

Scaling Anesthesia Coverage Through Transitional Management & Strategic Workforce Execution

When a leading regional anesthesia group secured an exclusive contract with a primary, tertiary and quaternary referral network, they had months to staff multiple facilities, including a geographically isolated new site, from the ground up.

The group has worked with **VISTA Staffing** since 2011, and has logged more than **18,000 hours of anesthesiology coverage** together. When the contract required rapid, large-scale deployment across a high-acuity environment that demanded specialized expertise beyond general coverage, they expanded the relationship to include VISTA's **Transitional Management Services (TMS)**.



The Challenge:

- Exclusive contract for anesthesia coverage across **multiple facilities within the state**
- Aggressive timeline required **rapid workforce mobilization** at scale
- Expansion into a **geographically isolated market** intensified resource challenges
- High-acuity clinical environment demanded **specialized anesthesia expertise** inherent to a tertiary/quaternary Level I trauma center, beyond general coverage
- Highly **flexible staffing model** required providers comfortable with variable schedules, broad case mix and unpredictable high-acuity demands
- Success depended on **scaling quickly without compromising care quality** or long-term sustainability

PROJECT TIMELINE

**Fall
2025**

TMS agreement
executed for
service expansion

**Winter
2025**

Successful program
go-live with phased
onboarding of **35+**
providers

**Spring/
Summer
2026**

15,000+ hours
of coverage and
2,600+ estimated
cases

**Winter
2026**

Sustained coverage
with **45+ active**
providers and **500+**
weeks scheduled

The VISTA Solution:

Rapid Workforce Mobilization at Scale

- **Phased onboarding** of 35+ anesthesiologists beginning Fall 2025 to support December go-live and strategic, sustained staffing goals
- Pipeline capable of supporting **40+ active providers**
- **500+ weeks** of scheduled coverage for 2026

Dedicated, High-Performance Delivery

- **Full-service support** including recruiting, scheduling, credentialing and account management
- **Dedicated sourcing team** vetting proven physicians and building an on-demand float pool
- Recruiters with **deep client-specific knowledge**, accelerating time-to-fill and quality alignment

Cost-Efficient Partnership

- **0% management fees** compared to typical 12–15% industry markup
- **Significant cost savings** despite short timelines
- Financial model is aligned to support **long-term relationships**—not short-term fill rates

Scalable & Sustainable Coverage Strategy

- **Flexible staffing options** supporting locum, long-term assignments and permanent placements
- Extended provider commitments to ensure **continuity of care** and operational consistency
- **Locum-to-perm pathways** offered at significantly reduced conversion costs

Impact & Results

Successful Dec. 2025 go-live with phased onboarding of **35+ anesthesiologists**

15,000+ hours of anesthesia coverage between Dec. 2025 and Aug. 2026

2,600+ estimated anesthesiology cases supported during the same period

Sustained coverage expanded to **45+ active providers** throughout 2026

The success of this project demonstrates that with the right partner, workforce scalability and clinical quality do not have to come at the expense of one another.

For health systems navigating growth, service-line expansion or complex staffing environments, VISTA's collaborative approach demonstrates the value of a workforce partner that can adapt to evolving organizational needs, scale alongside demand and prioritize shared long-term operational success.

Unlock the VISTA Staffing Difference

Ready to expand coverage, improve workforce stability, and support future growth? Reach out to the VISTA team to learn how our scalable staffing solutions and proven execution model can help your organization meet today's challenges while preparing for tomorrow's opportunities.

