Top **6** Resolutions for 2021

New Year's Tips for HR Experts

Whether you're looking to improve your company culture while working remotely, protect employees' health, or help employees stress less at work, **ADP Marketplace**, our digital HR storefront, can help you make 2021 your most productive yet. Explore some of our top resolutions for HR leaders going into the new year, with recommended solutions to help you make them a reality.

01 Keep my remote workforce engaged and connected.

58% of employees are still working remotely at least some of the time.[1]

Help adapt your engagement strategy for the virtual workplace with solutions like:

helloteam	kudos	iCIMS	WORKMATES by HR Cloud
Performance management and engagement	Engagement and social recognition	Streamlined employee communication	Peer-to-peer rewards and recognition

02 Foster a safe and healthy workplace.

73% of CFOs say they've changed their workplace safety measures and requirements in response to COVID-19.[2]

48% of employees feel that they're compromising personal safety to keep their job.[3]

Help adapt your employees and workplace to new health and safety procedures with apps like:

CERTIFY	miine health	DEPUTY	Agility Recovery
Thermal scanning and access management	COVID-19 triage hub and case management	Time tracking with touchless clocks	Disaster preparedness and business recovery

03 Keep my employees healthy, physically and mentally.

39% of employers have reported a decline in employee emotional wellbeing compared to when the COVID-19 global health event started.[4]

44% of employees surveyed have deferred medical care during the COVID-19 global health event.[5]

Offer employees easy ways to stay active and access essential medical care through innovative solutions like:

KROWD FIT	burner	U DO test	Doctegrity
Wellness challenges with cash-back rewards	Employee wellbeing and community	B2B COVID-19 tests	24/7 nationwide telemedicine

04 Create a culture of learning and growth.

ONLY 15% of remote workers say their company has been very effective in providing skills training to help grow in their careers.[3]

74% of employees surveyed say they're ready to learn new skills or retrain to remain employable in the future.[6]

Help employees in any location build new skills with learning platforms like:

SAP Litmos	brainier	BIZ PRO	absorb
Powerful, content-rich global LMS	Robust LMS with standalone anti-harassment training	Small-business video-based LMS	Comprehensive, global corporate LMS

05 Help my employees improve their financial wellness and stress less.

54% of employees identify finances as their top source of stress.[7]

29% of employees say their financial stress has been a distraction at work.[7]

Offer your workforce easy-to-implement tools to help ease their financial concerns, including:

PayActiv	FinFit	instant	Gift of College
Early access to earned wages	Financial wellness education and tools	Free access to earned pay after each shift	Education savings and student loan benefits

06 Incorporate social responsibility into our benefits and compensation plans.

64% of Americans say they've donated to a nonprofit or sent financial aid to family or friends since the start of COVID-19.[8]

When CEOs were asked to rate their most important measure of success in 2019, the No. 1 issue they cited was "impact on society, including income inequality, diversity, and the environment." [9]

Help create an equitable workplace and a culture of giving with solutions like:

pinkaloo modern giving	CURO	reportit Anonymous Reporting	GoodHire BACKGROUND CHECKS
Easy-to-implement workplace giving program	Analysis software to ensure pay equity	Anonymous employee hotline	Comply with equal employment regulations

Flexibility to choose state-of-the-art solutions

ADP Marketplace allows you to discover, try, buy and implement easy-to-use HR apps that automatically integrate and securely share data between your HR systems, all with the simplicity of single sign-on, single data input and single billing.

With the freedom to select the software solutions that enhance your HR tech stack, you get easy access to ADP® and third-party solutions that work together to provide you with a simple, modern HR experience.

Instantly access HR solutions.
Explore ready-to-use HR products for recruiting and onboarding, financial wellness, learning management, benefits administration, and more.

Try before you buy.
Many solutions offer full-featured free trials, so you can ensure the product meets your needs.

Securely share data.
Get more out of the HR tech you already use. Data connectors allow you to securely and automatically share your ADP data with many of your favorite HR systems.

Visit apps.adp.com to learn more.

1 Gallup, COVID-19 and Remote Work: An Update, October 13, 2020.
2 PwC, CFO Insights: Latest findings from PwC's Pulse Survey, November 2020.
3 PwC, Recovery starts with safety and confidence, November 2020.
4 Gallagher, COVID-19 Pulse Survey: Sustaining Organizational Wellbeing & Resiliency Through a Crisis, 2020.
5 Willis Towers Watson, 2020 Global Benefits Attitudes Survey, October 28, 2020.
6 PwC, Workforce of the future, 2018.
7 PwC, Employee Financial Wellness Survey, 2020.
8 Zelle, Consumer Benefit Behaviors, September 2020.
9 Deloitte Global Human Capital Trends, Leading the social enterprise: Reinvent with a human focus, 2019.

*Availability of solutions varies by ADP platform.

ADP Marketplace