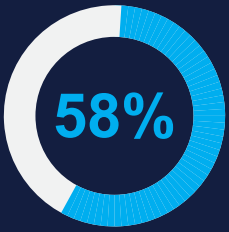


# Tips for Hiring a More Diverse Hourly Workforce



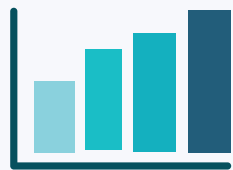
Don't limit your recruitment to young people. 58% of adults are seeking hourly work.

70% of essential workers do not have a college degree. Reconsider whether a college degree is really necessary before requiring one.



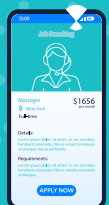
Source diverse candidates by posting to job boards dedicated to minorities or underrepresented candidates.

Increase your conversion rate up to 20% by splitting up your application form into smaller chunks.



Avoid looking at the first or last name when scanning applications to avoid unconscious bias.

Not all applicants own a laptop or computer, but 80% own a mobile phone. Make sure your application process is mobile-first, not just mobile friendly.



Include video interviewing as an option for those who may be limited for time by their current work, childcare, or commuting schedule.