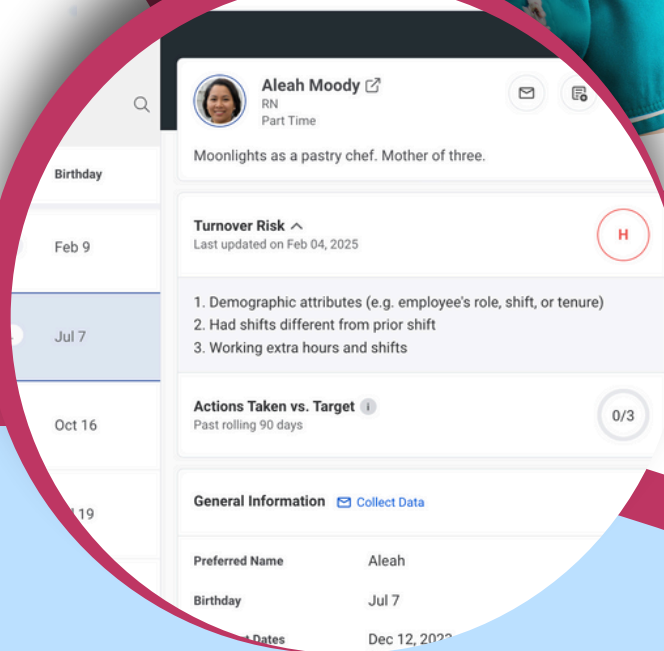


laudio

# Turnover Risk Score



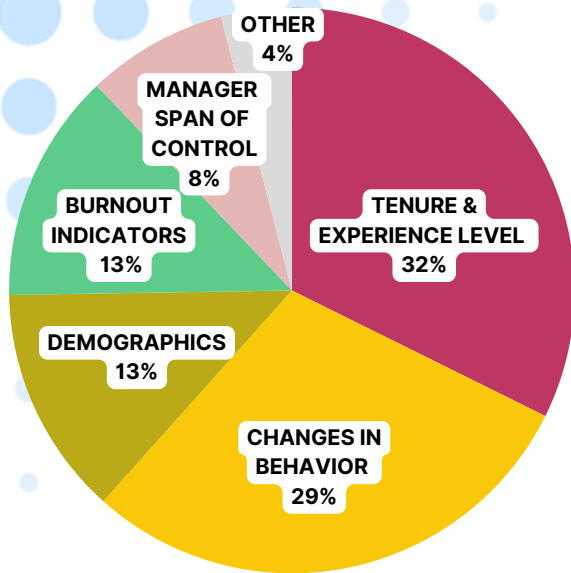
## What Is It?

Laudio enables leaders to **proactively identify and address employee turnover risks** using a refined **machine learning model** tailored to different roles. Our team regularly enhances the **Turnover Risk Prediction model** to deliver **greater accuracy, transparency, and insights**—helping leaders better prioritize engagement efforts that drive retention.

## How Is It Calculated?

Laudio's **proprietary model continuously analyzes behavioral and work pattern data to predict turnover risk**, adjusting **dynamically** as workforce trends evolve. Using data from nearly **500K** frontline staff across health systems in the US, we analyze a variety of **demographic, behavior-based, and organizational employee data points** to identify correlation with turnover. **The calculated risk score combines these data points with dozens of employee burnout indicators to predict turnover risk.** Based on our **statistical regression data modeling**, the top inputs for risk score calculation are shown in the table below.

## Influencers of Turnover Risk Score



## Example Metrics Per Attribute

TENURE & EXPERIENCE LEVEL	→	YEARS OF TENURE IN THE ORGANIZATION YEARS OF EXPERIENCE PRIOR TO HIRE
CHANGES IN BEHAVIOR	→	WORKING A LOT LESS OVERTIME RECENTLY FIRST TIME AS CHARGE NURSE
DEMOGRAPHICS	→	AGE SHIFT WORKED
BURNOUT INDICATORS	→	WORKING >15 HRS IN 24-HR WINDOW PRECEPTED IN THE PAST FEW WEEKS
MANAGER SPAN OF CONTROL	→	NUMBER OF DIRECT REPORTS OVERALL HEADCOUNT
OTHER	→	NUMBER OF UNSCHEDULED ABSENCES WORKING A LOT OF WEEKENDS

## Leveraging the Turnover Risk Score

### Risk Score Categories & Recommended Actions:

- ◆ Low Risk → at least 1 meaningful interaction every 90 days
- ◆ Medium Risk → at least 2 meaningful interactions every 90 days
- High Risk → at least 3 meaningful interactions every 90 days

### Key Engagement Strategies Include:

- ✓ Personalized check-ins to address concerns proactively
- ✓ Targeted recognition to reinforce engagement
- ✓ Workload adjustments to mitigate burnout

By leveraging data-driven insights, Laudio helps leaders take strategic, high-impact actions that improve workforce stability, strengthen team engagement, and reduce turnover.



Resources