



The 2022 Biggest Book Of Perks For Senior Care

More Than 50 Ideas For
Celebrating & Supporting Staff In
Long-Term Care & Senior Living

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It's a difficult time for hiring and retention in senior care. More than half of the providers OnShift surveyed in their 2021 Workforce 360 Survey Report said that employee turnover is a top workforce challenge, and nearly a third said the same about finding and hiring qualified job candidates.¹ Competition for talent is high, with many healthcare workers leaving the industry entirely. High turnover and low staffing can lead to suboptimal care, fewer admissions, and a lower quality rating. One of the most effective ways providers can combat this is by offering meaningful perks to their employees.

What makes a perk meaningful? The benefits you offer your employees should have a positive impact on their lives, recognize their contributions to your organization, and make them feel heard. Senior care workers OnShift surveyed most often cited better communication, more appreciation, and better work/life balance as things that would make their jobs more satisfying.² Of course, better pay is a big driver of employee satisfaction, but it's important to note that it is not the only factor employees care about.

This list contains more than fifty ways to celebrate and support your staff through meaningful perks. These are not one-time efforts. To truly see a shift in employee engagement and job applicant interest, providers need to make a commitment to consistently and fairly offering employee benefits. While this list of perks is a great starting point, don't forget to ask your employees for their opinions to see if certain perks resonate more than others. And remember – OnShift is here to help you navigate the ever-shifting senior care landscape and to help you strategize an employee engagement plan that fits your organization's unique needs.



Promote Financial Wellness

About 40% of providers say that a lack of financial savings is a top personal challenge facing their employees.¹ We can see evidence of this in the \$67 million in early wages accessed last year through OnShift's financial wellness software.³

What's more, financial stress contributes to poor work performance and can impact employee retention. A PwC survey found that a third of employees say that finances are a distraction at work. Two-thirds say they would be attracted to another company that cares more about financial well-being than their current company.⁴ Investing in your employees' financial wellness is a crucial step towards improving your organization's culture and retention.

1 Access To Earned But Unpaid Wages
Many organizations have started to offer employees immediate access to earned wages rather than relying on a traditional two-week payday cadence. This has helped employees avoid late fees and high-interest payday loans

to cover bills or unplanned expenses. In fact, 80% of OnShift's financial wellness software users say that earned wage access has helped them avoid paying bank overdraft fees, late payments, payday loans, or other fees.³

Earned wage access between paychecks is a top desired benefit – 79% of employees would switch employers if they could get access to on-demand pay, while 89% would stay at their current company longer just for the benefit.⁵ Offering employees instant access to their earned wages not only shows staff you care about their financial well-being, but also helps you compete with the numerous organizations and agencies who already offer this perk.

2 Financial Wellness Education & Coaching
Many employees simply have not been taught how to properly manage their income. Consider utilizing a finance professional such as your 401k vendor or credit union to teach a course on saving and budgeting to achieve greater financial freedom. Host an in-person



lunch-and-learn session or conduct these seminars virtually. OnShift's financial wellness software can help you take it a step further by offering your employees free, confidential one-on-one financial counseling

with licensed financial coaches.

3 Assistance With Savings Plans

Whether it's a vacation, tuition, or a new TV, many of your employees have a goal they are saving towards. Help them with these savings by offering tools and resources to calculate how much they need to save to reach their goals on time.

4 Local Discounts

Partner with local businesses to offer your employees exclusive discounts for showing their employee ID at places like restaurants, car washes, or grocery stores.

5 Cell Phone Plan Discounts

If your organization has an agreement with a cell service provider, your employees are probably eligible for discounts on plans and accessories. Even if you don't have a corporate cell service agreement, many service providers offer discounts to nurses. Make sure your employees know about savings available to them.

6 Tax Preparation Assistance

Tax preparation is one of those things everyone wishes they learned about in school. During tax season, help your employees out by bringing in a tax accountant to provide advice or offer discounted services.

Celebrate Your Staff

Gratitude goes a long way to make your staff feel appreciated, valued, and respected. Rewarding those who go above and beyond can encourage others to do the same, improving your staff's and residents' spirits. Use these perks to applaud your employees' hard work and boost morale.

7 Appreciation Notes

There is nothing quite like a handwritten note to make

someone feel special. When an employee goes above and beyond, ask staff members to write a small note to that employee sharing their experiences and why they enjoy working with them. It only takes a few minutes to complete and it's something an employee can carry with them for the duration of their career. As an added bonus, you can ask your team members to share these during meetings to publicly recognize their excellent work and encourage others to follow suit. As a fun way to publicly recognize staff, have team members place their notes on a bulletin board in the community. That way everyone, including residents, have a chance to read the words of praise.

8 PTO For Anniversaries & Birthdays

A little time away from work goes a long way when working in stressful environments. To curb burnout and show employees you care about their personal lives, award PTO for work anniversaries, birthdays, and other achievements. This can also be integrated into your recruitment strategy as a perk to attract new employees to your organization.

9 Rewards For Top Performers

Thank your weekly/monthly/yearly top performers for their hard work with a gift card or other small reward. Be systematic with how you determine the winner and make sure all your employees know the criteria (like not calling off, punching in and out on time, and providing quality care) to win. OnShift's employee engagement solution makes this easy by automatically distributing reward points based on key performance indicators.



10 Success Selfies

When celebrating achievements and milestones, have employees take a selfie with their reward or acknowledgment to showcase their success on social media. Encourage them to post a photo on their channels and tag your community so you can share their post on

your company pages. As an added bonus, this shows the world your organization celebrates its staff, something an applicant would be excited to see.

11 Longevity Awards

At a time when turnover is high, consider offering longevity bonuses instead of a sign-on bonus. A longevity award encourages your employees to stay with your organization and work towards a particular goal. Give tenured employees a special flag, a pin or a different colored name tag and put their name on a board where all team members can see.

12 Customized Employee Welcome Packages

As you bring new team members on board, consider adding a personal touch. While candidates are interviewing, have hiring managers ask about their favorite hobbies, interests and restaurants. When that person

joins your team, customize a welcome package built just for them. You can include a small gift card, a note from their new co-workers and other items to show you are invested in them personally and excited to have them start.

13 National Recognition Date Celebrations

Do something special for staff, like bring in donuts or pass out company swag, to show how much you appreciate them during recognition holidays like Employee Appreciation Day, National Nursing Assistants Week, National Nurses Day, National Skilled Nursing Care Week, and National Assisted Living Week.

Encourage Healthy Lifestyles

Leading a healthy lifestyle is much more than just eating well and getting regular exercise. Companies should opt for a holistic approach that encompasses mental wellness as well, especially since 86% of senior care workers report

experiencing burnout or stress.² As employees face burnout, financial stress and compassion fatigue, placing a focus on mental wellbeing is more important than ever.

14 Mental Wellness Counseling

With the majority of providers reporting increased burnout over the last two years, meditation apps and virtual counseling can go a long way in supporting employees. Consider popular tools like Calm, Headspace, Talkspace, and BetterHelp. Many offer corporate discounts and even free access to some features for healthcare workers. Consider working these offerings, as well as mental health counseling, into your organization's Employee Assistance Programs (EAPs) and be sure to regularly remind staff that they are available.

15 Healthy Snacks For Fuel

Instead of traditional vending machine snacks that are often high in sugar, keep protein bars, yogurt, apples, and other healthy snacks on hand to give team members a boost of energy during busy shifts.

16 Free Coffee

Buying a cup of joe every morning can really add up. Help your employees put some of that money back in their pockets by offering free coffee. Consider installing an instant coffee machine or give employees gift cards to a local coffee shop.

17 Community Plants

Not only do plants liven up living spaces, but they are linked to a 15% increase in employee productivity.⁶ Buy some plants and spread them around different spaces in your organization to increase airflow and create a scenic environment.

18 Zen Moments

Encourage your employees to step away when they need it and spend a few minutes gathering their thoughts and maybe even listening to a breathing exercise. If you have the space, designate a small room as a "zen space" where employees can take a moment to themselves. Employees will return to work refocused and in better spirits.



19 Smoking Cessation Programs

Offering employees access to a smoking cessation program can help them take the first step in quitting and shows you care about their health. Depending on the type of health insurance available, providing such programs could also help to defer premiums.

20 Weight Management Programs

Subscription-based services like Weight Watchers and Noom can help employees get into shape the healthy and safe way. Turn this initiative into a competition for employees to kickstart their weight management journey.

21 Free Health Screenings

Work with your insurance provider to conduct on-site health assessments to give employees peace of mind.

22 Low Insurance Premiums For Families

With rising insurance costs and the need for affordable insurance, take an in-depth look at all of your insurance options and make sure that you're providing the best options to your employees. When it comes to health insurance, everyone has different needs and it's all about choices.

23 Prescription Discounts

Discounts on prescription medications on top of what insurance covers is a huge help for employees and their families. Tools like GoodRx and OnShift's financial wellness software can help you provide this benefit.

24 Workout Classes

In person or online, free fitness classes are a great employee perk. Find out if someone on your staff is a certified yoga or fitness instructor and would be willing to teach a class at your organization once a month. Or, look into



corporate discounts from fitness apps like MoveSpring so your employees can access a library of virtual workouts.

25 Community Fitness Challenges

There's nothing like a little friendly competition to get people moving!

Hold fitness challenges between communities or departments that track steps, miles biked, or other activity metrics and give a prize to the team that wins.

26 HSA Wellness Incentives

If your organization offers a Health Savings Account as part of its benefits package, consider offering additional HSA funds for completing certain wellness goals. For example, contribute an extra \$50 to an employee's HSA when they get the flu shot, when they complete their annual physical, or when they donate blood to the Red Cross.

27 Spa Day Reimbursement

Encourage those who rarely take time for themselves to spend some time getting pampered. Offer an annual reimbursement up to a specific amount for spa services like massages, facials, or reiki.

Support Work-Life Balance

The Corporate Executive Board, which represents 80% of the Fortune 500 companies, found that those employees who report having a strong work-life balance work 21% harder than those who don't.⁷ And they tend to stay with their organization long term. Additionally, HR professionals reported that offering staff more flexibility in their schedules increases employee retention rates. This can be a bit challenging, especially when providers are struggling to properly staff each shift, but a concerted effort to give employees ample time away benefits everyone in the long run.

28 Free Or Discounted Childcare

From on-site daycares to offering a stipend for childcare, providers have gotten creative with supporting employees in this area. With daycare prices always on the rise, this support can be the difference between an



employee being able to come into work and being forced to stay home. Plus, offering childcare assistance shows you understand your employees have responsibilities outside of work and that you are committed to helping them manage it all.

29 Free Food & Family Meals Many organizations are providing free meals for team members during their shift. Others are sending meals home so employees can relax and enjoy time with family without having to worry about cooking. This can be especially beneficial for employees who have worked a double or overtime.

30 Community Pantry

You don't always know what kind of food or financial insecurities your employees are facing, and not everyone feels comfortable asking for help. Ask local community members and residents' families to donate essential items for frontline workers. Carve out a designated area in the facility to set up a little shop that employees can discretely visit to grab what they need before heading home.

31 Staff Housing Give staff working in COVID-19 or other infectious disease units a safe place to stay so they don't worry about bringing the virus home to their family or other housemates. Consider using extra space in your community and nearby hotels. This also helps keep residents safe by preventing staff from contracting COVID-19 offsite.

32 Extra Uniforms Save employees the hassle of having to wash and disinfect their uniform after each shift and provide one or two extra sets. As another option, offer free laundry services to your frontline staff.



33 Mandatory PTO While employees' dedication to the residents they serve is very much appreciated and applauded, everyone needs time away. Requiring that employees take time off and paying them for doing so shows you care about their mental wellbeing and gives them time to decompress. They'll likely return to work refreshed and energized.

34 Flexible Scheduling & Shorter Shifts Balancing work, life and family responsibilities can be difficult. Work with your staff to adjust schedules as needed and consider offering shorter shifts. This gives employees more flexibility and can help you fill gaps in your schedule.

35 Streaming Service Subscriptions

Between Apple Music, Spotify, Amazon Prime, HBO, Netflix, and Hulu, there are many streaming services you can offer to your employees for a low monthly price to help them unwind after a long day of work.



36 Commuter Benefits Getting to and from work can be a challenge, particularly for employees with limited access to transportation. By offering free or discounted commuter benefits or a public transportation stipend, your employees can have peace of mind that they will always be able to get to their job on time and at an affordable rate. You could also consider offering your employees a tax-advantaged payroll account for eligible transit or parking expenses.



37 Free Rides To Work If public transportation isn't an option in your area, offer to pick your employees up in the community van or send an Uber. Doing so shows you care and prevents staffing gaps.

38 Parental Leave

Offering even just a few weeks of paid leave for new moms and dads shows you support families and can make a huge difference to families welcoming a new member.



39 Support For New Moms

Coming back to work after maternity leave can be a big adjustment. Offer the option to ease into the return to work with a part time schedule, and provide nursing moms with a private space.

40 Community Library

Keep a library of books on site that employees can borrow from and add to. Take this a step further and coordinate a community book club for employees.

41 Summer Camp For Employees' Children

Once kids are on summer break, childcare can get more difficult. Offer to cover all or part of the fees for a local summer camp for your employees' kids.

42 Unlimited PTO

Unlimited paid time off is an option that some providers (yes, even within senior care!) are offering to all employees, not just leadership. Focusing on the quality and efficiency of work rather than the quantity of hours worked can have a powerful impact on your employees' focus, productivity, and overall well-being.

Show Your Commitment To Learning & Growth

LinkedIn data shows that companies with internal mobility retain employees almost 2x longer.⁸ What's more, 70% of U.S. workers said they were at least "somewhat likely to leave their current company" to work somewhere with a bigger focus on employee learning.⁹ Simply put, if you are not offering employees tangible career paths, you're likely to experience higher turnover.

43 Leadership Programs

Succession planning is a top priority for organizations, and a formal leadership program can help groom current employees for future opportunities. Plus, offering such a program can be a powerful recruiting and retention tool for today's career path-seeking workforce.

44 Career Pathing

Work with employees to understand their long-term career goals and devise a plan to help them get there. This might include going back to school to earn a degree, so having a tuition reimbursement fund or stipend is a great idea. Providing a clear path for advancement and supporting them along the way is a huge differentiator when it comes to attracting and retaining employees.

45 Annual Learning Stipend

Learning new skills has become more accessible and affordable than ever before. As part of your commitment to helping employees grow their careers, offer an annual learning stipend that can be applied towards a class, service, book or opportunity to increase their knowledge as it relates to their job or career track.



46 Job Shadowing

Career objectives change over time. Perhaps a member of the kitchen staff would like to be a nurse one day. Allow employees to shadow someone in another department to learn the different operations within your organization.

47 Access To Non-Job Related Lessons

Foster a culture of learning by giving your employees access to opportunities to learn new skills outside the scope of their job. Offer subscriptions to online course catalogues like Udemy or courses at a local continuing education center.

Bring Teams Together

Bringing your employees together in a fun, engaging way can build morale, deepen personal and working relationships, and create a workplace everyone can enjoy. In fact, Gallup research consistently finds that having a best friend at work leads to better performance.¹⁰ Plus, encouraging interaction among staff gives them a chance to build bonds of solidarity.



48 Strong Manager-Employee Relationships

Give your managers the tools to be better leaders. There are plenty of courses and books that can enable them to better support, connect with, and inspire their employees. For example, encourage your managers to hold regular one-on-one meetings with employees to assess and praise performance, set goals, and build personal relationships.

49 Open Lines Of Communication

Across the board, providers really ramped up their communication efforts throughout the pandemic and are committed to maintaining these dialogues moving forward. Providers consistently send important updates around PPE, safety protocols, and new regulations. In addition, OnShift's messaging platform is frequently used to send thank-you notes and words of encouragement.

50 Regular One-On-One Meetings

Make one-on-one meetings between managers and their staff part of your workplace culture. Managers and their team members can use this time to provide feedback, ask questions, and get to know each other better personally.

51 Maintained Feedback Loop

Collecting and giving feedback to employees is critical to the success of any organization. The quick and easy pulse surveys in OnShift's employee engagement software have been used to ensure employees feel safe and

supported and to get insight into the personal challenges they may be facing. Arguably the most important part of the feedback loop is the organization's response. Let employees know you value their thoughts and ideas by taking action – whether that's correcting a problem or instituting a new practice or policy. If you can't fulfill an employee's request, meet with them to let them know why. The feedback loop also includes providing feedback on employee performance to help them grow in their careers.

52 Teambuilding

There are plenty of team-building activities you can do to build stronger bonds among employees – from book clubs, escape rooms, trivia, show and tell, etc. Find something your employees enjoy and have some fun being together,

53 Family Outings

Build more personal connections between employees with company outings where employees' families are invited. By getting to know each other outside of work in a family environment, you and your employees can develop a stronger bond.

54 Employee Referral Program

Great people know great people! Offer a cash bonus to employees if someone they referred to an open position gets hired. People who have worked well together in the past will bring that positive energy to your organization, and you'll have another source for qualified job candidates.



Redefine the Employee Experience

Give your employees the exceptional experience they deserve while offering managers actionable insights throughout the employee journey with our next-generation human capital management software purpose-built for senior care. Plus, put everything your employees need to stay connected and engaged with their community, right at their fingertips, with the OnShift all-in-one mobile app.

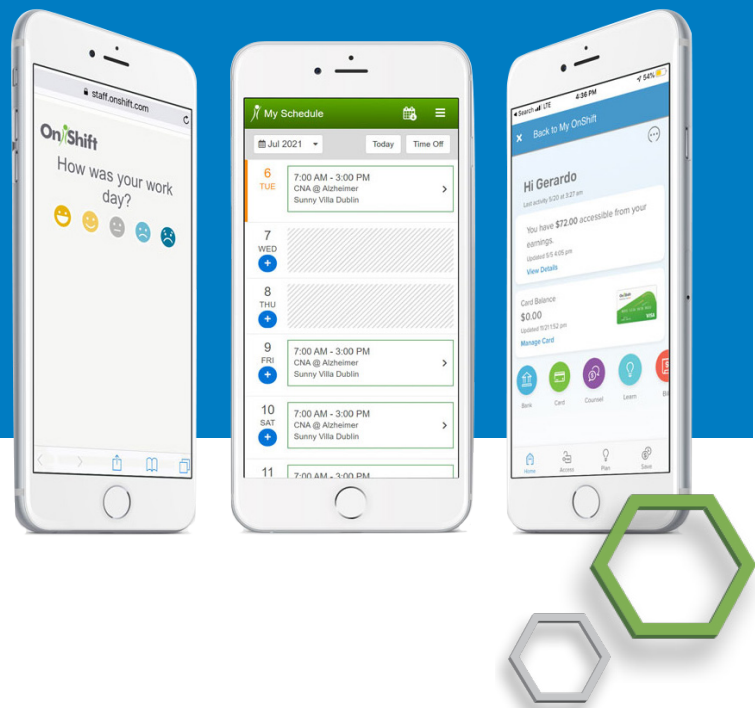
Our fully-integrated suite of software includes:

- ✓ Talent acquisition
- ✓ Time & attendance
- ✓ Employee scheduling
- ✓ Employee engagement
- ✓ Financial wellness

Request a demo at [OnShift.com](https://www.onshift.com).

“I think communities that use OnShift really care about their employees because you’re trying to make their life easy.”

– Mike Christian, VP of Human Resources, Senior Living Support Services



¹Survey Report: Workforce 360, OnShift, 2021

²Survey Report: Employee Perspectives, OnShift, 2021

³Data collected from OnShift software, OnShift, 2021

⁴PwC's 10th annual Employee Financial Wellness Survey, PwC, 2021

⁵New research shows disconnect between what employees want and what HR thinks they want, Paylocity, 2022

⁶Use Potted Plants and Natural Light to Create a Healthier Workplace, Harvard Business Review, 2017

⁷How Work Life Balance Can Keep Your Employees Happy and Your Business Healthy, John Rampton for Inc., 2016.

⁸Workplace Learning Report, LinkedIn, 2021

⁹Survey Shows Disconnect When It Comes to Employee Development, Business News Daily, 2019.

¹⁰Why We Need Best Friends at Work, Gallup, 2018.

About OnShift, Inc.

OnShift's next-generation human capital management platform fundamentally transforms the relationship between healthcare organizations and their employees. Our innovative approach to recruitment, hiring, workforce management, pay and engagement fosters a culture where people want to work. That's why thousands of healthcare organizations rely on OnShift's integrated suite of software and services to dramatically reduce turnover rates, decrease costs and improve the quality and continuity of care. For more information, visit www.onshift.com.