Staffing up for peak season?

Simple tips to boost Q4 retention

Keeping quality, trained workers should be as much of a priority as hiring for peak season. You can do a few simple things now that can help reduce stress for workers and provide a good experience for your team and our contingent talent.

Before they get to work

Parking

Review your current parking capacity and the number of workers who will be on the job each shift and plan accordingly.

Consider adding lot attendants to monitor parking and ensure the safety of workers walking to and from their vehicles.

Promote carpooling by identifying workers with larger vehicles and offering them an incentive, such as gas cards, for driving team members to work.

On the Job

During check in and check out

Add more time clocks temporarily to prevent lines that can cause delays at the start or end of shifts.

Have someone available, wearing a specific color shirt, vest, or lanyard, to answer talent questions or help resolve issues on the floor.

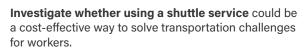
Welcome contingent workers by name whenever possible.

Encourage talent referrals from your and your staffing provider's workforce.

Transportation



Compare your shift times to schedules for public transportation in your area. Consider adjusting the start of ending of shifts to better align with bus, train, or shuttle schedules.



For break periods



Offer free hot drinks stations for coffee, hot chocolate, and tea for a cost-effective way to show your appreciation.

Count the number of water stations that are easily available to talent and rent dispensers temporarily if needed.

Consider adding an additional microware or two so workers don't have to wait in long lines to warm up food.

Determine if you have enough restrooms for the increased number of workers in your building. If you don't or aren't sure, consider renting a portable bathroom trailer.

Remember, when workers are standing in line they aren't contributing to meeting peak season demand.



Here's to a successful Q4

Need other ideas on how to manage peak season demands and keep talent happy?

Visit our Q4 Success page here [insert link].

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