



The Flexer Experience

 indeed *flex*



Who are the ‘Flexers’?

The Indeed Flex workforce, aka the “Flexers” are a community of people of all ages and nationalities’.

Although each of our Flexers may be doing a different job on a daily basis, in a different place and at a different time, they’re all connected and share the common experience of flexible working.

Our Flexers are the beating heart of our business. In this information pack, we share insight into what makes our vibrant Flexer community special, and how we ensure top quality service for our employers.

The Flex difference

Self-motivation and self-management are key characteristics of those who make successful careers through flexible working.

Our workers are responsible for building their own schedules, with the ability to decide when and where they will work. The nature of this lifestyle appeals to people who are highly motivated, organised and engaged. In fact, out of the 700 new Flexers verified on the platform each week, 50% of those work a shift on the same day.

1000

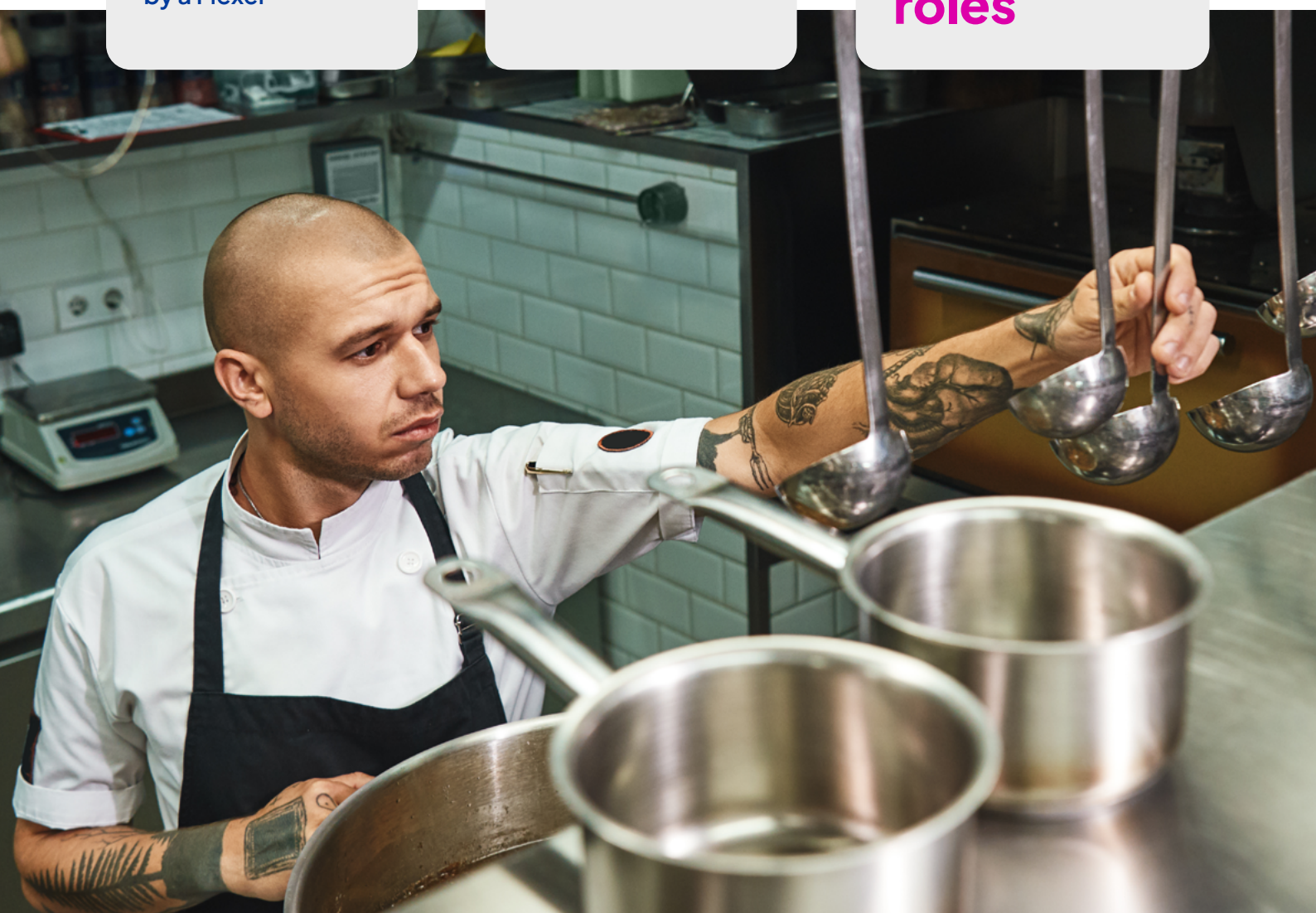
Highest number
of shifts worked
by a Flexer

4.6* / 5

Average rating

Flexers work on
average

**4 different
roles**



The Onboarding Experience



01. How do you onboard new Flexers to work on Indeed Flex?

Every person who signs up to the app and fills out their profile with relevant experience is granted a 1:1 interview slot.

In the interview, we will test their skill level within their field, asking them to demonstrate essential skills where possible. All qualifications, right to work certificates and references will be examined during the interview. Only those holding the relevant documents and experience will be verified to work.

Onboarding Manager, Angela O'Haire, discusses how her team selects and onboards new applicants to the Indeed Flex platform, enabling high volumes of candidates to find flexible work, all while maintaining high quality.



02. How do you ensure only a high calibre of Flexers get verified?

Our charismatic onboarding team members are all experts in their fields, some with decades of experience in Hospitality, Care, Industrial, Clerical, FM and Retail.

This means they know exactly what it takes to have successful careers within their fields. All candidates are asked to demonstrate key skills and essential knowledge that's applicable to their skill level. Candidates are then matched accordingly on the Indeed Flex platform. This ensures workers are matched based on only the skills they have to fulfill our client's roles.



03. What are the top traits you look for in workers?

We look for the same traits that we expect to see our workers demonstrating in our clients' venues or sites: someone who is punctual, polite and professional.

We look for people who are friendly, engaging and have strong verbal communication. These qualities translate into the type of workers who are eager to book shifts straight away, and will go on to build strong partnerships with our clients, providing them with years of excellent service.



Upskilling and cross-verification opportunities

1,700

workers recently cross verified for cleaner roles, with a 95% success rate.

To ensure each and every Flexer feels they are continually learning, progressing and developing new skills, we are proud to offer digital training courses and opportunities for progression.

Cross-verification is our initiative, whereby Indeed Flex facilitates the training of Flexers who have worked on the platform for a certain amount of time, in order for them to work within another sector.

We recognise the value of transferable skills. In a market where skills shortages are reportedly higher than ever, it's of growing importance that employers re-prioritise exactly which skills are deemed 'essential' for certain roles, and which skills they believe someone without direct experience could bring instead.

Due to the stringent process Flexers undergo when cross-verifying to another industry, we find that it is our cohort of the most highly engaged workers who succeed. These workers are constantly trying to evolve their skillset and improve their profiles to stand out to employers.

While this initiative gives Flexers the chance to use new skills they have learned, it also means our clients are given access to a greater and more diverse worker pool they wouldn't have had access to previously.

The top benefits we give employees

We're more than just an app to our Flexers.

While they choose to do temporary work for the lifestyle perks it offers, we believe they should have all the benefits and security that being a full-time employee brings. In order to recognise, reward and ensure our Flexers feel valued by us, Indeed Flex is proud to offer salaries above the national average, as well as unrivaled perks and benefits, including:

- ✓ **Holiday pay**
- ✓ **Sick pay**
- ✓ **Learning and development opportunities**
- ✓ **Annual giveaways**
(which aren't at the expense of our clients)
- ✓ **Weekly pay**



Recent Indeed Flex data found that non-financial perks have overtaken pay rises as the number one incentive used by employers to attract new recruits. While offering higher pay is a tried and tested way of attracting candidates, it's striking how many employers are now thinking beyond the paypacket. Non-financial perks and incentives can be just as effective as pay rises at drawing in applicants.

Family & Compassionate Leave

Paid leave when welcoming a new family member or after losing a loved one

Digital GP

Quick, online consultations and prescriptions

Critical Injury Cover

Compensation in the case of disablement or accidental death

Mental Health Support

24/7 emotional support, expert advice, and counseling

Everyday Savings

Deals and discounts on food, fuel, technology, and more!

Don't just take it from us.

Here's what our Flexers think of our benefits...

Building a
work schedule
that suits my
lifestyle needs.

I feel a sense
of community
surrounded by
like-minded
people

I am able to
work the hours
I need to run a
small business
and pay
essential bills.

What benefits do our Flexers prioritise?

Top performing benefits



Gym
membership
discounts



Fuel / Travel
credit



Cinema Tickets

Most viewed benefits



Accident
and Injury



Mental Health
support



Family Leave

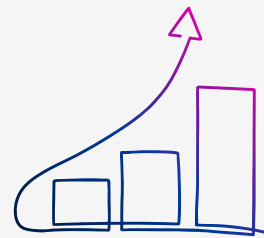
A community worth joining

To keep our Flexers active and engaged with Indeed Flex, outside of booking shifts, we foster an ever-growing online community, which encourages workers to connect and learn from one another.

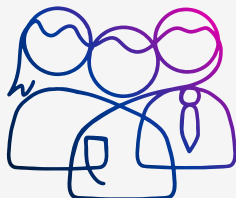
We have a dedicated Community team who are always on hand to help with queries, as well as highlighting the importance of personal and professional development to our Flexers, ensuring they feel continually supported by us as their employer. Aside from sharing useful and inspiring content on a daily basis, our Flexer community enjoy:



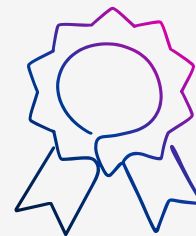
Monthly webinars



Shift bonuses

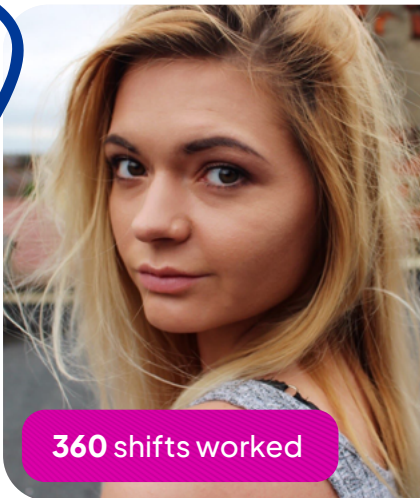


Monthly meet-ups



Annual prize draw

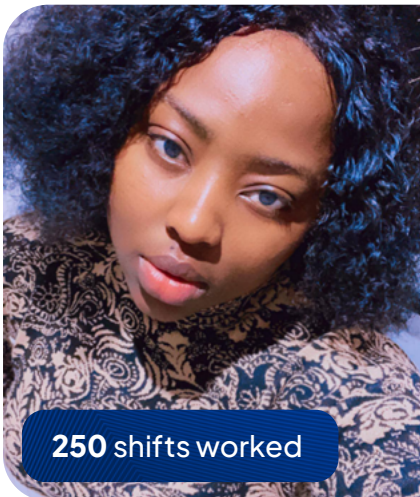
Meet our Flexers



360 shifts worked

Jenny shared with us:

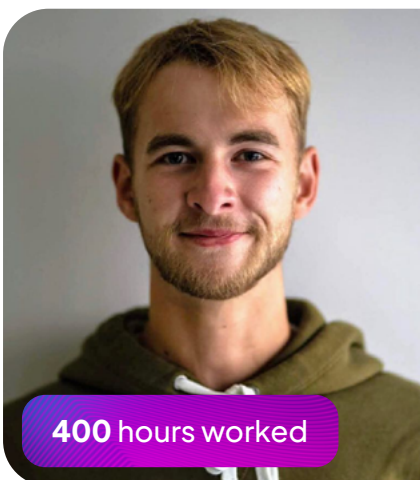
“Now I am doing my own creative projects, it’s quite easy to work around them with Indeed Flex. I don’t like staying in the same place for a very long time so the variety of work is convenient for me. With the app I can be my own boss. I can pick up shifts whenever it suits me.”



250 shifts worked

Onyeau shared with us:

“I joined Indeed Flex because of the flexibility of jobs. Their employment process is simple and straightforward. I love the 24/7 support I get from the office staff as well as the variety of jobs, locations and experiences gained working for the company.”



400 hours worked

Ed shared with us:

“Indeed Flex has helped me massively to top up my Student Loan while studying at university. It’s also allowed me to work in a range of different companies/ branches and develop my transferable skills.”

Interested in learning more ?

Book a meeting with one of our experts to discuss how Indeed Flex can help you with your staffing needs today.



We provide nationwide coverage across the whole of the United Kingdom



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