

Long term care facility with associated geriatric hospital

CASE STUDY

A long term facility and associated geriatric hospital, serving a primarily suburban resident and patient base with below average employee turnover and a total employee base of over 1000. Nevertheless, with increased demand and expansion of the facility, the leadership of the institution still recognized that it could gain additional benefits by reducing turnover and improving hire quality. The institution has 136 GNAs, and it deployed Arena initially for Geriatric Nursing Assistants to measure its impact.

Before Arena, the institution's turnover in this job category within 90 days of hire was 23.1%, below the median turnover in this job category in the United States of 38% within 90 days of hire.

Nevertheless, after implementing Arena, turnover in the job category dropped to 11.8%. The reduction in turnover was statistically significant both against a control group and against historic turnover numbers.

The cash savings to the institution, based on GNA turnover reduction, was a net of \$83,200.

Target outcome: Turnover reduction

24.0%
Pre-Arena



11.8%
With Arena

Total savings with Arena

\$83,000/year
in the first job category



\$800,000/year
across the entire facility