

Most staff turnover happens in first six months

Technology is also helping to identify those with the 'right fit' – vital when you consider most aged care staff turnover happens in the first six months of a new role when workers realise the job is not for them.

Expr3ss! is an Australian-based predictive hiring software provider – 25% of its clients are in the aged care and disability space.

Its software is designed to offer insights into a person's temperament and attitudes in advance of an interview thereby ensuring that employers are bringing the right people into their organisations from the start.

Expr3ss! uses a combination of 'dealbreaker' screening questions and a unique checklist which surveys prospective staff on their attitudes.

These questions are based on operators' own benchmarks which they create via a six-minute survey based on the exemplar staff that they already have in their employment.

This provides a star rating for each candidate so employers can see which prospective staff are best suited to the role.

"All we're saying is focus on these applicants first, because they're more likely to have the 'will do' attitudes and be the right fit for the role," said Carolyne Burns, Co-Founder and Managing Director of Expr3ss!.

The platform also offers an additional survey, which is videoed so prospective employers can see how the candidate performs 'in person'.

The result? A faster turnaround – Expr3ss! has a 'seven-day' club for its users that hire within a week – and new hires that are better suited to the role.



Carolyne Burns