

The Hidden Cost of Turnover: And How to Fix It Without Breaking the Bank

Why Employers Are Rethinking Benefits to
Reduce Turnover and Stay Competitive



Turnover is one of the biggest pain points for employers today, especially in industries that rely on part-time and gig workers.

The costs of constant filling roles, training, and lost productivity add up quickly. The truth? Traditional benefits were never built for today's workforce—and they aren't solving the turnover problem.

Many part-time employees—**your essential frontline workforce**—are excluded from traditional benefits because they don't meet eligibility requirements or simply can't afford to enroll. This leaves them without healthcare access, increasing stress, absenteeism, and turnover.

If employers want to reduce turnover, protect their bottom line, and build a more stable workforce, they need a better approach to benefits—**one that works for part-time employees and keeps businesses competitive.**

Let's dig in.

Meet ALICE:

The Workforce Employers Can't Afford to Ignore

Who is ALICE? ALICE stands for Asset Limited, Income Constrained, Employed—workers who keep the economy running but struggle to afford essentials like rent, food, and healthcare.

Many ALICE workers are part-time employees in retail, hospitality, food service, healthcare, and manufacturing. They are essential to businesses but often fall into the coverage gap—unable to afford employer-sponsored insurance but not qualifying for public programs.



There are **34 million** US households living under the ALICE income threshold, and more than **22 Million** are in the coverage gap.



ALICE is Making Tough Choices Every Month

Without employer-provided healthcare, workers are forced to choose between essentials:

- › Groceries or a doctor's visit?
- › Rent or a prescription refill?
- › Gas for work or urgent care for a sick child?

By The Numbers: What Matters and Why

1

78%

of employees say they are more likely to stay with an employer because of their benefits program.
(HR Professional Magazine)



2

Over 40%

of workers said their company loyalty would increase if benefit options were customized to meet their needs.
(Rogers Gray)



3

Only 59%

of workers at firms offering health benefits are actually covered under their employer's plan. Low-wage workers are significantly less likely to be covered than higher-wage employees (42% vs. 61%). (KFF 2023 Annual Survey)



This suggests that low-wage and part-time workers face the greatest coverage gap, either due to eligibility barriers, affordability issues, or lack of employer-sponsored benefits altogether.

The takeaway? Offering the right benefits isn't just about doing the right thing—it's a competitive advantage that directly impacts retention, loyalty, and workforce stability.

Part-time workers need affordable healthcare solutions. Failing to meet their needs leads to higher turnover—a huge hidden cost. Employers must offer flexible, cost-effective benefits to attract and retain essential part time workforce.

The Cost of Doing Nothing

Turnover is more than an HR issue—it's a direct financial drain on your business. Every time an employee leaves, companies must spend valuable time and resources on recruiting, hiring, and training a replacement. According to new benchmarking data from the Society for Human Resource Management (SHRM), the average cost per hire was nearly \$4,700. But many employers estimate the total cost to hire a new employee can be three to four times the position's salary.

On average, replacing a part time worker costs at least \$1500 (Cornell University). For a company with 500 part-time employees and a 75% annual turnover rate, this results in over \$560,000 spent on rehiring alone. That's money being burned on reactive hiring efforts instead of being reinvested in a more stable workforce.

Beyond recruitment costs, high turnover means lost productivity, disengaged teams, and poor customer experience. Every time a skilled worker leaves, they take institutional knowledge with them, forcing businesses to scramble to fill the gap. Employees who feel valued through benefits, however, are more engaged, more productive, and less likely to leave.

From Cost Burden to Business Advantage: The Role of Healthcare Access

What if we could fix this—without breaking the bank?

What if you could redirect a fraction of those turnover costs into a workforce benefit that improves retention, productivity, and job satisfaction? Employers are increasingly realizing that a proactive approach to benefits, rather than a reactive approach to rehiring, leads to better business outcomes.



Solution

Reducing turnover by just 12% covers the cost of Ful.CashPay for the entire part-time workforce. Providing access to healthcare removes a major stressor for employees, leading to better retention, improved job satisfaction, and stronger business performance.

Designed for the Uninsured: How Ful.CashPay Delivers Real Healthcare Access

Ful.CashPay is more than just a healthcare solution—it's a carefully curated ecosystem designed to support uninsured, part-time workers in making the best possible decisions about their care. Every feature in the app is built to address the real-life challenges of navigating healthcare without traditional insurance.

Smarter Choices, Lower Costs: How Ful.CashPay Empowers Users

› Preventing Unnecessary ER Visits with Quizzify

Avoiding an unnecessary ER visit can mean the difference between a manageable medical bill and financial hardship. Quizzify's ER Prevent Consent tool helps users understand their rights at the hospital and avoid costly surprise medical bills. Before visiting the ER, users can check whether their condition truly requires emergency care—saving them time, stress, and money.

› Expert Bill Negotiation & Hospital Assistance with Goodbill

For uninsured workers, hospital bills can be overwhelming. Ful.CashPay includes Goodbill's 501(r) widget, which allows users to instantly check if they qualify for hospital financial assistance. Users can also access Goodbill's hospital claims adjudication service, which reviews and negotiates medical bills to ensure fair pricing—eliminating excessive or incorrect charges.

› Quizzify: Healthcare Education That Pays Off

Ful.CashPay doesn't just help users find lower-cost care—it helps them become savvy healthcare spenders. Take Quizzify's cavity quiz—while Ful.CashPay doesn't offer dental coverage, Quizzify educates users on no-drill cavity treatments that cost one-third the price of a filling and are just as effective. These kinds of insights help users make smarter, more affordable healthcare decisions every day.

› BeneStream: Expert Concierge for Medicaid & ACA Enrollment

For those who qualify for public programs, Ful.CashPay includes BeneStream's expert concierge service. Users can get their eligibility questions answered by experts, and if they qualify for Medicaid, CHIP, or ACA subsidies, BeneStream will handle the application process for them—ensuring they get the benefits they're entitled to, without the headache of navigating bureaucracy alone.

Game-Changing Access to Care for Part-Time Employees

Ful.CashPay is NOT insurance—it's a smarter, more flexible healthcare solution built for part-time employees, gig workers, and 1099 contractors.

Give your essential part-time workforce peace of mind with:

- › Free, unlimited 24/7 virtual care ([CirrusMD](#))
- › Guaranteed, cash-discounted pricing for in-person care ([Tendo Marketplace](#))
- › Hospital bill negotiation & financial assistance ([Goodbill](#))
- › Expert eligibility navigation for Medicaid, CHIP, ACA subsidies ([BeneStream](#))
- › Pharmacy savings & healthcare education tools ([MedOne](#), [Quizzify](#))

Plus, **Ful.CashPay** is a solution curated just for uninsured workers without the complexities of traditional insurance:

- › No employer contributions required for episodes of care or prescriptions
- › No open enrollment needed—launch anytime
- › Go live in just 7 days with minimal HR involvement—ful.Health handles onboarding and quick-start for employees and their families for one low PEPM