

# Driving Results Through Partnership

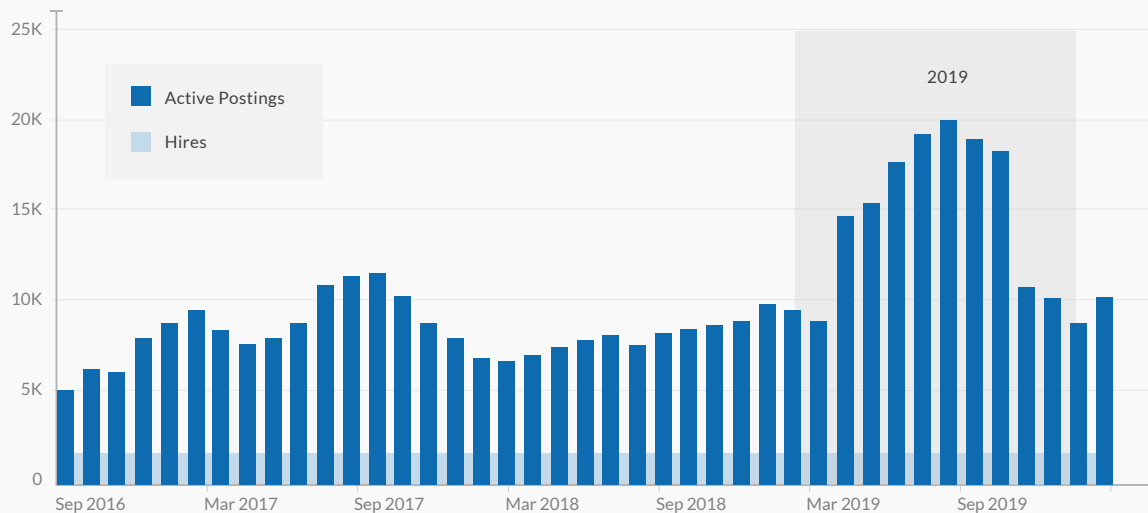
### Client's Challenge:

Seeking to expand locations in Pennsylvania, a large healthcare organization identified the need for registered nurses (RNs) and licensed practical nurses (LPNs). They turned to Xelerate to better understand the talent landscape and support their growth goals.

### Xelerate's Impact:

Working in collaboration with the client's recruiting leadership team, Xelerate analyzed job posting competition for each role.

**Pennsylvania Job Postings vs. Hires for Nurse Occupations**



Occupation	Avg Monthly Postings (2019)	Avg Monthly Hires (2019)	Posting Intensity (Posting-to-Unique job)
Registered Nurses	11,874	1,045	9-to-1
Licensed Practical Licensed Vocational Nurses	1,821	444	4-to-1

Source: Emsi economicmodeling.com

**Together, Xelerate and the client created a collaborative hiring strategy.**

The organization's recruiting resources focused on LPN positions with a lower job-posting-to-hire ratio (4:1), while Xelerate targeted RN candidates with a higher job-posting-to-hire ratio (9:1). This allowed the organization to make use of Xelerate's sophisticated sourcing techniques where they would have the greatest impact.

**With data-backed insights and a proven hiring process, Xelerate delivers the talent to drive growth.**

**We are Xelerate. Let's get to work.**

[Get Talent Insights](#)