Case Study

Larimer County Department of Human Services

The Problem

Colorado's Larimer County Department of Human Services was suffering from significant turnover and struggling to fill vacant positions. Staff issues were affecting customer service, with multiple caseworkers per case leading to longer case rates for children in need of immediate and lasting support.

Executive leadership needed a better, more immediate way to capture timely employee input and indicators of burnout. The department's annual, anonymous employee survey lacked context and left leaders wondering about the root causes of problems.

The Process

Department leadership wanted employee-attributable information and the ability to see aggregate data in real time, so the team agreed to launch a pilot program with SigBee.

Initially, 120 of the Department's 500 employees participated in daily check-ins. And — after four weeks of signal sending — leadership received data to support meaningful, restorative action, and employees in the pilot group advocated for department-wide adoption of the program.

The Department introduced SigBee to employees in a phased implementation over six months. Now, the entire organization is live on the signaling platform.

The Signals

**Leadership found check-in data useful almost immediately.**

- Daily check-ins across divisions confirmed that **one division's morale was significantly lower than others'.**

- On a day when an overwhelming **80% of staff checked in with low scores**, leaders were immediately able to identify a root cause of the problem and **implement corrective action.**

- When check-ins via the SigBee app slowed, leadership identified the hurdle and immediately considered **alternative channels for check-ins.**

Signal strength provided real-time, actionable insights about team engagement, and leaders began working toward employee wellness, resilience, job confidence and team connection.

The Results

Because of SigBee:

- The Department saw an **80% improvement** in revolving vacancies. The vacancy rate in the Department is the lowest it has been in 30 years.

- A Department division that had historical **turnover as high as 40%** currently has **no vacancies.**

- The Department has **a waiting list** for case workers — which has **never** been the case.

80%

60% 100%
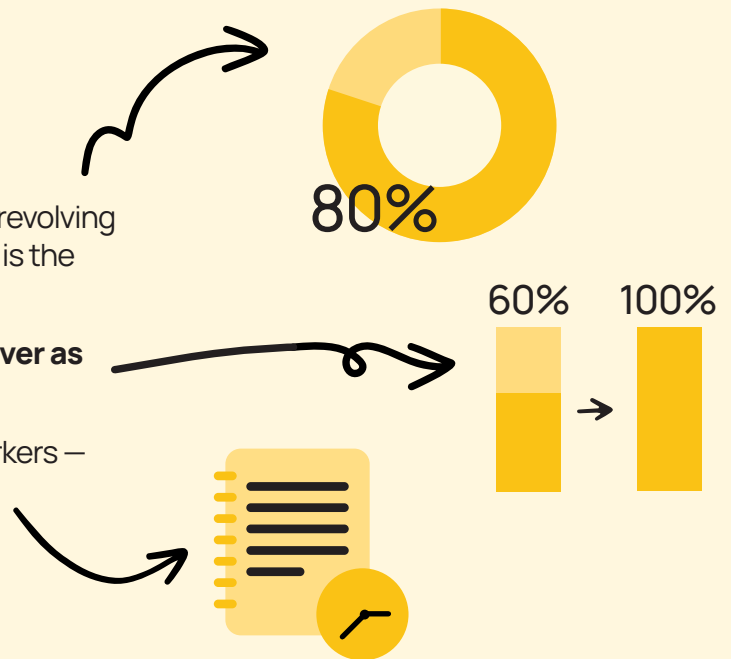
The SigBee Solution

SigBee is an innovative platform for employee engagement, organizational health, and effectiveness. Ours is an easy-to-use user application that provides real-time data to direct supervisors and leadership so they can support their teams.

SigBee combines the science of technology with the art of human interaction, creating a powerful system for checking in with each other. **We're changing the way people show up for each other.**

SIGBEE

Healthy organizations begin by just checking in.

sigbee.com