



KEEPING EMPLOYEES FOR THE LONG HAUL

H W T C

TIPS FOR IMPROVING RETENTION

Turnover is a major issue for many businesses. It's estimated that one out of every four workers leave their job within their first year. That means that turnover is costing money and productivity. However, there are ways to reduce turnover and create a more stable work environment.



ONBOARDING & NEW HIRE TRAINING

- Onboarding starts before the employee's first day, so be thoughtful about your communications before their first day.
- Plan out the new employee's first week(s) with a combination of learning about your business' values, procedures on how to do their job effectively and don't forget socializing to build relationships with other staff.
- Have regular check-ins with new staff and get feedback on their experience as a new set of eyes within your business.



HEALTHY WORK ENVIRONMENT & CULTURE

- Having a well understood code of ethics has huge impacts on the work environment and employee experience.
- Have zero tolerance for harassment, abuse or offensive statements for any one within the business.
- Have team building events with a combination of relationship building and training/ growing skills & development.



INCENTIVES & RECOGNITION

- Say thank you and tell your team they are doing a good job often!
- Have frequent contests with monetary, paid day off or in-kind rewards (food, gift cards they can give as gifts or use)
- Learn what motivates each employee and what their future plans are and use that to develop incentives that motivate them

H W T C

WWW.HWTC.CA