



Making Workplaces Great for 100 Years.

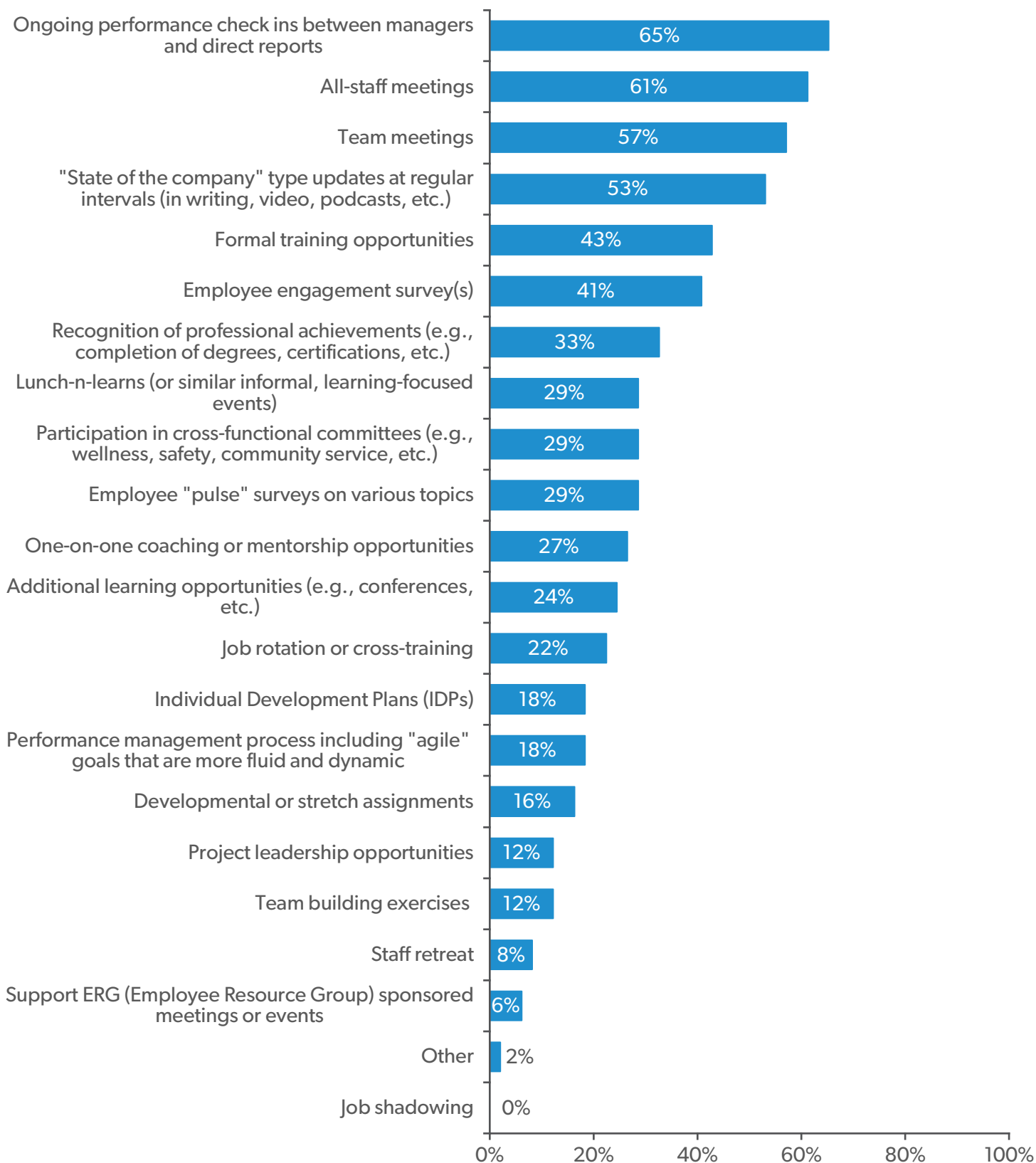
ERC Member Poll Results



Strengthening Engagement During the Labor Shortage

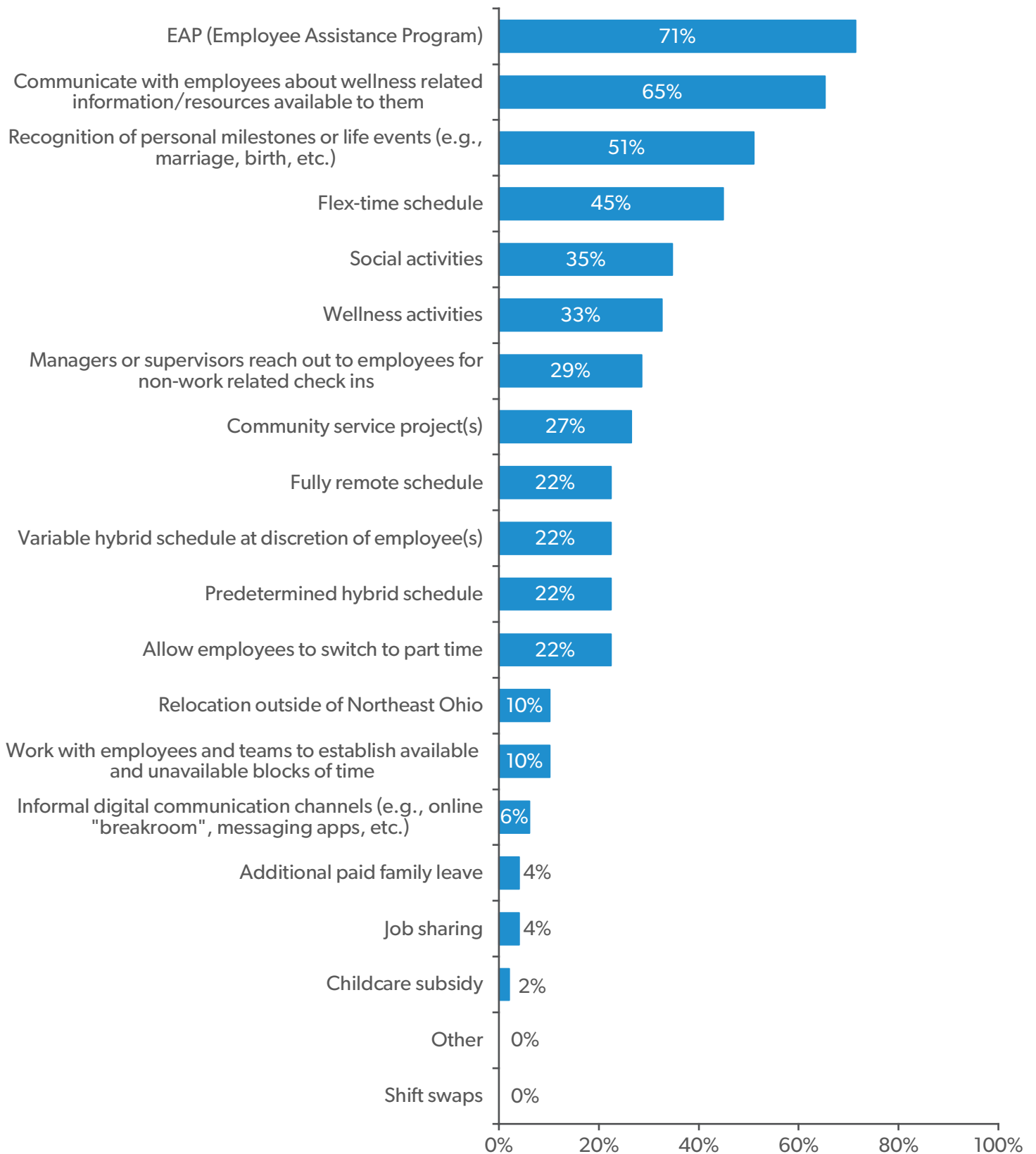
July 2021

FIGURE 1 | In 2021, which of the following efforts or programs is your organization using to strengthen employee engagement on a professional level?



Data Note: Ninety-two percent of the sample is using more than one of the answer choices listed above in **FIGURE 1**, with one organization noting the use of as many as 18 of the 22 options. On average, organizations are using approximately six of these efforts or programs to help strengthen employee engagement on a professional level in 2021.

FIGURE 2 | In 2021, which of the following efforts or programs is your organization using to strengthen employee engagement on a personal level?



Data Note: Ninety percent of the sample is using more than one of the answer choices listed above in **FIGURE 2**, with one organization noting the use of as many as 13 of the 20 options. On average, organizations are using approximately five of these efforts or programs to help strengthen employee engagement on a personal level in 2021.

Demographics

In total, 49 Northeast Ohio employers participated in the poll, which was conducted on July 26, 2021. The breakdown of the industries and organizational sizes (by employee count) they represent is displayed in **FIGURE 3** below.

FIGURE 3 | Industry & Organizational Size

	Percent
Industry	
Health and Human Services	4%
Hospitality/Entertainment/Media	0%
Manufacturing	49%
Nonprofit - Other	18%
Professional or Technical Services	14%
Wholesale/Distribution Trade	10%
Construction	0%
Other	4%
Organizational Size	
1-25	10%
26-149	65%
150-499	14%
500 or more	10%

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