



# Home Health Franchises Use Sprockets to Hire Caregivers and Reduce Turnover

A CASE STUDY WITH RESULTS REPRESENTING OVER 20 DIFFERENT HEALTHCARE BRANDS



CASE STUDY

# Summary

It's crucial to take a scientific approach to hire quality caregivers and combat the issue of turnover. The data presented in this case study was reported by Sprockets in partnership with 20+ home health care brands, including Home Instead, Visiting Angels, and Comfort Keepers.

As you'll see in this study, Sprockets is proven to significantly reduce caregiver turnover by comparing incoming applicants to the traits of your current top-performing employees. Then, our simple, red-yellow-green scoring system shows you who is likely to succeed and stay long-term.

## The Problem

The home health care industry consistently struggles with high turnover rates for caregivers.

This puts inordinate pressure on sourcing new applicants, quickly accessing their viability as caregivers, training them to meet expectations, and ultimately hoping they stay longer than 90 days.



### Caregiver Turnover

82% of new caregivers leave within a year.



### Sourcing

It takes 42 days, on average, to hire a new caregiver.



### Hiring Costs

It costs \$2,600, on average, to replace an hourly employee.

## The Results

Every Sprockets user surveyed reported an improvement in caregiver hiring since adopting the platform.

From saving time in the hiring process to reducing operating costs through improved retention, every Sprockets user experienced a dramatic improvement in caregiver hiring. The data presented reflects the average user results for a home health care location.



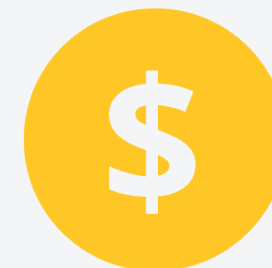
### Less Time Hiring

37% less time was spent sourcing, screening, and hiring.



### 90-Day Retention

They improved caregiver retention by 43% in 90 days.



### \$10K Saved

Improving retention saved them \$10K in operating costs in 3 months.



### Reduced Turnover

Annual turnover dropped by 20%, on average.

Hiring applicants that share the same characteristics of your top-performing caregivers dramatically improves retention.





Sprockets has statistically proven there is a unique profile for success depending on brand, geography, management style, etc. Our Applicant Matching System quickly determines the success profile for caregivers at a particular home health care location and scores each incoming candidate based on that benchmark.

Hiring applicants with a high fit score significantly increases retention, ultimately reducing a location's need to spend time and money sourcing new caregivers. Over time, Sprockets users shift from an emphasis on sourcing applicants to improving staff performance through a data-supported hiring process.

“I have hired some Sprockets recommendations that I would have otherwise passed on, based on the applicant’s resume alone. And, vice-versa, I have passed on some individuals who were qualified, but would have otherwise been a bad fit on my team.”

**RIGHT AT HOME - OREGON**

“It helps us make better hiring choices, and we love the personality breakdowns that Sprockets gives us for each applicant.”

**COMFORCARE - CONNECTICUT**

## Testimonials

“Sprockets is no doubt helping us to cut through the noise and select awesome team members that are able to thrive with us and make our business better! I would recommend Sprockets to other Comfort Keepers.”

**COMFORT KEEPERS - WISCONSIN**

# Contact Us

Learn how Sprockets can help you  
achieve these same great results.



**[www.sprockets.ai](http://www.sprockets.ai)**



**(843) 508-3027**



**[info@sprockets.ai](mailto:info@sprockets.ai)**