

More Than a Paycheck:

**Supporting the
People Behind
the Care**

dailypay 



A New Chapter for the Healthcare Workforce

In the quiet moments between shifts, many of our best team members are facing a distraction that has nothing to do with patient care. They are calculating how to bridge the gap between an unexpected expense today and a paycheck that is still ten days away. While we provide world-class care within our walls, our methods of supporting our teams haven't always kept pace with the world outside. Life doesn't happen on a two-week cycle, yet we often expect our people to manage their lives as if it does.

By offering flexibility in how employees access what they've already earned, we move beyond being just an employer and become a true partner in their stability.



Currently, 54% of healthcare workers say that having access to their earned wages is a major factor in choosing where they work and stay.

Meeting the New Competitive Standard

The talent pool is changing, and staff members have more choices than ever. Many are being drawn toward roles in hospitality, retail, and the gig economy—sectors that have pioneered “instant pay” models. This shift isn’t just about wages; it is about the peace of mind that comes from knowing you can handle a car repair or a utility bill the moment it arrives. Currently, 54% of healthcare workers say that having access to their earned wages is a major factor in choosing where they work and stay.

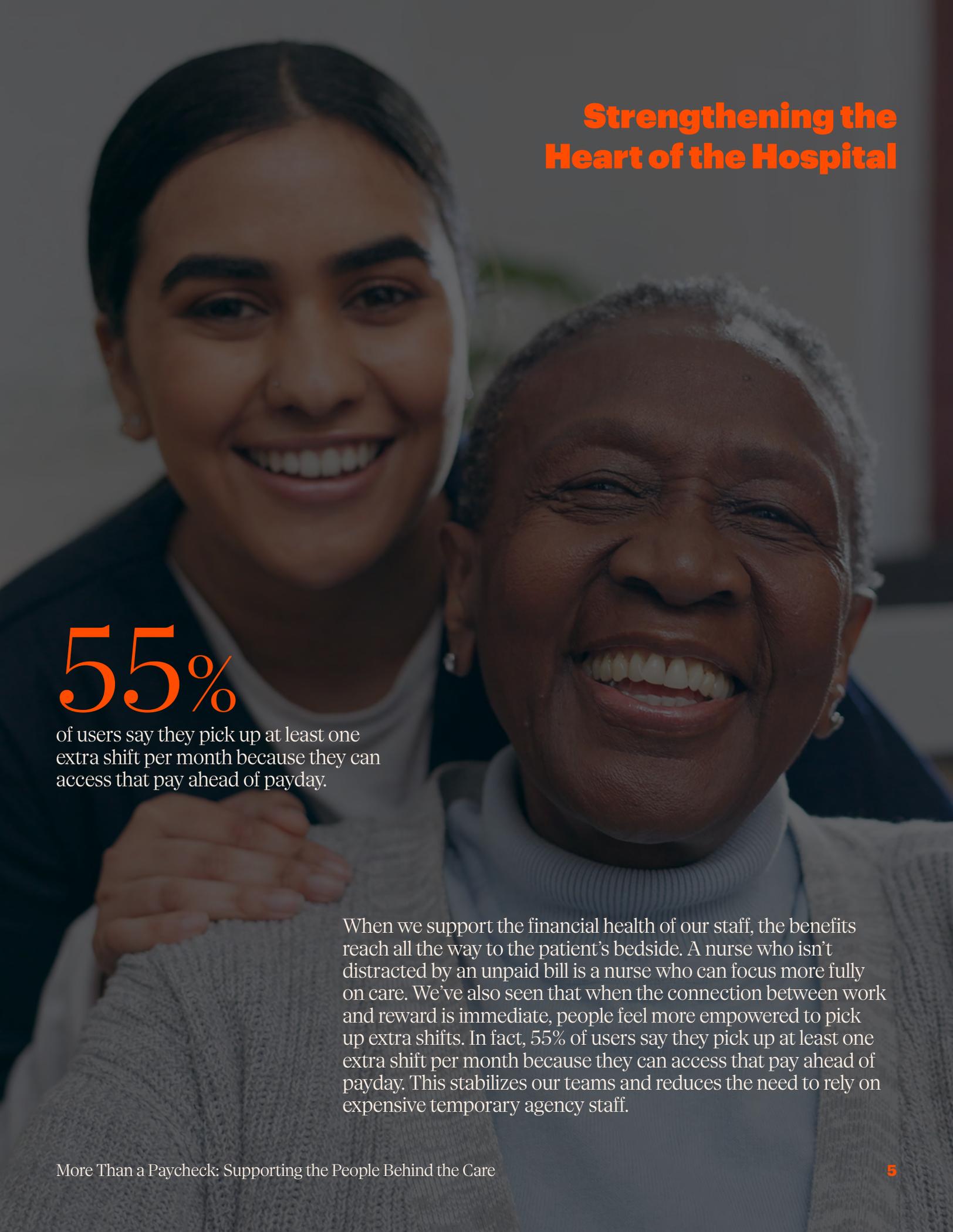


94% of healthcare workers using these tools say they would want this support at any future job.

Empowering Personal Agency

Leading a health system today means supporting the “whole person.” There is a meaningful difference between trying to solve for employee happiness and simply removing the financial friction that prevents them from doing their best work. While we can’t solve every outside stressor, we can give our teams the tools to manage their own financial lives with dignity. When staff can access their pay as they earn it, they gain control and are far less likely to turn to high-interest loans. This is why 94% of healthcare workers using these tools say they would want this support at any future job.



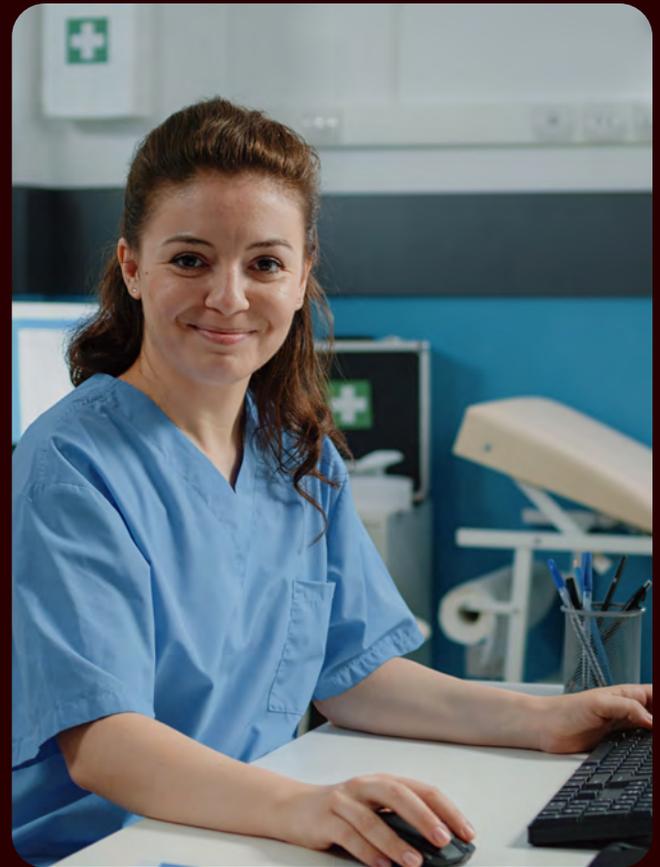
A young woman with dark hair pulled back and a white face mask around her neck is smiling warmly. She is standing behind an older woman with short, grey hair, who is also smiling broadly. They are both wearing light-colored, textured sweaters. The background is softly blurred, suggesting an indoor setting.

Strengthening the Heart of the Hospital

55%

of users say they pick up at least one extra shift per month because they can access that pay ahead of payday.

When we support the financial health of our staff, the benefits reach all the way to the patient's bedside. A nurse who isn't distracted by an unpaid bill is a nurse who can focus more fully on care. We've also seen that when the connection between work and reward is immediate, people feel more empowered to pick up extra shifts. In fact, 55% of users say they pick up at least one extra shift per month because they can access that pay ahead of payday. This stabilizes our teams and reduces the need to rely on expensive temporary agency staff.



Case Study: DailyPay - Proven Impact at Scale

The experience of a leading hospital network with over 100,000 employees offers a roadmap for leaders who want to move the needle on both culture and operations. By partnering with DailyPay, they showed their people they were listening. The results were immediate and measurable:



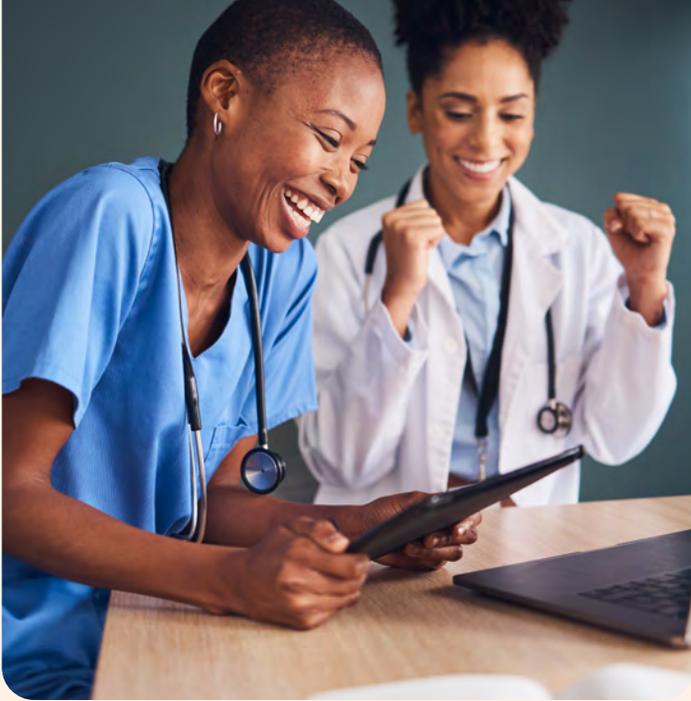
of users experienced a measurable reduction in financial stress.



felt the organization truly cared about their well-being.



are more likely to stay with the organization specifically because of the program.



Navigating Anticipated Headwinds

Modernizing how a system pays its team doesn't have to be a burden on operations. DailyPay is designed to work quietly alongside existing payroll and timekeeping systems, ensuring innovation doesn't create extra work for HR or finance. Even in unionized environments, this is increasingly seen as a member-focused benefit that protects people from predatory lending. It is a practical, low-risk way to bridge the gap between work and pay while showing the workforce that their stability is a priority.

A Better Way to Communicate

In a 24/7 hospital environment, a flyer in the breakroom is no longer enough to reach a busy team. Successful organizations have moved toward more personal, multi-channel communication. This includes daily stand-ups, town halls that allow for two-way dialogue, and mobile-first transparency to ensure engagement across all shifts. Whether it is mentioned during new hire orientation or featured in common areas, the message is the same: we are giving you the tools to manage your life with confidence.



Healthcare providers who offer this flexibility see nearly

25%

lower turnover for enrolled users.

Securing the Future of Care

To lead effectively in 2026, healthcare must move toward a more human relationship with its staff. Eventually, the ability to compete on pay rates alone will reach its limit. When that happens, an employer's brand will be defined by how they supported their people when they were most stressed. Healthcare providers who offer this flexibility see nearly 25% lower turnover for enrolled users. When we help mitigate the stressors our employees face at home, we empower them to bring their best selves to work.

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