TIPS FOR OFFERING NON-WAGE BENEFITS TO RETAIN EMPLOYEES

Offer Non-Wage Benefits

- Insurance benefits
- Paid vacation leave
- Provide uniforms, safety shoes
- Membership dues in professional organizations
- Retirement benefits, including tax-sheltered annuity

Encourage Work/Life Balance

- Offer flexible hours for parents with school-age children
- Offer shorter, hourly positions to attract nontraditional applicants, like retirees or college students

Offer Growth and Career Path Opportunities

- Provide training to new and current staff
- Allow staff to apply new skills learned during training
- Create higher-level opportunities for staff