

The secret to building loyalty among the hourly workforce

Built specifically for businesses scaling an hourly workforce



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01

Introduction

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A little bit about myself..



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02

Why does retention matter in the deskless economy?



A look at retention

- The cost of **replacing a trained** worker can be more than **200% of their pay**
- On average, a higher retention rate can maximize a company's profits up to **4x**
- **One third** of employees quit their job within the **first 6 months**



Turnover is expensive

Average expected turnover in the next 6 months:

- 48% of Gen Z
- 35% of Gen Y
- 32% of Gen X
- 24% of Baby boomers

\$4,600

cost to hire one deskless employee

150%

annual employee turnover rate



Imagine spending this much time hiring
just for an employee to quit in a few months...

80%

Of applicants
don't show up for interviews

38
days

average time to hire

10+
hours

spent posting jobs, scheduling
interviews, and paperwork



03

8 ways to solve retention

Tip 1: Attract employees looking for stability

Employees are no longer willing to stay in roles with no clear path for advancement.

41%

quit their previous job for lack of career development/advancement

31%

quit for lack of meaningful work



Tip 2: Onboarding and orientation

Turnover in the first 90 days is one of the most common and challenging aspects of hourly worker retention.

Create a strong foundation for your new hire's worker experience by starting on the right foot.

- Make new hire paperwork easy to complete before Day 1 by going digital
- Include company culture training during orientation to make workers feel bought in sooner
- Assign new hires a buddy to learn from during the first few weeks



Tip 3: Better Benefits

wage wars

paid time off

retirement plans

flexibility

health insurance

daycare

autonomy

career development



Tip 4: Compensation

THE HOURLY WAGE INDEX

How much should you pay your hourly workers?

The wage wars rage on. With 3.5 million open hourly jobs in the U.S., employers are competing more than ever to attract applicants—and how much you're willing to pay could be your advantage.

Discover how your pay practices stack up against other regions, positions, and industries.



Tip 5: Career development

Candidates who prioritize skill alignment and development aren't just better employees. They're more engaged employees—which can mean they're 87% less likely to resign from their jobs.



Tip 6: Employee recognition

83.6% of employees say that recognition affects their motivation to succeed at work and **81.9%** agreed it contributes to their engagement with their job.



Tip 7: Train your managers

Remember the saying,
'people don't quit jobs, they quit managers?'

In the deskless economy more than anywhere else, workers are often promoted to people leadership positions without much guidance on what it means to be a good manager. They're just not prepared.



Tip 8: **Keep an open door for feedback**

Encouraging employee feedback can help identify issues and areas for improvement within the company.

- This makes your company a better place to work
- This gives an employee's a voice and helps them feel connected to the company



04

It all starts at day 0



Competition

First 5 people to apply to a job get a \$20 giftcard



Scan and apply



WE ARE

HIRING

APPLY NOW

Text 13GS004
to 31063
or scan
to apply



05

What is Workstream?

The smarter way to hire, engage, and retain hourly workers

Applicants

Jamba Juice - 2600 Ashton Blvd, Lehi

All positions

Applications - 37

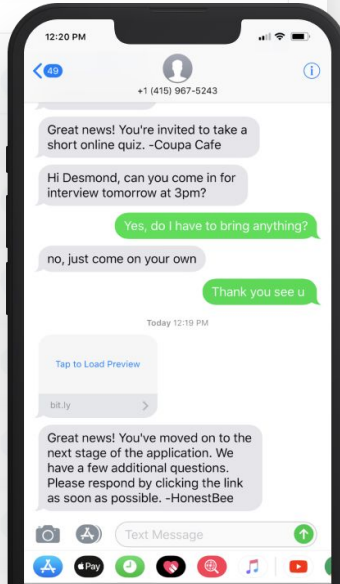
Interviews - 25

Offers and Hires - 19

Default dropdown text

Search all applicants

<input type="checkbox"/>	Name · Applied On ↓	Stage	Position	Score
<input type="checkbox"/>	JF Jessica Franklin Applied on May 5, 2022	Onsite Interview	Front of house	4.8
	energetic x passionate x			
<input type="checkbox"/>	MJ Mitch Jennings Applied on April 31, 2022	Additional Information	Crew: Line Cook	4.0
<input type="checkbox"/>	SJ Steven Johnson Applied on April 15, 2022	Schedule Interview	Crew: Sous Chef	4.5
<input type="checkbox"/>	LF Laura Fell Applied on April 4, 2022	Offer Letter 	Crew: Line Cook	5.0
<input type="checkbox"/>	RA Rebecca Anders Applied on March 24, 2022	Offer Letter 	Dishwasher	5.0
<input type="checkbox"/>	MC Matt Collins Applied on March 24, 2022	Onsite Interview 	Cashier	5.0



Accelerate your operational efficiency



Texting-first workflow



Automated scheduling



Automated screening + follow-ups



Mobile-based people engagement



END OF PRESENTATION

Questions?

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