

NEW YEAR, NEW WORK SCHEDULES?

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Each year, more than 300,000 light-industrial job applicants pass through our doors, and tens of thousands of previous workers return to seek new work. That's a lot of people—and, as you might imagine, a lot of desires and demands we try to accommodate. Not surprisingly, one of the earliest hurdles to matching one of these hundreds of thousands of candidates to a job opening is finding a scheduling fit. Though pay rates and job duties are incredibly important to making a match, they mean nothing if the worker can't make it to work during the allotted shift. Add in school holidays and unexpected closures, caregiving concerns, lots of mandatory overtime to make up for supply chain issues, and secondary earners returning to work, and the idea of offering only one work schedule seems even more ridiculous than it did even a year ago.

SIXTY PERCENT OF INDUSTRIAL JOB SEEKERS NEED AN ALTERNATIVE SCHEDULE

Over the past quarter, we surveyed 3,312 of our job seekers about their shift availability and preferences. Just over one-third of applicants reported availability any time, any day, and an additional 5.6% reported similar availability if given an allotment of paid or unpaid time off to use as needed. Of alternative schedules, the most-desired are: condensed workweek (25.4%), customized work hours (17.8%), and a tie between part time and school calendar based (6.3%).

SMART EMPLOYERS ARE EMBRACING ALTERNATIVE SCHEDULING

During the same survey period, we asked 240 of our client companies to share the scheduling options they currently offer or are considering offering. Overall, about one-third of respondents offer at least one alternative scheduling option, and—though a much lower percentage than we'd hoped for—the companies that offer alternative schedules have chosen their offerings pretty well. The most offered alternative schedule is a part-time schedule (12.9%), followed by a condensed workweek (10.0%) and customized work hours (6.3%). By and large, this mimics the desires of job seekers. We think employers would be smart to offer a work schedule that aligns with the local school district's calendar, but we also acknowledge that part-time work hours often offer enough flexibility to attract workers who also have school-age children to care for.

IN CONCLUSION

We are huge proponents of alternative scheduling, for both its impact on recruiting and retention. If you don't offer any kind of alternative or flexible scheduling option at your facility now, make it one of your New Year's resolutions to do so.

	JOB SEEKERS WHO DESIRE...	CLIENTS THAT OFFER...
No alternative schedule	35.5%	63.8%
Condensed work week	25.4%	10.0%
Customized work hours	17.8%	6.3%
School calendar based	6.3%	0.8%
Part time	6.3%	12.9%
Traditional w/ time off	5.6%	3.8%
9-80s	1.4%	0%
Weekends only	1.4%	2.1%
Job sharing	0.3%	0.4%

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