

# THE NEW HIRING REALITY FOR MANAGED CARE ENTITIES (MCE'S)

Staffing needs rise at **MANAGED CARE ENTITIES** by

since January 2013



Contract requirements include staffing for:



- RN's
- Behavioral Health Specialists
- Social Workers
- Support Staff

Illinois' **MANAGED CARE ENTITIES** experienced a **96% rise in enrollments** from May 2014 to May 2015

By January 2015, **2 million out of 3 million** clients were in a care coordination program within the 5 mandatory regions of Illinois



MCE's must conduct a **Health Risk Screening within 60 days** of a new member's enrollment to determine the type and intensity of services and frequency of contract care with Care Coordinator.

## STAFFING MARKET



RN

**14,958**

active candidates

**90,212**

job postings



LCSW

**1,185**

active candidates

**7,230**

job postings



MSW

**1,094**

active candidates

**12,695**

job postings

## STAFFING SOLUTION



**MCE Client A**

Sole awardee of critical care coordination expansion contract

**1** Initial enrollment was targeted at **40,000 members**

**2** Actual enrollment resulted in **170,000 new members**

**3** In 2 months, **Altastaff hired over 50 contract staff** to support growth in membership

- RN's
- Behavioral Health Specialists
- Social Workers
- Program Coordinators



**MCE Client B**

FHP expansion quickly increased their incoming member population

**1** Needed to complete **HRS 60 days after** initial enrollment

**2** In 2 weeks, **Altastaff hired 11 contract staff** to conduct outreach to new members and complete HRS's within timeframe

**3** Management decided, due to success of this program, to **retain a permanent outreach team** for new member outreach and HRS's

## CONCLUSION

Both MCE Clients have developed a combination of direct recruiting and staffing with AltaStaff.

With the continued growth of the MCE's, we foresee a tighter market for recruiting with staffing agencies being a resource to recruit and respond quickly in a competitive market.



AltaStaff is a woman-owned staffing agency which provides temporary, temp-to-hire and direct-hire placements for administrative, creative, financial, health care administration, sales and technology support in the Chicago area.