



Maximizing Workplace Attendance: Strategies to Increase Onsite Days, with a Special Focus on Food

How a carefully crafted food program can unlock additional onsite attendance and fortify workplace community in the post-pandemic hybrid work environment

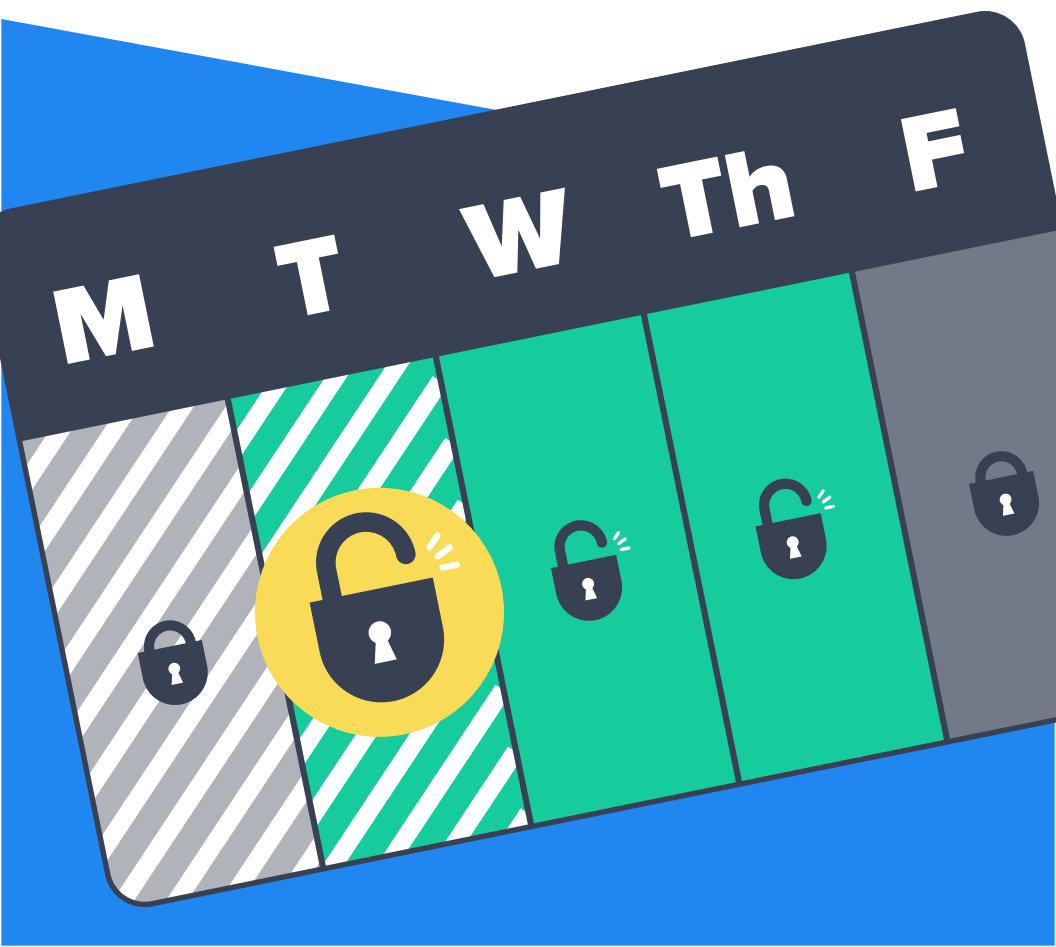


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Since the pandemic emergency has come to an end, most companies have adopted a hybrid workplace model. Now, many organizational leaders are grappling with the question of how to bring their teams back onsite, while maintaining flexibility in their remote policies. But even with onsite guidelines and company amenities/events attempting to lure teams onsite, keeping employees onsite more than 1-2 days per week has proven to be a challenge.

In this guide, we will explore strategies for cracking the code on increasing onsite days, including insights from industry leaders across the country and real-world examples of companies that have increased onsite attendance with food. Whether you're a people leader or a manager seeking to enhance your team's onsite attendance, this guide will provide you with practical tips for creating a more productive and fulfilling workplace environment.



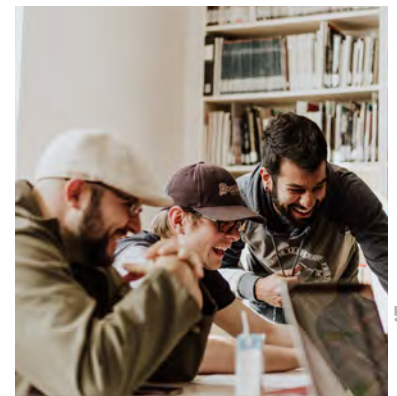
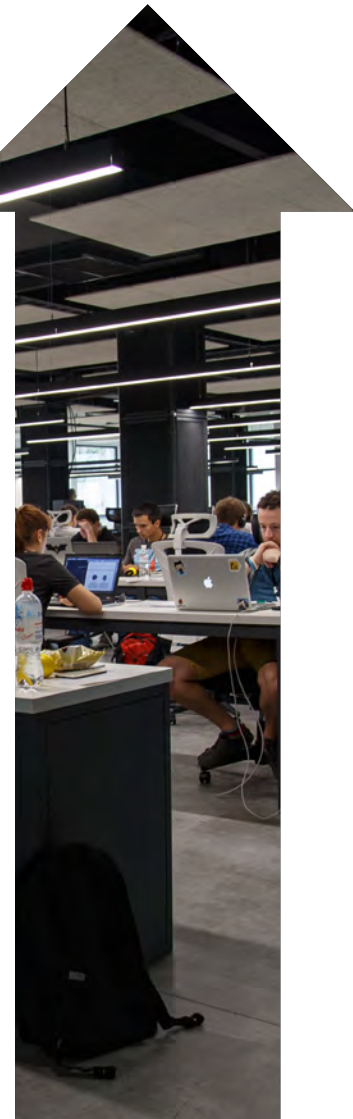
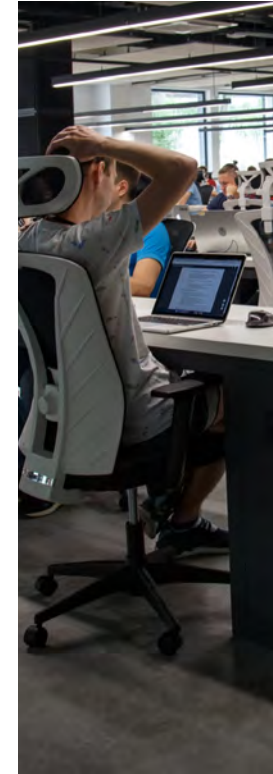
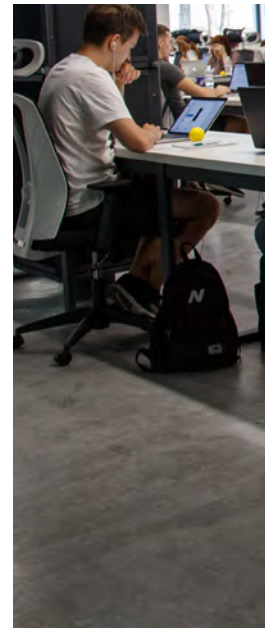
Increasing Onsite Days: Why It Matters

Increasing the number of days employees spend onsite has become an important issue for many organizations managing a hybrid work environment. While remote work has its advantages, research suggests that employees who work onsite at least some of the time tend to be more productive, engaged, and satisfied than those who work from home exclusively, according to research from U.S. Firm Gallup, Inc.

For employers, increasing onsite days can help promote a stronger sense of team cohesion and collaboration, leading to better decision-making, problem-solving, and creative thinking. When employees have more opportunities to connect with one another face-to-face, they may build stronger relationships with their colleagues and feel more invested in the success of the organization as a whole.

Additionally, increasing onsite days can help foster a positive company culture and enhance the employee experience. With many workers struggling to maintain a work-life balance while working remotely, providing a well-designed and supportive onsite experience can help to promote employee well-being and reduce feelings of isolation and burnout.

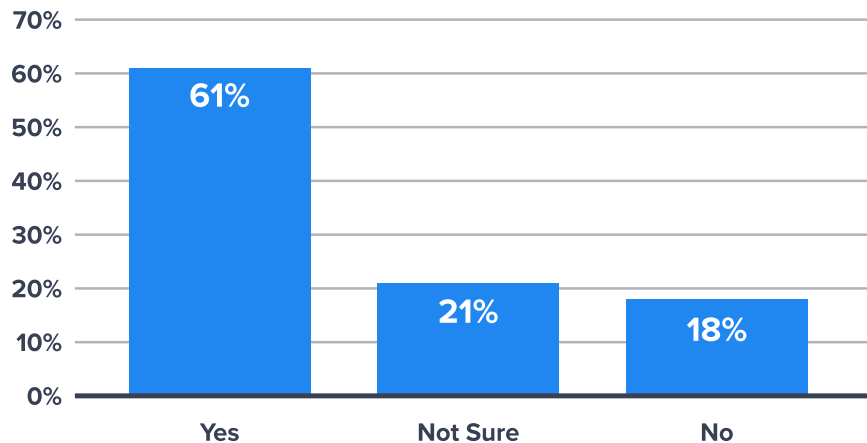
Before we dive into ways to increase the number of days onsite, let's take a look at a recent employee survey to get an idea of what companies are envisioning for onsite attendance and hybrid policies in the workplace for 2023 and beyond.



Survey Results: How Many Days Onsite Do Most People Work?

To understand how many days most people work onsite and how they feel about hybrid policies we conducted a survey of hundreds of business leaders across the United States from a blend of small, medium, and large employers.

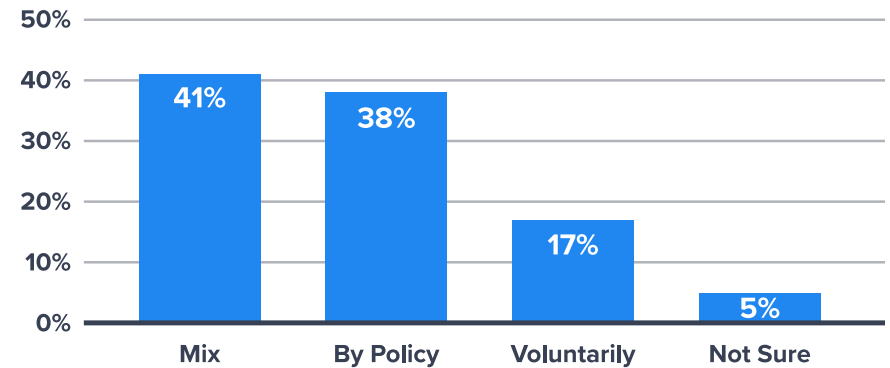
Is hybrid (Tue - Thu) a long-term reality in your workplace?



Hybrid Work is Here to Stay

The survey results showed us that hybrid work is here to stay for many organizations, with 61% of respondents saying hybrid work is a long-term reality for their company. Since employees adjusted to a remote lifestyle, the shift back to the office will be gradual for most. Later in the guide, we will show how food can make the return to office more appetizing for those with a hybrid model.

Do people at your workplace come in voluntarily or by policy?

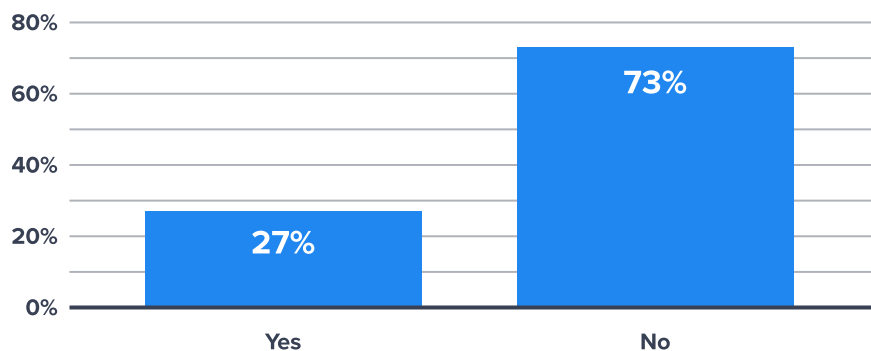


Most Onsite Policies Include Some Guidelines

The survey results also indicated that there is a mix of voluntary and policy-driven attendance, with 41% of respondents reporting a mix of both and 38% of respondents coming in by policy. This was not surprising to us, as the majority of companies are hesitant to enforce strict Monday-Friday onsite policies and prefer their teams return to the office voluntarily.



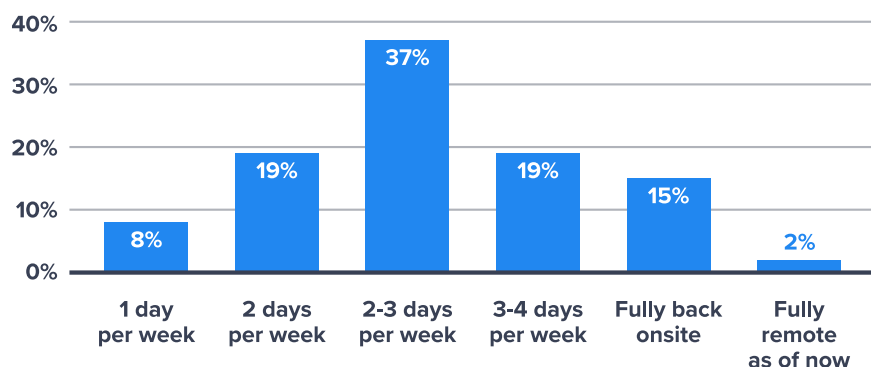
Do you stagger required days by department?



Companies Encourage Collaboration by Not Staggering Required Days Onsite

The data point 73% of companies don't stagger required days by department highlights an interesting trend in workplace policies. Many organizations have opted not to implement department-specific onsite schedules and instead have embraced a more unified approach to onsite work. This signals a shift towards promoting collaboration, cross-departmental communication, and a sense of shared responsibility among employees.

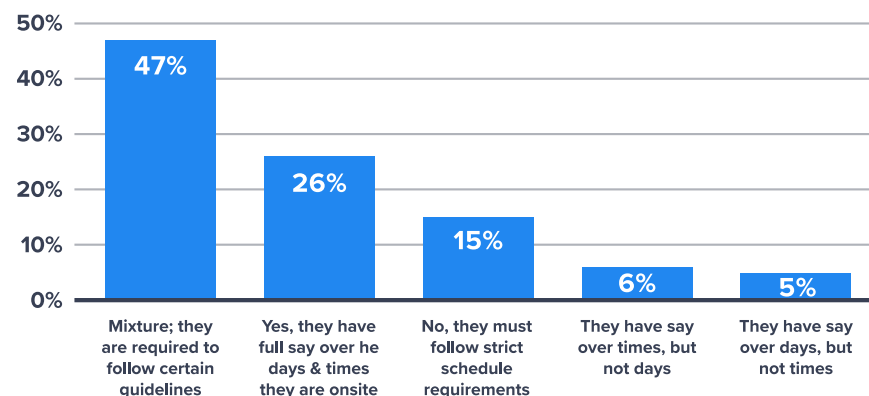
How many days on average do most people work onsite?



The Majority of Employees are Onsite 2-3 Days Per Week

The majority of respondents value some in-person time at the workplace, with 37% reporting working onsite for 2-3 days per week and 90% being onsite for at least 2 days per week. This is uplifting news for most companies and many are optimistic about increasing their onsite employees in 2023 using perks and amenities referenced later in the guide.

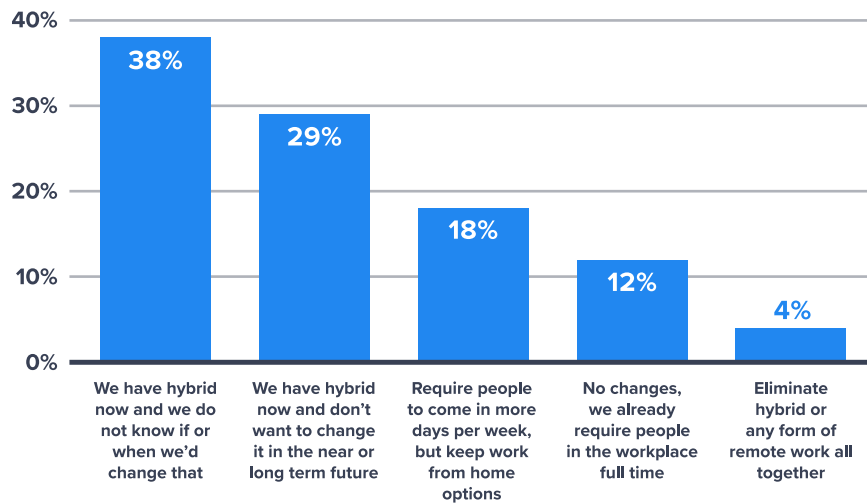
Are employees setting their own schedules for being onsite?



Empowering Employees: Setting Guidelines for Onsite Schedules

47% of respondents reported following certain guidelines when setting their own schedules for being onsite. Establishing clear guidelines and expectations can empower employees to make informed decisions and optimize their onsite workdays. Communication and collaboration between managers and employees are essential to ensure these guidelines align with individual and team objectives.

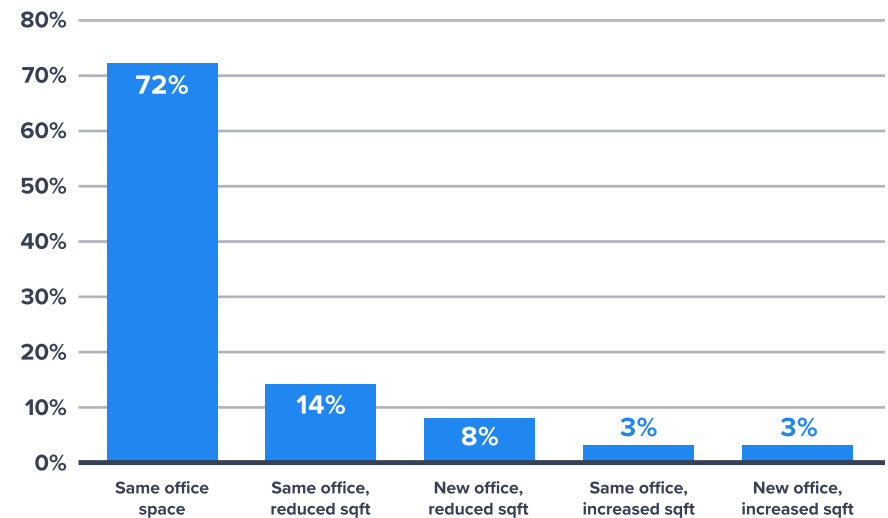
What is the biggest change you plan to make this year and next?



Future Changes to Onsite Policies

Of the respondents that responded to the question 'What is the biggest change you plan to make this year and next?' Only 18% said they are going to require more days per week onsite. Employers recognize that strict rules that require employees to be onsite every day can be seen as inflexible and may hinder employee morale and engagement. By embracing flexible work arrangements and avoiding rigid rules for onsite attendance, employers can create a more inclusive, adaptable, and employee-centric work environment that meets the needs and expectations of their workforce.

A year from now, do you envision being in the same office right now or do you see yourself moving?



No Immediate Changes to Office Spaces

The statistic that 72% of companies are not planning on changing their office space next year sends a strong signal to employees that there is stability and confidence in the current workplace environment for hundreds of companies across the country.

Going forward, it will be important for organizations to continue to listen to employee needs and preferences when it comes to hybrid work. This includes providing a mix of onsite and remote work options, as well as offering clear guidelines and expectations for attendance and remote work policies. By doing so, organizations can help to promote employee satisfaction, productivity, and well-being, even in a rapidly evolving work environment.

Perks and Amenities: What Employees Want

Perks and amenities play an important role in driving employees back to the workplace by creating a welcoming environment for returning teams. In a time where remote work has become the new normal, organizations must go above and beyond to offer unique incentives that make coming to the office more appealing. From comfortable and well-equipped workspaces to food programs and workout facilities, these amenities can enhance the overall employee experience and foster a sense of belonging and satisfaction. According to JLL's 2022 'Workforce Preferences Barometer', 59% of employees now expect to work in a company that supports their health and well-being.

By investing in these perks, organizations not only demonstrate their commitment to employee well-being but also provide opportunities for socializing, networking, and personal growth. Employees are more likely to return to the workplace when they feel that their needs and desires are being met, and these perks serve as a tangible reminder of the value an organization places on its workforce.

Find Out What Employees Want

Surveys play a vital role in capturing employee feedback and preferences. Conducting regular surveys to gauge satisfaction levels, understand employee needs, and gather suggestions for improvement can guide ongoing onsite work initiatives. Creating feedback loops and acting upon feedback demonstrates a commitment to continuous improvement and employee engagement.

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Navigating Food Offerings in the Hybrid Workplace

When it comes to perks and amenities, one solution we know that works for sure in bringing teams back onsite - offering food.

Food and Return to Office:

Providing food at work has been shown to increase onsite attendance, improve productivity, and increase employee engagement. Whether through on-site cafeterias, Popup restaurants, or individual lunch delivery, organizations can provide convenient options for their onsite employees.


For example, a large Health Insurance provider was looking to provide an upscale food program for employees returning to the office. The company implemented a restaurant Popup program along with coffee, snacks, and vending to provide a best-in-class experience for the returning workforce. **Now, 90% of onsite employees participate in the food program daily and the number of employees onsite has increased by 3x.** Offering quality and diverse food from local restaurants saves employees time and effort, making commuting to the office much more appealing.

Learn more about food's impact on RTO, including how to create a customizable food program and Fooda's unique offerings, in our [2023 Workplace Food Strategy Guide](#).




The Community Table

Shared meals and communal dining spaces can facilitate social interactions and promote collaboration among employees. Think back to conversations that you've had during an office happy hour or even a catered company meeting, now picture that in your office space every day. When employees come together to eat around a shared table, it breaks down barriers and encourages informal conversations that can lead to new ideas and an increased emotional connection to the company. By providing a community table, organizations can create an inviting environment where employees feel valued and connected.



What is the Community Table?




Pull up a chair and talk to someone new at the Fooda Community Table. Free from phones and distractions. Just good conversation, good cheer, and good food.

“

You learn a lot about someone when you share a meal together.

- Anthony Bourdain

Join the Community Table



How to Adapt Your Food Perks Over Time

Scaling Food Programs

Over the course of the pandemic, many companies have adjusted their food programs to accommodate their returning employees' needs. What started out as a way to bring teams back onsite, has now transformed into a food program that shows appreciation and fosters an emotional connection between the employee and the organization.

For example, a tech company in the Bay Area started out by offering lunch catering to encourage employees to return onsite. After much success, the company introduced employee experiences such as monthly food truck events, “afternoon snacks” such as drop-off boba tea and desserts, Popup baristas with pastries, and buffet breakfast options weekly. As a result, leadership saw the food program participation double each month as more employees return onsite.



Incorporating Subsidies

Another way companies can adapt their programs to increase RTO is by offering a food subsidy and pay for all or a portion of their employee's meals. Based on a survey Fooda conducted in November of 2021, 84% of employees agreed that they would be more enthusiastic about going to the workplace if their employer paid for lunch. Something worth noting is that these responses are from a mix of seniority levels. From entry level to upper management, free food makes everyone more enthusiastic about being onsite.

For example, a Houston oil and gas company started out by offering a \$6 cafe subsidy for their onsite staff. After seeing how effective the program was for enhancing the employee experience, the company decided to increase the subsidy by \$2. **When the employer increased the discount, the number of employees that used the café more than once per week increased from 64% to 73%.**

Learn more about Employer Paid Food Programs including ROI calculations, making the case to your CFO, and case studies in our recent webinar, [Revolutionizing the Workplace Experience Through Employer Paid Food Programs](#).



Conclusion: Key Takeaways

As hybrid work continues to be a long-term reality for many workplaces, organizations must embrace strategies that optimize onsite workdays. By leveraging the insights gained from survey data and implementing flexible RTO guidelines and amenities like workplace food programs, organizations can create an environment that maximizes onsite attendance and fosters employee satisfaction in 2023 and beyond.



Appendix

Fooda's Main Product Offerings

Fooda offers several ways for employers to provide their employees with exciting meals. In all of our models, employers can subsidize individual employee meals at any dollar amount - or not at all (in cases where population numbers allow for sustainable unsubsidized programs).



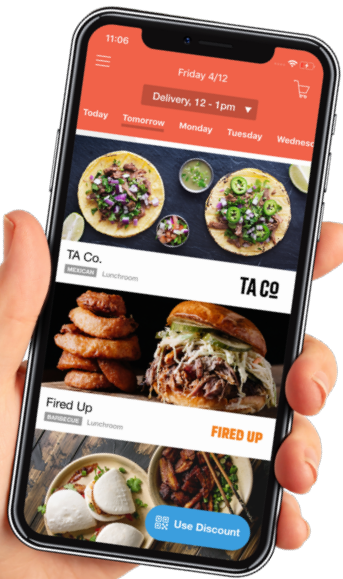
Cafeteria Replacement

Legacy cafeterias are evolving into a next generation solution that saves money and never gets boring. Fooda replaces traditional food service providers with local, authentic restaurants that people love outside of work.

Popup Restaurants

A daily rotating Popup restaurant program managed by Fooda is like having indoor food trucks scheduled far in advance, with the option to subsidize meals for employees (fully, partially, or not at all).





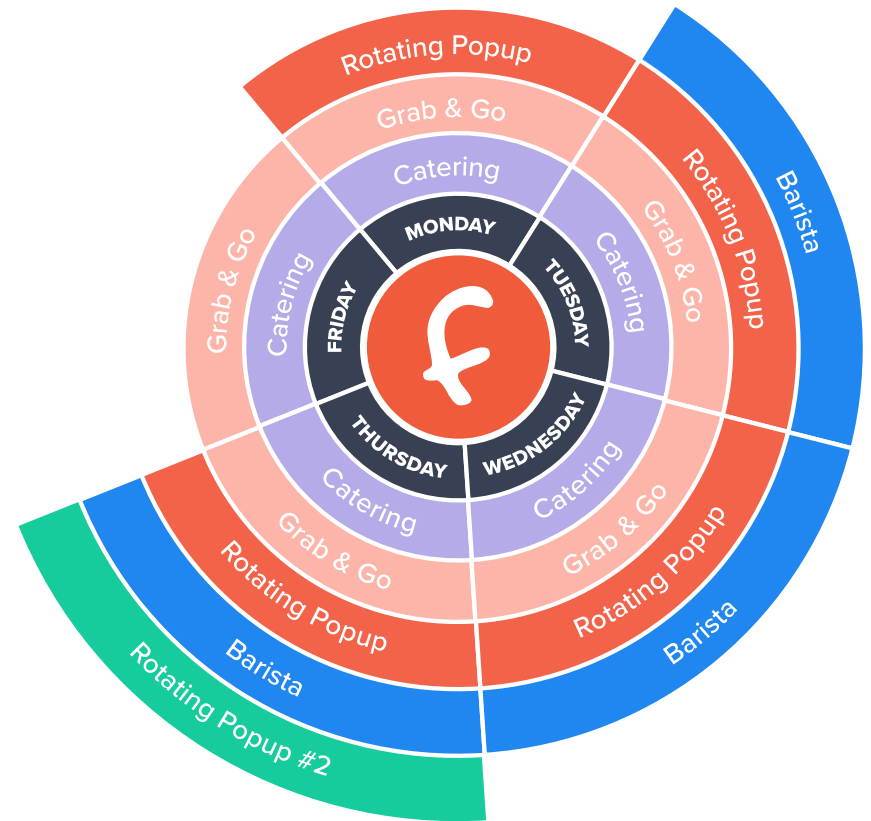
Individual Lunch Delivery

Employees place their own orders, picking from rotating restaurants. All orders are delivered at once by a dedicated staff member, certified according to the highest health standards and trained to work inside your building.



Workplace Convenience Services

Elevated self service market with 24/7 convenience. Fresh Food and beverage options, gourmet coffee, healthy fruits, salads and wraps. All with contactless self-payment kiosks. Combine this option with any of our other services to add hot food options and authentic restaurant experiences.



Scale Up or Down, Based on Your Budget & Population

For most organizations, no two days of the week look the same anymore. As your population fluctuates during the week, Foda's service adjusts to accommodate with the right blend of services.



Interested in Bringing Fooda to Your Workplace?

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