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## **EDENS PARTNER SUPPORT**

### **Solutions for Workforce + Staffing**

According to the latest U.S. Department of Labor [summary](#), a record 4.5 million American workers quit their jobs during the month of November—the most resignations (1 million) were seen in the hospitality and food services [industries](#).

Everyone contributes to the ecosystem of our places, making each one a unique and desirable destination for authentic experiences. As our partner, you play a critical role in enriching communities. While we all continue to grapple with a global health crisis, supply chain bottlenecks and workforce issues present a new dynamic in customer service that will last well into the new year.

#### **Here are a few industry recommendations:**

1. Hourly wage increases and flexible work schedules
2. Some of our retail partners report success with job fairs and open houses
3. Interview bonuses (\$50 average) and free food (both advertised in advance)
4. Employee referral bonuses
5. Signing bonuses and other incentives like free phones after 6 months, parking vouchers, travel benefits, etc.
6. Loyalty programs with other retailers such as discounts, freebies, gift cards, etc.

As a business owner, you already know the importance of community. Be creative with your recruitment strategy: table at your local maker fair or farmers market, advertise at your local library or community center, establish apprenticeships and internships with local high schools, trade schools and universities.

#### **Additional resources\***

**Jitjatjo**, **InstaWork**, **GigSmart** and **GigPro** are digital platforms that support both workforce pools and shorter-term, temporary or staffing needs on short notice. Most provide for businesses in retail, restaurant, and hospitality.

**Sling**, **7shifts**, and **HotSchedules** are more focused on managing schedules for employers and employees, which, in some cases, may facilitate flexibility in scheduling shifts.

\*EDENS does not officially endorse companies or brands mentioned in our resources. All recommendations are based on insight and feedback from our partners, and/or trusted third-party referrals.