



SoCal Works

What is SoCal Works?

SoCal Works is a new partnership between the Hospital Association of Southern California (HASC) and HWL which provides an alternative model for contingent labor staffing and is offered exclusively to HASC members.

SoCal works supports all clinical and non-clinical specialties including nursing, allied, locums, AP/NP, IT, interim leadership, clerical, and others.

What Makes SoCal Works Different?

SoCal Works is the only contingent staffing program that leverages proprietary technology to gain insights into pay packages, giving members full transparency into all components of a bill rate.

- **Pay Transparency**– Take control by determining hourly or weekly pay packages accepted by contingent staff in your market, regionally and nationally.
- **Fixed Markup Model** – Reduce bill rates while keeping contingent staff pay the same by controlling markup on pay (including gross profit margin) by leveraging an Employer of Record (EOR).
- **The Ability to Promote Your Facility and Brand** – Attract and source candidates directly to your organization, versus through an external agency, thereby removing the “middleman”.
- **A Dedicated Focus on Quality of Staff** – Candidates are screened and interviewed by a member of our clinical services team, ensuring only qualified candidates are presented.
- **No Conversion Fees** – Hire contingent workers as core staff at no extra cost after their initial assignment.
- **Real-Time Reporting and Dashboards** – Manage staffing with a proprietary VMS offering dashboards, compliance tracking, credentialing, timekeeping, and invoicing.

Want to Learn More?

 info@socal-works.com

 socal-works.com





“ Upstate Works has provided us valuable insight into our contingent labor usage and a way to direct source quality candidates for our facility. We have a dedicated Client Services team that ensures we have Samaritan's needs met, optimized our contingent labor spend, and secured top talent. Their dedication and expertise have transformed our contingent workforce into a strategic asset, allowing us to focus on what matters most - delivering exceptional service to our patients. ”

Maxine Briggs
Chief Financial Officer, Samaritan Health

Case Study



- + Members of Iroquois Healthcare Association expressed frustration with high agency costs and lack of transparency into what percentage of the bill rate actually goes to contingent staff versus agency profit.
- + IHA hired a consulting firm to identify a partner who could bring a solution to members that was innovative and would lower costs without any compromise to patient care.
- + HWL and IHA launched “Upstate Works” in 2022 and rolled out to IHA members across 32 counties in Upstate New York.
- + The program has resulted in millions of dollars in savings for member hospitals and systems while maintaining a high quality of staff across all disciplines.



“ Upstate Works has been a game-changer for us. The innovative approach and seamless technology have transformed the way we manage our workforce, making staffing more efficient and cost-effective. We couldn't be more grateful for the partnership with HWL! ”

Lauren Ford, LMSW
Vice President, Strategy and Analytics, Iroquois Healthcare Association



Want to Learn More?

info@socal-works.com

socal-works.com

