

# Health Workforce Outsourcing

Delivering unparalleled patient care by deploying highly qualified healthcare professionals to augment your workforce in a flexible, scalable, and culturally-aligned manner.

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## 39+

years of healthcare staffing experience

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## 200

years of collective recruiting expertise

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## 18

years Joint Commission certified for Health Care Staffing Services

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## 4-18

years average tenure of long-term staff

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## Certifications & Accreditations



## Introduction

Health care job openings reached an all-time high of 9.2% in September 2022—more than double the average rate of 4.2% between 2010 and 2019 (Fitch Ratings, 2022). With this trend likely to continue, an experienced partner can help you effectively navigate healthcare staffing challenges.

As a healthcare company with more than 39 years of experience, Liberty Healthcare understands the critical role filling your staffing needs plays in delivering person-centered, holistic patient care. We employ data informed, multi-step approaches to recruit, credential, train, manage, and retain qualified health care and human services professionals that seamlessly integrate into interdisciplinary teams in a variety of settings.

Our recruiting and established networking relationships generate an average of nearly **33,000 new applicants each year** and we continue to build new referral relationships with key partners and resources to support the diverse staffing needs of our customers. Liberty's extensive expertise in every facet of healthcare staffing ensures that we provide you with highly skilled clinical and managerial healthcare professionals that are aligned with your organization's culture and values.

"Liberty has a longstanding reputation for integrity, providing top-notch staff and consistently strong corporate support.

They work very well in a 'blended' staff environment, essentially becoming part of the medical staff comprised of state-employed professionals, faculty, and contractors.

They are painstaking about their credentialing of the professionals they recruit and hire, as demonstrated by their Joint Commission certification."

— Clinical Director

# Our Solutions in Practice

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## South Carolina

Since 2013, Liberty has recruited, managed, and maintained a long-term workforce of psychiatric and medical clinicians to support diverse clinical program settings throughout the state on behalf of the South Carolina Department of Mental Health. We currently provide somatic physicians, psychiatrists, psychiatric nurse practitioners, and licensed mental health clinicians who provide on-site and telehealth services on an inpatient and outpatient basis.

## Maine

For more than 28 years, Liberty has provided physician and psychiatric support to the Maine psychiatric hospital system. Today, our staff includes somatic physicians, psychiatrists, physician assistants, on-call physician assistants, psychiatric nurse practitioners, and on-call somatic physicians. We also provide payroll services for clinical and non-clinical positions.

## Michigan

For a four year period, Henry Ford Wyandotte Hospital engaged Liberty to provide management and oversight of its 38-bed inpatient behavioral health unit and staff, including a Medical Director and Program Director for BHU leadership. The unit staff provided medication management and stabilization, milieu therapy, nursing services, a variety of group and individual treatment modalities, and addictions treatment for dually diagnosed clients.

## Delaware

For more than 26 years, Liberty has provided a diverse array of more than 35 medical and healthcare professionals for the State of Delaware, including medical directors, physicians, psychiatrists, physical therapists, speech therapists, occupational therapists, psychologists, nurse practitioners, dietitians, and an infection control nurse. These personnel work at the state hospital, a community clinic, and long-term care facilities that serve the medically frail elderly, and persons with Alzheimer's, dementia, psychiatric issues, and IDD.

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## About Liberty Healthcare

Since 1986, Liberty has been transforming healthcare challenges into effective solutions. From the provision of critically needed healthcare professionals and specialists, to managing treatment specific programs for specialty populations, to deploying population health solutions that are grounded in person-centered values, data-informed performance, and innovative practice, we are committed to developing agile and sustainable solutions to promote operational excellence while ensuring regulatory compliance and program integrity to drive individual and system quality outcomes.

## The Liberty Difference

- Agile, compliant-ready solutions
- Focus on operational excellence and regulatory integrity
- Access to hard-to-recruit clinicians and professionals
- Strong collaboration with multidisciplinary teams
- Quality metrics that improve outcomes and productivity
- Innovative solutions like wrap-around on-call coverage

## Healthcare Specialties

- Psychiatrists, Psychologists, Physicians
- Nurse Practitioners, Physician Assistants
- Social Workers, Case Managers
- Nurses, Nursing Support
- Therapists (ST, OT, PT, RT)
- Radiology, Imaging, Lab Technologists
- Clinical Dietitians, Dieticians
- Dentists, Protective Services
- Internal & Emergency Medicine
- Supply Chain Support

## Settings We Serve

- Hospitals
- Outpatient Clinics
- Post-Acute Facilities
- Long-Term Care
- Urgent Care
- Behavioral Health Centers

## Credentialing & Competency Expertise

- Joint Commission Certified for Health Care Staffing Services
- Data-rich referencing for quality assurance
- Two-stage credentialing and competency evaluations