

Govern the Truth Before You Automate the Decision



Workforce Analytics & The Operator-Controlled Canonical Record

Turnover Paradigm

70–100% Annual
Frontline Turnover

Cost Per Hire

\$3,500–\$6,000

(Recruiting, onboarding, agency gap)

Agency Premium

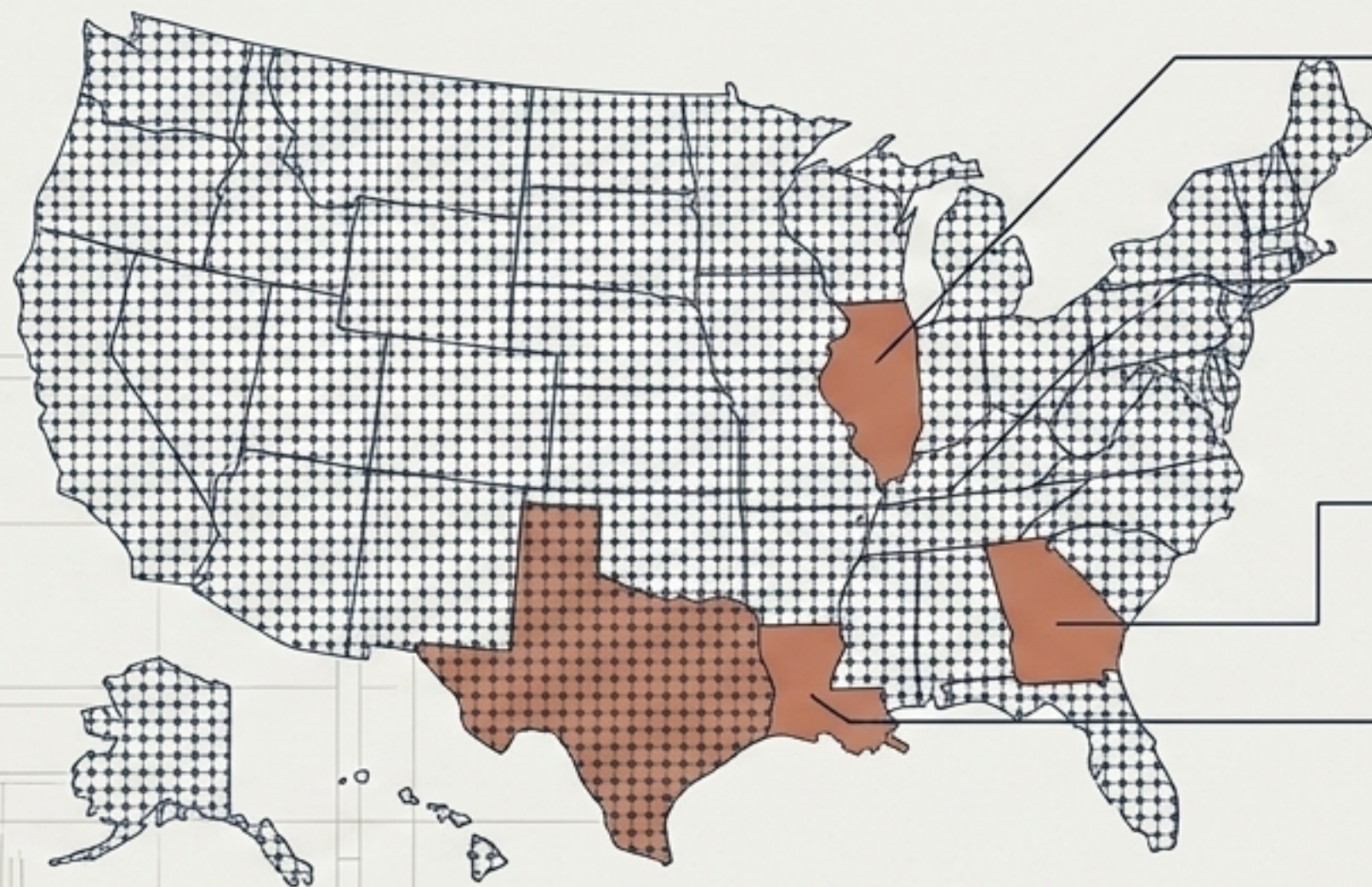
1.7–2.4x
internal cost

The Financial Bleed

Portfolio Size	Annual Turnover Cost	Agency Premium
5 communities	\$1.4M–\$3.0M	\$400K–\$900K
15 communities	\$4.2M–\$9.0M	\$1.2M–\$2.7M
40 communities	\$11.2M–\$24.0M	\$3.2M–\$7.2M

Turnover is the largest variable cost on the operating P&L. Most platforms only report it after the exit notice is signed.

The Geographic Exposure to Agency Premium



Louisiana	96% of providers short	\$601–\$1,502 exposure/bed/yr
Texas	71%–81% of providers short	\$489–\$1,222 exposure/bed/yr
Illinois	63% of providers short	\$546–\$1,365 exposure/bed/yr
Georgia	54%–65% of providers short	\$622–\$1,555 exposure/bed/yr

Exposure figures modeled on public CMS Care Compare datasets. The staffing gap buys premium hours.

The Limit of Lagging Indicators

The Old Way : Lagging - Reactive

Exit Interviews: Biased, anecdotal, collected after the employee is gone.

Annual Turnover %:
A trailing 12-month post-mortem.

Post-Period Payroll Variance:
Discovering \$40K in overtime eight days after the ACH clears.

PBJ Submission Panic: A week of manual Excel mapping at the end of the quarter.

The Governed Way : Leading - Predictive

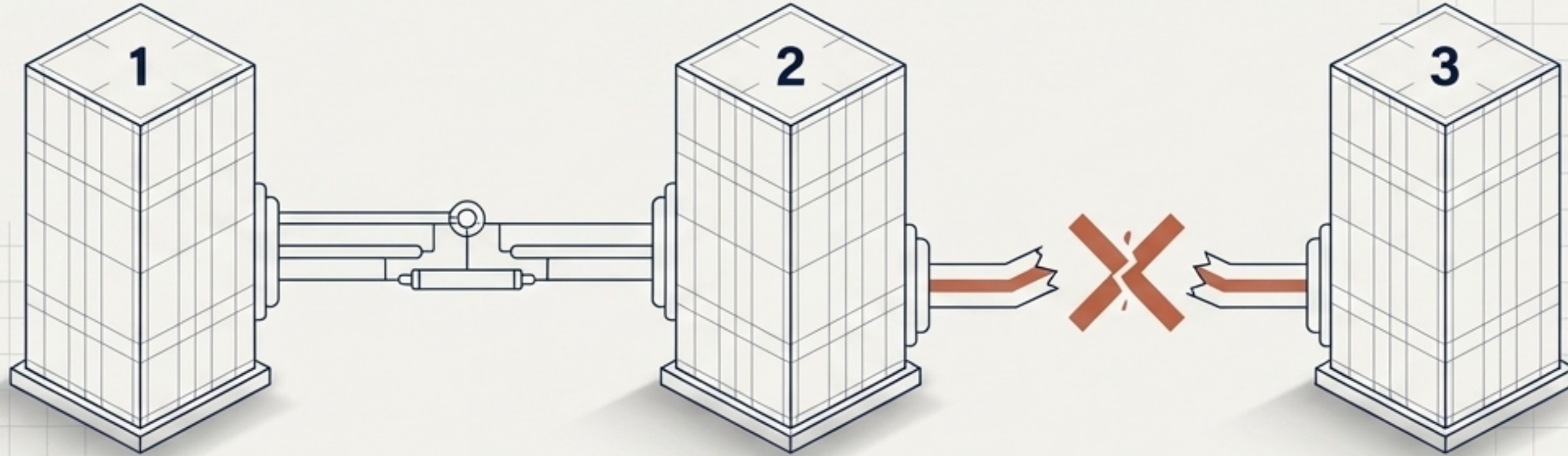
30-Day Exit Risk Flags: Intervening before the resignation letter.

90-Day Cohort Survival: Tracking onboarding success while it is actionable.

13-Week Payroll Forecasts: Visibility $\pm 1\%$ of run, days before the schedule locks.

Continuous PBJ Staging: Exceptions flagged daily; one-screen quarterly sign-off.

Fragmented Data Generates False Signals



HRIS & Payroll

Tracks wages and turnover, but cannot see why an employee is exhausted.

Scheduling

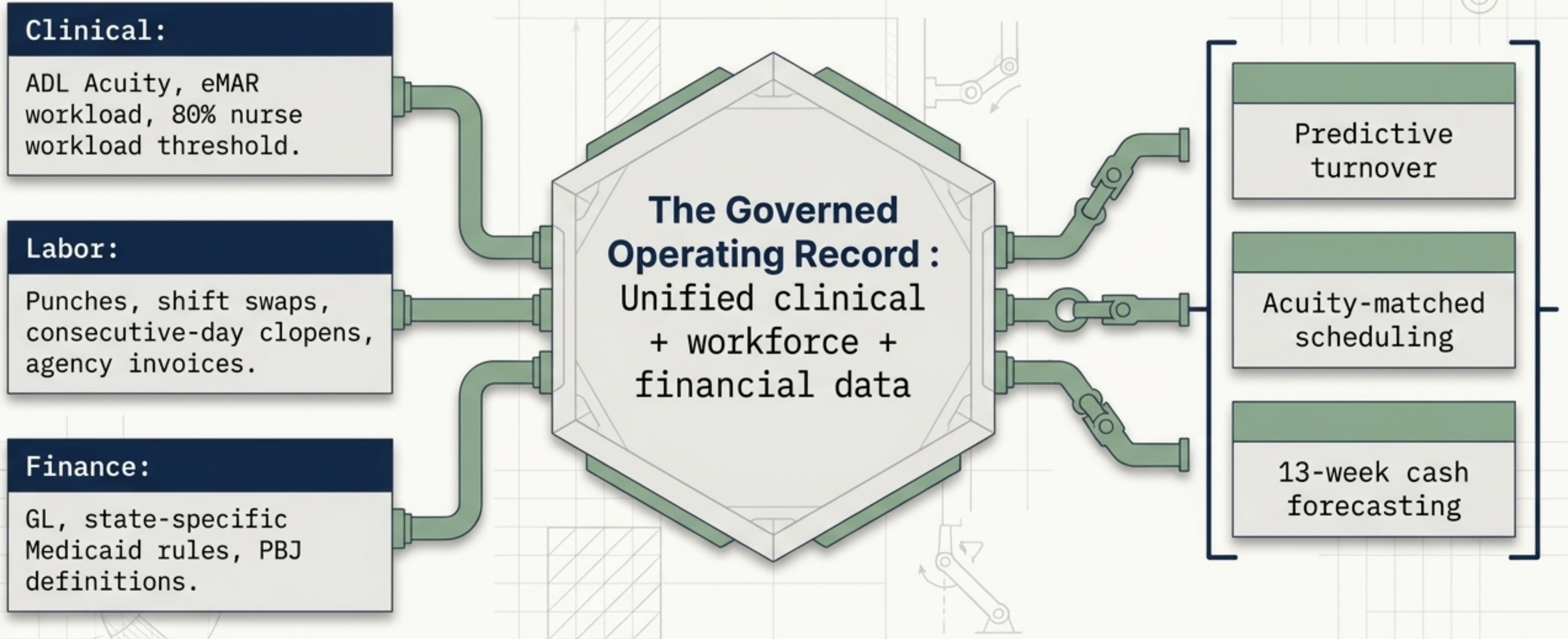
Tracks open shifts and call-offs, but builds schedules to flat ratios instead of patient needs.

Clinical (EHR)

Tracks acuity and care plans, but is completely detached from labor capacity.

A horizontal platform cannot predict burnout. Turnover prediction requires a unified model that reads clinical acuity, shift load, and payroll drift simultaneously.

The Governed Operating Record



A Day in the Life of a Governed Community

06:30

Automated 24h Report

System compiles admissions, falls, and gaps from audit log. No manual printouts.

08:30

Stand-up Huddle

Team views one unified screen. Action items get assigned owners & 24h tracking.

14:00

Acuity-Matched Schedule Run

System adjusts tomorrow's schedule based on live resident acuity, not old templates.

16:15

AI-Assisted Shift Fill

Open shift triggers targeted offers to qualified internal staff before agency.

23:00

Continuous PBJ Staging

The day's hours automatically map to CMS categories, catching exceptions instantly.

The Anatomy of a Predictive Signal

Approved Signals (Flowing In)

Clinical Demand: Acuity-weighted workload per worked hour.

Scheduling Friction: Consecutive-day clopens and shift-swap patterns.

Payroll Reality: Overtime density and earnings variance.

HR Context: Manager span changes and early-tenure isolation.

Enforced Exclusions (Blocked by Firewall)

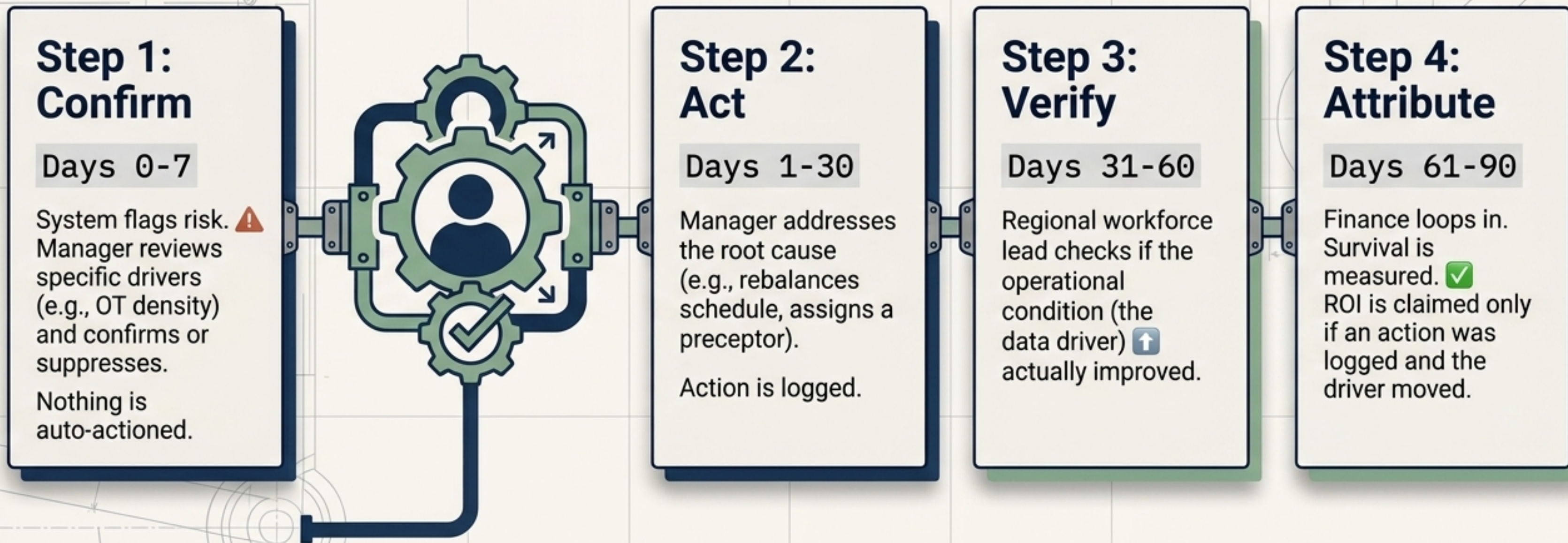
Demographics: Race, age, DOB, pregnancy, health status.

Protected Activity: Union status.

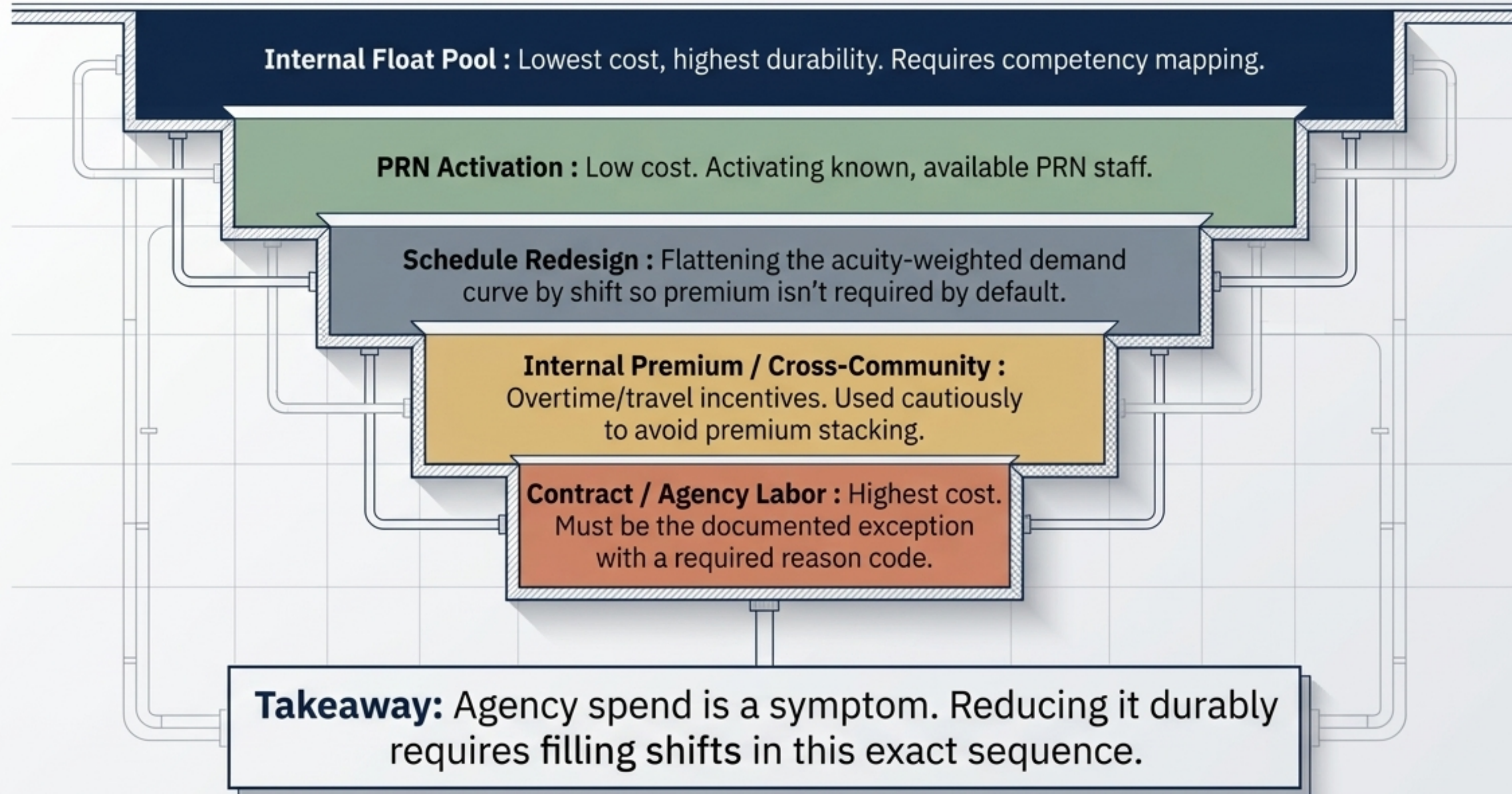
Privacy: Precise home address geolocation.

CARF-aligned AI governance. We predict based on operational friction, not surveillance.

The Human-in-the-Loop Retention Workflow

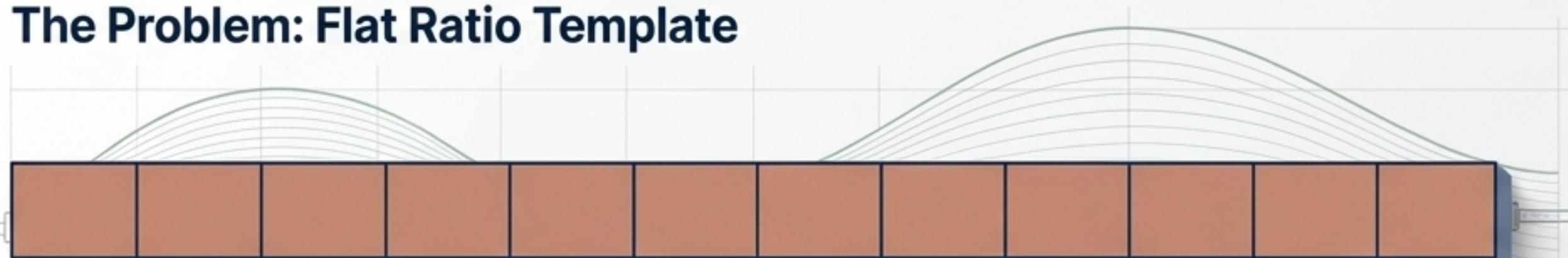


The Agency Displacement Sequence



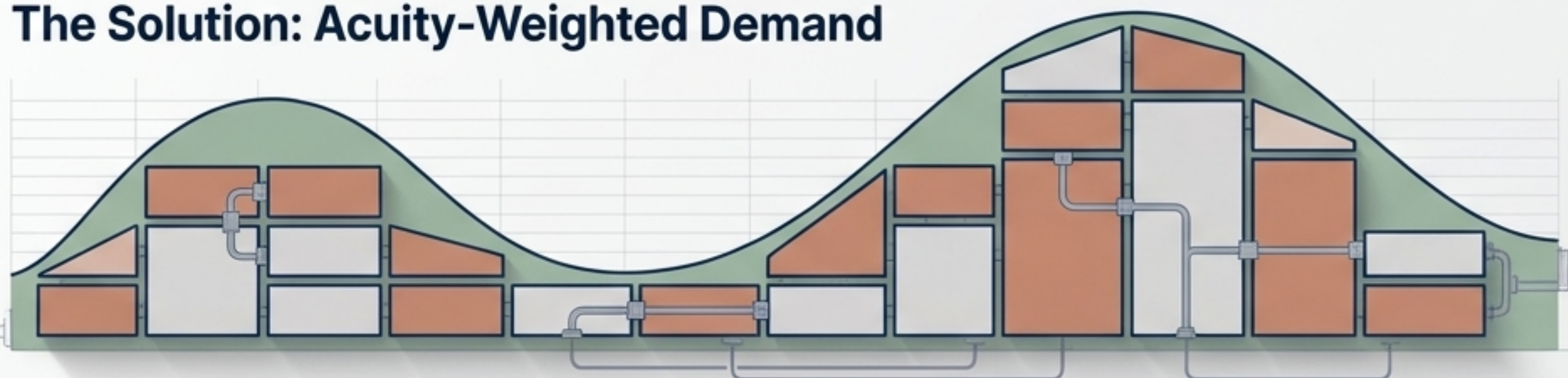
Acuity-Matched Scheduling

The Problem: Flat Ratio Template



Schedules built two weeks in advance break when acuity rises, forcing expensive agency gaps.

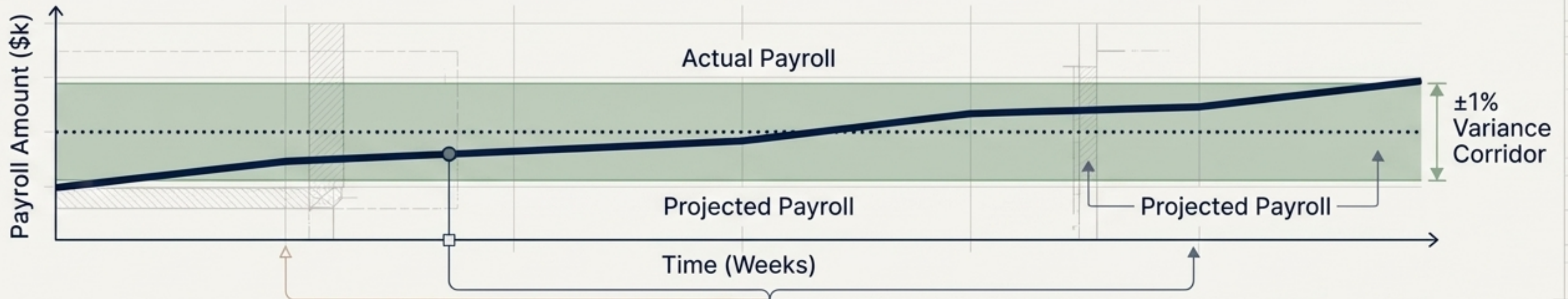
The Solution: Acuity-Weighted Demand



- Generates schedules based on current acuity and real-time **HPRD** targets.
- **Locks credentialing** natively—system physically blocks assignments if license expires tomorrow.
- **Automates shift-fill queue** via staff app, capturing fill cost directly against the resident-day calculation.

Target Impact:
15–25%
increase in
internal shift
fill.

Precision 13-Week Payroll Forecasting



The Old Way

- Payroll is a **surprise** every period.
- Overtime is discovered **eight days** after it was earned, blowing up the cash forecast.

The Governed Way

- Forecasts **update daily** from the schedule + live time-clock punches.
- Projects **overtime** per employee with hours remaining before threshold.
- Applies **holiday** and **shift-differential** premiums automatically.

The Result: Payroll lands within $\pm 1\%$ of forecast. The CFO uses it for the rolling 13-week cash forecast directly—no Excel rebuild required.

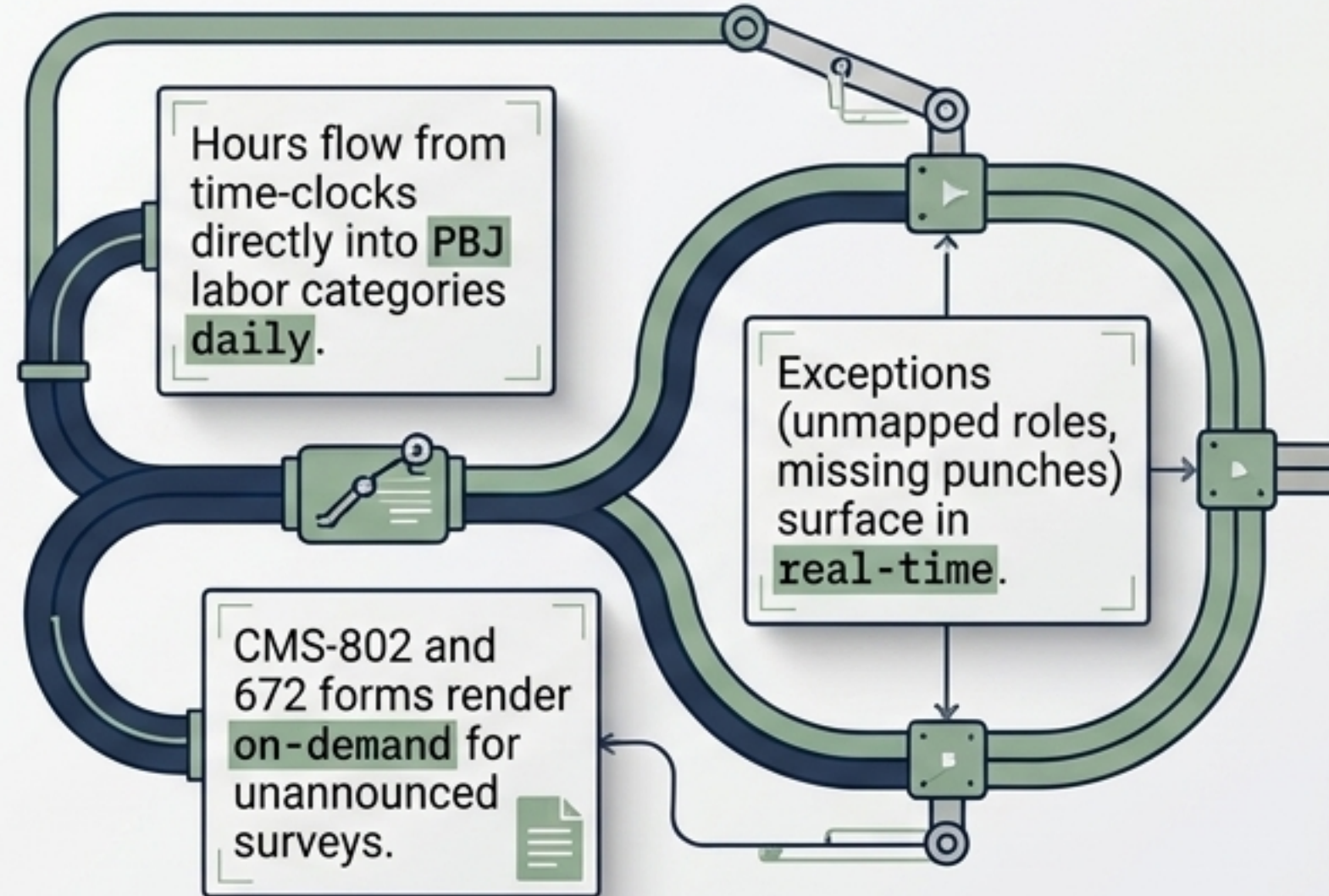
Continuous PBJ Staging & HPRD Compliance

The Federal Reality

CMS 3.48 HPRD was rescinded, but state ratios and enhanced facility assessments remain strictly enforced.



End-of-Quarter Panic



Continuous Staging Workflow



Daily HPRD Tracker

The Defensible ROI Equation

$$\text{Net Value} = \left[\text{Avoided Separations} + \text{Avoided Agency Premium} + \text{Avoided Overtime} \right] - \left[\text{Platform Cost} + \text{Internal Effort} \right]$$

Triggers ONLY if a driver moved and an action was logged.

Unattributed stays out.

Rate differential only.

Internal base cost is stripped out.

Only the 0.5x premium portion counts to prevent double-counting base labor.

Operator labor is never excluded.

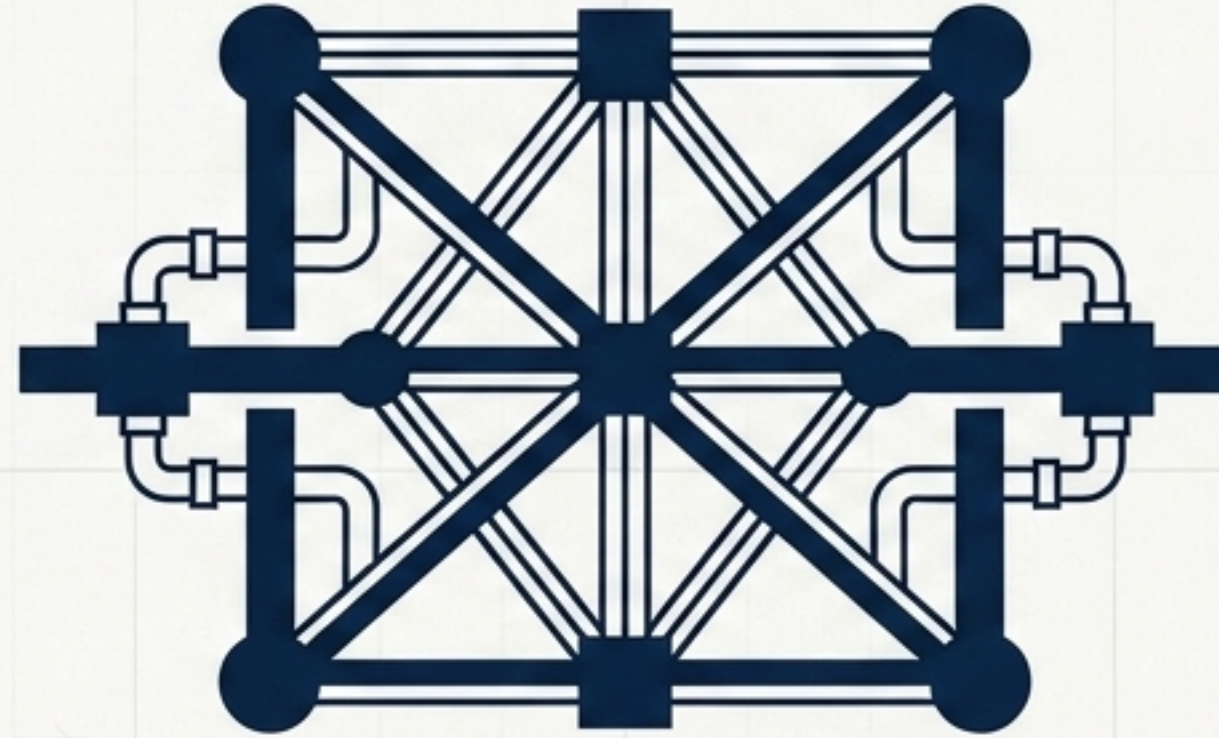
Fully loaded time spent by EDs and schedulers is charged against the savings.

The 2026 Workforce Analytics Landscape

Feature	SeniorCRE	UKG Pro	OnShift	Smartlinx	Visier	Workday
Predictive Turnover Model (30-day forward)	●	○	◐	○	◐	◐
Senior-Care-Native Signals (Acuity, eMAR)	●	◐	○	○	◐	○
BLS OEWS Benchmarking Native	●	○	○	◐	○	○
Agency-Labor Cost-to-Fill Forecasting	●	◐	○	○	◐	○
Unified Clinical + Workforce + Financial Data	●	◐	◐	◐	○	○

Key Takeaway: Point solutions force operators to reconcile scheduling, payroll, and clinical data manually. SeniorCRE uniquely provides a single, unified canonical record.

Govern the Truth.



AI without a governed operating record magnifies fragmentation. Application silos answer narrow questions. An operator-controlled infrastructure answers enterprise questions across care, labor, census, and capital.

Three Pillars of Evidence

1. Auditable Lineage
2. Defensible ROI
3. Human-in-the-Loop Governance

> INITIATE OPERATING RECORD DIAGNOSTIC_