

# 5 STRATEGIES TO FIND & RETAIN STAFF



## Flexibility in Scheduling

Consider accommodating schedules, especially for employees who need to start earlier or later due to childcare. Be flexible on full-time hours. For example, centers have found success with a rotating allow a rotating schedule - 24 hours one week, 32 hours the next week.



## Next Day/Same Day Pay

Giving employees instant access to their earned wages can be a significant retention factor.



## Complimentary Meals

Offer a free staff meal or an allowance for a meal delivery service during a shift.



## Offer Transportation

Provide bus passes or a car pool sign-up. Utilizing transportation perks has helped centers to fill housekeeping and dietary roles.



## Attendance Bonus

Allow staff to earn \$1/more per hour when they show up for all scheduled shifts on time and complete them in full.

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