

Creative Benefits to Help Retain Hourly Workers



To keep their hourly workers and attract new ones, employers are enhancing their benefits packages and work environment. Below are some of the top benefits that you can provide for your hourly staff.

WAGES ON DEMAND



Wages-on-demand, also known as earned wage access, is an approach in which employees can choose to be paid outside their regular pay period for their work hours. With the help of modern HR and payroll technology, employers can easily offer this option to their employees.

PAID TIME OFF



Providing hourly workers with paid time off (PTO) can significantly impact employee well-being. From sick time to vacation time and bereavement leave, there are a variety of PTO types you can offer to meet your hourly employees' specific needs and wants.

SCHEDULING FLEXIBILITY



In today's workforce, employees place a high value on flexibility, especially hourly workers looking for employers that offer scheduling in advance, the ability to shift swap, and more. As a result, businesses are adapting to provide hourly workers with the ability to plan their work schedules around their personal lives.

GROWTH OPPORTUNITIES



The primary cause of turnover is the need for career progression. Therefore, to demonstrate that you appreciate your employees, it is crucial to establish and encourage opportunities for professional growth and advancement within your company.

TUITION REIMBURSEMENT



Tuition reimbursement is a perk in which employers cover a certain amount or percentage of their employees' college expenses. Companies demonstrate their dedication to assisting their employees' development and growth by offering tuition assistance. As a result, employees are more inclined to stay with the company for a more extended time.