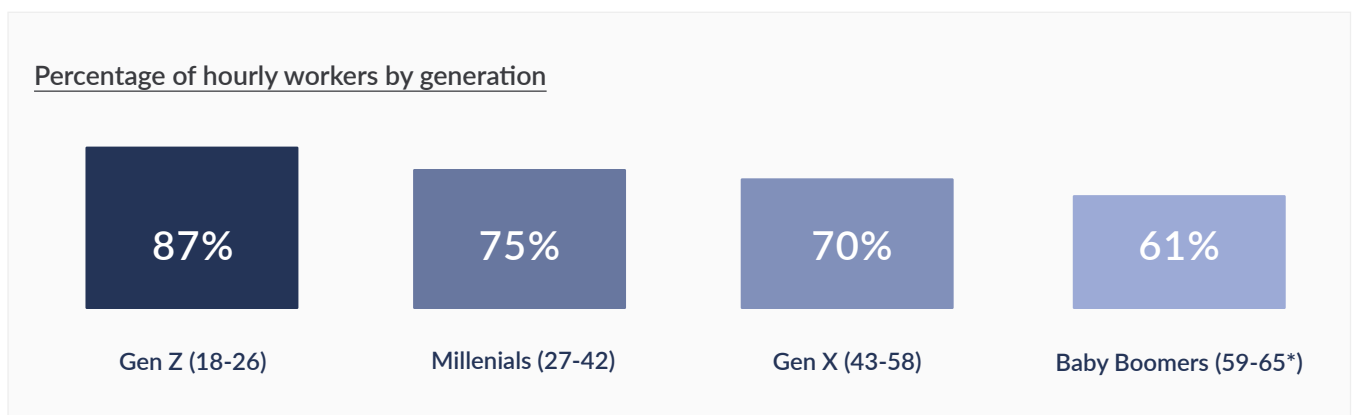


Adapting to the Next Generation of Hourly Workers

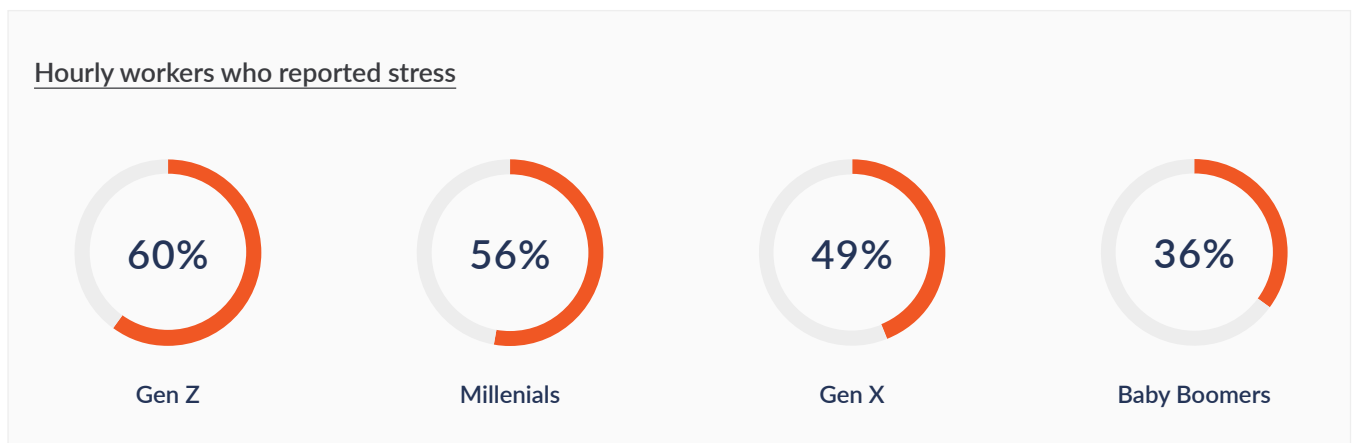
How Employers Can Embrace Schedule Flexibility for Millennials and Gen Z

We conducted a survey on hourly workers in the U.S. and released the findings in the State of the Hourly Worker report. We found that Millennials and Gen Z prioritize schedule flexibility for job satisfaction. As the younger generations become dominant in the workforce, employers must understand their preferences and adapt their policies to retain top talent.

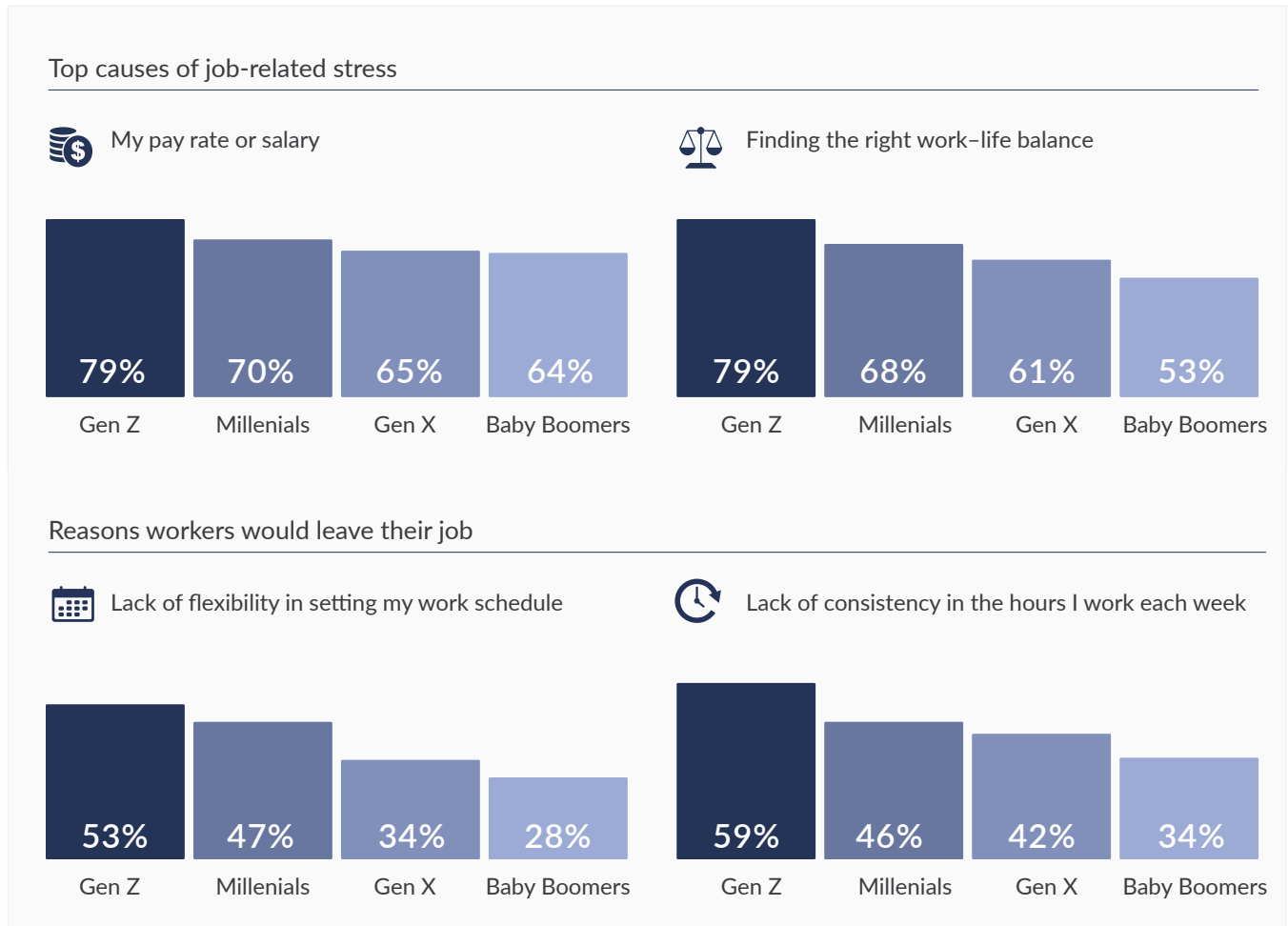
Who Works Hourly?



Who's Feeling the Pressure?

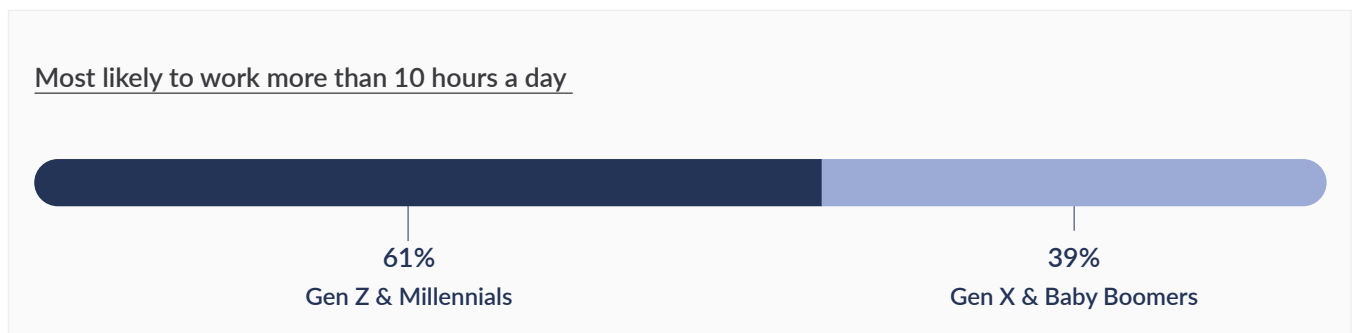


Our survey revealed that pay and work-life balance are the top stress factors for U.S. workers, but there are significant generational differences when it comes to job-related stress. Additionally, younger generations are more likely to consider leaving their job due to scheduling.



So, How Can Companies Retain Workers and Reduce Stress?

It's important for companies to ensure employees feel empowered to achieve work-life balance. Across all generations, 75% of respondents rated work-life balance as necessary. But, when it comes to putting it into practice, younger generations tend to work longer hours.



Meeting the Scheduling Needs of Millennials and Gen Z

One way to help younger employees achieve work-life balance is by understanding their scheduling needs and giving workers flexibility and influence over their schedules.

What Millennials and Gen Z want	Gen Z	Millennials
Value the ability to trade shifts	85%	75%
Said it's necessary for companies to understand their scheduling needs	69%	63%
Value the ability to work more hours for more pay	63%	52%
Value having control over their work schedule	55%	51%
Value changing their hours on short notice	47%	39%
Value being able to exchange overtime for additional time off	38%	33%

To download the full "State of the Hourly Worker" report, [click here](#).

About Shiftboard

Shiftboard is a leading provider of employee scheduling software for shift-based operations in mission-critical industries. Backed by Shiftboard's tailor-fit solutions, organizations can build adaptive workforce operations that increase operational agility, optimize labor resources, and accommodate workers' preferences, leading to improved efficiency and higher worker satisfaction and retention rates. To date, Shiftboard has supported over 630 million scheduled shifts for thousands of customers, including many Fortune 500 companies, providing the employment pipeline for \$66 billion in wages earned. For more information, please visit shiftboard.com.

Methodology and sample size

Shiftboard partnered with Kwantum Analytics in November 2022 to conduct research on the perspectives of American workers and the impact of work scheduling on job satisfaction, stress levels, and retention. The survey collected data from over 2,250 working U.S. adults aged 18-65 who identified as working in shifts, being paid hourly, or never having done shift work in the past.

*It's worth noting that while Baby Boomers fall within the age range of 59 to 77 years old, it's a common practice for U.S. workers to retire at 65.