



DPI STAFFING™
ULTIMATE EMPLOYEE
RETENTION PLAN

STEP 1: IDENTIFY HIGH POTENTIAL CANDIDATES

Retention starts long before the season ends. Be proactive in spotting the employees who could be a great long-term fit for your company.



What to Look For (Checklist):

- Consistent Performance: Do they consistently meet or exceed their job expectations?
- Positive Attitude: Do they contribute to a positive work environment and handle challenges constructively?
- Cultural Alignment: Do they embody your company's core values in their work and interactions?
- Initiative and Proactiveness: Do they look for ways to help, solve problems, or improve processes without being asked?
- Team Collaboration: Do they work well with other team members and support their colleagues?
- Interest in the Company: Have they expressed curiosity about the company's long-term goals or other roles?

Action Item: Keep a running list of standout employees. Engage them in informal conversations about their career goals to gauge their interest in a permanent position. A simple comment like, "You've been doing fantastic work, and we see real potential in you here," can make a huge impact.



STEP 2: CREATE A POSITIVE AND INCLUSIVE WORK ENVIRONMENT

Your company culture is your most powerful tool for employee retention. Seasonal workers who feel valued and respected are far more likely to want to stay.

How to Make Seasonal Staff Feel Like Part of the Team:

- **Integrate, Don't Isolate:** Include seasonal staff in team meetings, company-wide communications, and social events.
- **Recognize Contributions:** Publicly and privately acknowledge their hard work and positive impact. A "thank you" goes a long way.
- **Assign a Mentor:** Pair seasonal hires with a permanent team member who can answer questions and help them feel connected.
- **Seek Their Feedback:** Ask for their opinions on processes and their experience. This shows you value their perspective.

Example in Action:

Instead of having separate huddles for seasonal staff, combine all team members in daily stand-ups. Celebrate a seasonal employee's sales achievement in the same way you would a permanent employee's.

STEP 3: OFFER CLEAR PATHWAYS FOR GROWTH AND DEVELOPMENT

Seasonal work is often viewed as a dead-end job. Change that perception by showing them there's a future with your company.



Action Item: Create a simple "Seasonal-to-Permanent Pathway" document that outlines the skills, performance goals, and steps an employee can take to be considered for a permanent position after the season.



Discuss the Future Early: During onboarding, be transparent about the possibility of temp-to-hire roles. Explain what performance metrics and behaviors you look for in permanent hires.



Provide Cross-Training: Offer opportunities for high-potential seasonal workers to learn new skills outside of their immediate role. This invests in their future and makes them more valuable to your organization.



Conduct Performance Check-ins: Hold brief, regular feedback sessions. Discuss their strengths and areas for development, and tie this feedback to what it takes to secure a long-term role.

STEP 4: MAINTAIN COMMUNICATION

If you don't have an immediate permanent role available, don't let that talent pool go cold. A strong communication strategy keeps top performers engaged and ready when an opportunity arises.

HOW TO STAY CONNECTED

- **Create a Talent Pool:** Build a database of your top-performing seasonal alumni. Include notes on their skills, performance, and potential roles they might fit.
- **Send Periodic Updates:** Reach out with a quarterly email newsletter that includes company news and information about new job openings.
- **Personalized Outreach:** When a relevant position opens up, contact them directly before posting the job publicly. Let them know they are your first choice.



EXAMPLE EMAIL TEMPLATE:

Subject: Keeping in Touch from [Your Company Name]!

Hi [Employee Name],

We hope you're doing well! We wanted to thank you again for your incredible work during the past holiday season.

We don't have any openings right now, but we were so impressed with your performance that we wanted to keep you in our talent pool for future opportunities.

We'll be in touch as soon as a fitting role becomes available.

Best,

The [Your Company Name] Team

STEP 5: PARTNER FOR SUCCESS



DPI STAFFING™

Managing a seasonal workforce and a retention strategy can be complex. This is where a staffing agency like DPI Staffing becomes an invaluable partner.

WE CAN HELP YOU...

01

Implement Temp-to-Hire Programs: This "try before you buy" model is the perfect way to evaluate a candidate's fit on the job before committing to a permanent offer, minimizing hiring risks.

02

Manage Talent Pools: We maintain a database of proven, pre-vetted candidates from past seasons, giving you immediate access to reliable talent when you need it.

03

Handle the Administration: We manage the payroll, benefits, and communication for temp-to-hire candidates, allowing you to focus on evaluating their performance and cultural fit.

BUILD YOUR STRONGEST TEAM YET

Your seasonal workforce is a goldmine of proven talent.



START BY...

IDENTIFYING POTENTIAL

FOSTERING A GREAT CULTURE

SHOWING A PATH FOR GROWTH

KEEPING THE LINES OF COMMUNICATION OPEN

Ready to build a custom employee retention strategy that works?



DPI STAFFING™

Contact DPI Staffing today to learn more about our flexible, results-driven staffing solutions!

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