

LABOR SHORTAGES & CLEANING PRODUCTS



How your choice of cleaning product
can impact training and turnover



The cleaning industry has never been a stranger to turnover. In the past, turnover in our industry has been 200% or higher.¹ That means the recent labor shortage has been felt even harder in our industry. A lot of buzzwords have been thrown around to put a name to what's been happening. *The Great Resignation*. *Quiet Quitting*. And these come along with a host of reasons for why people are not staying at their jobs. This book will be less focused on the reasons why. Instead, we're aiming to look at the reality of where we're at now, and what you can do ***right now*** to help.

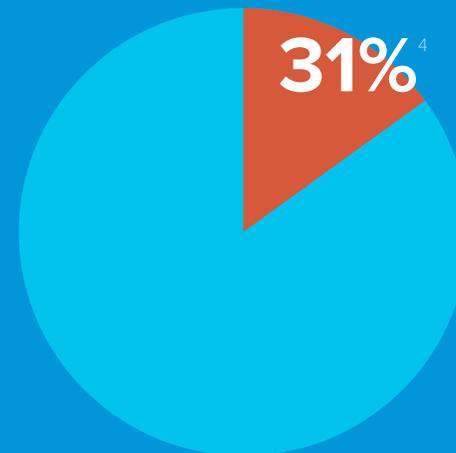
Labor Shortages and the Future

Before we dive into solutions, let's address the elephant in the room. Labor shortages probably aren't getting better anytime soon. Not what you want to hear, but it's good to know where you stand so you can plan. Although the pandemic may have triggered a lot of people leaving their jobs, people haven't been returning to work as previously expected. Some experts suggest that's because the issues underlining the job shortage have been ongoing for a while. The pandemic triggered it, but it wasn't necessarily the primary cause.

Average Number of People Who Quit Each Month:

2018	3,110,483 per month ²		
2019	3,512,166 per month ²		
2020	3,032,500 per month ²		
2021	3,987,083 per month ²		
2022	≈ 4,000,000 per month ³		

Percentage of People Who Plan to Quit in 2022



(Estimate as of July 2022)



Why Which Cleaning Product You Use Matters

Now it's time to answer the big question. What does the cleaning product you're using have to do with labor shortages? To answer this question, let's take a look at some common problems that employers have when it comes to hiring cleaning workers.

Employer Issues

Difficulty attracting younger workers into cleaning work

High turnover / aging workforce means fewer “legacy” workers to help train & mentor

Reduction in the pool of immigrant workers

Maintaining safety standards and protocols

Maintaining quality of work despite high turnover

Solutions We Offer

Simplified training
Simplified product line
Online training resources

Multi-lingual and visual training materials create ease & less frustration for the workers that are available, aiding retention

Closed-Loop dispensers
Safer cleaning products

Highly-effective, best in class products that clean quickly and reduce residue, which helps facilities look their best

We certainly would not pretend that this is a complete list of issues employers face, or that our solutions can help with everything. ***But choosing the right cleaning product can help.*** We'll dive in deeper on each of these points over the course of this E-book.



The Changing Work Force

There is no end to the debate of why we are where we are today when it comes to the US work force. That's because it's a result of a tangled web of societal, political, and environmental factors. But one thing experts agree on is that it's likely not going to return to what it once was any time soon, if ever. It's a hard reality, but one employers need to understand in order to make the right choices for their future.

Millennial and Gen Z Workers

One way to understand the changing workforce is to understand the generational changes that have taken place. The expectations workers have of their jobs is a key component.



Millennials

Age: 26 to 41

Born: Between 1980 & 1996



Generation Z

Age: 12 to 25

Born: Between 1997 & 2010



Top reasons they STAY at an employer:



Source: Deloitte. (2022). The Deloitte Global 2022 Gen Z and Millennial Survey. Retrieved from <https://www2.deloitte.com>

What You Can Do: Looking at the information about Millennials and Generation Z on the previous page, you might feel like making the changes necessary to appeal to those age groups are either going to take a long time or be next to impossible. **But there are steps you can take now.**

There is the possibility that fewer and fewer young people think of working in the cleaning industry as a career. For them, it will either be a stepping stone to something else, or perhaps a side gig along with another job. In that case, an industry already hit by high turnover might find itself in perpetual turnover. At the very least, it's good to plan for that in the short term. And by short term, we mean at least the next couple of years.

This is where choosing a **simple** cleaning program with a **robust, pre-existing training program** is essential. Make on-boarding **easy**. Make ongoing training **easy**.





Better Cleaning Through Simplicity

Let's dive deeper into the exact reasons why simple is better when it comes to cleaning products. EnvirOx has always been something of an outlier. When other cleaning product companies want you to buy more and more specialized products, we've always touted that you only have to pick ONE of our products (in multiple dilutions) that takes care of 95% of your cleaning needs. Let's get into specifics.

One Multi-Purpose Cleaner Does Most of the Work



Choose the Multi-Purpose Cleaner for You



Available in Orange, Fresh Linen, and Lavender scents. Choose between EPA registered or Green Certified Products. Use as:

- Glass cleaner
- Stainless steel polish and cleaner
- Neutral floor cleaner
- Restroom cleaner
- Carpet spotter
- Carpet cleaner
- Food degreaser
- Deodorizer
- Tile & grout renovator and more!

Supplement with Specialty Products as Needed



Depending on your organization and facility, you may need a bowl cleaner, a degreaser, or a disinfectant. We have products (concentrates and RTUs) to meet all these needs.

Fewer Products = Less Training

It's that simple. If you're using fewer different products to clean your facility, the less training is required when on-boarding new cleaning workers. That means:

- **Get new cleaning workers up and running FAST**
- **Save time AND money. Pay workers to get the job done, not for endless training**
- **Avoid costly mistakes like using the wrong cleaning product on the wrong surface**



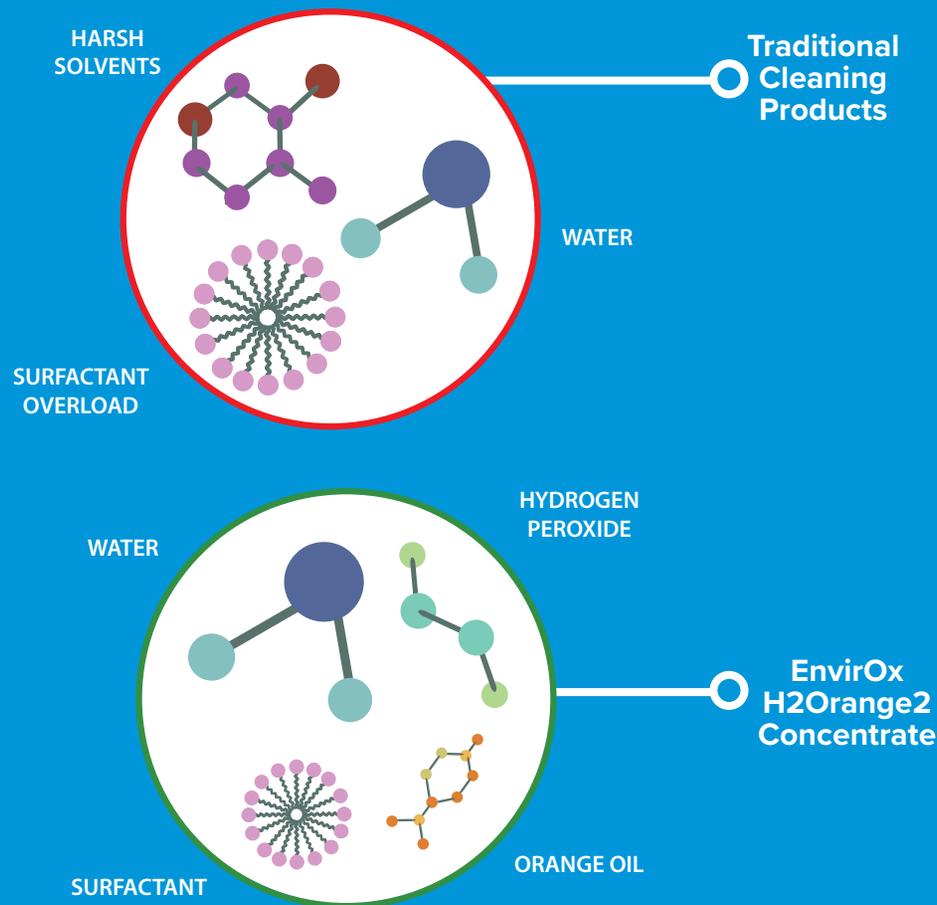


Simply Safer

Some cleaning chemicals are, let's face it, a little scary to handle. There was a time when noxious gases and eye irritation was considered a sign that it had to be a good cleaner. If it can take off a layer of your skin, it has to be able to tackle a layer of grime, right? Thankfully cleaning technology has moved on. And EnviroX was the originator of hydrogen peroxide-powered cleaning. All the cleaning power, but without the harsh chemicals.

Use it pretty much *anywhere* you can use water

Any of our multi-purpose cleaners can be used on any surface where you would feel comfortable using water. That means it's safer for your cleaning **facility** AND safer for your **cleaning staff**. The secret is in our proprietary formula. For most general cleaning you can use a LIGHT DUTY solution. This requires only a small amount of concentrate (see individual product info for specifics) to achieve it's powerful cleaning.



Envirox's patented formula uses the power of Hydrogen Peroxide (H_2O_2) so that harsh solvents aren't needed. Some traditional cleaning products load-up on surfactants to achieve their cleaning power. With the precise formulations found in our concentrate products, less surfactants are needed. This leaves behind less residue, which will prevent surfaces from getting sticky or slippery and becoming breeding grounds for bacteria. For more on this topic, you can request our *Disinfectants & Residue* E-book from Customer Service (see back page for contact information.)

Safer Formulas & Closed Loop = Safer Employees

EnviroX cleaning products are formulated to be safer for surfaces and cleaning workers. That means you have less to worry about when it comes to new employees mishandling cleaning product. But the safety features don't stop there. In our Absolute Cleaning System, we used closed-loop technology (see next page) to make it even safer.

- **Avoid negative health and financial impacts of employee accidents or chronic health issues. Avoid harsh chemicals**
- **Safer product formulas reduce the risk of serious injury if new employees mishandle cleaning product**
- **Closed-loop ACS system reduces the chance of employee contact with any cleaning chemical at the very start**
- **Protect your staff and your bottom line**
- **Reduce the intimidation factor for new employees**

What is Closed-Loop & Why Does It Matter?

Our Absolute Cleaning System is a unique way of approaching dispensing. Cleaning and disinfecting products dock straight into the dispenser and lock in thanks to our proprietary bottle design. The dispenser releases just the right amount of product for the job. The system also uses hyper-concentrates to reduce the space it takes up in the cleaning closet and reduces the amount of plastic used.

- **Employees don't have to measure for dilution themselves**
- **Reduce product waste from hand-pouring**
- **Eliminate residue build-up from the use of too much product**
- **Color-coded and numbered system for ease of use across language barriers**
- **Multi-product, single product, and portable dispensers adapt to your facility's needs**



Just Dock & Dilute





Simplified but Robust Training

One of the greatest challenges of on-boarding new employees is training. Especially, as we mentioned, if there aren't a lot of opportunities for mentorship early on in the process because of high turnover or lack of man power. EnvirOx's Train in Ten™ philosophy means that we make training materials that can get new employees up and running using our products within ten minutes. But we offer a wealth of training options beyond that.

Wall Charts & Lanyards: We designed our cleaning charts with simplicity in mind:

- **NUMBER = Product**
- **COLOR = Dilution**

We have a number of wall charts available for different products. If you need a wall chart for a certain task, contact our customer service department. They can see if it's available as one of our standard charts or the many custom charts we've made over the years.

Charts are made to primarily rely on graphics to overcome a variety of language barriers, but text on the wall charts is in both English and Spanish.

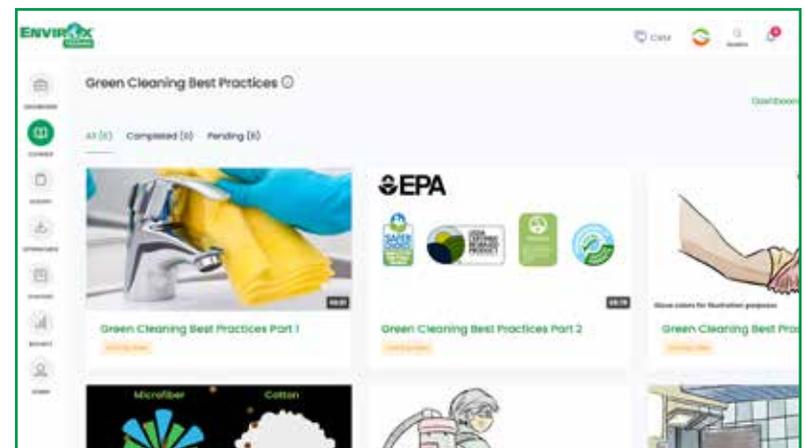
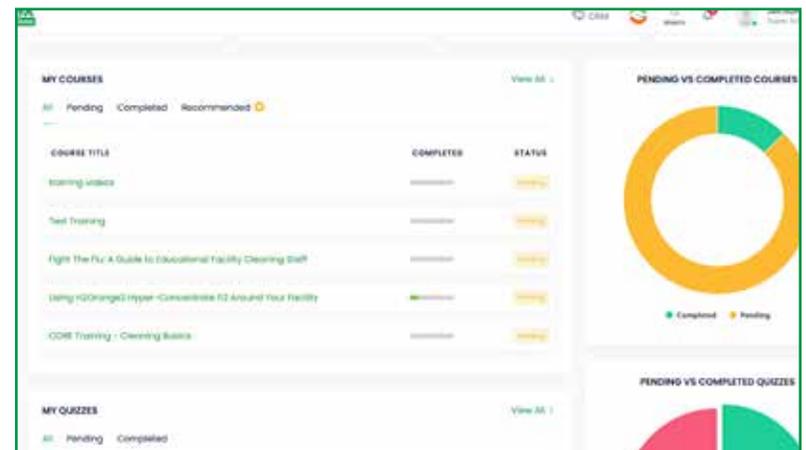
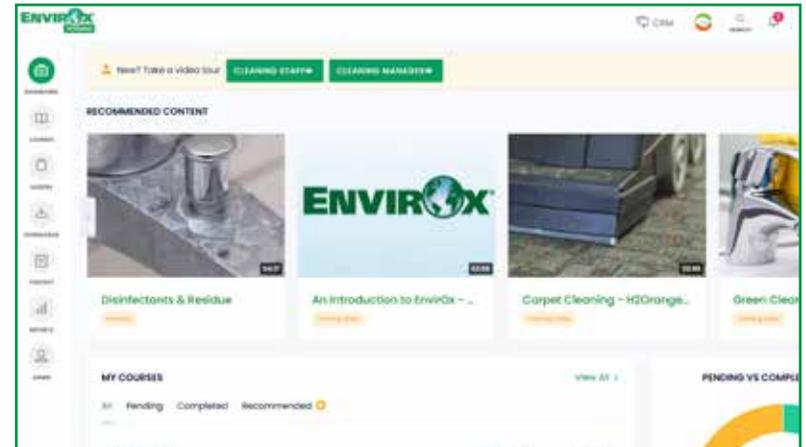


Online Training Portal: We've long supported our products with video training. Now, we've gone the extra step of creating a training portal that contains:

- **Training Courses : A combination of videos, info sheets, and E-books**
- **Quizzes to reinforce learning**
- **Printable Certificates: Upon completion, employees can print a certificate**
- **Access to a library of support materials including Standard Operating Procedures (SOP) documents**
- **Thousands of dollars in training offered exclusively to our customers without charge**
- **Customizable! Combine our videos with your own material into customizable courses**

See for yourself. If you haven't signed up for the EnviroX Training Portal, check it out at:

training.enviroxclean.com



We hope you found this E-book on labor shortages and how we can help informative and interesting. If you have any questions, our Client Relations department is here to help. No chat bots. No scripted responses. Just real help.

**Call [1-800-281-9604](tel:1-800-281-9604) or
email enviroxinfo@enviroxclean.com**

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