

How to boost fulfilment in the current climate

Right now, having enough staff is vital to the smooth running of your organisation.

There's a world of opportunities at the moment. Consumers are looking to spend more than ever, and businesses have the chance to bounce back from the effects of the pandemic.

In the aftermath of Covid and Brexit, the UK's labour market has changed. As a whole, organisations need more workers, yet there are fewer workers than there have been in a very long time.

45%

of respondents to our Major HR Trends report told us they were currently struggling to fill vacancies, with a further 36% saying they foresee this being a problem in the near future.

You need to actively examine your workforce management strategy to maximise your chances of gaining the right candidates. In this guide, we explore how using Indeed Flex can dramatically improve shift fulfilment.



What is the Indeed Flex data saying?

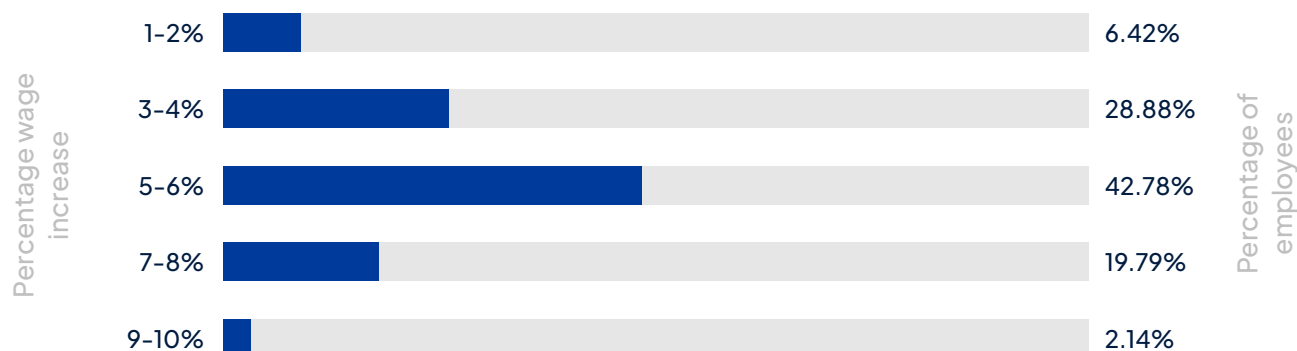
We've examined our platform data to give you an insight into the job market and the mind of the modern worker.

+10%

There's been around a 10% increase in the average pay rate for Flexers based in London.

Wages are on the rise

London Pay Rates



Offering higher pay isn't the only or most effective way to boost your shift fulfilment.

We understand that not every business can just invest more money into their employee wages and we wouldn't expect you to. Our data shows that simply raising wages – unless it's by a substantial amount – won't give you a competitive advantage. Other factors need to be taken into account.

In the industrial industry, paying wages of £12/hr vs £10 doesn't impact fulfilment; it needs to be £13+ to be competitive (30% higher)



At Indeed Flex, we can work closely with you to examine a range of data that shows other routes besides a higher pay rate.



What should you be doing to boost your fulfilment rate?

01. Be Flexible

How you use Indeed Flex can be a game-changer for attracting workers.

Primarily, these workers are transient for a reason. They desire a certain amount of flexibility in their schedule.

When workers see that they can be consistent members of your team, they'll be much more inclined to pick up your shifts. It shows you're offering reliability as an employer and workers appreciate that.

With the help of the reporting Indeed Flex offers, you can test out different shift lengths and patterns to see which garner the most interest from workers. This allows you to make data-driven decisions when it comes to your scheduling.

Consistent shift posting builds trust and can increase fulfilment by

100%

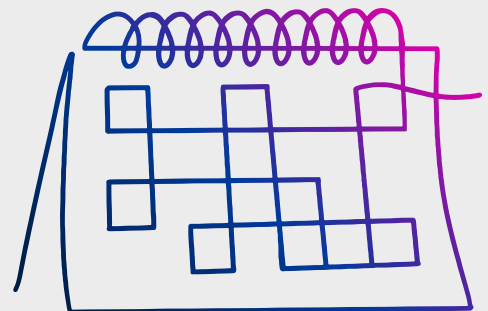
In a lot of cases, shorter shifts can create freedom for candidates and improve fulfilment by

30%

What do workers want?

32% Prioritise Shift Patterns

29% Prioritise Flexibility





A case study from Indeed Flex

To understand why our client was struggling with fulfilment rates, we interviewed a group of workers to find out their most significant barriers to work and what they really wanted.

We discovered the following...

Issue:

- High volume of workers who could only work 20 hours a week
- 4 days on and 4 days off shift patterns created uncertain schedules
- A rigid and slow onboarding process

Solution: Flexible Shift Patterns

- Easy site access through a regular shuttle buses
- 1 day of training academy where workers are verified and then eligible for flexible shifts
- 4 new shift patterns available:
6am - 4pm, 11am - 9pm and 4:30am - 12:30pm

Results:

- 650+ shifts filled
- 80 workers added to the pool
- 12% increase in fulfilment

02. Book shifts in advance

People like to plan out their schedules and personal obligations. This means they need notice– and you need to compete for the best talent!

Get together with all the key decision-makers and prepare well in advance when you are likely to need extra staff. The quicker you can get schedules together, the more you will reap the benefits.

Indeed Flex also gives you the option to remove any unwanted shifts later down the line, so you can always change your mind.

According to our platform data, by posting 4+ weeks in advance, you can post 2 times the volume and reach up to

30% higher fulfilment.

Last-minute shifts have a much lower chance of being filled even when upping the pay rate by

£5 per hour.



03. Benefits

Fringe benefits can be a big attraction for workers– from medical to a food truck in the car park.

By thinking outside the box when it comes to offering benefits, you can place yourself as the employer of choice.

According to our Major HR Trends report, non-financial perks have overtaken pay rises as the number 1 incentive employers use to attract candidates.

The top benefits to give employees

We spoke to our Flexers to find out what would attract them to an organisation.

65%

of workers believe employer-provided upskilling is very important when evaluating a potential new job.

We offer our Flexers a range of benefits to keep them engaged and motivated.

Top-performing benefits

Gym membership discounts

Fuel/Travel credit

Cinema tickets

Most viewed benefits

Gym membership discounts

Fuel/Travel credit

Cinema tickets