



STOP *the* BIG HOURLY JOB SWAP

What hourly employees want, why they leave and how to win them for your



1 in 5

U.S. workers are very or somewhat likely to look for a new job in the next 6 months.



WHY PEOPLE CHANGE JOBS

66%
Work/Life Balance

65%
Salary and Benefits

63%
Job Security

56%
Training

54%
Culture and Environment

WHAT ATTRACTS HOURLY EMPLOYEES?

WAGES

Hourly wage workers are especially vulnerable to inflation, so finding jobs that pay well is critical.

GROWTH

They want managers and companies that will help them move into roles with more pay and responsibilities.

FLEXIBILITY

36% say that flexibility is the most important perk, but only 50% of employers commit to offering it.

AUTONOMY

85% saying it's important to have schedule control and they want greater autonomy in the workplace.



5 WAYS TO ATTRACT AND KEEP HOURLY EMPLOYEES

Have Empathy and Lead with Heart

Get Creative with Benefits

Offer a Flexible Schedule

Provide Growth Opportunities

Seek and Give Feedback



Ready for fresh strategies to attract and retain hourly employees? **Contact NAS today.**

N | A | S RECRUITMENT INNOVATION

Sources: Forbes, Bureau of Labor Statistics, Chain Store Age, ABC News, Achievers, Yahoo, randstad, Workstream, U.S. News