



The Flexer Experience

Who are the ‘Flexers’?

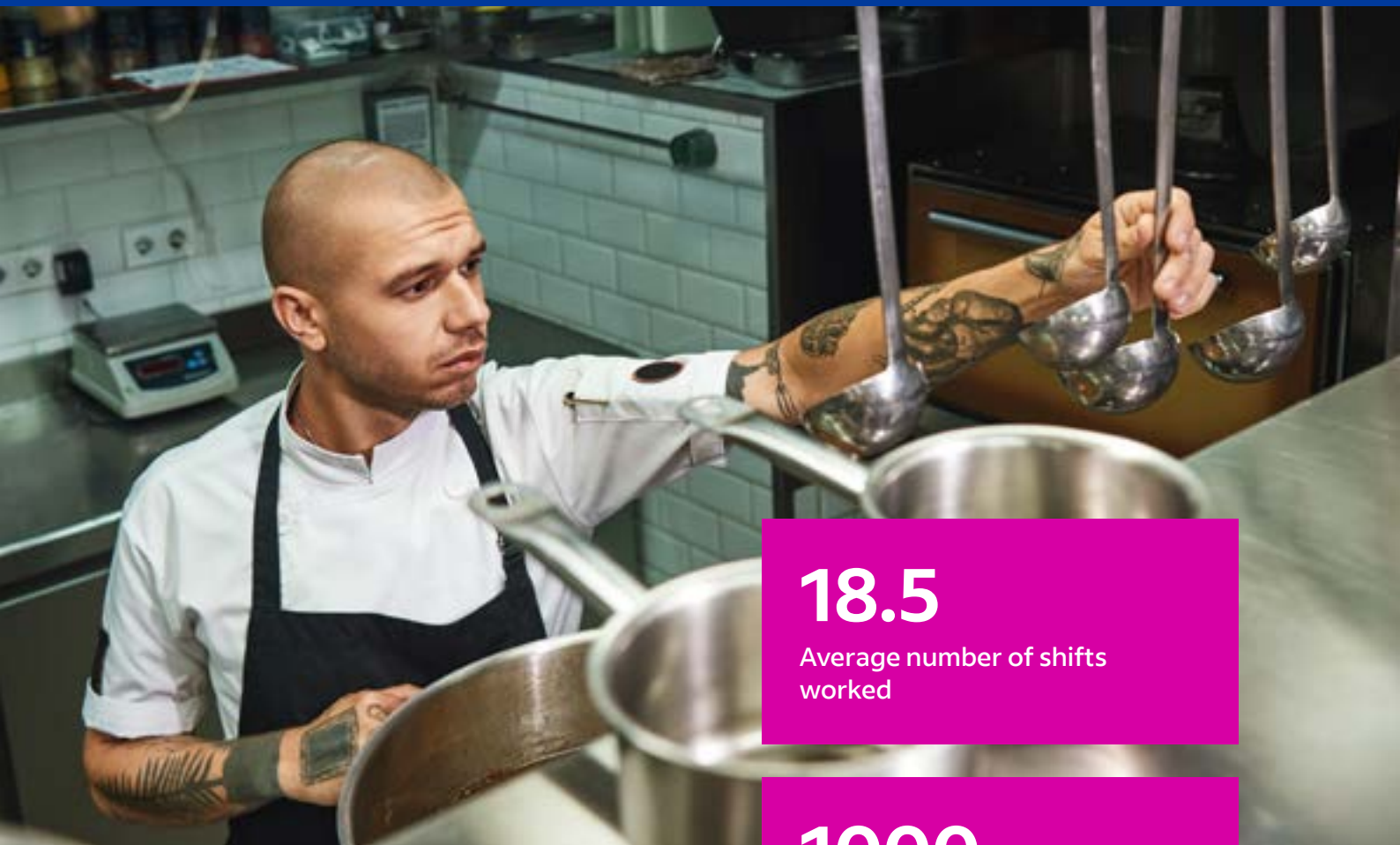


The Indeed Flex workforce, aka the “Flexers” are a diverse community, made up of 50,000 (and counting) people of all ages, of all nationalities and from all regions of the US.

Although each of our Flexers may be doing a different job on a daily basis, in a different place and at a different time, they’re all connected and share the common experience of flexible working.

Our Flexers are the beating heart of our business. In this information pack, we share insight into what makes our vibrant Flexer community special, and how we ensure top quality service for our employers.

The Flex difference



Self-motivation and self-management are key characteristics of those who make successful careers through flexible working.

Our workers are responsible for building their own schedules, with the ability to decide when and where they will work. The nature of this lifestyle appeals to people who are highly motivated, organised and engaged. In fact, out of the 700 new Flexers verified onto the platform each week, 50% of those work a shift on the same day.

18.5

Average number of shifts worked

1000

Highest number of shifts worked by a Flexer

4.6*

Average rating

Flexers work on average

4 different roles

The Onboarding experience



Onboarding Manager, Angela O'Haire, discusses how her team selects and onboards new applicants to the Indeed Flex platform, enabling high volumes of candidates to find flexible work, all while maintaining top quality.



1

How do you onboard new Flexers to work on Indeed Flex?

Every person who signs up to the app and fills out their profile with relevant experience is granted a 1:1 interview slot.

In the interview, we will test their skill level within their field, asking them to demonstrate essential skills where possible. All qualifications, right to work certificates and references will be examined during the interview. Only those holding the relevant documents and experience will be verified to work.



2

How do you ensure only a high caliber of workers get verified?

Our charismatic onboarding team members are all experts in their fields, some with decades of experience in Hospitality, Care, Industrial, Clerical, FM, and Retail.

This means they know exactly what it takes to have successful careers within their fields. All candidates are asked to demonstrate key skills and essential knowledge that's applicable to their skill level. Candidates are then matched accordingly on the Indeed Flex platform. This ensures workers are matched based on only the skills they have to fulfill our clients' roles.

3

What are the top traits you look for in workers?

We look for the same traits that we expect to see our workers demonstrating in our clients' venues or sites: someone who is punctual, polite, and professional.

We look for people who are friendly, engaging and with strong verbal communication. These qualities translate into the type of workers who are eager to book shifts straight away, and will go on to build strong partnerships with our clients, providing them with years of excellent service.

4

What training and upskilling opportunities are available to workers on the Indeed Flex platform?

Every new Flexer receives a month of relevant industry training.

This includes Responsible Service of Alcohol, Health and Safety, Hygiene or COVID-19 training. Throughout their time with Indeed Flex, Flexers will have continual access to educational videos and online courses that will bolster their skills and capabilities.

700

New Flexers are verified each week

50%

of those work a shift on the same day

Check out our onboarding process through a candidate's eyes...





Upskilling and cross-verification opportunities

To ensure each and every Flexer feels they are continually learning, progressing, and developing new skills, we are proud to offer digital training courses and opportunities for progression.

Our continual 'cross-verification' initiative, whereby Indeed Flex facilitates the training of Flexers who have worked on the platform for X amount of months, in order for them to work within another sector.

We recognize the value of transferable skills. In a market where skills shortages are reportedly higher than ever, it's of growing importance that employers re-prioritize exactly which skills are deemed "essential" for certain roles and which skills they believe someone without direct experience could bring instead.

Due to the stringent process Flexers undergo when cross-verifying to another industry, we find that it is our cohort of the most highly engaged workers that succeed. These workers are constantly trying to evolve their skillset and improve their profiles to stand out to employers.

While this initiative gives Flexers the chance to use new skills they have learned, it also means our clients are given access to a greater and more diverse worker pool they wouldn't have had access to previously.

1,700

workers recently cross verified for cleaner roles, with a

95%

success rate.

The top benefits to give employees

We're more than just an app to our Flexers.

While they choose to do temporary work for the lifestyle perks it offers, we believe they should have all the benefits and security that being a full time employee brings. In order to recognize, reward, and ensure our Flexers feel valued by us, Indeed Flex is proud to offer salaries above the national average, as well as unrivaled perks and benefits, including:

- ✓ Holiday pay
- ✓ Sick pay
- ✓ Learning and development opportunities
- ✓ Annual giveaways (which aren't at the expense of our clients)
- ✓ Weekly pay
- ✓ Health Benefits

Recent Indeed Flex data found that non-financial perks have overtaken pay rises as the number one incentive used by employers to attract new recruits. While offering higher pay is a tried and tested way of attracting candidates, it's striking how many employers are now thinking beyond the paypacket. Non-financial perks and incentives can be just as effective as pay rises at drawing in applicants.



We proudly offer:

Family & Compassionate Leave

Paid leave when welcoming a new family member or after losing a loved one

Critical Injury Cover

Compensation in the case of disablement or accidental death

Digital GP

Quick, online consultations and prescriptions

Mental health support

24/7 emotional support, expert advice, and counseling

Everyday savings

Deals and discounts on food, fuel, technology, and more!

Don't just take it from us.

Here's what our Flexers think our benefits are...



Building a work schedule that suits my lifestyle needs.



I feel a sense of community surrounded by like minded people



No two days are the same.



I have more time for my hobbies and spending time with my family



I can take a break when tired, meet new people, and gain experience



I am able to work the hours I need to run a small business and pay essential bills.

What benefits do our Flexers prioritise?

Top performing benefits



Gym membership discounts



Fuel / Travel credit



Cinema Tickets

Most viewed benefits



Accident and Injury



Mental Health support



Family Leave

A community worth joining

To keep our Flexers active and engaged with Indeed Flex outside of booking shifts, we foster an ever-growing online community, which encourages workers to connect and learn from one another.

We have a dedicated Community team who are always on hand to help with questions, as well as highlighting the importance of personal and professional development to our Flexers, ensuring they feel continually supported by us as their employer. Aside from sharing useful and inspiring content on a daily basis, our Flexer community enjoy:



Monthly webinars



Shift bonuses



Monthly meet ups



Annual prize draw



Meet our Flexers

360 shifts worked



Jenny has recently returned to the Indeed Flex App after lockdown and has completed over 360 shifts with us! When she's not working Hospitality shifts, she's an actor and entrepreneur. She's currently starting her own fashion design business, customizing clothes and selling them online.

“Now I am doing my own creative projects, it's quite easy to work around it with Indeed Flex. I don't like staying in the same place for a very long time so the variety of work is convenient for me. With the app I can be my own boss. I can pick up shifts whenever it suits me”

250 shifts worked

Onyeanu has completed 250 shifts with Indeed Flex, enjoying working across a variety of sectors. She's a keen cyclist and volleyball player!

“I joined Indeed Flex because of the flexibility of jobs. Their employment process is simple and straightforward. I love the 24/7 support I get from the office staff as well as the variety of jobs, locations and experiences gained working for the company.”



400 hours worked



Ed shared th us:

“IndeedFlex has helped me massively to top up my Student Loan whilst studying at university. It's also allowed me to work in a range of different companies/ branches and develop my transferable skills base.”

The Indeed Flex Employer Community

**We invest in our Flexers,
so you can reap the rewards.**

The Indeed Flex Employer Community is a group of forward thinking employers who are championing the benefits of temporary staffing. They recognize not only its financial perks, but also the benefits of providing flexibility for their employees.

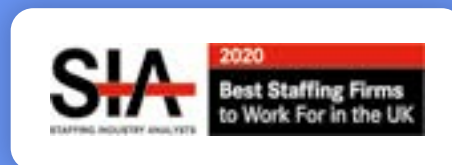
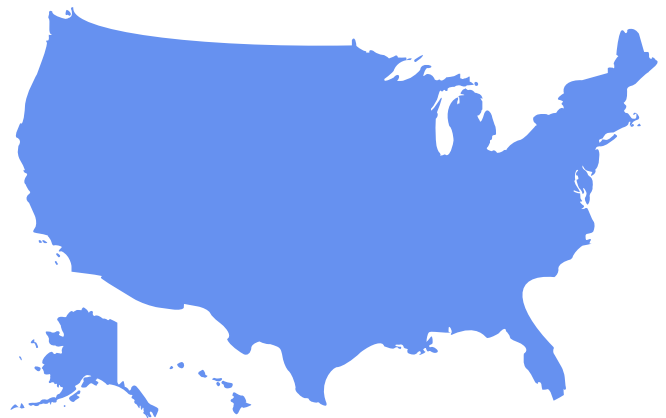
We are more than just a staffing provider. By joining the Indeed Flex Employer Community, you gain access to online masterclasses, in-person gatherings, and online content which will help to inform strategic staffing decisions.

Interested in learning more?

Book a meeting with one of our experts to discuss how Indeed Flex can help assist you with your staffing needs today.

Email us
enquiries@indeedflex.com

Call us
737-300-9696



indeed flex

www.indeedflex.com

