



# *HR Insights*

**The True Cost of a Lost Placement:  
Quantifying Credentialing Delays  
in Healthcare Staffing**

# Introduction

When healthcare workers accept a job, they often must complete a credentialing process before they can start seeing patients and billing for services. Credentialing verifies a worker's education, licenses, training, and experience with payers and facilities. Delays in this process can keep a qualified worker from helping patients and generating revenue. These delays cost staffing agencies, healthcare employers, and providers in lost income, extra work, and stress. This paper breaks down those costs in plain terms and shows why speeding up credentialing matters for everyone involved.



# What is Credentialing and Why It Matters

Credentialing is the process healthcare staffing teams use to check that a provider is qualified, licensed, and approved to work with specific hospitals, clinics, or insurers. It often involves paperwork sent to licensing boards, insurance payers, and internal quality review boards. The process can take 90 to 180 days or more depending on state rules and how quickly information is verified. That means a provider might wait many months before they can begin working ([DirectShifts, n.d.](#)).

## Impact on Time to Start Work

A provider can be ready to work on day one physically, but until credentialing is complete, they cannot bill insurers or start full duties. That delay affects staffing plans and increases costs for both agencies and healthcare facilities ([TechTarget, 2026](#)).

Want to learn more about how the hiring/credentialing process can affect your candidate experience? Check out our previous white paper, “Your Hiring Process is a Candidate Experience”!



# Real Costs of Credentialing Delays

## Lost Revenue for Providers

Imagine you hire a nurse practitioner who could bring in thousands of dollars in patient billing every week. If she waits three months to be credentialed, she cannot bill, and that money goes unrealized.

- Some healthcare organizations report losing more than \$1 million per year due to delays in credentialing ([TechTarget, 2026](#)).
- Providers themselves, like physicians, may miss out on more than \$120,000 in revenue when credentialing stretches to four months ([TechTarget, 2025](#)).

This loss isn't just a number on a spreadsheet. It affects hiring plans, budgets, and long-term financial stability for staffing firms and facilities.

## Opportunity Costs for Staffing Firms and Facilities

Delayed placements mean staffing teams cannot fill critical roles when needed. That can lead to:

- Increased overtime for existing staff
- Emergency use of temporary workers at higher cost
- Lost productivity and lower patient throughput

Research shows organizations may lose thousands of dollars per provider per day in unrealized billing when credentialing is slow ([Medwave, 2025](#)).

These are opportunity costs - money and time lost because the staff member was not available when and where patients needed them.



## Increased Administrative and Compliance Costs

A slow credentialing process doesn't just delay placements. It also creates work:

- Staff spend hours chasing missing documents
- Multiple follow-ups with payers and licensing boards
- Repeated corrections to applications
- Costs associated with denied claims

Manual paperwork and missing details can lead to billing denials or rejections, which eat into revenue and require extra staff time to fix.

## Stress on Staffing Teams and Providers

Long credentialing delays can frustrate healthcare providers and staffing professionals alike. When providers wait months to start work, they may:

- Withdraw from job offers
- Choose employers with faster onboarding
- Become less likely to accept future placements

This increases turnover, making recruitment harder and increasing costs for staffing agencies and hospitals ([DirectShifts, n.d.](#)).

# Why Delays Happen

The healthcare credentialing process is slow for a few key reasons:

## Fragmented State and Payer Systems

Each state has its own licensing rules, and each payer (like Medicare, Medicaid, and private insurers) has unique requirements. This creates lots of paperwork that must be sent to different places, slowing everything down ([DirectShifts, n.d.](#)).

## Manual and Redundant Tasks

Many credentialing teams still rely on spreadsheets, emails, and paper forms. This increases the chances of errors, which then cause more delays and rework.

## Limited Staffing in Credentialing Departments

Many healthcare facilities and agencies don't have enough trained credentialing staff. When small teams are stretched thin, mistakes happen and pieces of the process stall.



# Real World Examples

## Example 1: A New Physician

A physician is hired in January but cannot begin seeing patients until June due to credentialing. During those five months, the facility loses the billing that doctor would have generated, and the provider earns no income from patient care.



## Example 2: Staffing Agency Bottleneck

A staffing agency places ten clinicians in a year. Each faces credentialing delays, so their start dates are pushed out by weeks. The agency misses revenue and must answer frustrated client questions.

## Bottom Line

Credentialing delays in healthcare staffing are more than a slow back-office problem. They affect revenue, patient care, job satisfaction, and workforce planning. The true cost isn't just in dollars and cents, but in missed opportunities to help patients and support healthcare teams.

Healthcare staffing firms, hospitals, and clinics benefit when credentialing moves faster and works smoother. Whether through better technology, clearer processes, or dedicated staff, faster credentialing helps fill open positions sooner and avoids lost placements and revenue.

# Conclusion

Credentialing delays may feel like a routine part of healthcare staffing, but as this white paper has shown, the real impact is anything but routine. Every delayed placement represents missed revenue, increased administrative work, and lost opportunities to deliver care. When providers are ready to work but paperwork keeps them sidelined, the entire healthcare ecosystem feels the strain.

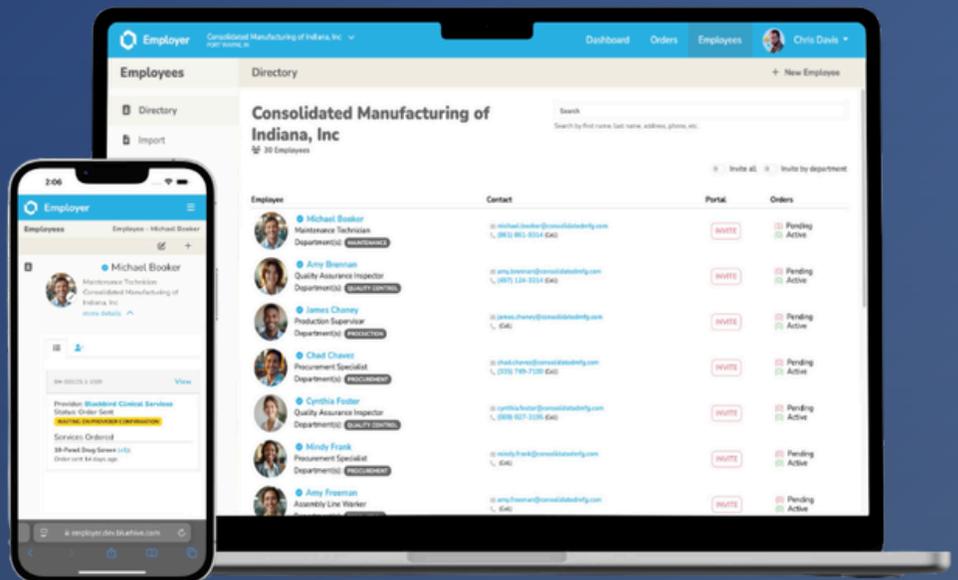
For staffing organizations and healthcare employers alike, the lesson is clear: speed and coordination matter. The organizations that streamline compliance, documentation, and workforce health processes are the ones that get clinicians working faster and keep their operations running smoothly.

This is where BlueHive comes in.

BlueHive was designed to simplify complex workforce health and compliance workflows by bringing ordering, provider communication, results management, and documentation into one connected platform. Instead of juggling spreadsheets, phone calls, and scattered clinic relationships, teams can manage occupational health services, track results, and maintain compliance from a single system.

With access to a nationwide network of more than 22,000 occupational health providers, BlueHive makes it easier to schedule screenings, exams, and compliance services for employees across the country.

That means faster onboarding, fewer administrative bottlenecks, and more visibility into where every employee or provider stands in the compliance process. Real time notifications, centralized records, and automated alerts help organizations reduce manual follow ups and keep projects moving forward.



In practical terms, this kind of coordination can help staffing firms and healthcare organizations avoid the very losses discussed throughout this paper:

- Faster onboarding of clinicians and employees
- Reduced administrative workload for HR and credentialing teams
- Better visibility into compliance requirements and expiration dates
- Less time spent chasing paperwork or clinic results

Instead of losing valuable time to fragmented processes, teams can focus on what matters most: placing qualified professionals where they are needed and delivering high quality care.

## A Better Path Forward

Healthcare staffing will always involve complex regulatory requirements and documentation. But complexity does not have to mean inefficiency.

By investing in modern workforce health and compliance platforms like BlueHive, organizations can turn credentialing and onboarding from a bottleneck into a strategic advantage.

When credentialing and compliance move faster, placements happen sooner. When placements happen sooner, patients get care, clinicians get to work, and organizations avoid the hidden costs of delay.

If your organization is feeling the impact of slow onboarding, fragmented compliance processes, or lost placements, it may be time to rethink how workforce health is managed.

BlueHive provides the tools to simplify the process, connect your team to a nationwide provider network, and help your workforce stay compliant without the administrative burden.

### Ready to see how much time and money your organization could save?

Visit BlueHive to explore the platform, calculate your potential savings, and start transforming how your team manages workforce health and compliance.



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# Sources

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