



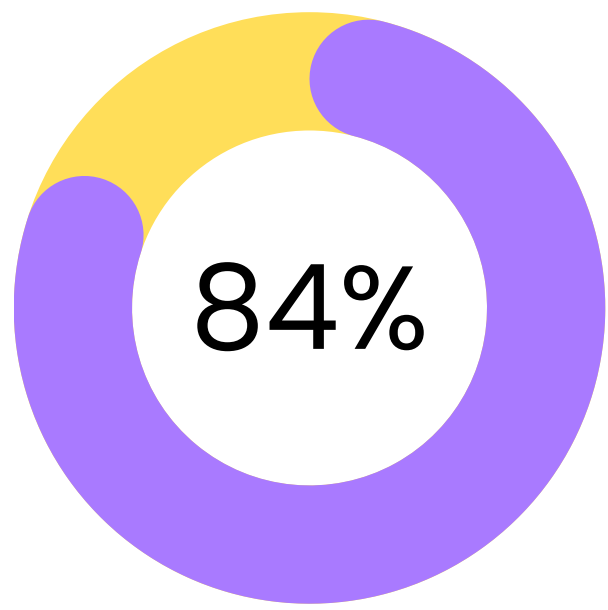
EMPLOYEE REFERRAL

STATISTICS YOU NEED TO KNOW FOR

2026

FOR HEALTHCARE

Employee referral programs have become a cornerstone of effective recruitment strategies, offering numerous benefits to both employers and employees.

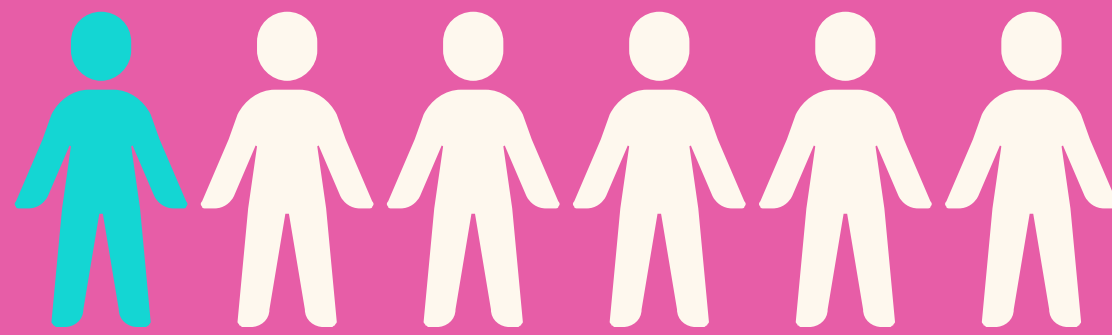


84%

Widespread Adoption

84% of Healthcare companies have employee referral programs

HIRING EFFICIENCY



1 in 6 referral accepted candidates are hired vs only 7% of traditionally sourced candidates.

\$4,500

SAVED PER REFERRAL HIRE due to decreased cost and time spent on recruiting

HIRING NURSES

20 days to fill using ERIN

vs

79 days to fill without ERIN

52%

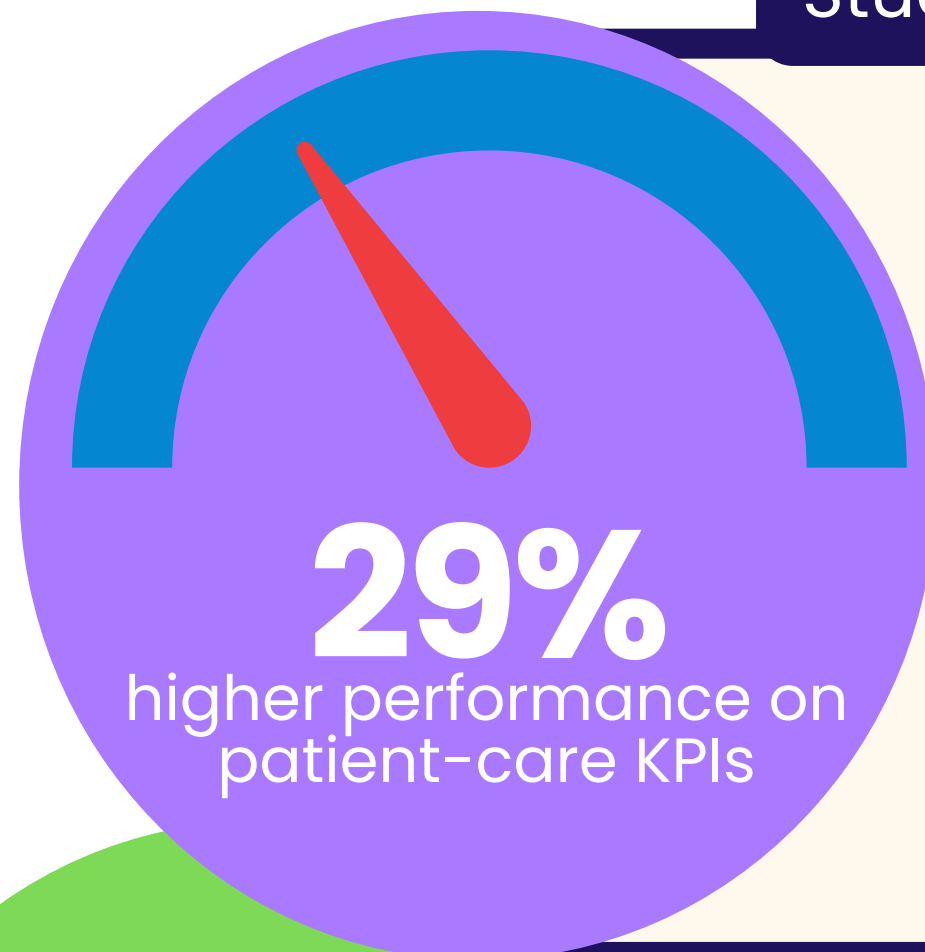
INCREASED RETENTION referral hires stay longer than traditional hires

\$3,500

Average Referral Bonus in Healthcare



Study healthcare results show...



29% higher performance on patient-care KPIs



AI-assisted referral nudges increase participation by 65%



Travel-nurse dependency **dropped 12%** YoY for systems with strong referral programs.



Internal mobility referrals **up 26%**, especially for MA → LPN → RN growth tracks



Shift-based referral "hot jobs" increase RN referrals by 40%+ within 24 hours

16%

< 5k employees

13%

5k - 10k employees

12%

10k - 50k employees

10%

50k+ employees

Average % Hires From Referrals

WITH ERIN IS 32%+

Learn more at erinapp.com