

The New Staffing Journey Requires Digital Innovation

How to Better Recruit, Train and Retain Skilled Employees with Leading-Edge Tech

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HIRING SKILLED STAFF MEMBERS is harder than ever. The coronavirus and Great Resignation have taken their toll. As we ease out of the pandemic, it's clearly not the same world we left behind. The new world of recruiting, training and retaining quality workers requires smarter technology. To capture the potential of leading-edge tech solutions, Aramark has re-imagined the entire employee experience from a technological perspective, helping organizations:

- + Hire employees faster
- + Lower turnover rates
- + Reduce job vacancies
- + Train workers better
- + Improve employee engagement



Recruit

How to Attract the Best Talent

To attract the best talent, you need a strong employee value proposition and convenient technology platforms that enhance candidates' hiring experience. We use three leading tools to support our recruiting program:



Allie Reduces Time to Fill Positions

- + Generates applications fast via 24/7 chat and text messaging
- + Qualifies candidates at scale through natural conversations
- + Accesses recruiter and hiring manager calendars for automated scheduling
- + Answers hundreds of questions about job benefits, culture and more



Textio Helps Utilize intentional and Inclusive Language in Job Postings

- + Eliminates Unconscious Cultural Biases
- + Includes "language of belonging"
- + Supports world-class employer brands



Indeed Insights Helps Understand Local Hiring Markets

- + Describes the local job market
- + Overviews the local talent pool
- + Leverages employee feedback



Staffing Center Dedicated Department To Fill Hourly Positions

- + Recruiting, screening, interviewing, hiring, and orienting all staff who engage in a six to eight week temporary period
- + Successful candidate must demonstrate professionalism and the "right fit" before continuing in this specific healthcare setting.
- + Results of temp-to-hire model showed 70% reduction of time to fill vacancies, 30% reduction in overtime and immediate improvement in employee morale
- + Successful staff tend to continue their career within their hospital/system — which demonstrates the ability for the Staffing Center to serve as a feeder system for positions outside of the Staffing Center scope.

Train

How to Boost Employee Engagement

Taking an innovative approach, we have been able to set up Training Centers with the ability to cross-train employees across service lines, boosting employee engagement and labor efficiencies.



Cross-Training Benefits

- + Training Center to provide a more robust, consistent investment in new and existing staff
- + Focusing on 4 C's: Culture of "Safety First, Service Always;" Compassion and understanding that all work is purposeful and indirectly delivers patient care
- + Competency through commitment to ongoing training in safe environments that empowers for success
- + Career advancement, with genuine support for employee growth and a mindset shift from "hiring entry-level workers" to "hiring long-term staff at their career entry points."



+ **2,226** Interviews scheduled by Allie

More + cross-training opportunities



Retain

How to Keep the Best Workers in a Competitive Marketplace

To build a strong employee retention program, you need to offer compelling employee perks, like same-day pay access. We deliver better employee experiences with technology.



WorkJam Improves Employees' Job Experience

- + Optimizes two-way communication
- + Enables employee self-service
- + Gathers real-time feedback
- + Strengthens company culture
- + Increases labor efficiencies



DailyPay Gives Employees Financial Freedom

- + Allows pre-payday earnings transfers
- + Tracks daily income after every shift
- + Sends balance and transfer alerts
- + Supports automated savings
- + Provides financial wellness resources
- + Offers one-on-one financial planning support



InStride Delivers Flexible Employee Education Paths

- + Designs optimal workforce education programs
- + Empowers workers to reach their full potential



MyShare Helps Employees Own Aramark Stock Shares

- + Provides opportunity to invest in their future
- + Allows employees to purchase shares at discounted fees
- + Gives access to an affordable "Cashless Participation" feature



Family Member Scholarship Program Supports Employees

- + Supports employees with investments in their children's future
- + Lends additional support to front line teammates planning for college



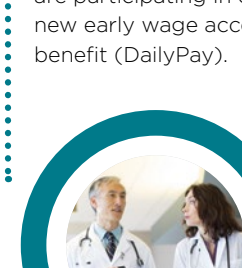
Qualtrics Creates a Culture of Learning and Engagement

- + Engages employees more frequently through ongoing pulse surveys
- + Supports long-term career path development
- + Generates actionable feedback with 30- and 90-day employee check-ins
- + Helps to increase employee engagement and retention
- + Supports ability to utilize employee experience data to enhance experience and drive proactive changes



+ **4700+** Hourly Employees are using WorkJam to connect and share shifts Aramark-wide.

+ **1 in 3** Eligible hourly employees are participating in our new early wage access benefit (DailyPay).



Are you ready to improve your employee hiring, training and retention — and gain the benefits of a full staff of capable workers?

Contact Aramark to talk to a staff management expert.

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