2021 pandemic survey series

# a focus on the labor market

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?

Career

**Advancement** 

**Employers experiencing** 

this segment

higher levels of attrition for

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

### **Attraction challenges** Voluntary turnover Can't find skills 71% 57% at right price Government **Burnout** 44% 50% **Stimulus**



42%



**Employers experiencing** 

moderate to significant

difficulty recruiting

**New competitors** 

## Senior Mgmt/ Mid-Career Senior Mgmt/ Mid-Career **Executives** Prof/Mgr **Executives** Prof/Mgr **ZO**0

Hourly office **Entry Level Professional** workers Hourly front-line Hourly factory workers workers <40% How are employers responding?

Investing in DE&I

Evaluating talent sourcing strategies

Well-being and mental health

Hourly office **Entry Level Professional** workers Hourly front-line Hourly factory workers workers 40% - 60% >60%

50%

Referral

bonuses

49%

42%

#### **Strategic actions** 71% being taken 70% Enhancing workplace flexibility 62% Reevaluating comp and ben **57%**



# **36% 34%**

To address retention

Retention

bonuses



51% of employees have been

employees value flexibility -

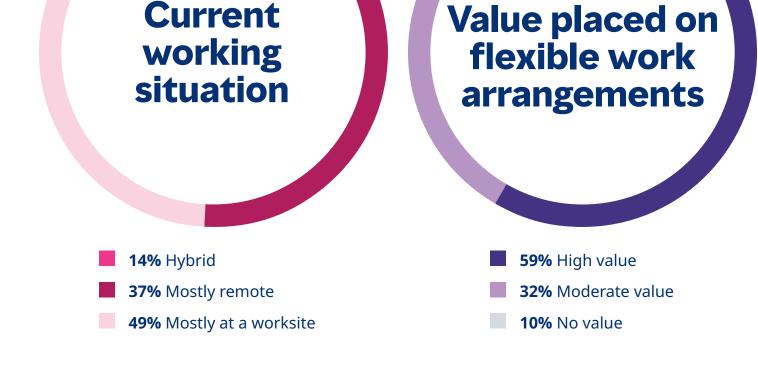
opportunity for employers.

suggesting there is more

working remotely, but 90% of

Market

premium pay



When employees are offered

well-being benefits, they are

a broad range of health and

The level of health and well-being benefits I'm offered

**52%** 

42%

An app to help find

the right doctor or

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medical care

32%

less likely to leave

Those offered 10+ benefits/resources

Those offered 6-9 benefits/resources

Flexible working

46%

medical issues and

the type of medical

A business of Marsh McLennan

arrangements

Those offered 5 or fewer benefits/resources

makes me less likely to move elsewhere:

Flexible working tops the list of well-being supports with high value for the most people 59% 51%

> Ability to video-chat/ text with a personal

doctor or nurse

Financial wellness and Home testing kits for common conditions financial planning tools Percentage of employees rating the resource "very" or "extremely" valuable on a 7-point value scale But employers should also

care costs 28% 31% An app suggesting Virtual mental health advice via diagnoses for simple

value for fewer people

44% 30% Employer-based social An app for comparing An app connecting people with similar and budgeting health platforms health concerns

consider supports with high

professional to see

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

relationship issues

chat, powered by AI, to address

anxiety, sadness or personal

Contact us to learn more.