

**WI²**

WORKFORCE INTELLIGENCE SYSTEM

EAST MIDLANDS MANUFACTURING SITE

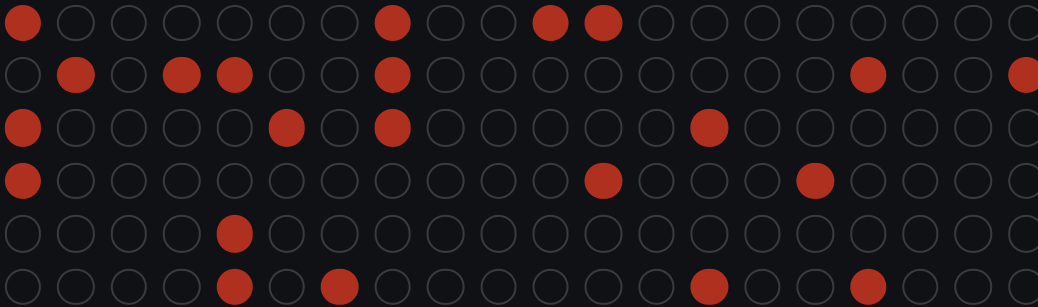
24 JULY – 21 AUGUST 2026

SOURCE · PULSE

CONFIDENCE · VERIFIED

RECONCILIATION · 5/5 PASSED

REFRESHED 17:25, DAY OF ISSUE



YOUR 120 WORKERS · 22 ALREADY SHOWING THE PATTERNS THAT PRECEDE LEAVING

22 of your workers are drifting towards the door. None of them has missed a shift yet.

Workers signal an exit weeks before attendance shows it — and because they confirm, message and get support through our Connect platform, we see it first. One month with Accept: 1,416 shifts delivered, 24,343 data points analysed, every risk priced, and not one number we can't prove.

WI²
SCORE**83**_{/100}

FILL RATE

96.2%RELIABLE
OUTCOMES**98.0%**WORKER
RATING**5.0**_{/5}ACCEPT
RECRUITMENT
ACCEPTREC.CO.UK

A month of delivery, and the intelligence running underneath it.

Over 29 days this site required 1,416 shifts. We filled 96.2% of them, delivered 8,086 worked hours, and the workforce rated the site a perfect 5.0/5 across 76 reviews. Underneath those headlines, the system profiled all 120 assigned workers, flagged two operational risks before they cost a shift, and identified three tests — each one bounded, measurable and already scoped. Taken together, that performance earns a WI² score of 83 — well inside the top quarter of every site Accept supplies.

WI² SCORE 83/100 Top quarter of all sites Accept supplies. Composite of fill, reliability, retention and worker voice.	RELIABLE OUTCOMES 98.0% 2,329 of 2,377 eligible outcomes attended — and improving month on month.	WORKER RATING 5.0/5 76 valid clock-out reviews. Every category at 4.5 or above.	WORKFORCE PROFILED 100% All 120 assigned workers, each with an anonymised behaviour profile.
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WHAT THE SYSTEM SURFACED THIS MONTH

01	Early-shift no-shows drifting above their learned baseline The 06:00–14:00 pattern is running 3.7 no-shows a week against a learned norm of 1.6. The detector caught it the week it crossed the line — with a bounded fix already scoped.	DETECTED · VERIFIED
02	Demand nearly doubled on the 14:00–20:00 shift 43 shifts a week against a baseline of 22.5 — growth the system flags as "demand without capacity" so the pool is built before coverage strains, not after.	DETECTED · VERIFIED
03	Monday on the early shift is the single clearest pressure point 6.2% avoidable absence — 3.8 points above that shift's own norm. Not a workforce problem: a specific day, a specific shift, a testable fix.	DIAGNOSED · STRONG
04	22 workers showing early retention signals — none lost yet Aggregate patterns from Connect, our worker communication platform, give a 2–4 week head start on disengagement, with 19 workers showing actively protective patterns on the other side of the ledger.	WATCHING · STRONG

1,416 shifts, every one accounted for — and every gap answered the same day.

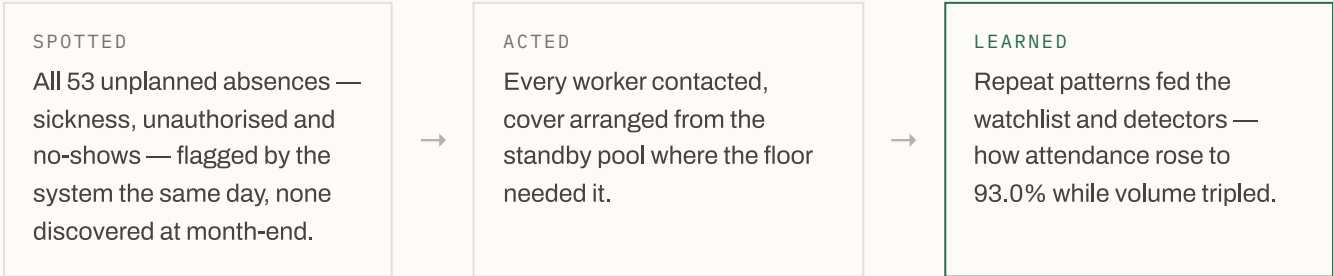
Attendance outcomes are mutually exclusive — attended, sick, authorised, unauthorised or no-show, never double-counted. And an outcome here is never just a number: every absence triggered a same-day response from the account team, and every pattern fed the detectors that keep small problems small.

WHERE ALL 1,416 SHIFTS WENT



■ Attended ■ Sickness (2.1%) ■ Authorised absence ■ Unauthorised ■ No-show (1.2%)

Bar not to scale below 8%



FILL RATE 96.2% governed contract	EXCL. SICKNESS 98.3% controllable fill	HOURS DELIVERED 8,086 actual worked hours	PEAK WORKFORCE 72 on a single day
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WEEKLY DELIVERY TREND

MEASURED · PULSE AGGREGATE

WEEK	REQUIRED	FILL	ATTENDANCE	NO-SHOWS · RESPONSE
w/c 20 Jul	48	97.9%	87.5%	0 · clean week
w/c 27 Jul	286	95.4%	83.6%	5 · all chased same day
w/c 3 Aug	367	98.6%	83.4%	2 · both covered
w/c 10 Aug	346	96.7%	85.6%	3 · all chased same day
w/c 17 Aug	369	93.7%	93.0%	7 · detector fired, under review

Demand scaled from 48 required shifts a week to 369 — a 7.7× ramp in five weeks — while attendance **rose** to 93.0% in the latest week. The uptick in no-shows tripped a detector the week it happened; cover was arranged and the pattern is being worked this week, not discovered at month-end. That closed loop is why the trend bends up while volume triples.

WHY THESE NUMBERS HOLD UP

Client totals come only from the canonical aggregate row — site rows are never double-counted. Five automated reconciliation controls ran against this period; all five passed. When a number can't meet that bar, it is withheld and says so, rather than estimated.

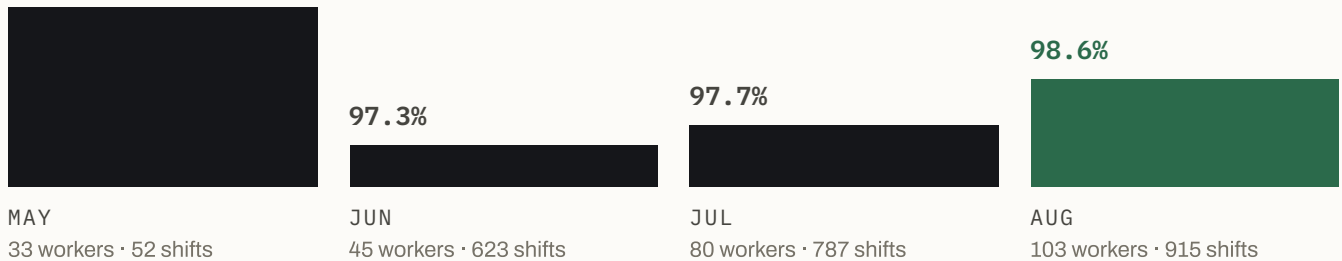
98.0% reliable — and getting more reliable every month.

Reliability strips out protected absence — sickness and authorised leave — and asks the only question that matters operationally: when a worker could have attended, did they? Across 2,377 eligible outcomes this period, 98.0% did.

RELIABILITY BY MONTH

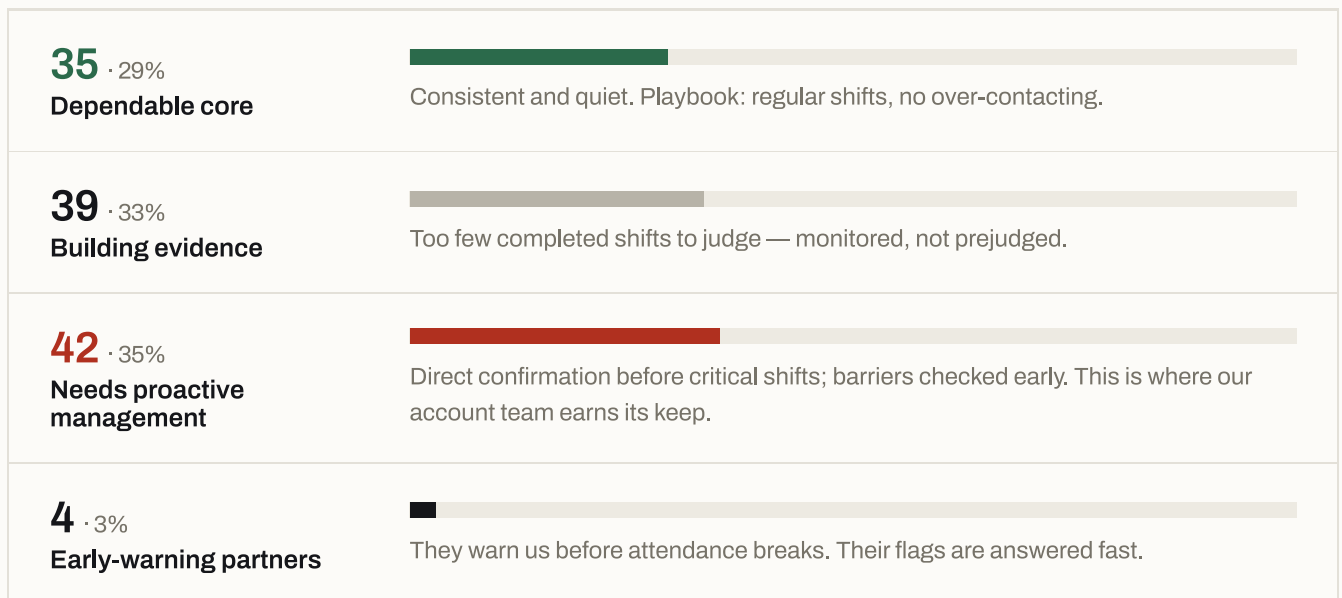
IMPROVING · +0.9PP LATEST MONTH

100.0%



Bar heights scaled to the 97–99% range to show movement. The workforce more than tripled over these months — reliability rose anyway.

HOW YOUR 120 WORKERS PROFILE



No names, no messages, no PII — profiles are built from attendance patterns and aggregate engagement only, and any cohort smaller than five workers is **withheld automatically**. Intelligence with a privacy gate built in, not bolted on.

We analysed the Connect data. Some workers are already looking at the door.

Accept Connect is our worker communication platform — where workers confirm shifts, message the team and get support, every day. All 120 assigned workers are profiled; 65 carry strong Connect engagement evidence joined to their attendance record. The analysis tells one clear story: 22 workers show the patterns that precede leaving — confirmations followed by missing attendance, or silence that keeps coinciding with gaps. None of it visible from the site floor. All of it visible here, weeks early.

22 RETENTION-WATCH PATTERNS Commitment-concern or silent-risk signals — a prompt to talk, not a prediction.	19 PROTECTIVE PATTERNS Engaged-reliable, quiet-reliable and early-warning behaviours.	54.2% CONNECT EVIDENCE COVERAGE 65 of 120 assigned workers · strong evidence.	100% PROFILE COVERAGE All 120 assigned workers profiled.
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THE PATTERNS, NAMED

AGGREGATE ONLY · NO PII

Engaged and reliable	8	Responds through Connect and then attends as expected.
Quiet but reliable	7	Rarely replies, always turns up. Left alone on purpose.
Useful early warning	Withheld	Warns before a problem. Count withheld — below the 5-worker privacy gate.
Commitment concern	17	Confirmed through Connect, then attendance evidence went missing.
Silent attendance risk	5	Connect silence repeatedly coinciding with missing attendance.

WHEN THEY LAST WORKED

Last shift within 7 days	45
Last shift 8–28 days ago	20
Over 28 days ago	Withheld

A third of Connect-covered workers haven't worked in over a week — the quiet edge of the pool where drift starts. 5 show falling shift frequency and 8 declining attendance versus their own prior month.

WHAT "WITHHELD" MEANS

Some cells read *withheld*. That's the privacy gate working: any cohort under five workers is suppressed so no individual can be inferred, and no message text or identity ever enters the analysis. These are aggregate leading indicators — they support an early conversation; they don't name a leaver.

A report that can say "withheld" is one you can trust when it says anything else.

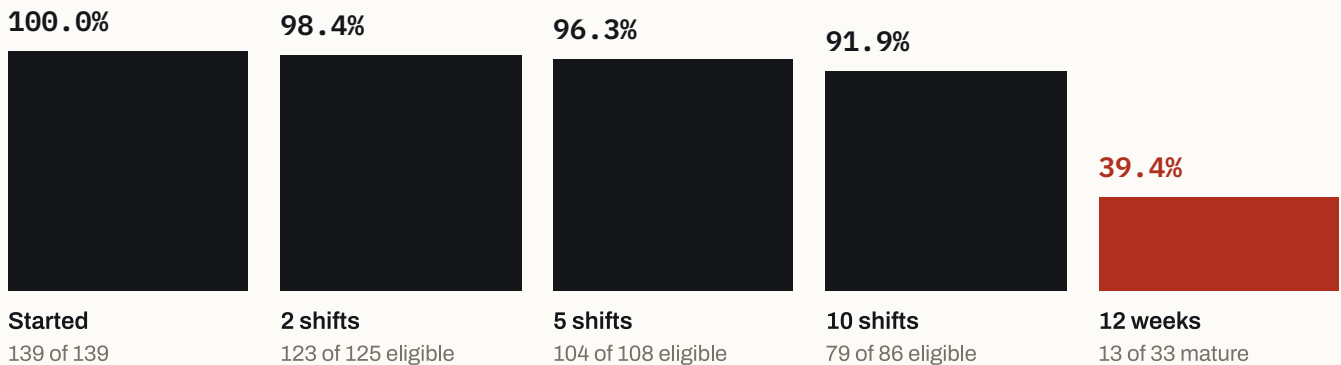
WHAT THIS GIVES YOU

A 2–4 week head start on every departure — long enough to intervene, adjust or line up cover before a single shift goes unfilled.

139 starters, tracked shift by shift. Here's where workers stay — and where the journey needs support.

CONTINUATION BY MILESTONE

RIGHT-CENSORED WORKERS EXCLUDED • MEASURED



THE STRENGTH

Nearly 92% of starters who reach eligibility complete ten shifts — the make-or-break threshold in temporary work. Workers who clear it show a **+63.8 point** continuation advantage over those who don't. Getting people to shift ten is the game, and this site is winning it.

THE OPPORTUNITY

Twelve-week continuation sits at 39.4% — typical for a fast ramp, and the single biggest lever this data exposes. The survival curve's largest drop lands before shift 50, which is exactly where the bounded actions in section 10 aim. Move this number and everything downstream gets cheaper.

LEAVER EVIDENCE, NOT GUESSWORK

96 ACTIVE	22 INACTIVE	3 CONFIRMED LEAVERS	14 UNKNOWN
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Three confirmed leavers in a 139-starter cohort, each with an evidenced reason (two attendance, one performance). "Inactive" and "unknown" are reported as exactly that — the system never reclassifies uncertainty as churn to make a chart tidier.

COST OF ONE REPLACEMENT

£1,124

Recruitment, compliance, induction and 4-week ramp-up. Modelled.

COST OF ONE SAVE

~£0

A conversation, a shift adjustment. Included in the service.

LIFT 12-WK CONTINUATION
39% → 50%

~£40,000/yr

~36 fewer replacement cycles a year at current starter volumes. Modelled.

The system learned your site's normal. Then it noticed two things.

Eight weeks of history builds a learned baseline for every shift pattern. When this week's number leaves its normal range, a detector fires — before the drift becomes a habit. Two fired this period, out of 24,343 rows evaluated.

ALERT · RISING NO-SHOWS

strong · 8-wk baseline

06:00–14:00 shift

3.7

this week

vs

1.6

learned baseline

Normal range 0.0–3.6 — crossed for the first time this week. Caught at +2.1, not at +10.

ALERT · DEMAND WITHOUT CAPACITY

usable · 8-wk baseline

14:00–20:00 shift

43.0

shifts this week

vs

22.5

learned baseline

Demand nearly doubled. The flag means: grow the pool now, ahead of the strain.

PERFORMANCE BY SHIFT PATTERN2,538 SETTLED SHIFTS · 143 WORKERS

PATTERN	SETTLED	WORKERS	ATTENDED	AVOIDABLE
14:00–22:30 lates	1,191	75	92.7%	1.5%
06:00–14:00 earlies	861	54	94.9%	2.4%
14:00–20:00 short	282	67	92.9%	0.7%
08:00–16:00 days	72	10	88.9%	5.6%

MONDAY, DIAGNOSED

Monday on the early shift runs 6.2% avoidable absence across 161 settled shifts — 3.8 points above that shift's own norm. Not "workers are unreliable": a specific day, a specific pattern, and a specific test already scoped to fix it.

WORKERS WHO FLEX

54% of eligible workers worked two or more shift patterns this period — 41 moved between the two afternoon patterns alone. Your pool flexes with your demand curve, which is exactly what the 14:00–20:00 growth needs.

A perfect 5.0 — rated by the people doing the shifts.

Workers rate the site anonymously at clock-out — no supervisor watching, no survey fatigue, just a moment of truth at the end of a shift. 76 valid ratings this period returned a 5.0/5 overall, with every category at 4.5 or above. In our portfolio, that is rare air.

5.0_{/5}

OVERALL SITE RATING

76 anonymous clock-out
reviews this period

Workload		5.0
Communication		4.8
Canteen / Break Area		4.7
Facilities		4.7
Supervisors		4.7
Health & Safety		4.5

SCORES BELOW 4.0 ARE THE STRONGEST LEADING INDICATOR OF CHURN
— THIS SITE HAS NONE

WHY THIS MATTERS COMMERCIALLY

Site rating is the strongest predictor of shift acceptance we measure. A 5.0 site gets first pick of the pool when every employer in the area is recruiting at once — it is a recruiting asset that compounds without spending a pound on rate.

KEPT HONEST

Ratings are governed like every other number: 76 of 76 records validated, written comments PII-screened before anyone reads them, and reviewer identity never attached. When the score dips, you'll see that too — which is exactly why a 5.0 here means something.

Every category above 4.5 removes the cheapest lever most sites still have to pull. Here, the levers left are precision ones — the three bounded tests on the next pages — because the fundamentals are already excellent.

MEASURED ·
76 REVIEWS

We benchmark every client against 53 others in your area. Including this one.

Most agencies only show you your own numbers, so "good" is whatever they say it is. WI² sets every site against an anonymised cohort of 54 Accept clients in your local area, each running at least ten governed shifts this period. Where you lead, you'll know. Where there's headroom, it's quantified to the decimal — with the plan to close it.

MEASURE	THIS SITE	COHORT AVG	THE READ
Fill rate	96.2%	99.0%	2.8pt headroom $\approx$ 40 shifts/month — targeted by all three actions.
Fill excl. sickness	98.3%	99.5%	The controllable gap is just 1.2 points, five weeks into a 7.7 $\times$ ramp.
Sickness rate	2.1%	0.6%	Elevated during rapid onboarding; watched as the cohort matures.
No-show rate	1.2%	0.4%	Concentrated in two known pockets — Monday earlies and day starts.
Punctuality	94.0%	95.4%	Within 1.4 points of a settled-operations cohort.

Source: Accept client base • 54-client anonymised local cohort • Peer identities, ranks and best-client values excluded by design

THE HONEST READ

This site is five weeks into a 7.7 $\times$ volume ramp; the cohort average includes long-settled, steady-state operations. New operations always carry a gap in their first quarter — what matters is the slope, and every trend line in this report points the right way.

THE HEADROOM, PRICED

Closing the 2.8-point fill gap to cohort average is worth roughly **40 additional filled shifts a month** at this volume. The three bounded actions in section 10 target exactly the patterns — Monday earlies, first-week workers, day-shift confirmations — where those shifts are currently lost.

WHY WE SHOW YOU THIS

An agency that only reports its wins isn't reporting — it's advertising. The benchmark is in every WI² report, every month, whichever way it points. That's what makes the good numbers worth having.

Six employers, one worker pool — and you know every rate first.

Your workers see every one of these rates through agencies, word of mouth and site adverts. WI² tracks them continuously, so your retention effort always knows exactly what it's competing against — and by the time peak doubles demand across this park, that knowledge is worth money.

EMPLOYER	DAY RATE	LATE / NIGHT RATE	NOTE
Amazon	£13.64	£13.64–£16.81	Fulfilment — high volume, constant recruitment
DHL Supply Chain	£12.90–£13.50	£14.10–£14.60	Multiple contracts in the corridor
Wincanton	£12.71–£13.20	£13.90	Retail distribution — seasonal surge hiring
GXO Logistics	£12.71–£14.00	£14.50–£16.83	Multiple clients — strong night premiums
Chilled/freezer operator	£14.01	£16.94–£19.21	Cold-store premium significantly above market
Parcel carrier	£12.71	OT @ £19.00+	Overtime rates attractive for extra-hours workers
Your site	£13.25	£13.85 afternoons	Mid-market on days, competitive on the growing afternoon shift

Source: Indeed, Reed, Breakroom, company career sites, Accept market intelligence · Verified 21 Aug 2026 · All rates at or above the £12.71 National Living Wage

WHERE YOU RANK

£13.25 days sits comfortably above the £12.71 floor and mid-pack locally; £13.85 on afternoons is genuinely competitive for the shift your demand is growing on. Paired with a 5.0/5 site rating — the other half of what wins workers — this site recruits from a position of strength.

THE PEAK PRESSURE TEST

When park-wide demand doubles, the freezer and premium-night operators above will bid hardest for the same pool. The gap to close isn't the day rate — it's making sure the 22 watch-pattern workers and the 35-strong core have a reason to stay before those adverts land.

THE POSITIVE READ

Fair rates, a 5.0-rated site and a retention layer already running — that combination, not headline pay alone, is what the best-covered sites in this market have in common going into peak.

Demand is about to double. Here's the risk, priced before it happens.

Temporary usage across this park roughly doubles into peak — and the system is already seeing the front edge of it: the 14:00–20:00 pattern is running at nearly twice its learned baseline. Doubling demand on today's workforce is the stress test. This page runs it now, on paper, instead of in November on your floor.



THE RETENTION LEDGER GOING INTO PEAK

CONNECT AGGREGATE PATTERNS · NO PII

AT RISK OF DRIFTING

Commitment-concern pattern	17
Silent attendance risk	5
Shift frequency falling	5
Attendance declining	8

HOLDING THE LINE

Dependable core	35
Protective Connect patterns	19
10-shift continuation	91.9%
Site rating (recruiting asset)	5.0/5

THE EXPOSURE, QUANTIFIED

The 22 retention-watch workers currently carry roughly **85–90 shifts a week** at typical loads — about a quarter of today's demand, and shifts that would need re-covering from a peak-season market where every employer on the park is recruiting at once. At £1,124 per replacement cycle, losing all 22 is a **£24,728 exposure** — before counting coverage gaps while replacements ramp up in the tightest market of the year. The head start is the point: every one of the 22 is reachable now, and most protective interventions cost a conversation.

THE PLAN ALREADY MOVING

Pool-building on the growing 14:00–20:00 pattern started when the demand detector fired. Pre-peak check-ins with the 22 watch-pattern workers run through September. The 35-strong dependable core gets shift-pattern priority — the cheapest retention lever there is.

WHAT WE WON'T CLAIM

These patterns are leading indicators, not predictions that a named individual will resign — direct leaving-intent data is withheld by governance, and no message text ever enters this report. What the system does promise: you will never lose a worker whose signals it could see without having had weeks of warning.

Peak readiness in one line: **keep the 22, feed the growing shift, and the doubling is an upside** — miss them, and you recruit ~110 new starters into the tightest market of the year.

Three tests. Each bounded, measured, and reported back to you.

No "improve engagement" fluff. Each action changes one controllable factor, runs for four weeks, and is compared against the prior four — so next month's report shows whether it worked, in numbers.

01

Test a Monday booking intervention

NEXT WEEK

ACCEPT · FROM

Evidence: strong

489 shifts

120 workers

Change one factor on Monday earlies — booking lead time, reminder timing or standby cover — and compare four weeks against the prior four. Targets the 6.2% Monday avoidable-absence pocket directly.

02

First-week support for shifts 2–3

WEEK

ACCEPT · FROM NEXT

Evidence: strong

248 shifts

131 workers

Shifts 2–3 carry 4.0% avoidable absence — the wobble point of every new starter's journey. A pre-shift expectation check and next-shift confirmation for four weeks, then compared against the prior cohort. Feeds the 12-week continuation number, the biggest lever in this report.

03

Confirmation checkpoint for day starts

SCOPED

ACCEPT ·

Evidence: strong

150 shifts

52 workers

The 08:00–16:00 band runs 5.6% avoidable absence against 0.7% on the adjacent afternoon short shift. A start-time-specific confirmation checkpoint, with role and briefing held constant, isolates whether timing is the cause.

AND TWO THINGS WE'RE ALREADY DOING

Growing the 14:00–20:00 pool. The demand detector flagged this shift doubling; recruitment is building capacity ahead of it rather than reacting to the first uncovered week.

Watching the early-shift no-show drift. The 06:00–14:00 alert is under review this week — worker-level signals (anonymised) tell us whether it's a pattern or a coincidence before anyone overreacts.

None of this requires a decision from you today. It's what the account team does with the intelligence — and next month's report grades our own homework.

The part most reports don't have: proof.

Every section of this report carries its source, sample size, freshness timestamp and confidence grade. Before publication, five automated reconciliation controls check the data against itself. This period: five passes.

RECONCILIATION CONTROLS · THIS REPORT

Canonical source selection	PASSED	All KPI queries restricted to the governed Pulse source for this client.
Current natural-key uniqueness	PASSED	48 client/site/day/shift rows checked — no duplicates.
Previous natural-key uniqueness	PASSED	12 prior-period rows checked — no duplicates.
Site lineage	PASSED	Every site row traced to the selected client before inclusion.
Aggregate / site-grain separation	PASSED	Totals from the canonical aggregate only; site rows never double-counted.

RULES THE SYSTEM HOLDS ITSELF TO

Mutually exclusive outcomes. A shift is attended, sick, authorised, unauthorised or no-show — never counted twice.

Five-worker privacy gate. Any cohort under five workers is withheld so no individual can be inferred.

Descriptive, not causal. Associations are flagged as diagnostics to test, not conclusions to act on blindly.

Withheld beats estimated. A stale or incomplete figure is suppressed and labelled, never patched.

No message text, ever. Engagement signals are prepared aggregates — worker messages and identities never enter this report.

No protected characteristics. Never used in any worker-selection guidance, anywhere in the system.

Replacement cost (£1,124) and savings. Recruitment £350 + compliance £150 + induction £250 + 4-week ramp-up loss £374, modelled from Accept operational data. Savings figures multiply avoided replacement cycles by this unit cost and are labelled modelled.

WI² score (83/100). Composite of measured fill, reliability, punctuality, retention signals and worker ratings, weighted and benchmarked against every site Accept supplies. 83 places this site in the top quarter of the client base.

24,343 GOVERNED ROWS EVALUATED	19 EVIDENCE SECTIONS COMPILED	17:25 DATA FRESHNESS AT ISSUE, SAME DAY
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This page is why the rest of the report is worth reading. A number that can't be audited is an opinion — **everything here can be traced to its source row.**

Other agencies send an invoice.

We send the evidence.

Everything in this report was generated from one client's live data — shifts, attendance, worker signals and peer benchmarks — machine-checked and refreshed the day it was issued. Every Accept client gets this, every month, as standard.

NEXT STEP

Twenty minutes with your shift data, and we'll show you what WI² would have flagged last month.

Accept Recruitment
Leicester · Coventry · Tamworth
acceptrec.co.uk

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