

2027

Healthcare referral statistics

Nursing roles still take months to fill through job boards. Referred clinicians fill them in weeks and stay longer.

Who gets hired

Out of every 100 candidates

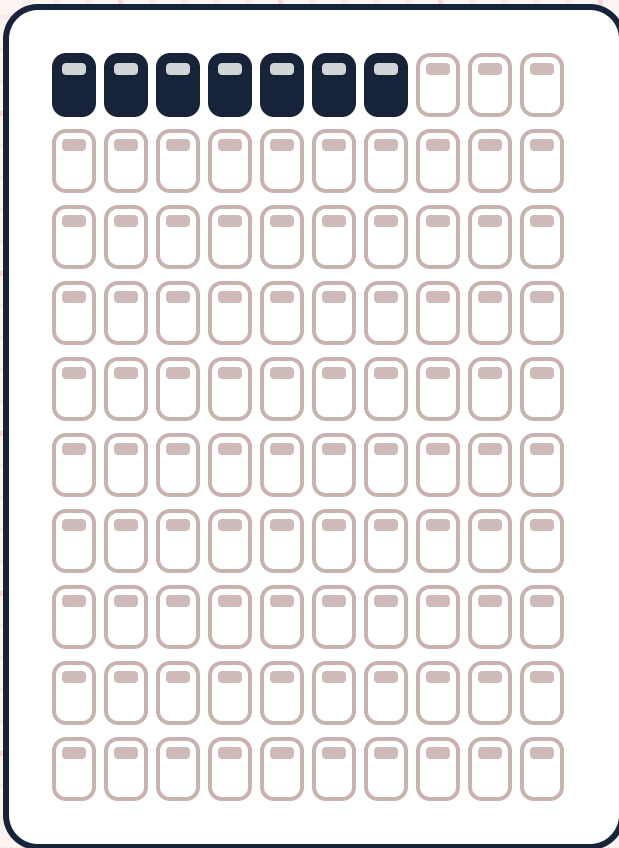
1 in 6



Referred candidates

About 17 of every 100 hired

7 of 100



Job board applicants

7 percent are hired

Days to fill a nursing role

Nursing roles filled with ERIN referrals



Nursing roles filled without ERIN



\$4,800

saved per referral hire in agency and overtime costs

52%

higher retention than job-board hires

29%

higher performance on patient-care KPIs

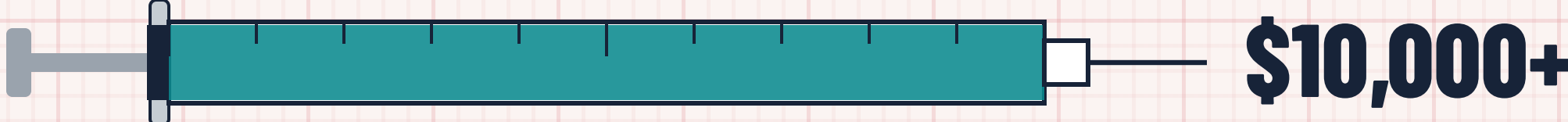
86%

of healthcare employers run a referral program

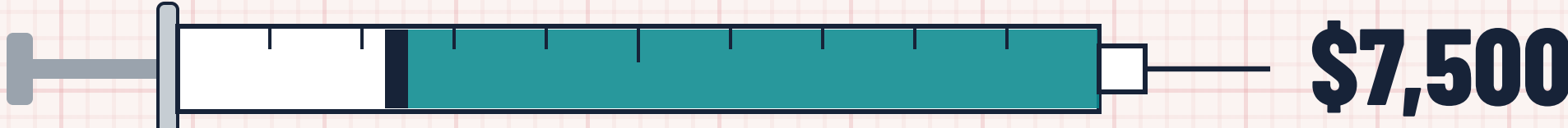
Referral bonus by role

Each syringe is filled to scale, up to \$10,000. Average across healthcare: \$3,750.

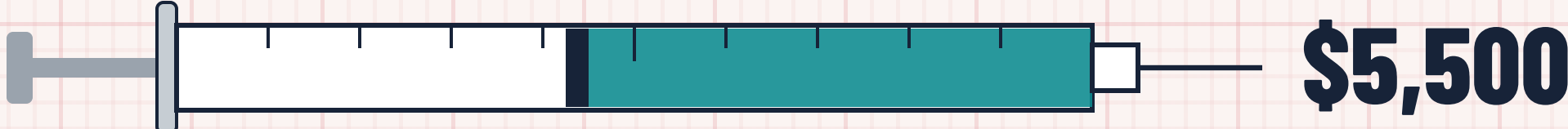
Physicians and APPs



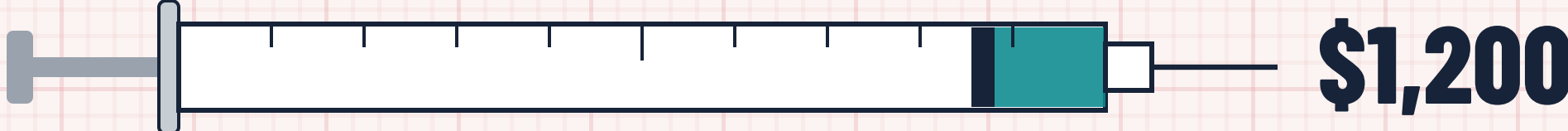
Clinical Roles



Registered Nurse



Support Staff



What keeps referrals flowing

65%

more staff refer when AI nudges them about open roles

40%+

more RN referrals within 24 hours of a shift-based hot job

28%

more internal mobility referrals, led by MA to LPN to RN tracks

14%

less travel-nurse dependency, year over year

Hires from referrals

Share of hires from employee referrals, by number of employees. Dashed line: health systems using ERIN.

