



WHITE PAPER

Solving the Staffing Crisis:

**How Smarter Enterprise Scheduling
Elevates Care and Controls Costs**

Enterprise-Wide Staffing Needs an Enterprise-Wide Solution

Most scheduling systems focus on nurses, and for good reason. But they're only one part of the picture. Patient experience, operational efficiency, and financial performance depend on the full healthcare workforce. Techs, transporters, pharmacists, environmental services; when any part of that system breaks down, care suffers.

It's time to move beyond fragmented, role-specific tools and embrace an enterprise-wide scheduling strategy, one that aligns every department, every shift, and every resource. And it's urgently needed:



66% of healthcare providers are operating under capacity due to staffing shortages¹ – a burden that strains care delivery and financial stability.

Plan Better, Adapt Faster, and Support Everyone

Workforce shortages aren't going away, and healthcare leaders can't afford to stay reactive. [Inovalon's Schedule Management™](#) empowers your teams to get ahead of the curve with census forecasting, simplified self-scheduling, and adaptable workflows that flex with near real-time changes in patient demand.

When coverage gaps go unfilled, the fallback is costly agency labor. In fact, agency nurses can command more than three times the hourly rate of staff nurses² – a stopgap that quickly becomes a budget threat if left unmanaged.

With Schedule Management, your organization can use internal staff more strategically by reducing dependency on external resources and build long-term scheduling resistance.



Smarter Scheduling Supports Staff Well-Being

A well-built schedule isn't just about coverage, it's about retention. When staff feel empowered, heard, and supported, they're more likely to stay. This solution gives teams more input into their schedules and more clarity around scheduling rules and expectations.

That investment in staff well-being isn't just the right thing to do, it's also critical to financial sustainability. Consider this: **the average cost to replace a single bedside RN is \$56,300** – a 7.5% increase from previous years.³ For a typical hospital, that can translate to annual losses between \$3.9 million and \$5.8 million,³ depending on turnover rates. Every 1% shift in RN turnover can cost or save \$262,500 per year.³ When staff feel supported and engaged in how they work, patients, teams, and the bottom line all benefit.



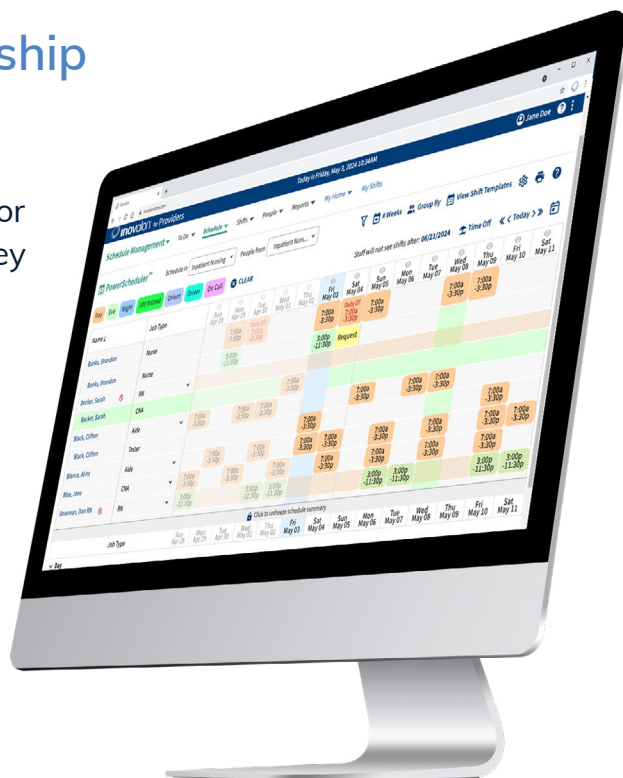
The average cost to replace a single bedside RN is \$56,300

With Schedule Management, equity becomes easier to enforce, burnout becomes easier to spot, and turnover risks become easier to reduce. You can identify issues like excessive overtime, callouts, or repeated extra shifts and intervene to help your team.

Simple for staff, strategic for leadership

With an intuitive mobile app, staff can quickly check schedules, request time off, trade shifts, and receive targeted alerts for open shifts they're qualified to fill. For scheduling leaders, the software delivers flexibility. They have the control to customize settings and scheduling rules that work for their team, enabling strategic workforce decisions that align with both daily realities and long-term goals.

This solution also makes internal communication more efficient, giving managers tools to recognize staff, share updates, and keep teams engaged.



Compliance built-in

Whether you're managing to union rules, accreditation standards, or state-mandated staffing ratios, Schedule Management keeps you ahead of compliance requirements. Customizable rules and digital audit trails simplify everything from labor law adherence to Joint Commission standards.

The Path to Enterprise-Wide Performance Improvement

Schedule Management helps organizations reduce unnecessary labor spend, improve shift coverage, and strengthen employee engagement. Most importantly, it ensures that every department and staff member is part of the same workforce strategy.

Better scheduling isn't just about efficiency, it's about delivering safer, more consistent care at scale.

“Technology has expanded the ability for impactful work, and it was crucial that NPH leverage this technology for the success and advancement of our organization. Utilizing Schedule Management has allowed our teams to work at the top of their license(s), advancing our mission to provide compassionate care to the patients entrusted to us.”

— [Erin Rempala, Director of Purchasing, NeuroPsychiatric Hospitals](#)

**Ready to See What Enterprise-Wide Scheduling Software Can Do
for Your Organization?**

Request a Demo

1. "2023 State of Healthcare Performance Improvement: Signs of Stabilization Emerge," KaufmanHall, October 2023, [https://www.kaufmanhall.com/sites/default/files/October 2023-10/KH-Report_2023-State-Healthcare-Performance-Improvement.pdf](https://www.kaufmanhall.com/sites/default/files/October%2023-10/KH-Report_2023-State-Healthcare-Performance-Improvement.pdf)
2. "How Much Do Travel Nurses Make?" Courtney Smith-Kimble, NurseJournal.org, September 27, 2023, <https://nursejournal.org/careers/travel-nurse/salary/>
3. 2024 NSI National Health Care Retention & RN Staffing Report, March 2024, https://www.nsinursingsolutions.com/documents/library/nsi-national_health_care_retention_report.pdf

About us

Inovalon is a leading provider of cloud-based SaaS solutions empowering data-driven healthcare. The Inovalon ONE® Platform brings together national-scale connectivity, real-time primary source data access, and advanced analytics into a sophisticated cloud-based platform empowering improved outcomes and economics across the healthcare ecosystem. The company's analytics and capabilities are used by over 50,000 active, licensed customers.

Inovalon
4321 Collington Road
Bowie, MD 20716
(301) 809-4000

www.inovalon.com

© 2025 by Inovalon. All rights reserved.
The Inovalon spiral is a registered trademark of Inovalon.
HEDIS® is a registered trademark of the National Committee for Quality Assurance (NCQA)

INO-25-0627

