours, sometimes even days, can now be done in minutes** — enabling recruiters to redirect their focus to the candidates themselves.



# Intelligent Job Matching

## Finding the perfect fit, faster and smarter

Finding the right person for a job can be like searching for a needle in a haystack. Traditional methods of job matching often involve:

- Sifting through stacks of resumes
- Conducting numerous interviews
- Relying on gut instincts to make hiring decisions
- Praying that the role fits the candidate's preferences "well enough"

But what if there was a more innovative, efficient way to connect healthcare organizations with their ideal candidates?

**Enter intelligent job matching.**

## Benefits of Intelligent Job Matching



### Increase Efficiency

Imagine having a personal assistant who could analyze mountains of data in seconds, effortlessly sifting through candidates' profiles and job requirements. With intelligent job matching, healthcare organizations can harness the power of automated algorithms and advanced analytics to quickly identify the most suitable candidates for specific roles. This means less time spent on manual screening and more time focusing on what truly matters — finding the perfect fit.



### Improved Quality of Hires

Have you ever hired someone who looked great on paper but didn't quite fit into the role you helped them find? Intelligent job matching eliminates these missteps. By considering a wide range of factors such as skills, experience, education, certifications, and cultural fit, these algorithms can pinpoint candidates with the right qualifications and attributes for a particular role. Say goodbye to second-guessing and hello to confident hiring decisions.



## Reduced Time-to-Fill

Time is of the essence when it comes to filling open positions in healthcare. With intelligent job matching, the days of waiting weeks or even months to find the right candidate are over. The algorithms do the heavy lifting, swiftly analyzing candidate profiles and preferences. The result? Shortened time-to-fill so your clients can return to providing top-notch care without missing a beat.



## Enhanced Candidate Experience

Remember the frustration of tirelessly searching for job opportunities aligned with your skills, interests, and availability? Intelligent job matching puts an end to that ordeal. Job seekers receive personalized recommendations and notifications for positions that match their unique qualifications. It's like having a job search companion who knows exactly what you want. By improving the candidate experience, staffing agencies can attract top talent and foster a positive impression of their brand — inevitably increasing candidate loyalty and retention.



## Optimized Workforce Management

When every role is filled by the right person, the entire healthcare ecosystem benefits. Intelligent job matching enables healthcare organizations to identify skills gaps, make strategic hiring decisions, and optimize workforce management. It's like a finely tuned orchestra, where each instrument plays its part in perfect harmony, resulting in efficient and effective healthcare delivery.



Through Praos' proprietary software, it takes 18 minutes on average for a nurse to complete their Professional Briefcase®.

Intelligent job matching is transforming how healthcare organizations connect with their ideal candidates. By leveraging data-driven algorithms, agencies can streamline the hiring process, improve the quality of hires, and reduce time-to-fill. It's time to find the perfect fit, faster and smarter.

# Innovative Candidate Scheduling

## A shift from chaos to clarity

The days of juggling spreadsheets, endless phone calls, and frustrating back-and-forths to schedule jobs for healthcare professionals are long gone. Candidates, staffing agencies, and healthcare organizations now have a revolutionary solution. Here's how 3-View Scheduling is a game-changer.



### Optimized Matching:

With 3-View Scheduling, staffing becomes a breeze as the system intelligently matches available healthcare professionals with open shifts based on criteria such as qualifications, experiences, preferences, and availability. Say goodbye to the tedious process of manually sifting through spreadsheets and say hello to intelligent and efficient matching.



### Real-Time Visibility:

Gain real-time visibility into staff availability and shift coverage. With 3-View Scheduling, you can instantly see who is available to work, who has upcoming shifts, and who might be approaching overtime limits or license renewal requirements. This level of transparency ensures efficient scheduling, reduces conflicts, and minimizes the risk of understaffing or overstaffing.



### Self-Service Empowerment:

Empower candidates with the ability to manage their own schedules. Through the mobile app, candidates can indicate their availability and preferences. This self-service model fosters a sense of autonomy, flexibility, and work-life balance among healthcare professionals while reducing administrative overhead for the agencies.

# Your Own Marketplace Overnight, With the Platform's Job Board, Or Your Own

Imagine having a powerful healthcare staffing software that seamlessly integrates with Bullhorn or your existing Applicant Tracking System (ATS). A modern, robust platform provides a user-friendly and intuitive job board that is fully customizable to align with your agency's branding. With brand-agnostic software, you can **effortlessly transition to the platform's job board or keep your own**, ensuring a consistent user experience for candidates seeking opportunities through your staffing agency.

Key Advantages of Your Own Marketplace	
<b>Brand Consistency</b>	Maintain a consistent brand experience for healthcare professionals visiting your job board. This reinforces your agency's reputation and helps build trust and recognition among job seekers.
<b>Enhanced User Experience</b>	With easy navigation, job search filters, and robust application management features, you can streamline the candidate experience and attract top talent.
<b>Control and Customization</b>	Benefit from extensive customization options — ensuring your marketplace reflects your agency's values and priorities.
<b>Expanded Reach</b>	With your own marketplace, you can broaden your reach and attract a wider pool of healthcare professionals.
<b>Streamlined Workflow</b>	Enjoy features like automated notifications, candidate tracking, and integrated communication channels — designed to enhance productivity and efficiency.



# An Enhanced Candidate Experience

## Fostering loyalty through a streamlined, reliable, and rewarding journey

Prioritizing the candidate experience ensures that healthcare professionals have a seamless and rewarding journey throughout their engagement with the platform. Here's how modern tech's key benefits transform the candidate experience.

### 1 Pre-Hire Automation:

With a branded portal or app, candidates have a personalized interface to manage their applications, track progress, and stay informed. Integrated communications engines keep candidates updated on their application status and facilitate seamless communication between candidates and agencies.

### 2 Credential Verification and Compliance:

Simplify the credential verification process by automating primary source verification (PSV) of licenses. With daily auto-updates, agencies can rely on real-time information to maintain compliance. Comprehensive reporting capabilities provide agencies with valuable insights into credential status and compliance metrics.

### 3 Job Fulfillment and Shift Scheduling:

Candidates should be able to manage shifts conveniently and use mobile clocking for streamlined time tracking. For travel assignments, candidates can easily submit their information to vendor management systems (VMS). This streamlined approach eliminates manual paperwork, reduces administrative burden, and ensures smooth coordination between candidates and agencies.

### 4 Professional Briefcase®:

The Professional Briefcase® feature in Praos software, for example, empowers healthcare professionals — encompassing their entire career. Candidates can easily update their information, ensuring their professional profiles are always accurate and up to date. Their accounts contain everything they need, from skills and availability to education and work experience. The instant licensure verification feature saves time and effort by immediately confirming credentials.



## 5 Gamification and Rewards:

The candidate experience should be enjoyable and engaging — incorporating gamification elements and rewards to enhance candidate stickiness and promote a better user experience. By providing incentives and recognition for achievements, candidates are motivated to actively participate and thrive in their professional journey.

## 6 Candidate Reliability Scores and No-Touch Placements:

Candidate reliability scores help agencies assess the dependability and performance of candidates. These scores provide valuable insights to make informed hiring decisions. With no-touch placements, automation takes care of the placement process without the need for extensive recruiter involvement. This streamlines the hiring process, reduces administrative overhead, and ensures efficient candidate placements.

## 7 Bi-Directional Candidate Portal and Effective Shift Scheduling:

A candidate portal serving as a bi-directional communication platform enables seamless interaction between candidates and agencies. Candidates can access important information, communicate with recruiters, and stay updated on shift schedules, ensuring clear and effective coordination. Shift scheduling functionality is designed to simplify the process, allowing candidates to view and manage their shifts with ease.



At Praos, we are dedicated to empowering healthcare professionals and revolutionizing the candidate experience. Our software removes friction and provides the tools, automation, and support needed for candidates to control their own careers.



# Future-Proofing Healthcare Staffing

## Ensuring long-term agency success

Staffing agencies in the healthcare industry face unique challenges and pain points. To address these issues and drive agency success, modern technology solutions offer clear and concise benefits. Here are key advantages that can positively impact your agency:



### Increased Recruiter Efficiency and Effectiveness:

Modern software solutions streamline administrative tasks, freeing recruiters to focus on building relationships with candidates. By automating application, verification, and placement processes, these technologies maximize recruiter productivity.



### 24/7 Revenue Generation:

Advanced software operates 24/7, 365 days a year, generating revenue for your agency even during non-working hours. By automating and streamlining the processes, these platforms ensure continuous revenue generation, empowering your agency to stay competitive.



### Accelerated Time-to-Fill:

Time is of the essence in healthcare staffing, and modern solutions prioritize rapid position filling. With intelligent job matching algorithms and automated processes, these technologies significantly reduce the time required to find and place suitable candidates. This data-driven approach minimizes delays, ensuring prompt and quality care for clients.



### Increased Bottom Line Revenue and Verifiable ROI:

Comprehensive software solutions are designed to boost your agency's bottom line. By optimizing processes, reducing manual workload, and enhancing overall efficiency, these platforms deliver measurable returns on investment. Demonstrating the value and impact of these solutions to stakeholders enables data-driven decision-making and drives business growth.



### Cutting-Edge Technology and Competitive Edge:

Modern staffing solutions leverage cutting-edge tools, including advanced analytics, automation, and artificial intelligence. These technologies provide your agency with the latest innovations, leveling the playing field with larger agencies that have invested significant resources in technology development. Stay at the forefront of healthcare staffing with access to these competitive advantages.



### Customizable Solutions for Agency Priorities:

Recognizing that each agency is unique, tech-driven software solutions offer high levels of customization. Tailor the platform to align with your agency's brand and priorities. Whether you choose to maintain your own job board or utilize an integrated platform, these solutions adapt to your specific needs and preferences.



### Scalable Solution for Growth:

As your agency expands, scalability becomes essential. Modern platforms are designed to grow with your agency, accommodating evolving needs and supporting continued success. Whether you are a small agency seeking expansion or a larger organization optimizing workflows, these solutions provide the scalability required for your growth journey.



**By embracing these modern healthcare staffing solutions, your agency can navigate the industry's challenges and ensure long-term success.**



## Praos — Embracing Technology for a Brighter Future

Praos was built to provide ease of use and address challenges traditional staffing agencies face in the healthcare industry. As large online marketplaces dominate the field, small- to mid-sized agencies require digital transformations to compete effectively.

People become nurses because they care about others; a faceless online staffing portal doesn't align with this caring nature. Our mission is to take care of the people who care for others, ensuring that the healthcare staffing business is not purely transactional but builds on meaningful relationships and a modernized candidate experience.

Think of Praos as the last mile of the candidate's journey. We are here to support the agencies in a rapidly changing marketplace through a stickier candidate experience — thus, rebalancing the power dynamics prevalent in the industry.

Ready to enhance recruiter productivity and grow your business? Partner with Praos to create your own online marketplace. Our dedicated team will support you through the process, ensuring a seamless transition to a digital-driven staffing approach while preserving the essential human element.

[Reach Out](#)

