

# CALIFORNIA RETAILERS INVEST IN THEIR TEAMS!



## PAY IS IMPORTANT, BUT IT'S NOT ALL THAT MATTERS

Retailers have already taken many strides to recruit talent – including higher starting wages, shorter shifts and encouraging older workers and minors to apply. California retailers also are focusing on positive team member relationships, increased listening and understanding of team member needs and concerns and always re-evaluating- what keeps retail team members happy.

California retail team members value their relationships with coworkers and supervisors and value the work environment as a key component of job satisfaction.



## CALIFORNIA'S RETAIL JOBS NEED TO WORK FOR TEAM MEMBERS, IT IS NOT "JUST ABOUT THE JOB".

California retailers recognize flexible scheduling and paid leave are just as important to retail team members as compensation and health insurance as some of the top reasons why they want to work for a California retailer. California retailers cite some of the greatest positives for working in the retail industry are "helping people" (85%) and teammate friendships (83%).



**Access to Wages at Any Time** – Team members don't have to wait till payday! Instant access to earned wages for hours already worked.



**Paid Time Off & Paid Holidays** – Paid time off and paid holidays that are important to individual team members – the choice is there! This includes paid bereavement and paid leave of absence.



**Support of Team Members and their Loved Ones** – Access to affordable child and elder care; tutoring discounts for team member's children; reimbursements (up to a certain amount) towards expenses to build a family: adoption, surrogacy, doula services, etc.



**Employee Stock Purchase Plan** – Gets team members to invest in their financial future.



**Tuition Assistance Program** – Benefits for team members which, in some cases, includes tuition assistance for both full and part time team members, including books and fees. For part-time team members, this allows the flexibility to continue as a team member while finishing educational degrees – illustrating the retail industry's commitment to team members' growth outside of work to gain the skills, knowledge and experience needed to achieve professional goals without financial burdens.

*\*Sample benefits; not all retailers offer the same packages.*

California retail team members enjoy consistent paychecks and schedules, stability in income and greater work/life balance — especially when compared to the gig economy. Another benefit of working in the retail industry is the daily work can vary, meaning there's never a dull moment, and the ability to work nontraditional hours, swap shifts, take time off and enjoy camaraderie with peers. These are all selling points for California's robust retail workforce.



### **JOBS IN CALIFORNIA RETAIL CAN BE JUST THE BEGINNING OF A CAREER JOURNEY.**

California retailers provide team members with diverse opportunities for personal development and growth of people skills.

Soft skills such as teamwork, problem solving, communication and adaptability are all highly transferrable into other industries and occupations. Likewise, retail also offers significant opportunities for on-the-job training and advancement. Recent studies showed over 75% of retail team members saw growth opportunities as a benefit of working in the retail field.



### **THE RETAIL INDUSTRY IS A GREAT PLACE TO BE!**

California retailers have a unique ability and opportunity to provide retail team members engagement in work that is variable, interpersonal, social and satisfying while receiving stable wages, extensive benefits, valuable experience and personal growth.



**Medical Coverage to Ensure Optimal Health and Wellness Now and in the Future** - Medical coverage including prescription drug coverage, diabetes and hypertension program, virtual physical therapy and second opinion services, in addition to dental and vision coverage. Free flu shot/COVID vouchers and comprehensive LBBTQIA+ health platform and concierge service.



**Specialty Healthcare Coverage** - Full coverage, yes FULL COVERAGE, for certain specialty care such as cancer, spine or joint (hip/knee) replacements, transplants, heart and weight loss surgery.



**Parental Leave** - 16 to 20 weeks of paid time off for new birth moms and six weeks paid leave for new dads, non-birth moms and adoptive parents.



**Mental Health Support** - Resources, space and support for team members' well-being journey. Team members and their families can access free, confidential 24/7 access to trained clinicians, in addition to a substance abuse helpline, tobacco cessation program and digital apps to help manage sleep and anxiety.



**Transition Opportunities from Retail to Skilled Trades** - Opportunities to be paired with local apprenticeships, providing opportunities for field experience and 100% tuition reimbursement to attend trade school.

*\*Sample benefits; not all retailers offer the same packages.*



**Unique Career Paths** - In some industries, team members are pigeonholed to one department or role. In the retail industry, team members are encouraged to explore all aspects of the store experience. Many times a team member starts in a seasonal role and assumes when the season is over, so is the job, but many times that is not true. Many retail team members continue to work for a retailer in a part-time or full-time role and in many instances move from that position to specialty or leadership positions.



**Volunteering** - Team members have the opportunity to “on the clock” hours each month to volunteer at a charity of their choice and many retailers match team member donations up to an annual limit.



**Pet Discounts and Pet Care** - Pets are family too! Many retailers provide pet insurance to give team members’ furry family members access to the best medical care while protecting bank accounts from unexpected and expensive veterinary bills.



**Long-Term Care** - Long term care helps pay for services when team members can no longer perform everyday activities on their own. These activities can range from help at home with meal preparation, housekeeping and personal care such as bathing, dressing, eating and moving around.



**Benefits for ALL** - Retailers are committed to diversity and inclusion and many offer benefits for those who are members of the LGBTQIA+ community. Team members have access to benefits that include coverage for Transgender-inclusive services, including gender confirmation surgery and hormone therapy.



**Leave Share Programs** - Allows team members to give six weeks of paid parental leave to a spouse or partner who is not eligible for parental leave from their employer. Plus, retailers offer eight consecutive weeks of flexibility and partial work hours to birth parents as they readjust to work schedules as new parents.



**Career Choice Programs** - Not only funding for full college tuition, but also high school diplomas, GED’s and English as a Second Language (ESL) proficiency certifications.

*\*Sample benefits; not all retailers offer the same packages.*

***These reflect aggregated retail industry benefits and vary from individual retailer.***