

OVERCOMING THE LABOR SHORTAGE: HOW WORKJAM IMPROVES EMPLOYEE RETENTION

The labor shortage is plaguing employers across multiple industries and regions. In the United States, a record-high of 4.3 million workers quit their jobs in August 2021ⁱ, and a similar trend can be seen in the United Kingdom, which reported a record 1.2 million job openings in October 2021ⁱⁱ.

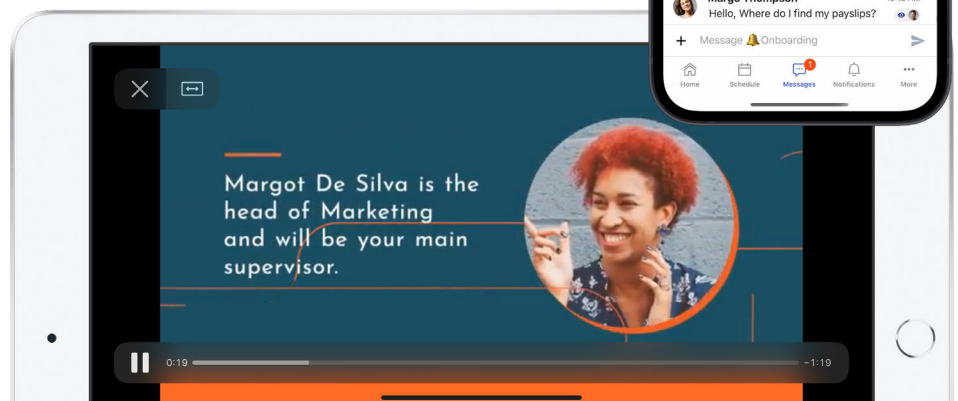
Plenty of reasons are driving “The Great Resignation,” and most of them are pandemic-related. From health concerns to the need for more flexibility, people’s perception of good employment has shifted over the past few years.

To stay competitive, companies must focus on employee retention. Evaluate your current work culture, practices, and tools and ensure that you’re creating an environment that encourages team members to stay for the long term.

How WorkJam helps improve employee retention

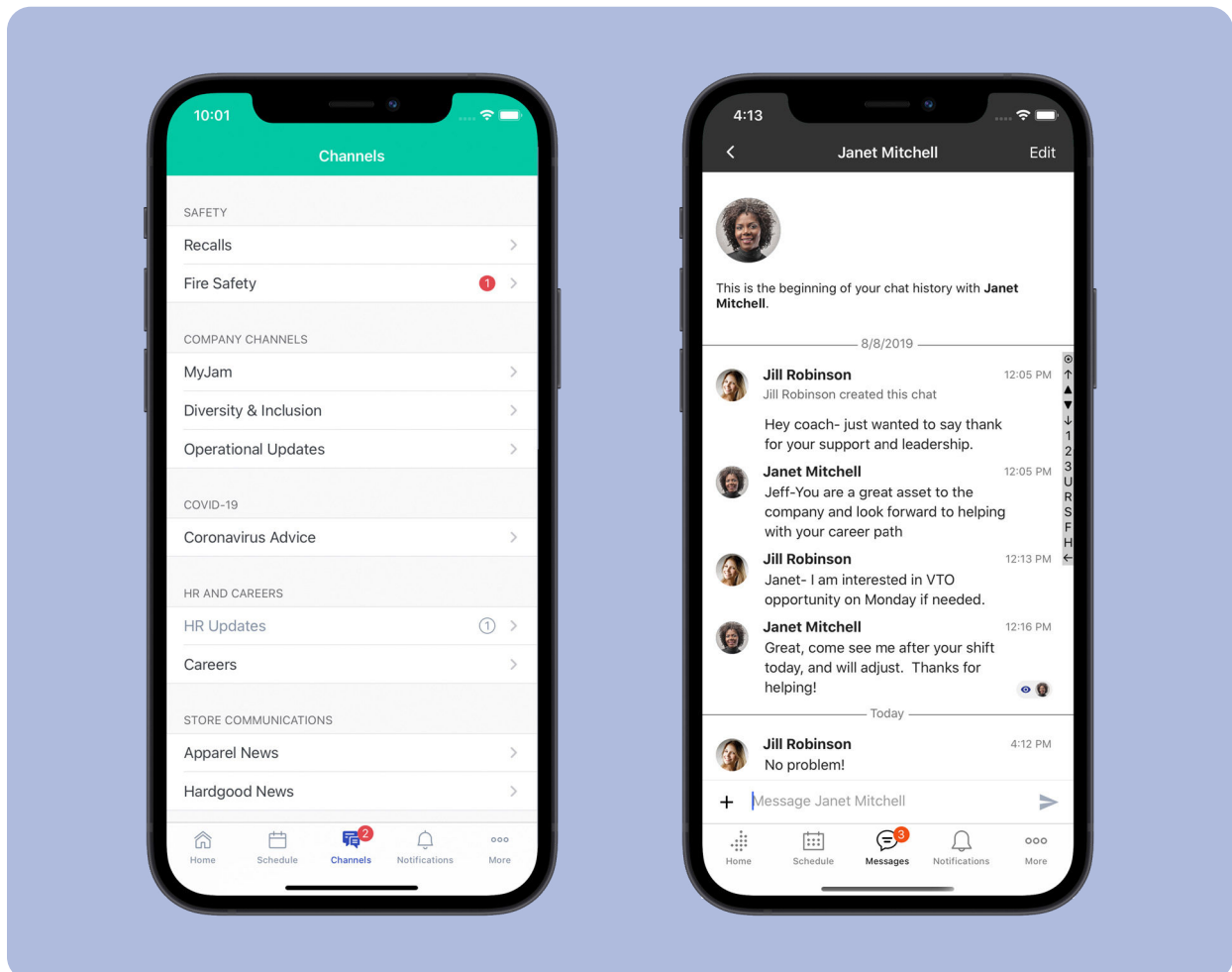
Create a quick and easy onboarding experience. With WorkJam, you can ensure that new employees hit the ground running on their first day.

- Easily create logins for new team members and let them gain access to WorkJam right on their own devices. With WorkJam, there’s no need to create company email addresses, which means team members can start working much sooner.
- Digitize contracts and other onboarding documents. Reduce the amount of time spent drawing up paperwork and make it easy for employees to view and sign all the necessary documents.
- Documents and tools can be stored and managed centrally, which means team members never have to hunt down the information they need. All resources can be accessed from one convenient location.



Pave the way for open communication. Teams can't function well without effective communication. To that end, WorkJam is packed with internal communication tools to help keep everyone in touch.

- WorkJam's direct messaging features make one-to-one communication a breeze. Rather than having to play phone tag or spend time searching for someone in the workplace, employees can simply initiate an instant message and start conversing with each other.
- Keep internal comms organized with channels – i.e., chatrooms dedicated to specific topics. Channels remove the guesswork when employees are unsure of where to post updates or questions. You can, for example, create a channel for a specific store location (e.g., Los Angeles Store) so anyone with questions pertaining to that store will know which channel to use.
- With WorkJam, the company's leadership and HQ teams can conveniently communicate with frontline employees. Whether it's sharing video messages from the CEO or posting quick updates on company-wide channels, WorkJam's internal communications platform can help frontline employees feel more connected to the rest of the organization.



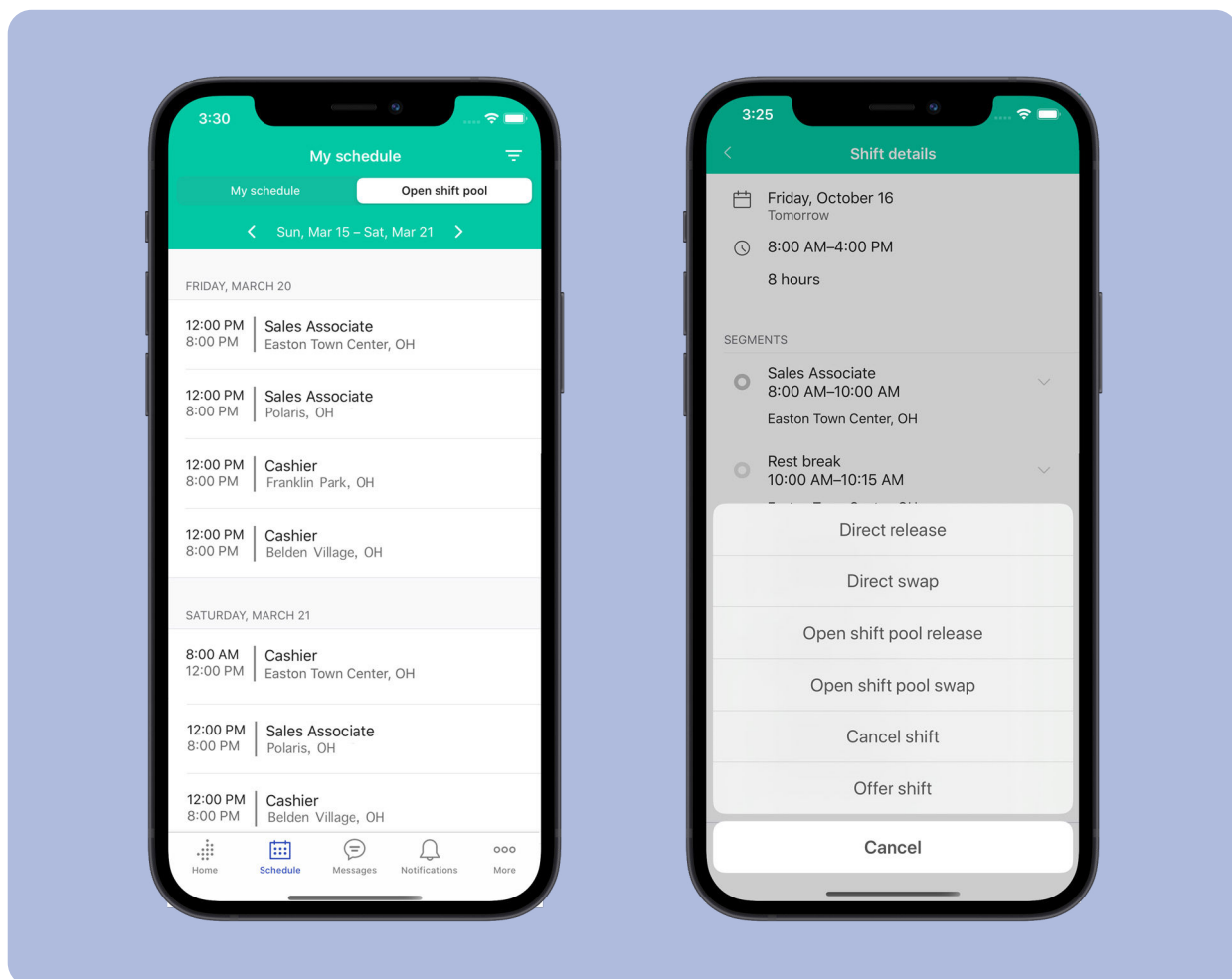
Clear paths to growth. Learning and development play a major role in employee retention. People are less likely to leave the company if they see career growth opportunities.

- Create tailored learning paths based on each employee's preferences and aspirations. WorkJam allows you to survey your team members to give you a better understanding of their career goals. From there, you're able to recommend specific courses or training sessions that allow them to upskill in the areas where they want to grow.
- Workers can experience learning through microtraining, which are short sessions that can be consumed on people's mobile devices. Ideal for non-desk workers, these microtraining sessions allow employees to learn during their downtime at the store.
- Gamify the learning experience with badges. Aside from serving as tokens of recognition when workers complete certain training, these badges also allow them to unlock tasks or shifts related to the training that they've completed.



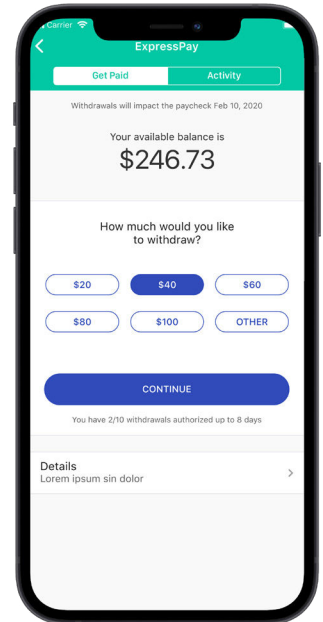
Give employees more control over their time and schedule. Modern employees want flexibility when it comes to when and where they work. WorkJam helps you give them that flexibility through the Open Shift Marketplace (OSM).

- OSM allows employers to crowdsource internal resources by broadcasting available shifts to the internal workforce. WorkJam automatically filters the marketplace for each employee, so workers only see shifts and tasks for which they are qualified.
- Open Shift Marketplace makes it easy for employees to pick up and swap shifts, so they can set their schedules with minimal back-and-forth with their manager and colleagues.
- The OSM module also lets workers take on shifts outside of their “home” location. So if a worker is originally stationed at one store, they can still pick up shifts at the store across town if they have the availability to do so.



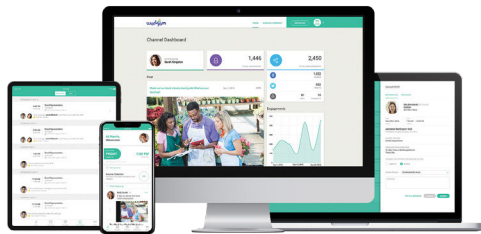
Ease the financial strains of your employees. Financial stress not only impacts employee morale and productivity, it can also increase turnover if workers feel that they'll be in a better financial position at another company. WorkJam's ExpressPay helps alleviate financial strain in a number of ways.

- With ExpressPay, workers can access the funds they've already earned without having to wait for their official payday.
- Unlike payday loans or advance pay apps, ExpressPay serves as an employer-sanctioned solution that doesn't charge fees to the employees.
- For added convenience, ExpressPay can be linked and synced to any debit card. Meanwhile, un-banked employees can use WorkJam debit cards with zero fees.



Empower and retain your employees with WorkJam's digital workplace

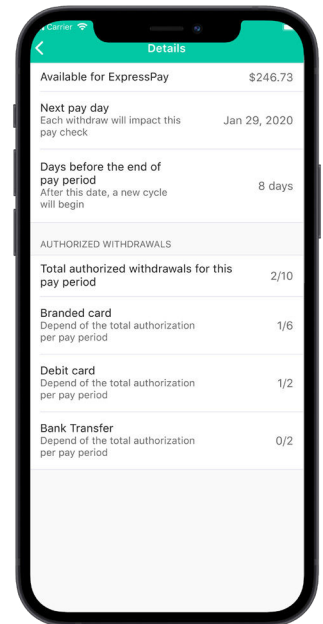
Successfully navigating the labor shortage starts with minimizing employee turnover within your organization. WorkJam lets you do just that with a host of tools and modules designed to make your team's work lives a whole lot easier.



[Schedule a meeting with WorkJam](#) and discover how our digital workplace can help you empower and retain more employees.

<https://www.cnbc.com/2021/10/12/a-record-4point3-million-workers-quit-their-jobs-in-august-led-by-food-and-retail-industries.html>

<https://www.newsweek.com/uk-reports-record-job-openings-nation-worker-shortage-900-thousand-1638078>



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