



Are you ready to find your A-Team?

How technology can effortlessly help you
recruit and onboard top class talent

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Globally, it seems like every headline you read about the hospitality and retail industry is about the worrying labour shortage issue. In the UK, this has been exacerbated by the lingering effects of Covid-19, as well as Brexit.

Since the UK formally left the European Union at the start of 2020, the amount of workers in this industry, and the makeup of the actual workforce, has shifted significantly. In September 2022 EU workers make up 24.3% of UK hospitality workers, compared with 43.2% in January 2019. A growing number of front-of-house and shopfloor employees have left the country, or many have decided to switch career, with concerns for health and safety surrounding Covid, or looking for higher wages and more accommodating schedules.

As a result, the labour pool you can choose new talent from is extremely shallow and competition amongst employers in the industry is at an all-time high.

Currently, the hospitality and retail industry is a candidate-driven market where job-seekers appear to rule the hiring process and have much of the leverage. [43% of businesses](#) report they are operating with fewer staff than needed. If your hiring process takes too long or is complicated, it's likely that your candidates will prefer to pursue a job position with another employer that provides a quicker and more convenient process. Needless to say, a great [Applicant Tracking System](#) offering a smooth, efficient and professional experience is essential in the current hiring landscape.



Your newest team member is one click away

The talent shortages have been one of the many worries that hospitality and retail businesses have dealt with during this year. This means that these businesses plan to prioritise finding top talent and retaining it for the long-term.

The main challenges to hiring talent:

- ✓ *Finding candidates that stay in their role long-term*
- ✓ *Hiring the best candidates before competitors do*
- ✓ *Finding the top candidates among large volumes of applications*

Human Capital Management (HCM)

Build a winning team with an integrated [Human Capital Management](#) solution that streamlines your employee lifecycle from hire, onboarding, pay to development and wellbeing.

Streamline your [recruitment process](#) from start to finish to reduce time to hire, cost of hire and win talent by delivering a branded candidate experience.

Welcome candidates into the company fold with a perfect [onboarding](#) experience that moves candidates from job offer to signed contract, creation of staff profile to new team members having instant access to company information and services before they even start.

Speed up [payroll](#) processing, streamline expenses, so you can pay your staff the right amount at the right time with a seamlessly integrated HR and payroll solution.

Reduce stress and increase wellbeing by giving staff the freedom and flexibility to [access their earned pay](#), at a time when they need it, to build a resilient and happy workforce.

Benefits of a HCM solution like Fourth's, and how it can help you



Easily identify Talent

- **A unique intuitive platform that allows you to search, filter, screen, and manage candidates** through a single dashboard that lets everyone know where they are at in the process and what the next steps are.
- **Decentralised recruitment process** built on access-driven permissions that provide a 'safety net' for hiring managers, with alerts to screen candidates before proceeding to the next step and automatic follow up with key decision makers to make the process fast, seamless and organised.



Ensuring compliance throughout the recruitment process

- **Pre-templated job adverts** which can be posted on all major job boards in batches, mean vacancies are created quickly and easily.
- **Fully digital process** from booking in interviews to offer letters and signatures to eliminate paper, streamline HR operations and minimise any manual and human error.
- **Integrated Right-to-Work Checks** to guarantee eligibility and ensure GDPR compliance, so picking the right candidate is made easy at a glance and you're never lagging behind on all your legal requirements.





Stay informed when it comes to your team

- **A single employee database** that safely stores data and ensures everything is always up to date, including holiday usage and absences. Making this a digital process improves efficiency and lowers the administrative resources needed resulting in overhead cost savings. With the year-to-date reports generated directly by our HR software you can plan holiday coverage and optimise your labour costs, while wages are automatically adjusted depending on holiday allowance adherence and absences.
- **A smart HR software that keeps up with all the legislative changes** so you can have total peace of mind. When visas and crucial documents are close to expiring, you receive automatic alerts, so it's easy to stay on top of the important stuff.

About Fourth

When every hour of every shift matters, Fourth helps restaurants, retailers, and hotels conquer the day with data-driven workforce and inventory technology. The Fourth intelligence Platform leverages more than 20 years of rich data and advanced analytics to deliver actionable insights and demand forecasting for optimising operations, maximising margins, and empowering employees. With a streamlined business powered by Fourth intelligence industry operators can act with certainty and conquer with confidence whatever comes their way every day.

You have enough to do

Let's get some admin off your plate. To learn how we can help simplify your back office operations, boost your efficiency and profitability, and improve your workforce management, contact us.



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