

THE COST OF WAITING

RPO VS. STATUS QUO UNDER REIMBURSEMENT PRESSURE

For CFOs navigating CMS cuts, the cash case for replacing agency spend with a fixed-cost recruiting partnership.

CASH DRAIN — PER 10 TRAVEL NURSES

\$1.2M+

annual premium above permanent equivalent comp

ADD HOUSING STIPENDS (RESET EVERY 13 WKS)

+\$260K

per year, per 10 travelers — recurring, not one-time

ADD ORIENTATION COSTS PER ASSIGNMENT

+\$100K

at \$5K-\$10K each — every 13 weeks

\$911B

10-yr Medicaid cut — compressing your margins now

40-60%

Bill rate premium on every traveler you're running today

\$300-500

Cash lost per day, per unfilled clinical bed

THE CASH DRAIN CHAIN REACTION

1. CMS Cuts Revenue

\$911B-\$1T over 10 years. Work requirements effective 2026. 447K healthcare jobs at risk nationally.



2. Margin Pressure Freezes TA Budgets

Fewer recruiters managing more reqs. Vacancy backlog builds. Clinical open reqs spike — patient care at risk.



3. Travelers Fill the Gap — Cash Exits the Building

40-60% bill rate premium. Housing stipends every 13 weeks. Agency costs compound as margins shrink further.

THE RPO FIXED-COST ALTERNATIVE

Hueman embeds a dedicated recruiting team inside your organization — fixed rate, no markups, no bill rate premiums. A cost structure that goes down as the partnership matures.

- Fixed partnership rate: no per-placement fees, no bill rate premiums on every hire
- Permanent pipeline: structurally reduces traveler dependency over time, cutting the cash drain at the source
- AI-enabled throughput: more hires per recruiter, faster fills, lower marginal cost per hire
- SLA governance: defined metrics, joint accountability, visible reporting

The question isn't whether to change the model.

it's whether you do it before the next margin review — or after.

2x+

Recruiter hire volume — major regional health system post AI-enabled RPO

50.2%

Weekly fill rate — up from 10.8% at the same health system

-50%

Open reqs per recruiter — from 54 to 27 after implementation

A major regional health system implemented AI-enabled RPO through Hueman. Recruiters more than doubled hire volume. Weekly fill rate increased from 10.8% to 50.2%. Average open reqs per recruiter dropped by half. Client not named by agreement.

