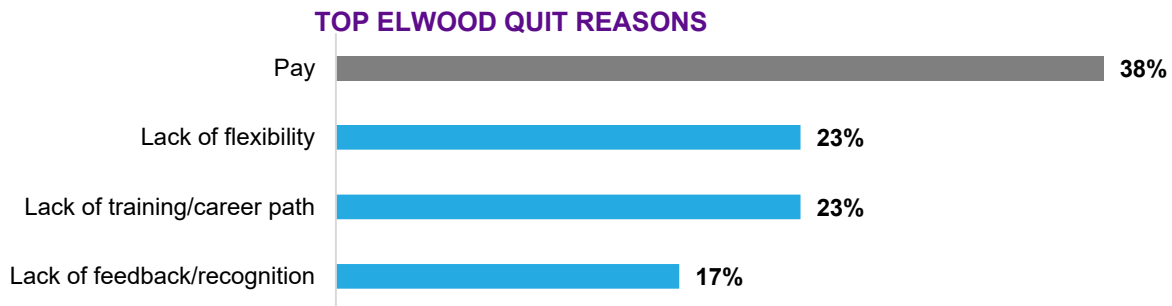


YOUR BIGGEST RETENTION FLEX: COMPETITIVE PAY AND SCHEDULE FLEXIBILITY

Today's hourly workers are in short supply and high demand, and our data show their desires are shifting. A recent survey of Elwood applicants shows that despite a surprising number of workers staying put in their jobs, pay is once again the No. 1 reason workers quit and turn down work (38% respectively). Perhaps even more interesting is our findings show that once workers are content with their wages, flexibility is king.



“This makes our mission as employers of today's hourly workers clear: **Provide flexibility that grows careers and maximizes earnings—on employees' terms.**”

The [2023: State of the Hourly Workforce Report](#) just released by Legion Technologies tells the same story: Outside of pay, the majority of employees will quit their job for one that offers schedule flexibility. And flexibility matters to more than just hourly workers. Legion reports 48% of managers say the inability to meet flexibility preferences hinders their retention efforts. This makes our mission as employers of today's hourly workers clear: Provide flexibility that grows careers and maximizes earnings—on employees' terms.

FLEXIBILITY IS THE NEW CURRENCY OF WORK

Legion's 2023 report highlights how economic uncertainty has made hourly work harder and more stressful (higher prices, less purchasing power, financial instability, and increased stress and dissatisfaction among customers and co-workers). In fact, according to both Legion and Elwood's data, economic pressures have forced close to 20% of hourly workers to hold more than one job just to make ends meet and feel secure. Not only should this be a signal to investigate ways to offer workers flexibility on their terms, but it should also prompt you to evaluate your starting wage offering. Inadequate pay will always overshadow any and all other benefits ([see our last report](#)), including flexibility.

96%

of hourly employees will quit their job for one with schedule flexibility

48%

of managers struggle to retain workers by not meeting schedule flexibility desires

~20%

of hourly workers hold more than one job just to make ends meet and feel secure

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SCHEDULE FLEXIBILITY & CONTROL COME IN MANY FORMS

For today's hourly workers, schedule flexibility translates into money in their pocket—and we know dollars drive decisions. Finding ways to let employees work as much as they can, when they need it most, with the opportunity to cross-train and gain new skills, is a recipe for retention success. Elwood and Legion captured a similar list of worker flexibility preferences, but Elwood uncovered one additional and significant data point: the desire to learn and work a variety of roles to infuse diversity throughout the workday/workweek.

MOST DESIRED SCHEDULE FLEXIBILITY PREFERENCES



Choose the number of hours worked per week



Access more scheduling options



Easily pick up extra shifts / OT



Work different roles to infuse diversity in the workday/workweek

What does implementing flexibility preferences look like in the real world?
We're glad you asked ...

HOW OUR CLIENTS ARE EMBRACING FLEXIBILITY PREFERENCES

Here are a couple recent examples of Elwood clients who have implemented changes to increase recruiting and retention success:

One national logistics provider is promoting flexible schedules in its job ads as well as a choice between part-time or full-time seasonal work, including weekends and multiple shifts throughout the day to help accommodate busy worker schedules. These flexibility benefits are how this client plans to hire nearly 3,000 seasonal workers to support anticipated peak holiday season volume increases.

One production company altered two policies to accommodate the needs of its unique workforce: secondary earners and moonlighters who often missed work to take care of family or primary work priorities. The client created a labor buffer and implemented a non-punitive call-in policy, which kept manning levels high, reduced job abandonment, and lowered new hire training costs.

NEED HELP? LET'S TALK.

As a workforce provider to thousands of companies across the nation, we have insight into and can consult on implementing competitive pay programs and a variety of workforce management techniques. You're not on your own—we're here to help you accommodate the flexibility needs of today's workers so you can win the race for talent.

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