

Tips for onboarding and retention





Gen Z is entering the workforce and they've got some unique expectations and priorities. For SMEs, creating a solid onboarding process and building long-term retention strategies can make all the difference in attracting and keeping fresh talent. So, we're here to help with some tips designed to help improve your onboarding approach, using insights from our latest survey.



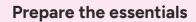


Remember! It's important to address generational preferences, but under the age discrimination laws employees have to be treated equally regardless of their age. These are some of our top tips designed to improve the experiences for everyone, while addressing the general preferences of Gen Z from our survey.



Your onboarding tips





- Have their workstation set up before their first day or if they're remote, make sure all their equipment is there before they start.
- Share a clear schedule for day one, so they know what to expect.

Provide a welcome pack

Include practical items like tools and resources specific to their role, and personal touches like a company-branded item or a handwritten welcome note.

Assign a buddy or mentor

Peer support makes a huge impact on first impressions and early experiences, so pair new hires with a colleague who can guide them through their first couple of months – and 35% of SME owners recommend providing mentorship or career guidance to boost Gen Z performance.



















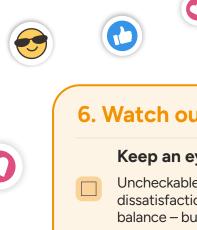




















6. Watch out for red flags in retention

Keep an eye on burnout

Uncheckable workloads and pressure to overperform are some big drivers of dissatisfaction. Make sure you're monitoring workloads and encouraging work-life balance – but be careful not to micromanage.

Track turnover trends

40% of SME owners identify retaining Gen Z long-term as a challenge, so if you notice a lot of people leaving, this might signpost some deeper issues that need addressing – make sure you carry out exit interviews and analyse them to find the causes.



Build a workplace where everyone thrives

Investing in tailored onboarding and retention strategies geared towards Gen Z is more than just meeting a new generation's expectations – it's about building a workplace where everyone thrives. Focusing on inclusivity, flexibility and opportunities for growth means you'll create an environment where young talent feels motivated, valued and empowered to succeed.



Not got a new hire to onboard?

Head over to our job description template to see how to create job descriptions that dazzle prospective employees!





























