TRC's Talent AI+ in a High-Stakes Healthcare Technology Project

Client Overview: TRC's client, a healthcare management consulting firm specializing in revenue cycle management and IT solutions, utilizes TRC's Talent AI as a Service offering for high-volume and fast hiring within the healthcare space.

The Challenge: The client faced a high-stakes, system-wide Epic technology conversion project that required urgent staffing support. Early projections indicated a need for more than 100 resources across Epic-certified roles, project management, and analytics — all with active certifications and at least three years of experience. The timeline was highly compressed, with project initiation mid-August and start dates set for September 1st. In addition, scope and role definitions evolved during the process, adding complexity to an already challenging initiative.

The Solution: To meet these urgent and evolving needs, TRC mobilized immediately with both technology and expertise. Within less than one business day, our team finalized job descriptions, launched campaigns, and began scheduling interviews. What started as two Talent AI+ campaigns quickly expanded to **five,** including a dedicated campaign for Epic Radiant Analysts, which was identified as the client's most critical need.

This effort was highly collaborative, involving SVPs, Directors, our Healthcare SME, recruiters, Marketing and our Process Enablement team. Together, we used a multi-channel strategy to generate results at scale reaching out to nearly 4,000 candidates through LinkedIn Recruiter InMails, outbound calling, TTAI outreach, and phone interviews.

Quality remained a top priority, so TRC built structured interview templates and integrated certification verification directly into the automated screening process. The automated screening questions helped quickly identify the right candidates, allowing recruiters to focus their calendars on interviews with highly qualified professionals.

The Results

TRC's ability to deliver at speed and scale under tight constraints resulted in:

- ~4,000 candidates contacted
- 610 screenings completed
- 153 candidates passed initial screening and were invited to interview with TRC
- 89 interviews conducted
- 54 highly qualified candidates submitted
- 13 offers made

The campaign success was evident: TRC recruiters averaged 7 completed interviews and more than 4 qualified candidate submittals per day during the 13 active interviewing days.

"I want to take a moment to thank you for the outstanding recruitment efforts over the past several weeks in support of our Epic project. The success of the recruitment process itself has shown that we can effectively meet these demands, positioning us well to approach similar projects with confidence in the future."

- COO & CTO from TRC's client

Key Takeaways

- TRC demonstrated the ability to rapidly scale and deliver under pressure in a highly niche, certified talent market.
- The initiative validated the power of TRC Talent AI+ campaigns, especially when combined with structured screening and recruiter expertise.
- Flexibility and collaboration across TRC teams ensured alignment with evolving client needs.
- TRC's performance reinforced trust with our client and further positioned us as a long-term strategic partner.

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