

IT WORKFORCE STAFFING | PRIME VENDOR TEAMING

The 24-Hour Bench: How APSIS Won a Competitive Staffing Race for a Prime Contractor

When a national prime needed certified Epic consultants faster than any other subcontractor could deliver, APSIS sourced, vetted, and handed off a full slate within a single business day

Service Area	Client Type	Engagement Length	Outcome
IT Workforce Staffing — Epic Certified	National Prime Healthcare IT Contractor	Initial contract — extended to permanent	100% placement — 100% converted to full-time

THE SITUATION

The director of delivery operations at a national healthcare IT prime contractor had a narrow window and a clear problem: a large health system had open Epic analyst positions that needed to be filled, multiple primes were competing for the work, and the selection decision was going to turn almost entirely on who could put qualified names in front of the client first.

This is a scenario the healthcare IT staffing market sees regularly. Health systems with Epic implementations in progress have genuine urgency around analyst availability — go-live timelines don't move because a consulting firm couldn't staff the role. When multiple primes are competing for the same work, the one that can demonstrate bench depth and delivery speed wins the relationship, not just the contract.

The prime's internal talent pipeline didn't have the right certified profiles immediately available. Hiring a recruiter and starting a search would take weeks. Reaching out to a network of independent contractors without a pre-vetting process would take days, minimum, with no quality guarantee. They needed a subcontractor with an active, pre-credentialed bench — someone who had already done the vetting work before the phone rang.

They called APSIS.

"We were competing against two other primes for this work. Speed was the differentiator. APSIS had qualified, verified candidates ready to submit within hours of our call — not days. That's a bench, not a search."

— Director of Delivery Operations, National Healthcare IT Prime

WHAT WAS ACTUALLY AT STAKE

In competitive healthcare IT staffing, the quality of a firm's bench is the primary differentiator — but it's a differentiator that's invisible until it's needed. Any firm can claim to have a strong candidate network. What separates a real bench from a claimed one is the difference between having pre-vetted, currently-available, certified consultants ready to move versus having a list of names to start calling.

The prime had been through the alternative before. **Sourcing from a cold network meant unknown certification status, unverified availability, and references that hadn't been checked.** It also meant candidates who might accept an initial call but weren't genuinely ready to start. In a competitive bid situation, submitting a name that falls apart in interview or can't actually start on the agreed date is worse than submitting no one.

What they needed from APSIS was simple to describe and hard to deliver: candidates who were Epic-certified with the specific module experience the client required, available to start, clear on employment

status, reference-checked, and prepared to perform in an interview. All of that, and they needed it before the other primes submitted their slates.

THE APSIS APPROACH

The Challenge

- Prime facing direct competition from two other firms for the same health system engagement
- Submission speed was the deciding variable — hours, not days, mattered
- Candidates needed active Epic certifications in specific modules, not general Epic experience
- Unknown availability, employment status, and interview readiness of any cold-sourced candidate
- Risk of submitting a name that collapses post-interview or can't start on time

The APSIS Approach

- Accessed APSIS's pre-built bench of available, currently-credentialed Epic consultants
- Cross-referenced required module certifications against active certification records — no expired credentials submitted
- Confirmed employment status and genuine start-date availability before any name left APSIS's hands
- Checked references proactively for shortlisted candidates, not reactively after submission
- Conducted interview preparation sessions with selected candidates — aligning them to the client environment and role expectations before the prime's submission

WHAT A REAL BENCH ACTUALLY REQUIRES

The 24-hour turnaround APSIS delivered wasn't a one-time sprint. It was the result of a sustained operational practice: maintaining relationships with active, credentialed consultants between engagements, tracking certification renewal dates, checking in on availability windows, and keeping employment status current.

Most staffing organizations build their benches reactively — when a position comes open, they start searching. The search takes time, vetting takes time, and by the time a qualified name is ready to submit, the window has often closed. APSIS builds the bench proactively, which means the work of finding, credentialing, and verifying candidates is done before the prime ever calls.

For this engagement, the APSIS process had four components that made the speed possible:

STEP 1	Bench match	Filtered the active bench by module-specific Epic certification, not general Epic experience. Only consultants with the exact certifications required were surfaced.
STEP 2	Active verification	Confirmed current employment status and genuine start availability for each shortlisted candidate — not assumed from last-known status, but verified directly.
STEP 3	Reference confirmation	Checked professional references proactively before submission — not after the prime asked for them. References were current, specific, and relevant to Epic delivery.
STEP 4	Interview preparation	Briefed each selected candidate on the health system's Epic environment, the specific role expectations, and the clinical context — so they walked into interviews informed, not cold.

RESULTS

<24hr

Sourcing to submission

Certified candidates in-hand within one business day

100%

Placement rate

All submitted roles filled with APSIS candidates

100%

Converted to full-time

Every candidate extended, then offered permanent role

Every role the prime submitted to the health system was filled with a candidate APSIS sourced. No candidate fell out of the process after submission. No candidate accepted an offer and failed to start. No references came back problematic after the fact.

The placement outcomes exceeded the initial engagement scope. Every consultant completed their initial contract term. Every one of those contracts was extended. And when the health system evaluated the consultants for permanent positions, every one of them was offered a full-time role.

A 100% placement rate is a strong outcome. A 100% contract completion rate is better. A 100% conversion to full-time is the signal that matters most: **these weren't just technically qualified candidates. They were the right people for that organization, working in an environment where they could perform and grow.**

WHAT THIS MEANS FOR PRIME CONTRACTORS

Healthcare IT prime contractors operate in an environment where the quality of their subcontractor bench directly determines their ability to win and retain client relationships. A prime that promises staffing speed and can't deliver it damages its own credibility with the health system client. A prime that submits unqualified or unavailable candidates creates a problem that reflects on the prime, not the sub.

APSYS functions as an extension of the prime's delivery capability — which means the prime's reputation is protected. When APSIS submits a name, that candidate has been certified-verified, availability-confirmed, reference-checked, and interview-prepped. The prime doesn't have to manage any of that process. They receive a ready-to-submit package.

For the prime in this engagement, the relationship with APSIS became a **standing teaming arrangement** — not a one-time subcontract. The speed and quality of this first engagement established the trust that makes APSIS the first call when a staffing need opens.

APSYS CAPABILITIES DEMONSTRATED

IT Workforce Staffing

- Active bench of pre-credentialed Epic specialists
- Module-specific certification verification (not general Epic)
- Employment status and start-date confirmation
- Proactive reference checking before submission
- Interview preparation and client environment briefing

Prime Vendor Teaming

- Sub-to-prime delivery — protecting the prime's reputation with the client
- Competitive speed advantage over cold-sourcing alternatives
- Resulted in standing teaming arrangement, not one-time sub
- Delivery quality that directly supported prime's client retention
- NAICS 561320 — Temporary Staffing Services registered

CONNECTING TO THE APSIS DIFFERENTIATOR

Differentiator #3 from the APSIS Capability Statement:

“Certified Bench, Rapid Deployment — 80+ Epic-certified analysts. 40+ HIPAA compliance specialists. Deployed in as little as 24–48 hours. We maintain an active, vetted bench — not a cold rolodex.”

This engagement is that differentiator demonstrated in live, competitive conditions. The prime didn't need APSIS to start a search — they needed APSIS to end one. The bench made that possible.

ABOUT APSIS SOLUTIONS INC.

Apsis Solutions Inc. is a Tampa-based healthcare IT consulting and technology operations firm delivering enterprise-grade results at independent firm value. We serve health systems, academic medical centers, federal agencies, and prime contractors as a capable prime vendor, strategic subcontractor, and managed services partner. With deep specialization across Epic/Oracle Health/MEDITECH/Cerner EHR ecosystems, HL7 FHIR R4 interoperability, HIPAA compliance, and cloud-enabled data platforms, APSIS provides the clinical domain expertise and certified professional bench that major health IT engagements demand.

“The agility of a boutique firm. The capability of a prime.”

Ready to solve your healthcare IT staffing challenge?

Certified consultants deployed in 24–48 hours. Talk to a senior APSIS advisor.

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