Career Services

c|h|a
Colorado Hospital Association
Shared Services

CHA Career Services

Since our inception in 1994, Colorado Hospital Association (CHA) Shared Services, Inc. has undergone changes in name, intent and strategy. What has remained constant throughout this growth has been our commitment to Colorado hospitals and health systems in supporting the work they do. We continue to diversify and grow to deliver solutions to health care, and we are proud to say throughout our history the primary role has never changed.

In a continued effort to provide services that meet the needs of our members, CHA offers a suite of career services including a job board which is linked to over 250 niche health care association websites; physician and staff sourcing; and unemployment services. Our in-house career services group and Premier Partners offer members access to companies that are thoroughly researched and endorsed or utilized by hospital associations across the nation.

Take a look at our services in this booklet and let us know how we can help you meet your needs. CHA is committed to recruiting and retaining quality health care professionals to ensure that member hospitals and health systems have an adequate supply of physicians, nurses and other necessary providers. We look forward to working alongside you in the years to come.

Sincerely,

Michael J. Scott
Vice President, CHA Shared Services
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CHA Career Center and Career Events

Member National Healthcare Career Network
The *right* connections make all the difference.

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CHACareerCenter.com

Our established career board is a stand-alone health care career board and portal to the National Healthcare Career Network (NHCN). Through CHA Shared Services, member hospitals, health systems and other health care organizations with recruiting needs can access this network of over 250 health care niche associations to source talent and promote their employer brand through job postings, web banners, company profiles and sponsorships of educational programs. CHA Shared Services will act as your consultant and recommend recruitment marketing tactics beyond our career center. We can provide copywriting assistance, develop employer branding messages, implement sponsored jobs and pay-per-click campaigns, source and much more.

Career Events

We are in the human interaction business and recognize the need for employers to meet candidates in person. Twice yearly, CHA Shared Services and NHCN host career events to connect employer and job seeker. We provide guidance to job seekers through career coaching workshops, new graduate recruiter panels and words of wisdom from health care leaders. All Colorado health care employers are invited to exhibit and promote their unique culture to the Colorado health care workforce. Health care educators and associations are also encouraged to promote their offerings.

Check out highlights from our events at:

You Tube youtube.com/ColoHospitalAssoc

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Supplemental Staffing: Nursing and Allied Health

Colorado Registry Program

CHA Shared Services is now providing a free staffing service to CHA members. The Colorado Registry Program is modeled after highly successful programs offered by five other state hospital associations. It is specifically designed to assist health care facilities obtain vital travel and per diem supplemental nursing and allied personnel without the time-consuming administrative issues typically associated with securing staff from outside agencies.

The benefits:

- Free access to the web-based system
- Monitors agencies and maintains quality assurance standards through a rigorous agency auditing process
- Reduces number of sales calls from staffing agencies
- In compliance with The Joint Commission and state governing body standards specific to personnel requirements
- Provides access to more candidates via pre-vetted supplemental staffing agencies
- Increases procurement process efficiency
- Ensures agency commitment to customer needs

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Supplemental Staffing: Interim Leadership

Nielsen Healthcare Group specializes in providing interim leaders to health care organizations nationwide. They supply experienced interim executives, directors and managers for all functional areas of health care. Their vast network of highly-qualified interims and quick response to clients are why Nielsen Healthcare Group is recognized as an efficient, cost-effective resource.

Why use Nielsen Healthcare Group?

- As former hospital, nursing home, medical group, home health care executives, directors and managers they understand your needs.
- They are recommended by, endorsed by and the preferred provider of more Group Purchasing Organizations and shared service affiliates of state hospital associations than all other providers of interim leaders combined.
- Nielsen Healthcare Group meets the needs of large and small; urban, suburban and rural; community, not-for-profit, religiously-sponsored and investor-owned facilities.
- They have over 18,000 experienced health care executives, directors and managers in their network with credentials suited to meet your needs.
- The provision of capable, experienced interim executives, directors and managers is a central imperative to Nielsen Healthcare Group, not a sideline business.
- You control the hiring negotiations with the interim executive, director or manager of your choice.
- Nielsen Healthcare Group is sensitive to the financial pressures your organization faces, and have priced their service accordingly.
- Interim executives, directors and managers are available for the length of time needed as opposed to an arbitrary length of time which bears no relationship to the client's specific need.
- Whether it's interim executives, finance or nurse leaders, Nielsen Healthcare Group is able to streamline your broad range of needs for interim leaders.
- Almost 50 percent of interim placements are converted to regular permanent employees.
- When you work with the Nielsen Healthcare Group you are working with the leaders in the provision of capable, experienced interim executives, directors and managers.
- CHA member discount will apply.

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Physician Sourcing

doximity talent finder

Doximity is an online professional network for U.S. physicians. Launched by the co-creator of LinkedIn, Doximity has over 275,000 verified physician members. Current partners include: *US News & World Report*, Harvard Medical School, Stanford School of Medicine, Perelman School of Medicine, University of California, San Francisco and The Cleveland Clinic.

Membership is free to physicians and includes:

- 100 percent HIPAA-secure collaboration within the network.
- A personal fax line is provided at no cost.
- iRounds offered for instant advice and second opinions from physicians across the country.
- Members are able to connect with their physician colleagues nationwide.
- CME Credits are available directly through Doximity.

Through Doximity's TalentFinder, employers can access the database of every practicing physician in the U.S. including residents and fellows, and connect with candidates through a personal DocMail account and recruiter profile page.

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Physician Placement: Locum Tenens

ONYX M.D.®
ELITE PHYSICIAN STAFFING SOLUTIONS

Physician Owned and Operated:

The physician leadership team at Onyx M.D. has a true ground floor perspective on physician workforce dynamics and physician shortages. This gives Onyx M.D. a unique perspective to the challenges their clients face in finding and retaining quality health care providers. Physicians often support other physicians and align with organizations that have their best interest at heart —Onyx M.D. is that organization. In addition, the physician-centric model grants Onyx M.D. access to unique providers due to their strategic relationships with various physician organizations; giving Onyx M.D. a higher placement rate than the industry average.

Regionalized Focus:

Onyx M.D. clients have their own dedicated recruitment team, regardless of the specialty or location. Your team is not only responsible for filling all of your locum tenens needs, but they are also specialized in building a pipeline of quality candidates. Each candidate is licensed in all states and are able to provide adequate resources suitable to your future needs.

Fusion Model and Discounts:

This method ensures the highest probability of success for recruiting and retaining health care providers. The Onyx M.D. Fusion Model encompasses a successful approach that is designed to establish the right fit through a "working interview." In addition, there are considerable savings designed to keep actual recruiting costs low with application of progressive discounts. The more time spent during the working interview, the higher the discounts.

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Physician Placement: Permanent

JACKSON & COKER

Jackson & Coker has procurement resources that position them with the ability to locate qualified, highly motivated candidates more quickly than other firms, based on independent national statistics.

Some of the Jackson & Coker differences include:

- No hourly billings
- No direct mail costs
- No hidden charges
- Opportunity is open to the market within one business day
- Over 40 job boards are hit immediately with your opportunity

Jackson & Coker has spent the last 36 years refining their Physician Sourcing Campaign to offer clients the only viable solution in marketing, leading to successful placements. They offer the resources that can provide the speed and agility needed to be successful in physician recruitment while limiting the upfront and overall cost to clients.

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Physician Placement: Hospitalists

hospitalistsnow™
Advancing the health of your hospital.

Hospitalistsnow was founded by a group of physicians who wanted to address the disparity between effective inpatient care and the costs and risks of prolonged hospitalization. They believed that dedicated, engaged hospitalists could deliver not only better medical care but also improved patient education, clinical documentation and hospital efficiencies.

Hospitalistsnow provides hospital medicine and intensivist services to hospitals seeking ways to improve their clinical, operational and financial outcomes. Their people, processes and proprietary technology (hmvitalsigns™) help hospitals improve their case mix index, length of stay, patient satisfaction, core measure compliance and other key metrics, including a solid history of delivering a measurable return on investment.

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Unemployment Services

employersedge
unemployment & verification solutions

CHA Shared Services partnered with Employers Edge to improve unemployment management services for Colorado hospitals. The service is known as CHA Employers Edge. It provides our members with the "best of both worlds." As our partner, Employers Edge brings expertise to enhance the program while CHA Shared Services continues to have overall responsibility for program performance.

Employers Edge, a Denver-based company with many years of combined industry expertise, specializes in unemployment cost-control solutions. CHA Shared Services formed this partnership in an effort to enhance its services and provide members with additional resources and technology. CHA Employers Edge sets the standards for service, technology and results in our industry. Our more effective approach will deliver the biggest savings for your business.

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CHA Career Services Connections

Collaboration with key groups is fundamental to our success in connecting Colorado health care employers with job seekers. We value our relationships with the following organizations:

Blind Institute of Technology

Colorado Center for Nursing Excellence

Colorado Healthcare Association for Human Resource Management

Colorado Hispanic Nurses Association

Colorado Nurses Association

Colorado Rural Health Center

Colorado Urban Workforce Alliance

Denver Area Health Care Recruiters Association

Eastern Colorado Council of Black Nurses

Employer Partnership Office - United States Army Reserve

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