

# Part-time Workers, Full-time Challenge

As employers compete for talent in a tight labor market, benefits matter.

In fact, 57% of employees consider benefits a major factor in selecting a new job, while 73% believe the right benefits increase loyalty to their employer.

With the steady rise in part-time workers (up 9% since 2007), employers are beginning to distinguish themselves from the competition by extending benefits to their part-time employees. If your organization is doing this, you're ahead of the curve. If not, here's what you need to know so you don't get left behind.

## Common Characteristics

Part-timers fuel all industries, especially:



**36%**  
Hospitality



**23%**  
Healthcare



**20%**  
Retail

(Guardian)



**63%**  
of adults plan to work past retirement age, but on a part-time basis.

(Gallup)

## Employer Challenges

**51%**

More than half of Generation X and 39% of Millennial part-timers cite their financial situation as their top source of stress.

(Guardian)



**35%**

Fewer than 35% of companies offer healthcare coverage to part-time employees.

(SHRM)



**33%**

The cost of replacing a worker is 33% of their annual pay.

(Work Institute)



## Opportunities to Build Loyalty



**80%**

80% of part-time workers who have benefits prefer to stay with their employer 3+ years.

(Guardian)



**75%**

75% of part-timers work for "non-economic" reasons due to the flexibility their lifestyles demand. But, they still need benefits.

(Bureau of Labor Statistics)



**33%**

Only 33% have an employer-sponsored retirement plan, compared to 69% of full-time employees.

(Guardian)

## Gain More Insights

To learn more about the role benefits play in building loyalty within your workforce, check out our on-demand webinar, "Beyond the Paycheck: Get full-time loyalty from part-time and gig workers."

