Turnover Tally

(Per Crew Member Lost)

_____ Job Advertisements for Open Position

_____ Administrative Pre-Hire

Reviewing resumes, scheduling & performing interviews, scheduling & factilitating new hire screenings, scheduling & performing onboarding tasks & scheduling orientation

_____ # of hours x _____ $ hourly wage

_____ Onboarding

Preparing new hire documentation, log-ins, & data entry into timekeeping & other digital platforms new hire will use

_____ # of hours x _____ $ hourly wage

_____ Regulatory New Hire Processes

_____$ Drug Screen + _____ $ Background Check + _____$ Assessments

_____ Orientation (New Hire)

Completing paperwork, digital training or videos, & position specific trainings

_____ # of hours x _____ $ hourly wage

_____ Training or Job Shadowing (New Hire)

_____ # of hours x _____ $ hourly wage

_____ Trainer(s) Participation

Skills training, on-the-job training (being shadowed by new hire), assessing skills

_____ # of hours x _____ $ hourly wage

_____ Total Cost

Other things to consider: Shift coverage labor, temp-labor expenses, uniforms or other position-specific items (biz cards, laptops, etc), and the biggest one... lost sanity from the scheduling nightmare (which is priceless)!

Did you know that trending data shows turnover in senior housing today is greater than 85%? * Drop us a line if your 'Total Cost' per crew member lost is more than 20% of their annual salary...we can help!

*National Investment Centers for Seniors Housing & Care (NIC)

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