

The background of the page is a photograph of a business meeting. Several people in business attire are gathered around a table, looking at documents and pointing at them. The scene is brightly lit, suggesting an office environment with large windows in the background. The overall tone is professional and collaborative.

2026
March
Insights

- Tackling last-minute call-outs
- Raising wages to cut costs
- Spotting candidate fraud
- January jobs report



Last-minute call-outs?

In an industry known for last-minute shift cancellations and scheduling changes, our on-call coordination team still achieved an 80% fill rate

For years, a long-time client has relied on WTS Health to fill skilled nursing roles at their long-term care facility in New York.

The key to our success is a robust pool of pre-vetted associates and an on-call coordination team that works nights and weekends to field scheduling needs, lastminute shift cancellations, and our client's own employees calling out.

As their staffing partner, we're prepared to assign ready-to-place Licensed Practical Nurses (LPNs), Certified Nursing Assistants (CNAs), Registered Nurses (RNs), and more for on-demand needs.

In an industry where staff rates are critical – but scheduling needs can change multiple times over a single week – it's vital to have associates ready to backfill and coordinators available to fill open shifts, in some cases with only an hour's notice.

Our Healthcare & Life Sciences team is committed to providing full cycle support, including navigating compliance standards and local market needs, to foster their long-term success.

30–40

associates readily
available at all times

80%

fill rate

20+

years supporting
client



**Raising
wages
can
actually
save money.
Here's how.**

In 1914, Henry Ford made a historic announcement. Amidst widespread unemployment, he was doubling his workers' wages from \$2.34/day to up to \$5/day.

Competitors scratched their heads.

The company needed to combat high turnover and productivity struggles somehow: The year before, more than 52,000 people were hired to fill only 14,000

roles, leading to bottlenecks, productivity crashes, and assembly line walk-offs.

The result? The company produced nearly 19% more cars than the year before and sold 308,000 Model Ts, more vehicles than all other carmakers combined.

“The payment of five dollars a day for an eight-hour day was one of the finest costcutting moves we ever made,” Ford said.



More than a century later, the basic truth remains the same.

When wages are higher, workers feel valued, stay longer, and are more committed. Why?

It comes down to inspiring employees to improve their work quality and output. In turn, you can reduce the challenges that hold your operations back.

We've identified the five factors directly tied to higher pay that also contribute to improved workforce productivity.

1. Employees stay longer

When you pay higher wages, your employees tend to stick around. This reduces turnover and absenteeism, but it also means you spend less time and money on posting jobs, interviewing, screening, onboarding, and training new hires.

2. Engaged workers are more productive

More money can help lower stress and, as a result, make people more content and productive. Unsurprising, pay has been documented as one of the top five drivers of employee happiness

Don't forget that employee engagement programs can be key to improving worker satisfaction. At WTS Health, we've seen how creating community atmospheres pays off, even in difficult work environments.

3. Higher pay attracts better talent

One study showed that when job descriptions advertised higher salaries, applicants who responded to those ads not only had higher IQs but also proved to be better suited for the position based on personality and motivation scores.

WTS Health offers our associates access to free upskilling and reskilling, including free online coursework, forklift operator training, and leadership development programs, which can lead to a salary bump.

4. Call-outs and disciplinary issues drop

Several studies and surveys have shown that with higher pay, employers often have less workplace strife on their hands. In fact, in manufacturing plants that offered higher

pay than similar employers in their area, fewer disciplinary actions were required. Another study showed that when employers raised wages, they saw a decrease in disciplinary issues.

5. Institutional knowledge stays put

Many of the skills learned on the job can't be taught in an employee manual. Losing tenured workers can cost you more than just the hours training employees and the other expenses from turnover.

Institutional knowledge is precious and can create costly disruptions to work processes.

Are your wages competitive? More than competitive? And what effect are they having on your company's productivity? The time to ask yourself these questions is now.





Without data insights, organizations struggle to enable workforce agility.

61% of leaders say they struggle to transition workers into new roles

33% of companies are investing in data insights to understand workforce skills and capabilities

Source: Workforce Trends Report 2026, WTS Health



Spotting candidate fraud

Remote work and AI have transformed the world of work, but they've also helped make it even easier for imposters to sneak through your hiring process.

Whether it's an opportunist or a professional fraudster, recruiters are left to sift the real from the hard-to-spot fakes.

'Today, "candidates" are using fake credentials and identities to get through the screening process, and now with earpieces and AI chatbots, virtual interviewees can bluff their way through technical questions.

Unfortunately the rise of "fraud rings" means that many of these imposters are being financially backed and trained, so it's becoming even harder to spot.

The result? Wasted time interviewing and training, performance issues, security risks, reputational harm, and even regulatory fallout from compliance and legal violations.

1 in 4 candidate profiles will be fake come 2028

31% of managers have unknowingly interviewed someone using a false identity

60% have caught applicants lying about their background and qualifications

Catching red flags

- **Suspicious profiles:**
Recently created LinkedIn accounts with minimal connections or missing key details
- **Photo or appearance mismatch:** Images that seem generic or appearances that shift noticeably between interviews
- **Scripted or inconsistent answers:** Responses that sound overly polished or don't align with the candidate's work history
- **Video and voice anomalies:** Hesitation to use video, changes in voice tone, or signs of digital manipulation
- **Location mismatch:** IP addresses or login data that conflict with the stated location

How to fight them

- **Strengthen hiring practices:** Make fraud prevention a part of the hiring process to recognize any suspicious signs when they happen
- **Keep tests honest:** Design assessments that can't be outsourced by adding time limits, monitoring tools, and live callbacks
- **Reinforce identity verification:** Verify candidates early by using video calls, secure ID checks, or detailed workhistory questions
- **Use AI to catch discrepancies:** AI can quietly scan for anomalies, duplicate submissions, bot-driven activity, or inconsistencies in resumes and profiles
- **Wait on sensitive data:** Don't hand over critical information on day one

At a glance: February jobs report

Delayed slightly because of the government shutdown, the first jobs report of 2026 beats expectations.

- 130,000 jobs were added in January, jobs report marking the strongest month in gains since December 2024
- The unemployment rate fell to 4.3%
- Experts predicted roughly 70,000 jobs would be added last month and the unemployment rate would hold at 4.4%
- Average hourly earnings increased 0.4%
- Labor force participation rose slightly to 62.5%
- Healthcare led hiring yet again, adding 82,000 jobs
- The warehouse and transportation industry lost 11,200 jobs last month
- In total, 181,000 jobs were added in 2025, revised down from 584,000. The average monthly gain was 15,000 jobs





News we're reading this month



Boomers are staying in the job market as Gen Z struggles to break through

Read from [Washington Post](#)

US employers hold salary budgets steady for 2026

Read from [Staffing Industry Analysts](#)

Labor shortage remains top obstacle for manufacturers in 2026

Read from [Industry Week](#)



This isn't all we're discussing in March. Contact us today to dig deeper into today's biggest issues.

- Soft skills in an AI era
- Pay incentives for temp-to-perm roles
- Navigating disruptions



March action items

- Download the WTS 2026 Salary Guide
- Implement safeguards to prevent candidates' fraud
- See how our Healthcare & Life Sciences team can support your needs.
- Reach out to your WTS Health contact for more thought leadership

