



FALL 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Findings deck

November 2021

About the survey (In field: November)

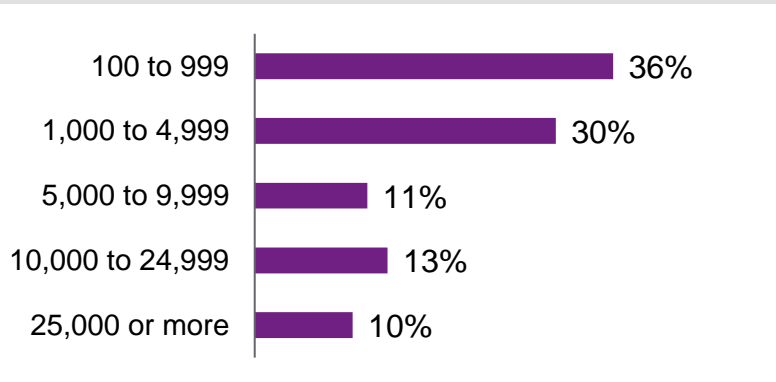
543

Employers with 100+ employees responded to this survey

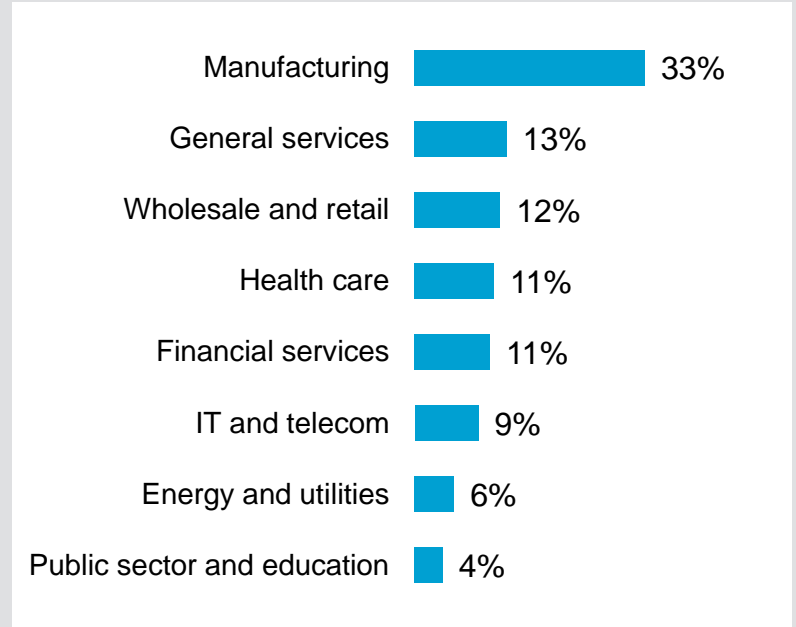
5.2M

Employees in the responding organizations

Employee Size Groups (Number of employees)



Industry



40%

For profit, publicly traded

46%

For profit, private

11%

Nonprofit/
Government

(Other: 3%)

Note: Companies that were not sure whether they are a federal contractor or subject to OSHA-ETS were excluded. Percentages may not add up to 100% due to rounding. Spring 2021 survey was fielded between May 19 and May 28. Summer 2021 survey was fielded between August 18 and August 25. Fall 2021 survey was fielded between November 12 and November 18.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

More than half of organizations require or plan to require a vaccination

57%

More than half of organizations will require a vaccination for their employees if the mandates go into effect

Does your organization require a vaccination for employees?

(N=543)

In place 18%

Planning to adopt regardless of the status of the Executive Order or OSHA ETS 7%

Planning to adopt only if the Executive Order or OSHA ETS is in effect 32%

Not planning to adopt a vaccine mandate 33%

Not decided 10%

Sample: All employers

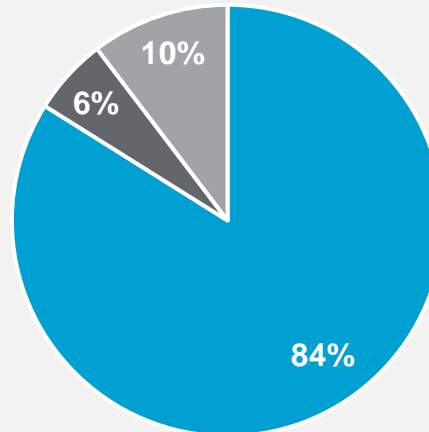
Note: 28% of respondents are federal contractors. Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Most of organizations plan to offer testing to their employees

84%

Offer testing or plan to test employees regularly



- Offer or plan to offer testing
- Not planning on testing for anyone
- Undecided

19% of organizations offer or plan to offer testing to vaccinated employees

Sample: All employers

Note: 28% of respondents are federal contractors. Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

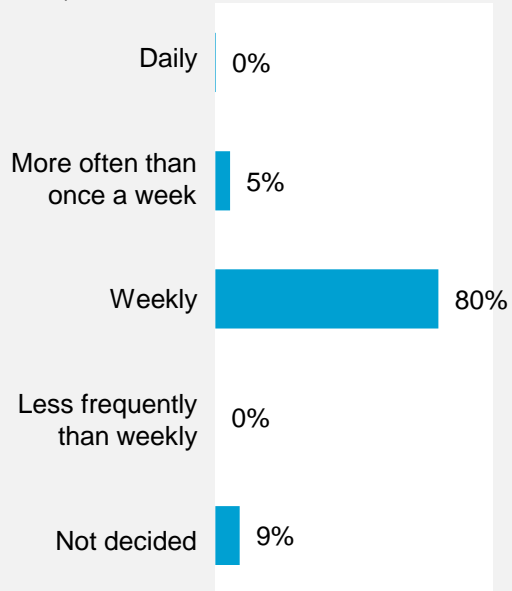
About half of employers who have decided will cover the testing costs and 4 in 5 will test employees weekly

Among employers planning to test

Frequency

How often will your organization test employees?

(N=397)

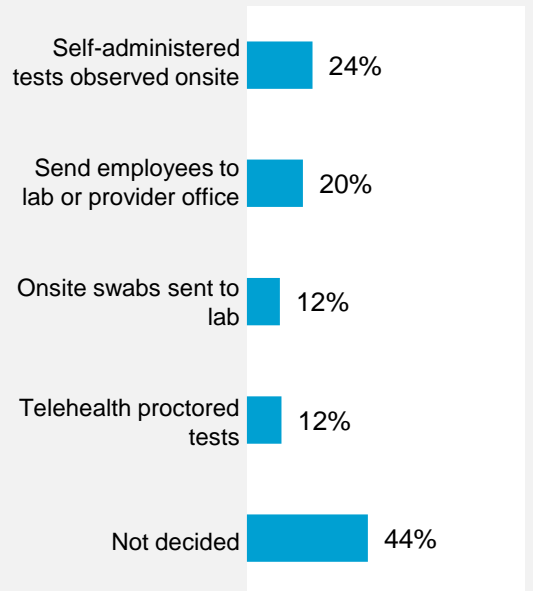


(*Not sure' removed; Other: 5%)

Type

What type of testing will your organization offer? (Select all that apply)

(N=377)



(*Not sure' removed; Other: 8%)

Payment

Who pays for COVID testing?

(Select one option)

(N=389)



(*Not sure' removed; Other: 6%)

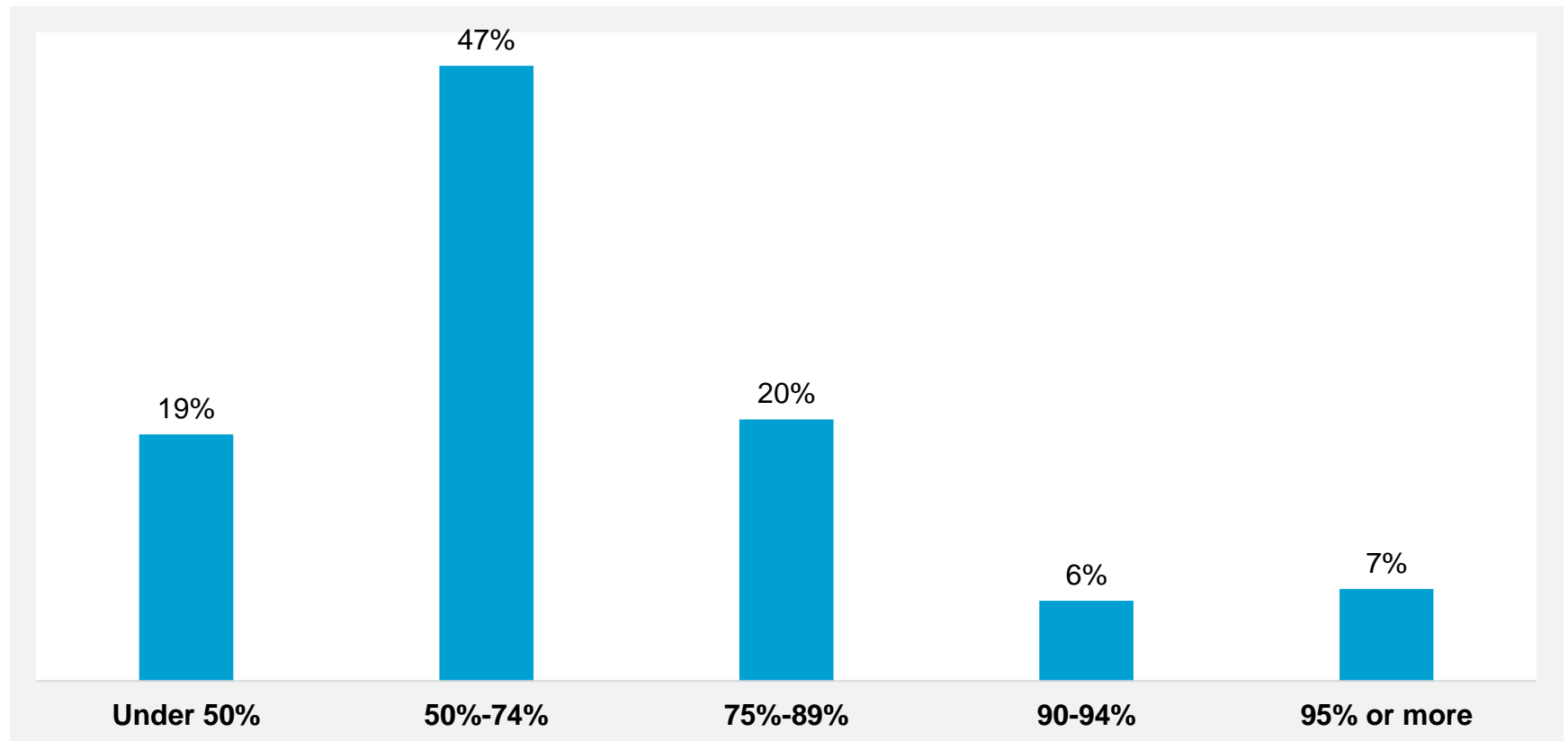
Sample: All employers that are requiring or planning to require testing

Note: Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Nearly one in five employers believe the vaccination rate of their workforce is under 50%

What portion of your workforce is currently vaccinated? (N=436)



Sample: All employers

Note: 'Not sure' removed. Percentages may not add up to 100% due to rounding.

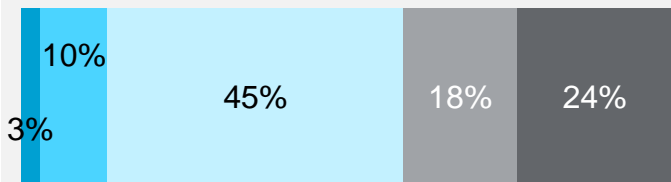
Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Few employers with mandates have seen a spike in resignations

However, many who are planning to adopt the mandates are concerned

How frequently have vaccine mandates been a factor for employees who have left your organization? (N=97)

(Employers who require a vaccination for employees)

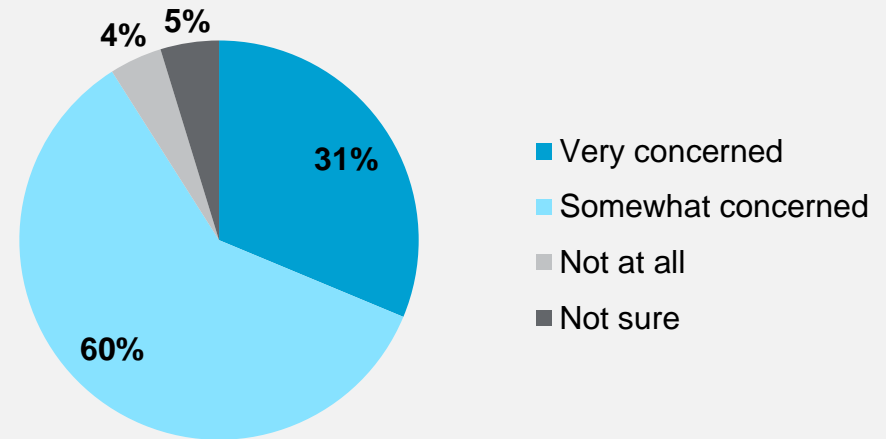


■ For many employees ■ For some employees
■ For a few employees ■ Not at all
■ Not sure

How concerned are you that vaccine mandates will be a factor going forward for employees to leave your organization?

(Employers who plan to require a vaccination for employees)

(N=211)



■ Very concerned
■ Somewhat concerned
■ Not at all
■ Not sure

Sample: All employers

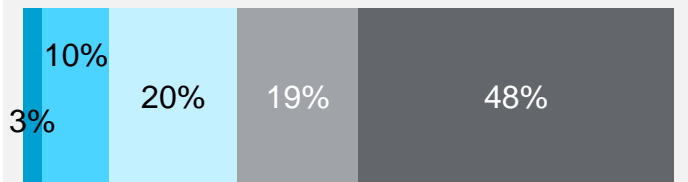
Note: Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Few employers with mandates believe that it has helped with recruitment and retention

How frequently have vaccine mandates been a factor that helps with employee recruitment or retention? (N=97)

(Employers who require a vaccination for employees)

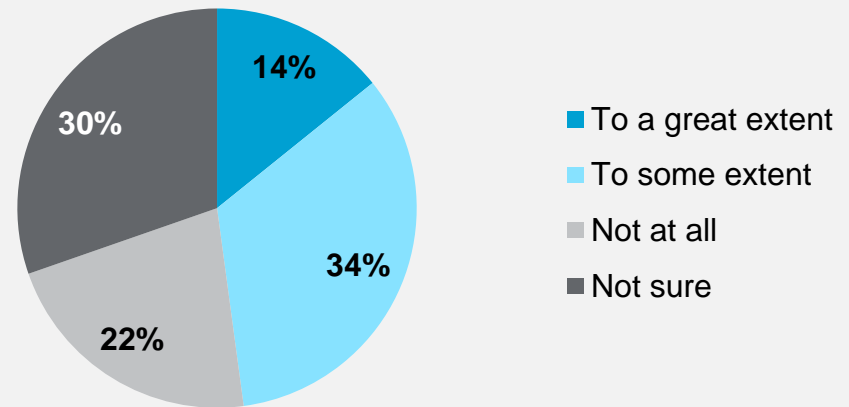


- For many employees
- For some employees
- For a few employees
- Not at all
- Not sure

To what extent will vaccine mandates be a factor that helps with employee recruitment or retention?

(Employers who plan to require a vaccination for employees)

(N=211)



- To a great extent
- To some extent
- Not at all
- Not sure

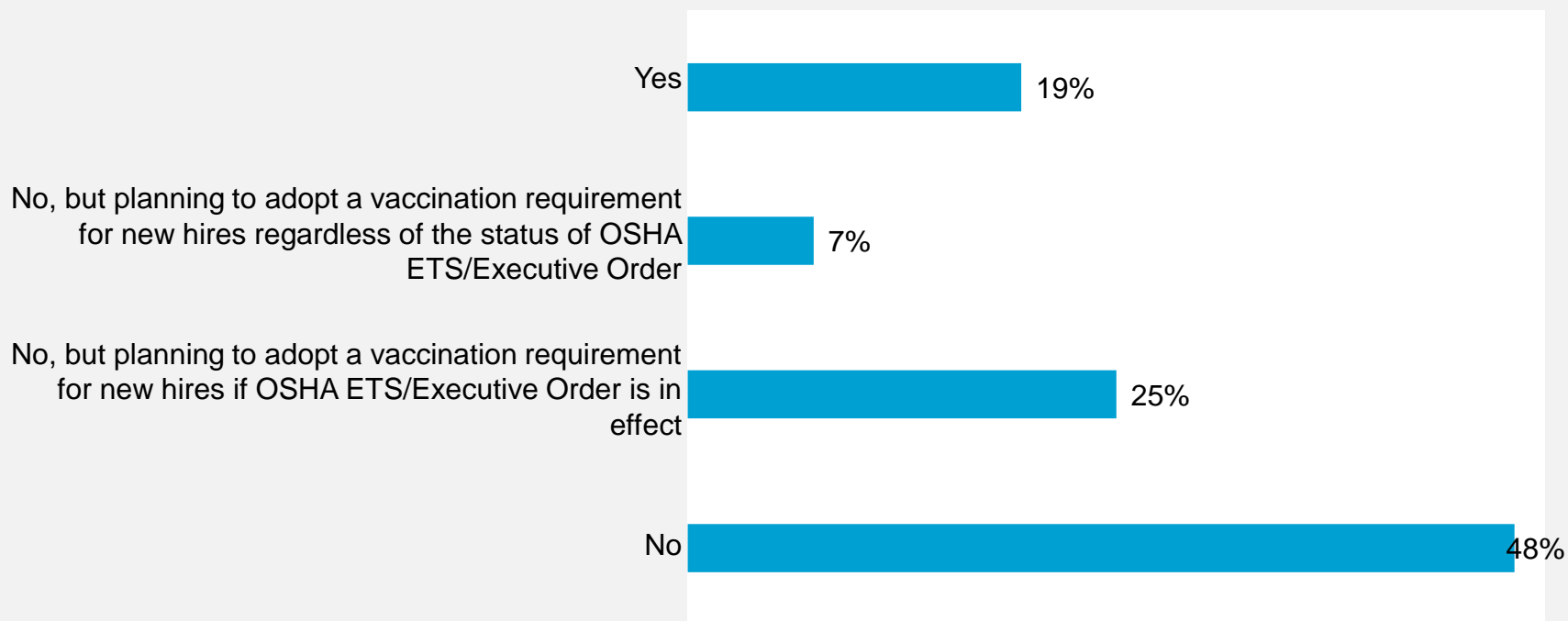
Sample: All employers

Note: 'Not sure' removed. Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

More than half of employers will require new hires to be vaccinated as a condition of employment if the mandates go into effect

Does your organization require new employees to be vaccinated as a condition of employment? (N=504)



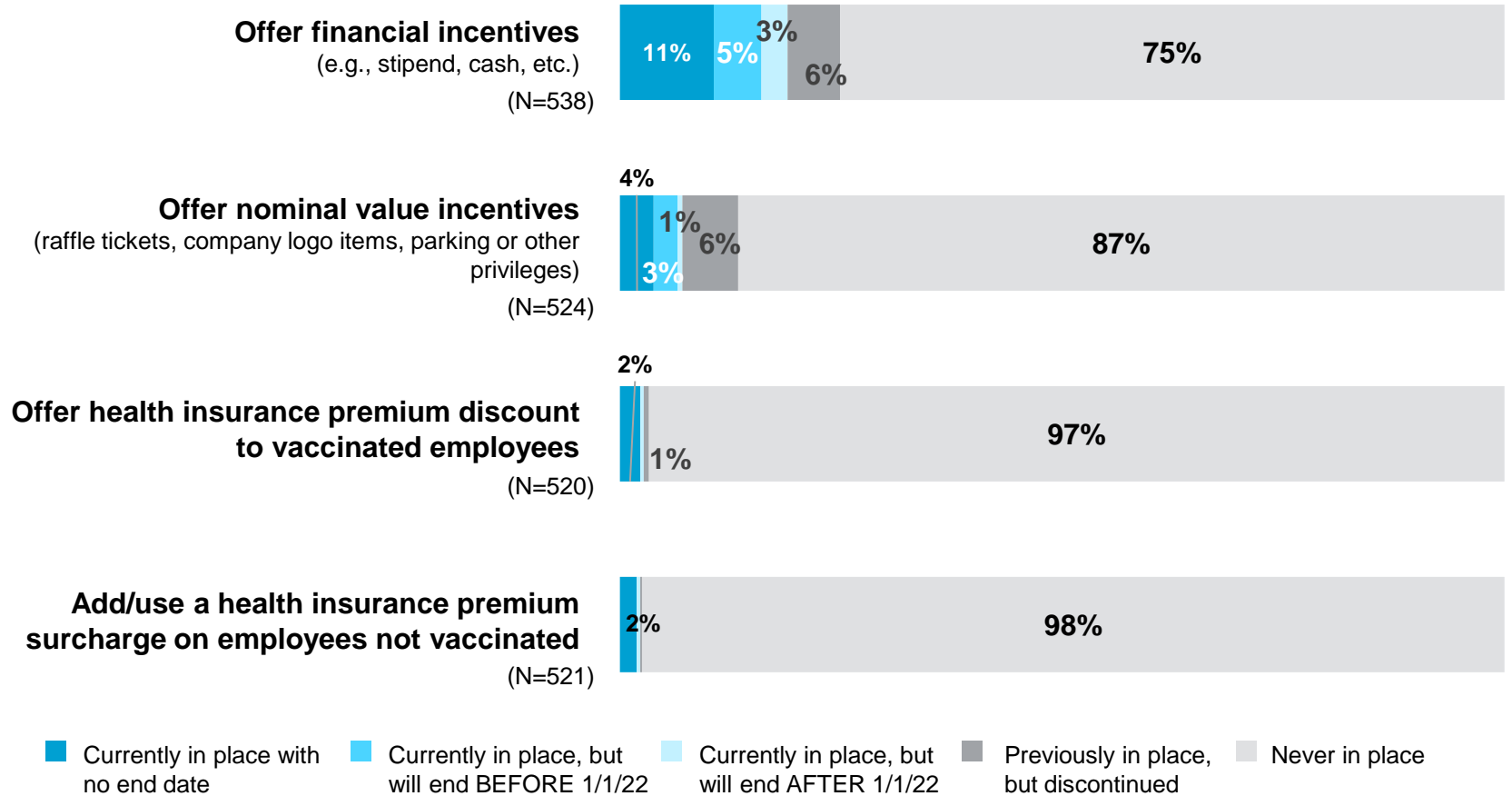
Sample: All employers

Note: 'Not sure' removed. Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Incentives offered to encourage employees to get vaccinated

What type of incentives does your organization offer or plan to offer to encourage employees to get vaccinated for COVID-19?



Sample: All employers

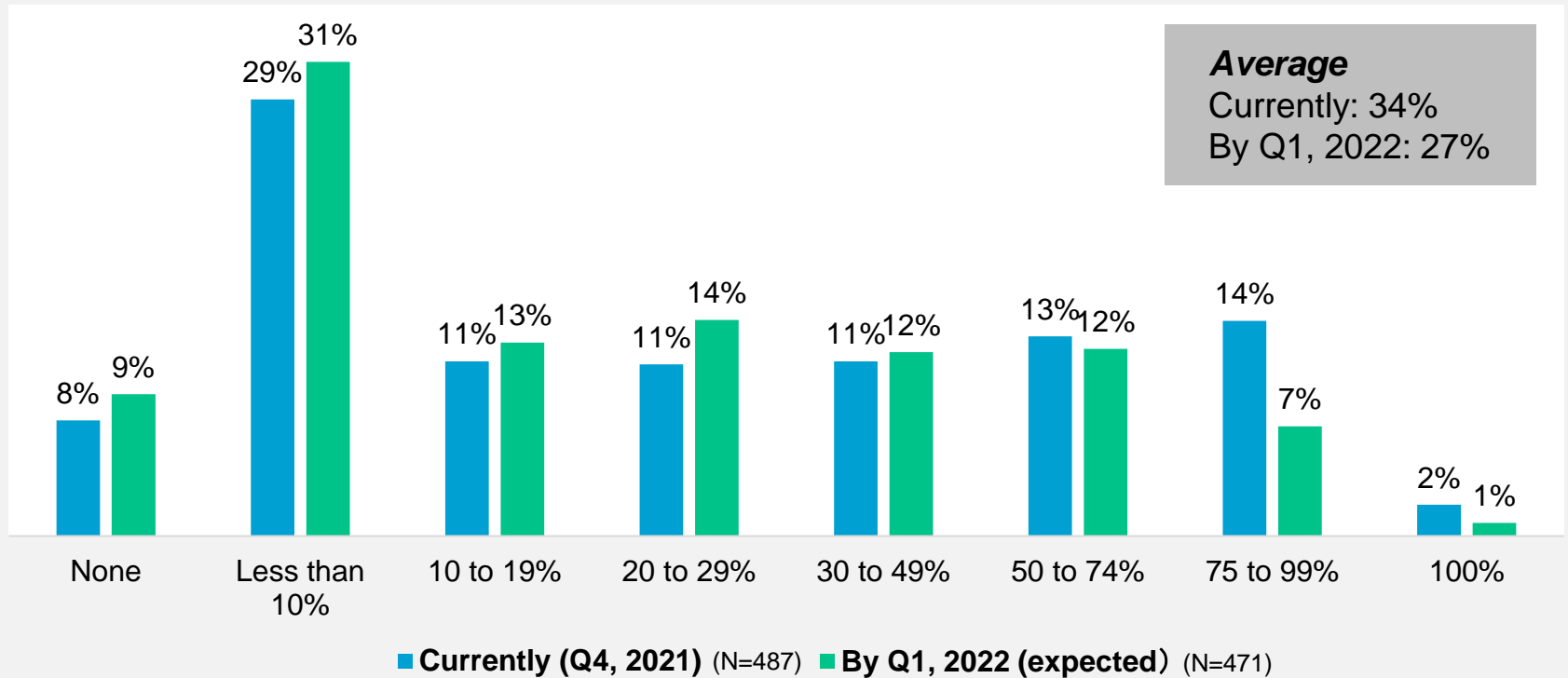
Note: Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

One third of employees are working remotely

Most are expected to continue working remotely by Q1 2022

What is the approximate percentage of employees working remotely at your organization? What do you expect the percentage will be by Q1, 2022?



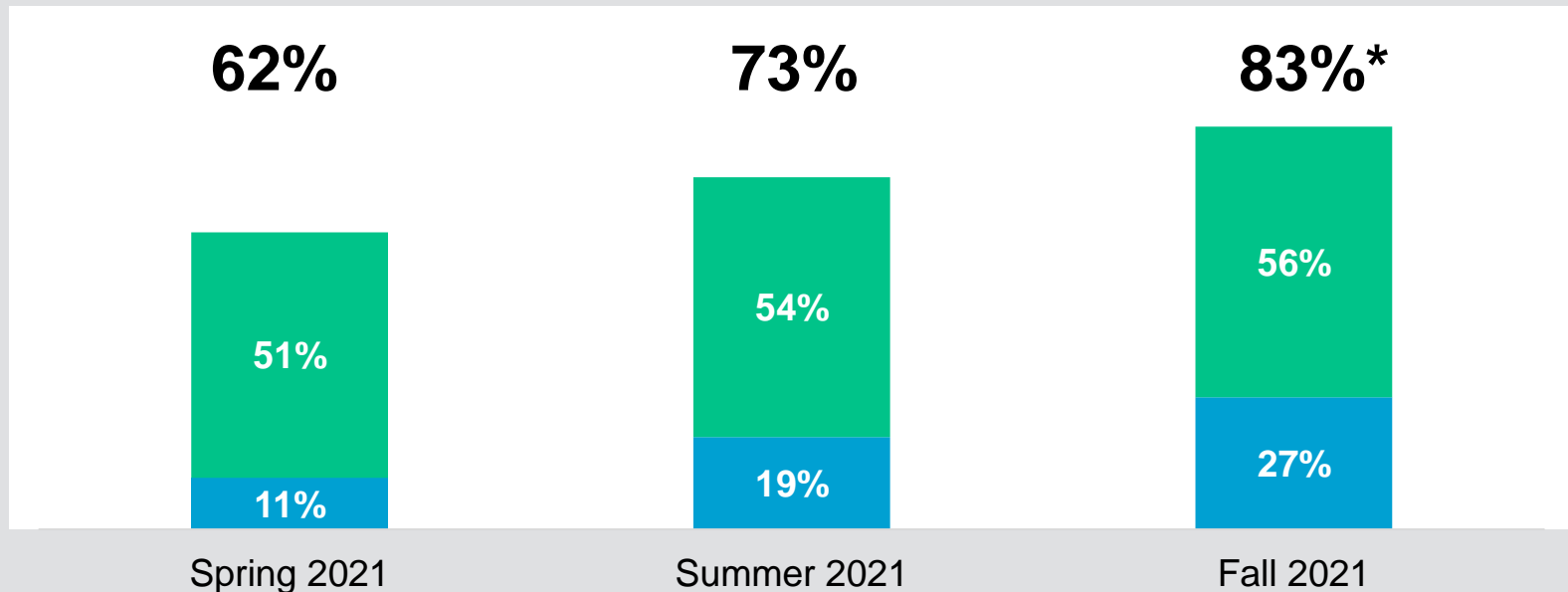
Sample: All employers

Note: 'Not sure' removed. Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

More remote-capable workers have returned to the workplace

Have your remote-capable workers returned to the workplace?



*Given the recent spread of COVID-19 cases during the fielding of this survey, it's likely companies are making changes to their remote worker policies. The benchmarks provided may not reflect the current environment.

Yes

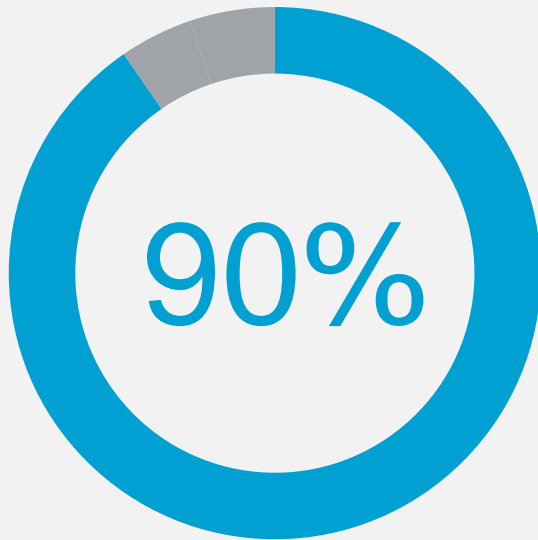
Some portion have returned

Sample: All employers

Note: "We don't have remote-capable workers" removed

Source: Spring, Summer and Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Mask requirements are a widely adopted policy for employees working indoors

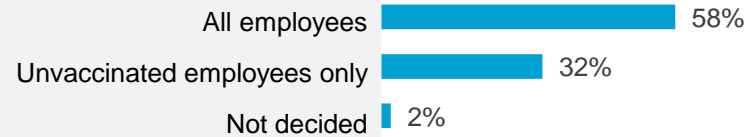


Most organizations require or plan to require masks to be worn indoors

(N=541)

Which employee segments are required to wear masks indoors?

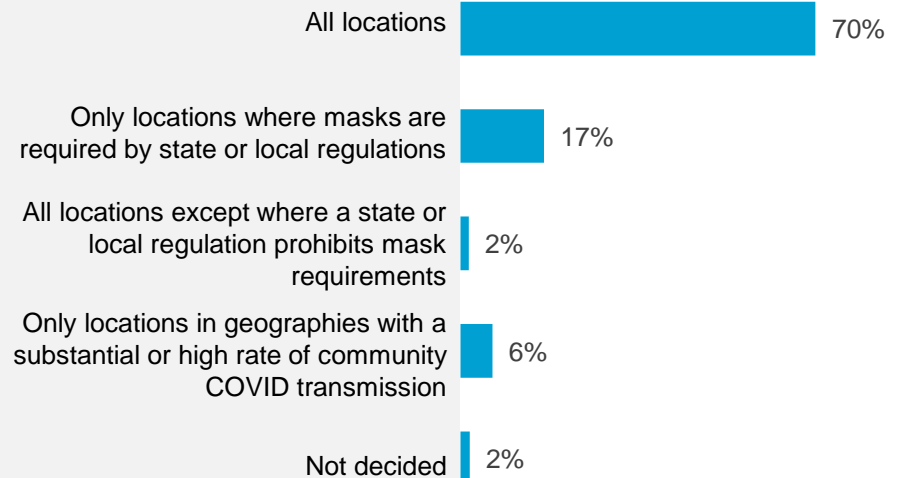
(N=488)



(Other: 9%)

Which locations does your organization require masks to be worn indoors?

(N=489)



(Other: 7%)

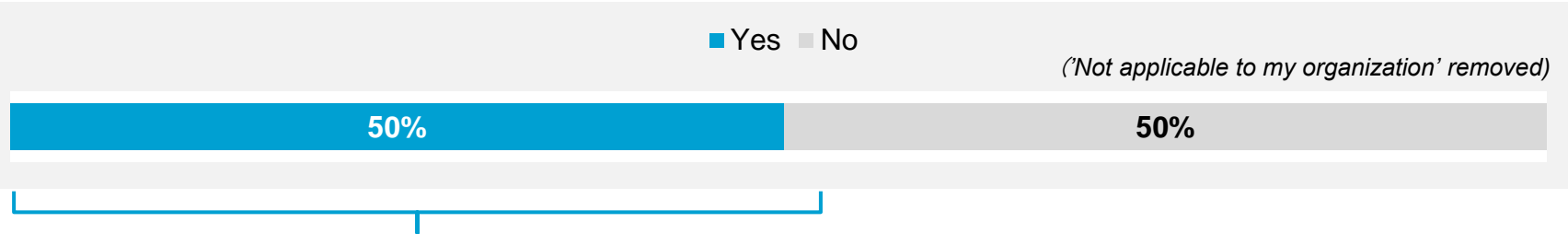
Sample: All employers

Note: 'Not sure' removed. Percentages may not add up to 100% due to rounding.

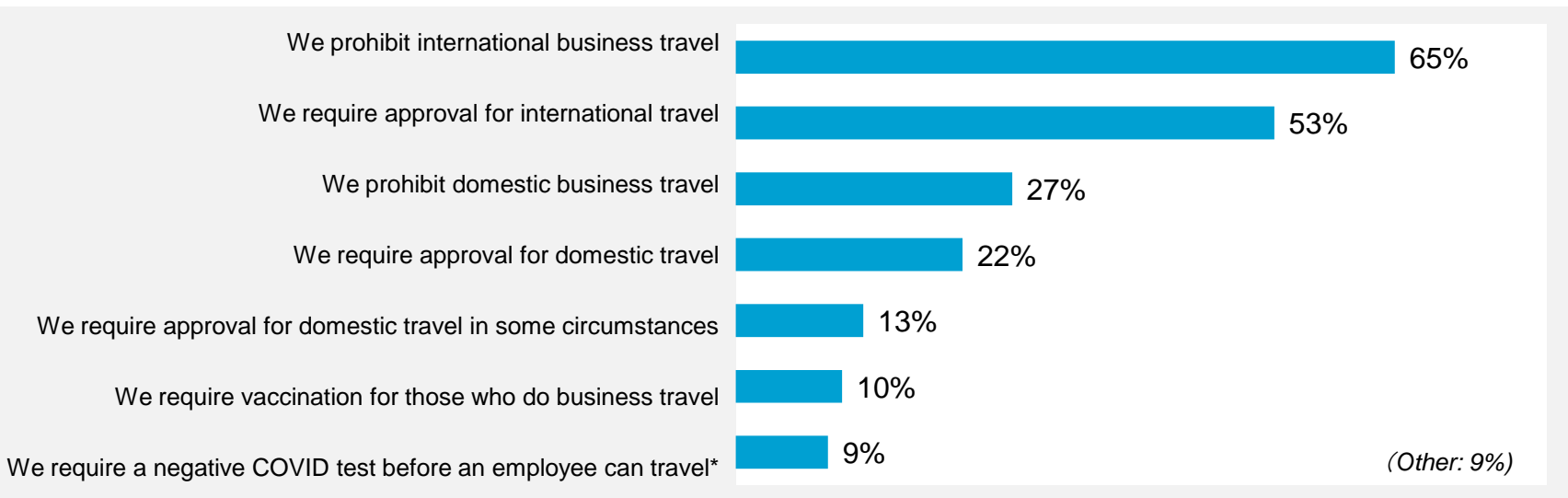
Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Half of organizations have pandemic restrictions in place for business travel

Does your organization currently have any pandemic restrictions in place for business travel? (N=286)



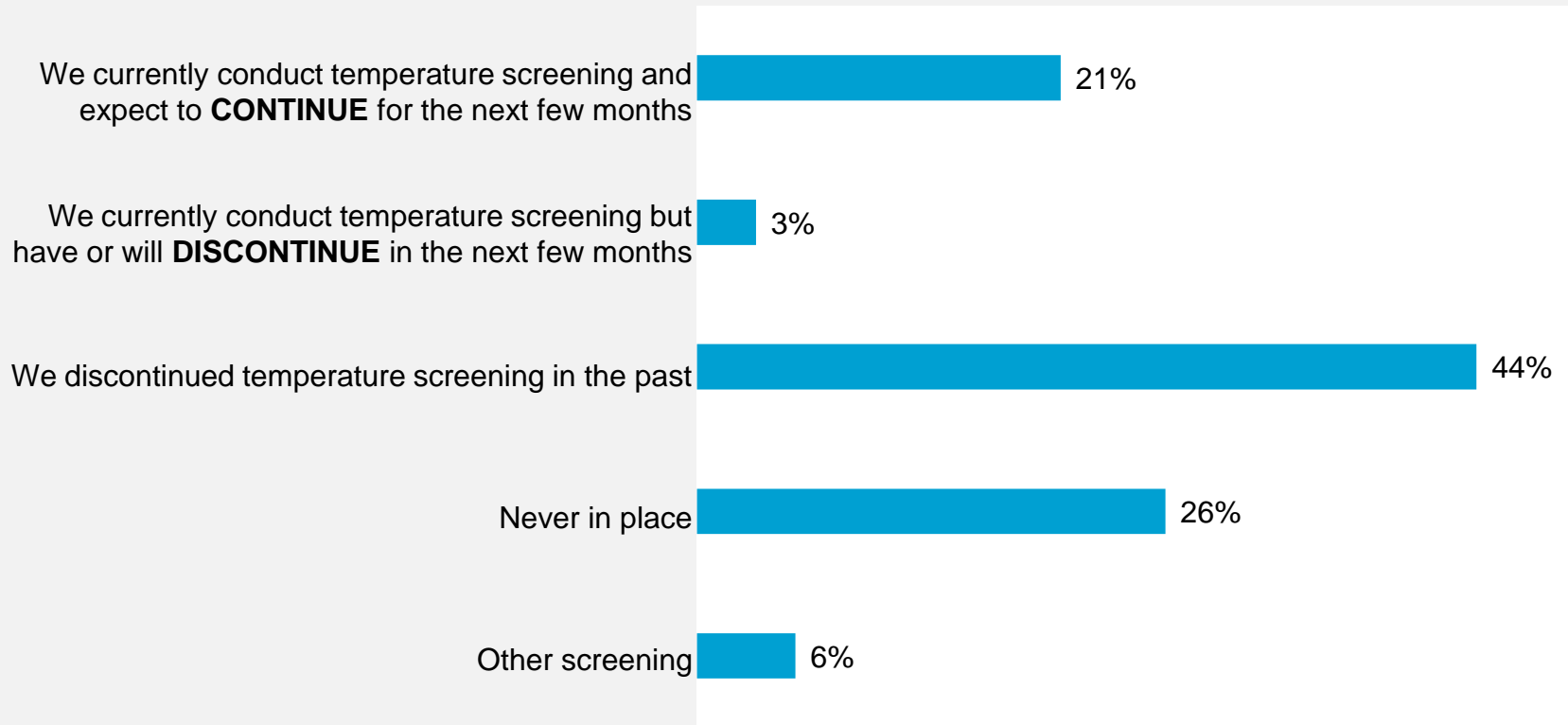
What restrictions does your organization currently have? (N=143)



Sample: All employers; * Employers who saw negative COVID test option
 Note: Percentages may not add up to 100% due to rounding.
 Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey

Most organizations have discontinued temperature screenings upon entrance to the worksite

Does your organization conduct temperature screenings for employees and visitors upon entrance to your worksite(s)? (N=540)



Sample: All employers

Note: Percentages may not add up to 100% due to rounding.

Source: Fall 2021 COVID-19 Vaccination and Reopening the Workplace Survey