

HOW TO HELP OFFSET LABOR CHALLENGES

90% OF EMPLOYERS across all sectors are **STRUGGLING TO FILL OPEN POSITIONS**¹

WHERE ARE ALL THE WORKERS?

3 MILLION FEWER WORKERS

participating in the U.S. labor force than pre-pandemic²

TWO LABOR PRESSURES CONVERGING



THE GREAT RESIGNATION

Record-high “quits”³

41%

of employees considering **QUITTING IN THE NEXT YEAR**⁴



GENERATIONAL SHIFT

Declining U.S. working-age population⁵

500,000+

MORE RETIREMENTS THAN EXPECTED between May 2020 and April 2021⁶

WHERE'S THE EXPERIENCED TALENT?

THE SKILLS GAP



JOB APPLICANTS WITH LESS EXPERIENCE

Declining average age of the U.S. workforce



1 IN 3 FRONTLINE WORKERS

say lack of training is their top challenge⁸



JOB APPLICANTS WITH NO EXPERIENCE

50+% of Summer 2021 job changes were from one industry to another⁷

THE COSTS OF THE LABOR SQUEEZE

1 IN 4

businesses have had to

CANCEL ORDERS, TURN CUSTOMERS AWAY OR DELAY SERVICE

because of labor shortages⁹



1 IN 7

have had to

REDUCE OPERATING HOURS¹⁰



18%

are having employees

WORK OVERTIME¹¹



6%

say employees are

TAKING ON EXTRA WORK¹²

BUSINESSES CAN'T AFFORD TO CUT CORNERS

DETAILS MATTER

9 IN 10

Americans say they remain “extra cautious” around the cleanliness and safety of places they visit – regardless of vaccination¹³

LOYALTY DECLINING

75%

Of Americans have shifted to new brands during the last 18 months¹⁴

3 KEY STRATEGIES

To drive labor efficiency to meet rising customer expectations for cleanliness

1 SIMPLIFY

Make facility cleaning protocols simple to learn and execute

Select multi-purpose solutions

Products that can be used on multiple surfaces and/or that can do multiple jobs in a single step (i.e. clean and disinfect) can help save your staff time.

Find products with shorter contact times

Opting for products with shorter contact times help staff follow proper procedures and drive efficiency.

Consider alternative application methods

Electrostatic sprayers can help enable more efficient application and easy-to-use wipes allow for convenience and flexibility in application.

2 STREAMLINE

Make it fast and easy to clean the “right way”

Seek out standardized products across locations

Having a brand-standard cleaning program simplifies your ordering, inventory management, procedures, training and more – supporting consistent outcomes.

Arm your team with innovative cleaning equipment

Professional-grade cleaning tools that are designed with ergonomics and high-volume use in mind offer accelerated cleaning times.

3 SHOW THEM HOW

Prioritize onboarding & ongoing training

Implement flexible training

Consider digital training platforms that allow training on-demand, anytime, anywhere. Look for partners that can also be on-site when needed to support targeted in-person training.

Make training highly visual

Video-based training, on-site demonstrations and visual guides help enable workers to easily understand proper cleaning protocols, helping to reduce language barriers.

Prioritize cross-training

Leverage slow periods for hands-on coaching and cross-training to help boost labor efficiency and operational flexibility.

1. https://advocacy.shrm.org/wp-content/uploads/2021/07/SHRM-Research_The_Employment_Picture_Comes_Into_Focus.pdf
2. https://www.nccl.com/SecureDocuments/OEB/Insights-2021-Q2_LaborShortage_2021.html
3. <https://www.bls.gov/news.release/empst.nr0.htm>
4. <https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work>
5. https://fred.stlouisfed.org/graph/?q=ExB1&utm_campaign=JM-305&utm_content=rw96476&utm_medium=ED&utm_source=for
6. https://www.nccl.com/SecureDocuments/OEB/Insights-2021-Q2_LaborShortage_2021.html
7. <https://www.usatoday.com/story/money/2021/09/07/labor-day-2021-when-worker-shortage-end/5674223001/>
8. <https://www.prnewswire.com/news-releases/survey-digital-workplace-key-to-engagement-for-frontline-teams-301249880.html>
9-12. https://advocacy.shrm.org/wp-content/uploads/2021/07/SHRM-Research_The_Employment_Picture_Comes_Into_Focus.pdf
13. <https://www.stratusclean.com/press/survey-88-americans-plan-be-extra-cautious-even-after-fully-vaccinated-against-covid>
14. <https://www.mckinsey.com/business-functions/marketing-and-sales/our-insights/survey-us-consumer-sentiment-during-the-coronavirus-crisis>

LEAN ON VENDOR PARTNERS TO EASE LABOR PRESSURES

Ecolab is working with customers across all sectors to help them put the right products and procedures in place – and help them train their workers. The outcome? Helping businesses to ultimately meet higher expectations for their customers and brand, while also helping protect their bottom-line potential.

SEE HOW ECOLAB CAN HELP YOU RAISE THE BAR ON CLEAN AND DRIVE LABOR EFFICIENCY

ecolab.com/sciencecertified

