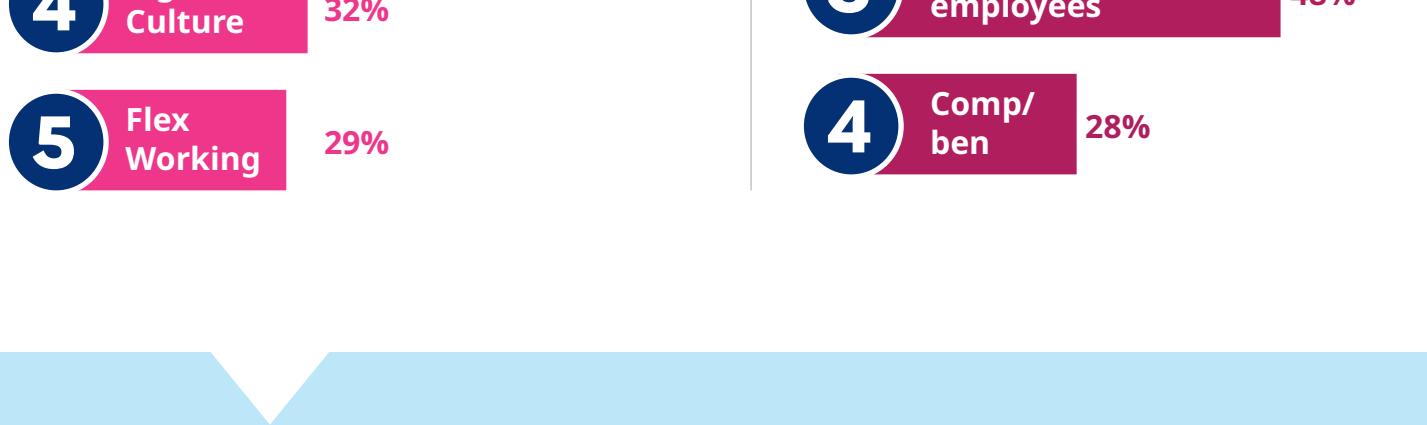


2021 pandemic survey series

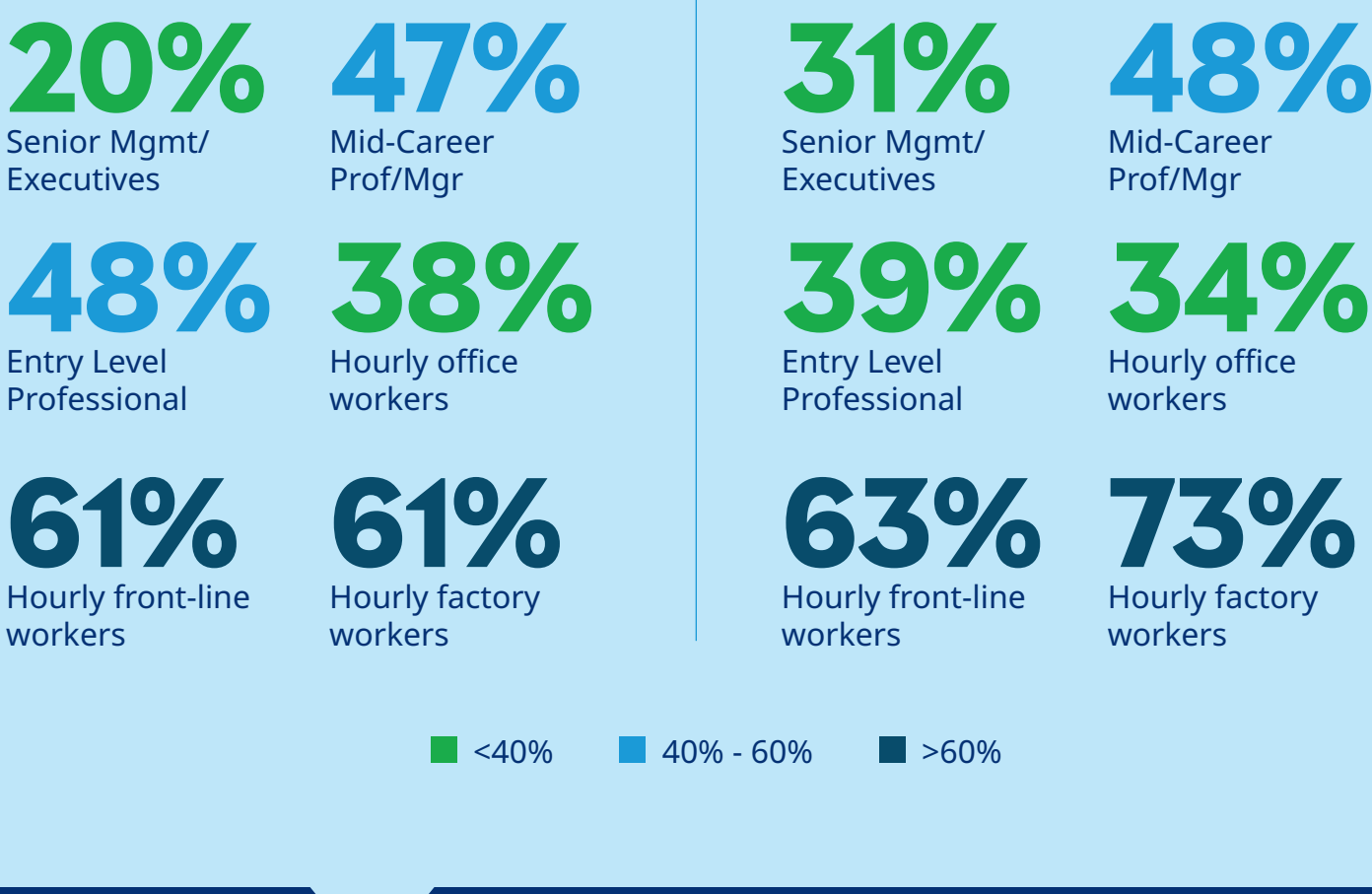
# a focus on the labor market

In the wake of the pandemic, employers are facing a turbulent labor market. The latest survey in our pandemic survey series, with nearly 400 US employers, examines what is driving labor shortages and higher-than-usual attrition levels – and what employers are doing differently in this environment to secure the workers they need. We also share a few results from our soon-to-be-released survey of 2,000 US workers to get their perspective on what most builds loyalty.

## What's driving the attraction and retention challenges – according to employers?



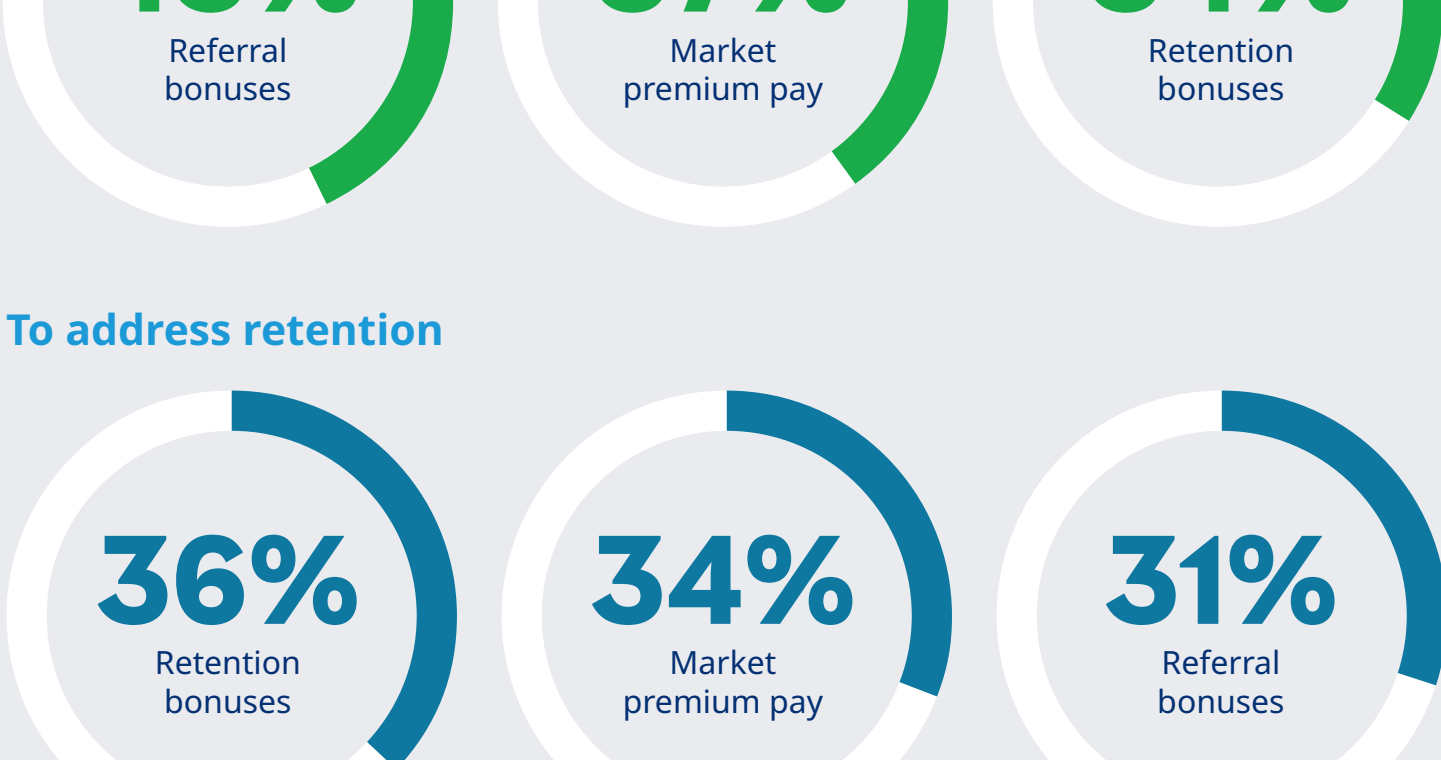
## Employers are feeling the pressure – especially with their hourly workforces



## How are employers responding?



## Financial actions

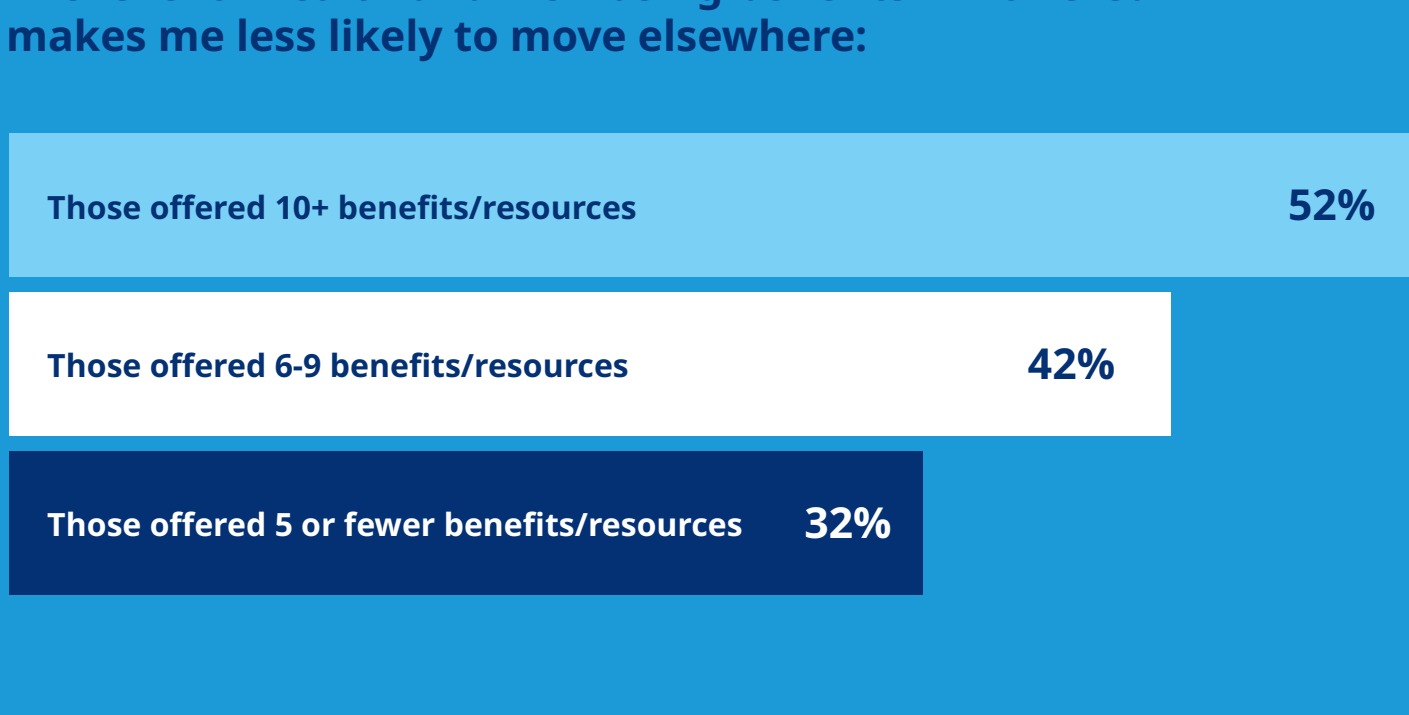


Early results from a survey of 2,000 US employees confirms that work flexibility is a top priority for employees. But the results also show that providing a broad range of health and well-being benefits can build both resiliency and loyalty. Variety makes it more likely that every employee receives something they value.

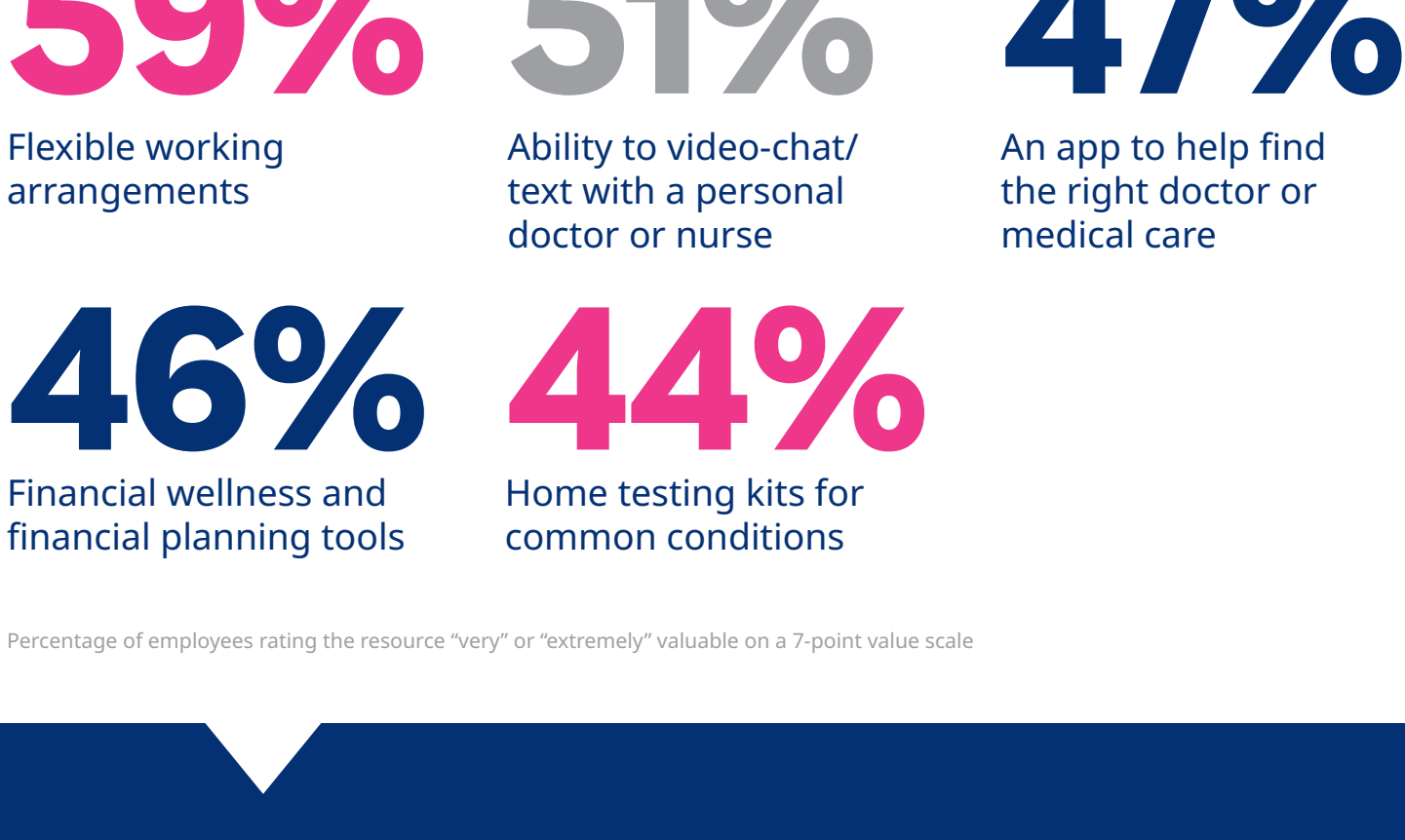
## 51% of employees have been working remotely, but 90% of employees value flexibility – suggesting there is more opportunity for employers.



## When employees are offered a broad range of health and well-being benefits, they are less likely to leave



## Flexible working tops the list of well-being supports with high value for the most people



Percentage of employees rating the resource "very" or "extremely" valuable on a 7-point value scale

## But employers should also consider supports with high value for fewer people



Percentage of employees rating the resource "very" or "extremely" valuable on a 7-point value scale

## Contact us to learn more.