

INFO SHEET:

REDUCE OVERTIME & TURNOVER COSTS WHILE EXPANDING YOUR CANDIDATE POOL WITH FLEX

OUR FLEXIBLE JOB-SHARING FRAMEWORK BENEFITS BOTH YOUR WORKERS & YOUR BUSINESS

Whether you're in the field of manufacturing, distribution or fulfillment, you probably find that you often need to keep your headcount high or rely on overtime to meet spikes in demand. In order to keep your staffing burden low while you support the needs of the business, it's easy to fall back on a traditional scheduling system.

Leaning too heavily on traditional scheduling can be limiting. If your workers already have full schedules, the quickest way to meet an increase in demand is by giving them additional hours, which means you'll have to pay extra for overtime. Working too many hours could also cause your workforce to burn out, leading to higher turnover.

Stricter schedules also mean your talent pool is limited to those who can work full time, leaving out people who are looking for additional income and students who may be seeking part-time or flexible schedules. Inflexible scheduling can even cause increased turnover in the existing workforce if workers experience changes in their personal lives that mean they can no longer keep the same schedule.

77%

of Millennials would consider leaving a job for better work-life balance.

According to a report published by EY, 77 percent of Millennial survey respondents were willing to change jobs in order to better balance their work lives with family or personal responsibilities. If inflexible scheduling keeps Millennials from balancing their commitments, this key segment of your workforce could have no problem looking elsewhere for a job.

WHAT IS FLEX?



FLEX is a job-sharing program.

FLEX matches our clients' fluctuating staffing requirements with our associates' availability.

WHY SHARE JOBS?



By reaching an untapped market of family caregivers, retirees, students and people who want a second job, FLEX is a cost-effective way to improve fill rates, productivity and workforce quality.

With FLEX, clients are able to easily add and reduce labor hours while improving worker satisfaction and reducing overtime and turnover costs.



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ASSOCIATE-DRIVEN SCHEDULES, SUPPORTED BY ONSITE TEAMS

Through our flexible job-sharing framework FLEX, Staff Management | SMX schedules workers for flexible, part-time hours. FLEX scheduling allows our clients to broaden their recruitment reach to an untapped group of quality contingent associates. The program allows workers to create their own job schedules that take into account personal demands such as family commitments and college classes. With FLEX, you can rapidly ramp up or scale back your labor hours with ease.

To administer this scheduling program and manage your flexible workforce, Staff Management | SMX provides you with an onsite service team dedicated exclusively to your operation. Your onsite team will deploy our powerful precision recruiting process and use Stafftrack, our exclusive workforce management technology, to forecast labor requirements and schedule your contingent workforce.

ACTION-ORIENTED TECHNOLOGY MAKES FLEX POSSIBLE

Stafftrack systematically manages hundreds of part-time schedules with ease. By matching workforce availability with your projected labor requirements, we maximize daily fill rates. FLEX combines the part-time schedules of a large workforce into full-time equivalent positions to meet your staffing requirements. Without our proprietary technology, this would be a very burdensome administrative process. The efficiency of our FLEX program allows you to reap all the benefits of a part-time workforce while meeting shifts in demand without excessive overtime.

BENEFITS OF FLEX



Experience better retention as well as lower overtime and turnover costs



Gain access to a wider pool of high-quality contingent workers



Enhance your employment offer with a win-win benefit