HOW TO HELP OFFSET LABOR CHALLENGES

90% OF EMPLOYERS across all sectors are STRUGGLING TO FILL OPEN POSITIONS¹

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 YEAR4



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



the U.S. workforce





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



REDUCE OPERATING HOURS¹⁰



are having employees WORK OVERTIME¹¹



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



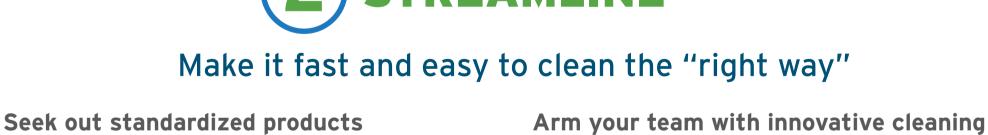
Select multi-purpose solutions Find products with Consider alternative Products that can be used on application methods shorter contact times

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

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

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

Electrostatic sprayers can



equipment Professional-grade cleaning across locations Having a brand-standard cleaning program tools that are designed with ergonomics

simplifies your ordering, inventory

management, procedures, training and more – supporting consistent outcomes. **SHOW THEM HOW**

and high-volume use in mind offer accelerated cleaning times.



Make training highly visual Consider digital training platforms Video-based training, on-site

demonstrations and visual guides

anytime, anywhere. Look for partners that can also be on-site when needed to to support targeted in-person training. https://advocacy.shrm.org/wp-content/uploads/2021/07/SHRM-Research_The_Employment_Picture_Comes_Into_Focus.pdf https://www.ncci.com/SecureDocuments/QEB/Insights-2021-Q2_LaborShortage_2021.html 2. https://www.bls.gov/news.release/empsit.nrO.htm

Implement flexible training

3.

5.

7.

that allow training on-demand,

help enable workers to easily understand proper cleaning protocols, helping to reduce language barriers. https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work https://fred.stlouisfed.org/graph/?g=Ex8l&utm_campaign=JM-305&utm_content=rw96476r&utm_medium=ED&utm_source=for

operational flexiblity.

Leverage slow periods for hands-on

coaching and cross-training to help

Prioritize cross-training

boost labor efficiency and

https://www.stratusclean.com/press/survey-88-americans-plan-be-extra-cautious-even-after-fully-vaccinated-against-covid https://www.mckinsey.com/business-functions/marketing-and-sales/our-insights/survey-us-consumer-sentiment-during-the-coronavirus-crisis#

https://www.prnewswire.com/news-releases/survey-digital-workplace-key-to-engagement-for-frontline-teams-301249880.html https://advocacy.shrm.org/wp-content/uploads/2021/07/SHRM-Research_The_Employment_Picture_Comes_Into_Focus.pdf

https://www.usatoday.com/story/money/2021/09/07/labor-day-2021-when-worker-shortage-end/5674223001/

https://www.ncci.com/SecureDocuments/QEB/Insights-2021-Q2_LaborShortage_2021.html

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

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

ECELAB

their bottom-line potential.