



HOW AN ELDERCARE & ASSISTED LIVING PROVIDER REDUCED RISK, STABILIZED STAFFING, AND CONTROLLED RISING LABOR COSTS

INDUSTRY

ELDERCARE & ASSISTED LIVING



COMPANY PROFILE

Industry:
Assisted Living & Memory Care

Operations:
Multi-facility, 24/7 staffing model

Employees: ~143 employees
(clinical staff, caregivers, admin)

Workforce: Hourly caregivers, nurses, supervisors, administrative staff

The Challenge



An established eldercare and assisted living provider was struggling with issues common across the industry –**but increasingly difficult to manage without specialized support.**

1. Workforce Complexity & Staffing Pressure

The organization operated around the clock with rotating shifts, overtime, and a high volume of hourly caregivers. Staffing shortages and burnout were increasing turnover, driving up recruiting and training costs.

2. Escalating Workers' Compensation & Insurance Costs

Caregiver injuries, claims history, and industry risk classification pushed workers' comp and liability costs higher each year. Leadership had little visibility into whether costs were driven by risk or simply poor underwriting.

3. Compliance & Regulatory Risk

Operating in a heavily regulated environment meant constant exposure to:

- Wage & hour compliance issues
- Overtime miscalculations
- Employee classification risk
- State-specific labor laws
- Healthcare and leave-related regulations

Operating in a heavily regulated environment meant constant exposure to:

3. Compliance & Regulatory Risk

Supervisors and administrators were spending significant time handling:

- Payroll issues
- Benefits enrollment questions
- Employee relations concerns
- Incident documentation

This pulled focus away from resident care and operational quality.



The PEO Blueprint Solution



PEO Blueprint approached the engagement with a **care-industry-specific strategy**, not a generic HR outsourcing pitch.

Phase 1: Diagnostic Assessment

● PEO Blueprint conducted a full review of:

- Payroll practices and overtime exposure
- Workers' comp claims and safety trends
- Benefits participation and affordability
- HR compliance gaps
- Turnover costs and staffing challenges

This created a clear baseline of financial risk, compliance exposure, and operational inefficiency.

Phase 2: Industry-Aligned PEO Selection

● Rather than placing the provider into a massive, one-size-fits-all PEO, PEO Blueprint identified PEO partners experienced in:

- Healthcare and eldercare workforces
- High-turnover, shift-based environments
- Workers' comp risk mitigation for caregiving roles
- Wage & hour compliance for hourly staff
- Multi-location and multi-state operations

The selected PEO had a strong track record supporting long-term care organizations specifically.

Phase 3: Pricing, Risk & Contract Optimization

● Using insider underwriting and pricing expertise, PEO Blueprint negotiated:

- Improved workers' comp structure aligned to actual risk
- Predictable administrative fees
- Better benefits pricing for hourly caregivers
- HR support resources tailored to healthcare employers
- Clear contract terms to protect flexibility and control

The result was not just lower costs—but lower volatility and risk.

The Results



Financial Impact

- **Reduced** workers' compensation exposure and improved rate stability
- **Lower** benefits costs for both employer and employees
- **Predictable** HR and payroll expenses without surprise increases



Operational Impact

- **Centralized** payroll, HR, and compliance processes
- **Simplified** onboarding and offboarding for high-turnover roles
- **Reduced** administrative burden on supervisors and administrators



Workforce & Care Impact

- More competitive benefits **improved caregiver retention**
- Better HR support **reduced employee relations issues**
- Leadership regained time to **focus on quality of care and resident experience**



The organization stabilized operations without adding internal HR headcount.



Why This Matters for Eldercare & Assisted Living Providers



Eldercare operators face **constant labor pressure**, high compliance exposure, and rising insurance costs—while still being expected to deliver exceptional care.

A properly selected PEO partnership can:

- **Reduce** workers' comp volatility
- **Improve** benefits for caregivers
- **Ensure** wage & hour compliance
- **Support** retention and staffing stability
- **Free** leadership from administrative overload

The key is choosing the right PEO—not just any PEO.

Key Takeaways



1

Eldercare is a high-risk workforce that demands specialized HR support.

Generic solutions miss the realities of caregiving operations.

2

Workers' comp and compliance issues compound quickly without oversight.

The right structure reduces both cost and exposure.

3

Better benefits help stabilize staffing in a competitive labor market.

Retention is cheaper than constant rehiring.

4

A PEO broker ensures fit, leverage, and long-term flexibility.

Direct PEO sales rarely optimize for healthcare employers.



PEO BLUEPRINT

PEO Blueprint is an independent PEO brokerage and advisory firm helping eldercare and assisted living providers evaluate, select, and optimize PEO partnerships.

We are not a PEO. We work for you.

Our role is to:

- Compare and negotiate across top PEOs
- Align solutions to healthcare and caregiving environments
- Reduce risk, cost, and administrative burden
- Act as a long-term advocate—not a one-time salesperson

Ready to Reduce Risk and Stabilize Your Workforce?

PEO Blueprint offers a confidential assessment for eldercare and assisted living providers to identify cost savings, compliance gaps, and operational improvements—before problems escalate.

