# INSOURCING

## Contingent Workforce Optimization

HWL delivers customizable workforce solutions that build sustainable insourced staffing programs through expert advisory and operational support.

## Core Services:

### Internal Agency & Float Pool Development

Build internal staffing models and float pools to increase fill rates and reduce premium labor costs.

### Workforce Consulting & Optimization

Analyze labor spend and optimize scheduling through technology and process improvements.

### Transition, Stabilization & Turnaround Support

Deploy stabilization teams and workforce models to reduce burnout and improve retention during change.

## Goals & Objections:

- **Fiscal Sustainability –** Reduce premium labor, agency costs, and turnover through predictable, low-cost internal staffing.
- **Workforce Agility –** Enable staff sharing, optimize internal mobility, and respond dynamically to patient volume fluctuations.
- **Scheduling Flexibility –** Offer mobile-enabled scheduling for daily, short-term, and long-term assignments that create workforce engagement options.

## Benefits to Health Systems:

### Cost Savings

Decrease reliance on expensive external vendors and achieve substantial cost reductions.

### Enhanced Coordination

Optimize internal staffing efficiency through improved cross-departmental collaboration.

### Technology-Driven Management

Leverage a robust platform with mobile app, real-time analytics, and customizable scheduling.

### Direct Sourcing & Perm Placement

Recruit net-new and convert contingent staff to permanent roles for long-term stability.

## Our Subject Matter Experts

**Nancy Bourg, RN, MBA, BSHCA**
**SVP Insourcing & Chief Clinical Officer**
nbourg@hwlworks.com
mobile: (561) 889-1227

Nancy is a hospital staffing expert with deep knowledge of both hospital and agency perspectives. At HWL, she leverages this expertise to create cost-effective solutions that maximize revenue while delivering exceptional customer service.

**Dave Stillmunkes, RN, BSN**
**Sr. Director, Insourcing Operations**
dstillmunkes@hwlworks.com
mobile: (331) 725-4722

Dave brings 25 years of healthcare staffing experience with proven leadership, operational, and financial expertise, consistently driving growth and efficiency across organizations, with a strong focus on per diem and flexible staffing solutions.

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Build talent pipelines and convert contingent staff to permanent roles for long-term stability.

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