



# Keep Who You Hire: Increase Retention of New Employees

WITH THESE 5 INNOVATIVE TIPS

When you hire, onboard, and train new employees, keeping them engaged and productive increases your company's productivity and bottom line.

At ErgoWorks, our expertise in strategies that keep employees safe and healthy on the job has helped our clients build a powerful workforce.

As your trusted guide in building a culture of health and safety at work, here are ErgoWorks' Top 5 innovative ways to keep your new employees working for years to come at a job they love.



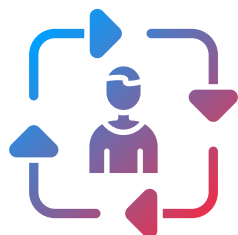
## #1: TRIAGE INJURIES WITH GOOD CARE

When a new employee acclimates to a job, their body gets sore. Listening to them with curiosity, compassion, and good care speaks volumes about the employee's value to the company. Intake their symptoms and ask about home and work factors that may contribute to the soreness. Speaking openly with genuine curiosity goes a long way to the employee.



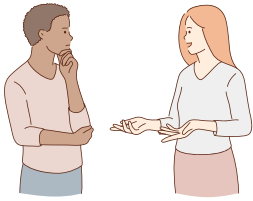
## #2: CULTURE OF SAFETY

Collaborating with your safety champions, safety director, or safety team to create a culture of prioritizing the safety of employees will demonstrate how your company values each employee. Want your employees to go home each day safe and happy? Of course you do. That's good business. Tell them how you plan to do that!



## #3: JOB EXPANSION AND ROTATION

Rotation to other work areas as part of the training plan for new employees adds skills and exposure to each employee's experience. For you, this allows for employees to be moved to various areas easily. Expansion of jobs means employees are responsible for more things as part of their job. This will add for a variety of work tasks, postures, and variety to their day.



#### **#4: COMMUNICATE. NOT JUST WITH WORDS.**

This job matters, so communication about policies and procedures, expectations, and work tasks is your top priority. What keeps an employee at your company for years to come is knowing that they are valued beyond their ability to do a job. Demonstrate how you care, with safety, curiosity, and injury prevention care.



#### **#5: INVEST IN AN INJURY PREVENTION PARTNER**

An injury prevention partner that applies OSHA guidelines to interventions with sore employees establishes your company as a stand out against other companies. Want to retain people? Of course you do. Choose a partner who cares about your employees as much as you do, with expertise and experience.

**As a Minnesota company who specializes in injury prevention, ergonomics, and job analysis, we have helped local companies:**

**Reduce Injuries  
Increase Retention  
Increase Employee Job Satisfaction**

**Want to know more? Click the Schedule A Discovery Call button to connect with Owner Beth Mayotte to customize solutions for your unique needs.**

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