



# SoCal Works: Smart Workforce Solutions for Southern California Hospitals

## What is SoCal Works?

SoCal Works is a partnership between HASC and HWL that connects Southern California healthcare facilities with skilled medical professionals. This comprehensive staffing solution includes nursing, allied health, non-clinical, float pool optimization, locum tenens, interim leadership, permanent placement, retained search, and strike relief. Offered to HASC members, including both acute and non-acute facilities, SoCal Works enables organizations to leverage HWL's cutting-edge technology and comprehensive agency knowledge while removing the burden of substantial initial costs required to develop their own agency.

## Core Solutions



### NURSING, ALLIED HEALTH & NON-CLINICAL

Leverage a technology-driven marketplace to control labor costs and improve fill rates for travelers, local contract, per diem and permanent roles across all specialties.

- Market-based pricing intelligence ensures competitive, transparent rates
- Centralized credentialing and compliance tracking
- Comprehensive clinical screening to ensure quality, readiness, and patient-safe staffing

**Outcome:** Hospitals save 10–20% vs. traditional agencies by engaging workers via fixed-markup, direct-sourced models.



### INTERNAL FLOAT POOL OPTIMIZATION

Build and scale your own internal agency using the SoCal Works platform—prioritizing internal staff before turning to external vendors.

- Mobilize internal resources with on-demand scheduling tools
- Increase shift coverage with automated alerts and mobile self-scheduling
- Reduce premium spend through better utilization of in-house talent

**Outcome:** Significant decrease in external agency usage and improved workforce agility.



### EXECUTIVE SEARCH

Identify, recruit, and retain top-tier talent with a values-aligned, data-driven approach.

- Mid-level to C-suite placements
- End-to-end support with cultural alignment
- Proven strategies for long-term retention

**Outcome:** Stronger, more stable leadership teams built for sustainable growth.



## LOCUM TENENS

Fill physicians and NP/AP gaps quickly and cost-effectively without sacrificing quality or compliance.

- Short- and long-term medical coverage across specialties
- Full credentialing support and rapid onboarding
- Transparent, competitive rates

**Outcome:** Reduced dependency on high-markup locums agencies.

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## SOURCEDIRECT

Flexible, branded recruitment solutions that embed into your team to deliver top-tier healthcare hires.

- Recruiters that work within your systems
- Scalable hiring support tailored to your goals
- Real-time metrics to track performance and improve speed-to-hire

**Outcome:** A consistent pipeline of top-tier healthcare talent, with an average of 5,000–7,000 placements annually.

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## INTERIM EXECUTIVE LEADERSHIP

Navigate leadership transitions with experienced interim professionals who deliver results from day one.

- Rapid deployment of executives across clinical and operational roles
- Strategic guidance aligned with organizational goals
- Flexible terms tailored to your timeline and needs

**Outcome:** Minimize disruption while securing high-impact leadership continuity.

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## STRIKE RELIEF

Specialized staffing solution for coverage during labor disputes or strikes.

- Continuity of patient care
- Rapid deployment of skilled staff
- Strategic planning and support
- Operational stability

**Outcome:** Maintained care standards, reduced risk and faster recovery post strike.



## Let's Build a Better Workforce Together!

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