

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.

Transportation

- Compare your shift times** to schedules for public transportation in your area. Consider adjusting the start or ending of shifts to better align with bus, train, or shuttle schedules.
- Investigate whether using a shuttle service** could be a cost-effective way to solve transportation challenges for workers.

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.

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 \[insert link\]](#).