

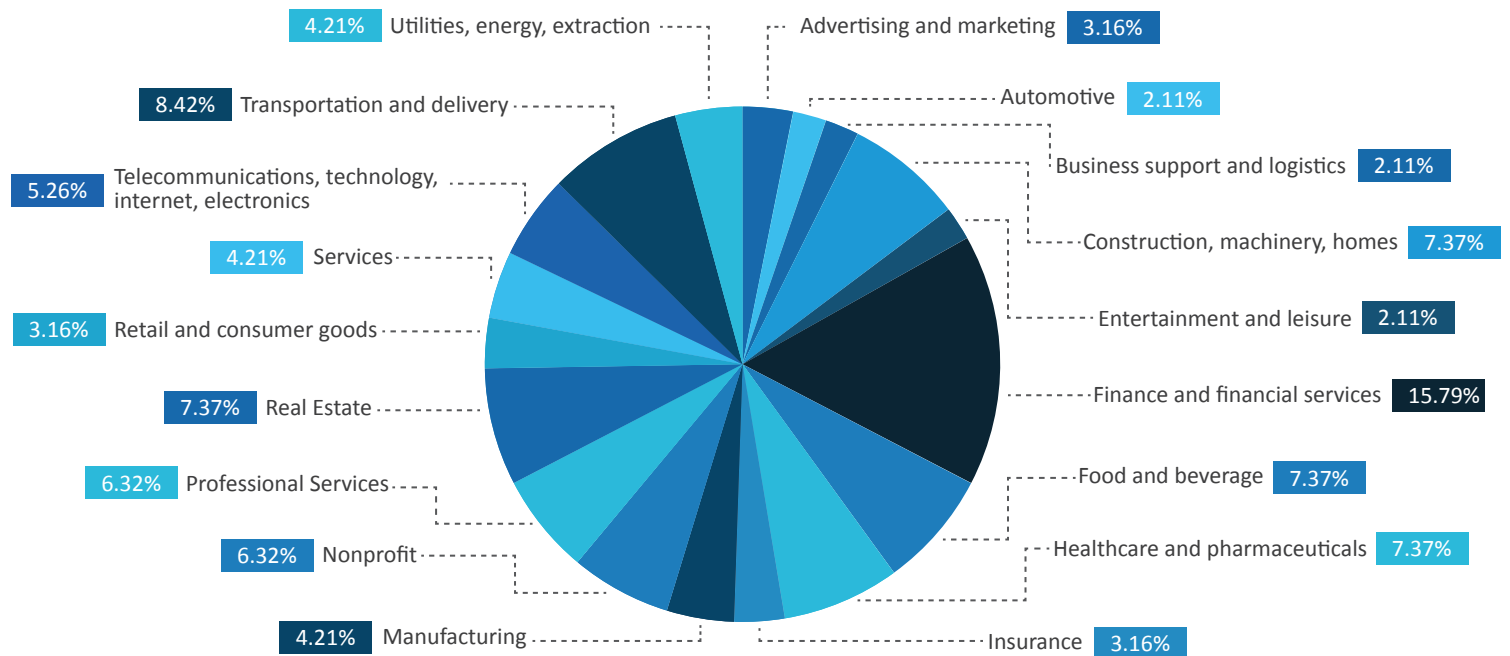
COVID-19 TALENT SURVEY REPORT APRIL 2020



Impactful Talent Solutions

BACKGROUND

From April 10th-17th, CMP administered a survey to over 100 key human resources and business leaders across the United States to gather information on common Human Resource responses and practices to address the COVID-19 crisis. The intent is to inform real-time leadership decision-making as we all navigate these unprecedented waters.



RESULTS

In the survey, nearly 91% of respondents reported instituting work from home policies, with 26% enabling all workers to work from home.

“Many employers and employees have been forced to work and collaborate virtually. This is likely to change how and where work is done well after the COVID-19 crisis is over.”

Maryanne Piña, CEO CMP

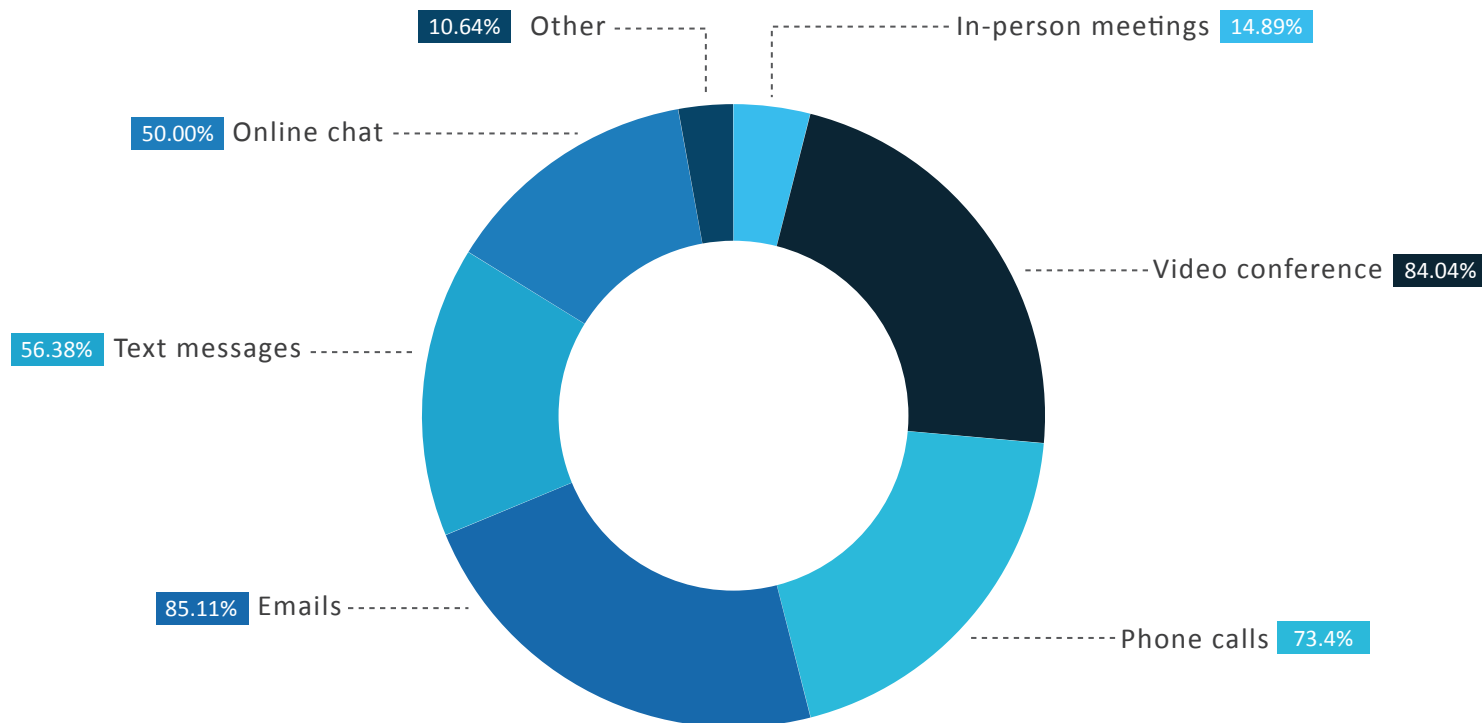


Employer Actions to Address COVID-19	Responses
Most or part of our employees are working from home.....	64.21%
All employees are working from home.....	26.32%
We are conducting regular deep cleaning of our offices.....	35.79%
We have instituted a hiring freeze	28.42%
We are offering additional leave for those impacted by COVID-19	36.84%
We are furloughing workers	16.84%
We are now offering paid sick leave to all workers.....	12.63%
We have instituted pay cuts	11.58%
We are closing locations	5.26%
We will wait and see	6.32%
We have instituted temporary layoffs.....	5.26%
We are revoking internship offers for this summer	11.85%
We have not instituted any policy changes	2.11%
We have conducted permanent layoffs	6.32%



EMPLOYEE COMMUNICATION

Communication is key to any organization's success. It is even more important in times of crisis. 84% percent of companies reported communicating via video conferencing, with 56% of those reporting using texting for real time response.

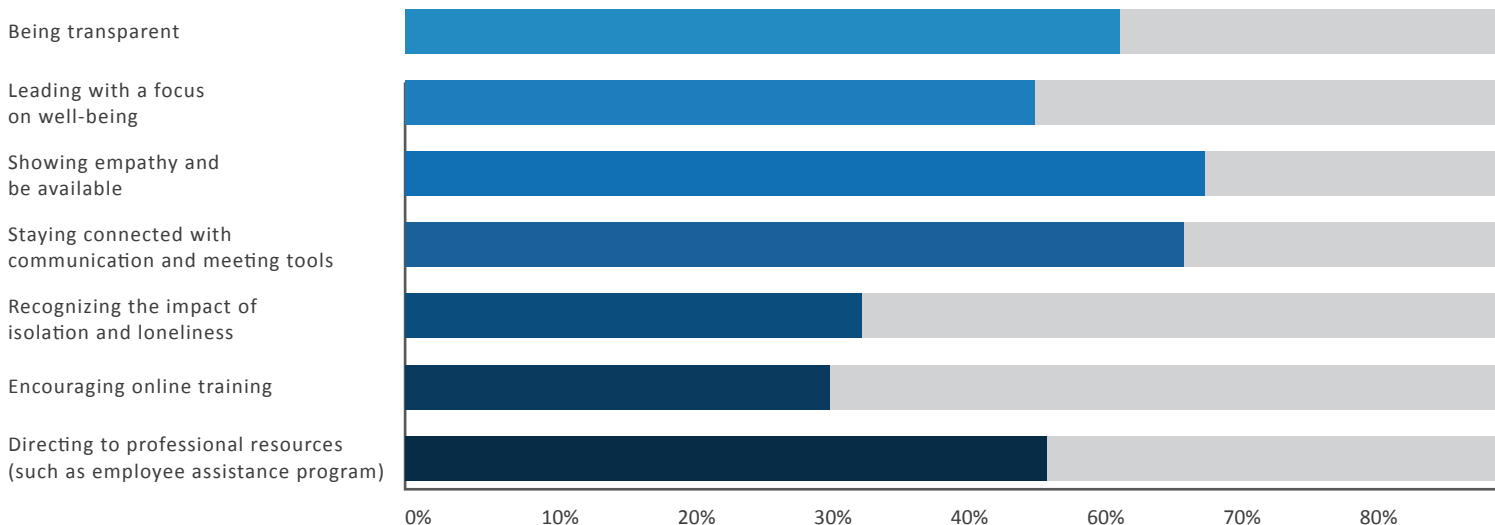


ADDRESSING MENTAL HEALTH

The COVID-19 crisis (or pandemic) is presenting new and unique challenges. Many are teleworking full-time for the first time, isolated from co-workers, friends and family. Our daily living routines are disrupted causing added anxiety, stress and strain—physically, mentally, and financially. 70% of leaders have reported addressing **mental health concerns** by being empathic and readily accessible.

“More than ever, leaders have to be conscious of the emotions and stress level of employees. This includes checking-in, recognizing their unique context, and directing them to appropriate support such as their EAP.” **Kathy Kilroy, Midwest CMP President**

ADDRESSING MENTAL HEALTH - RESPONSES



LAYOFFS / FURLOUGHES

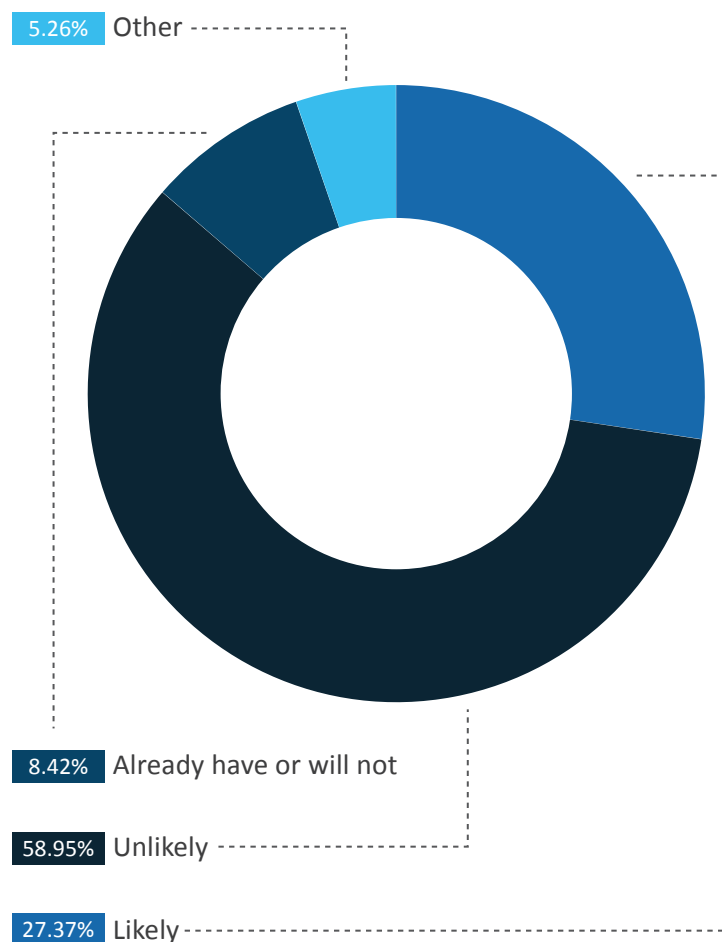
The [U.S. Department of Labor](#) reported on April 17th, 2020 that unemployment rates were higher in March in 29 states, lower in 3 states, and stable in 18 states. Twenty-three states had jobless rate increases from a year earlier, 3 states had decreases, and 24 states and the District had little or no change.

An executive expressed that “A major concern is being able to reallocate staff resources in order to keep our people secure, working, benefits-eligible and paid; our people have invested their time and talent in our organization and now is the time for us to support them more than ever, for as long as we can.”

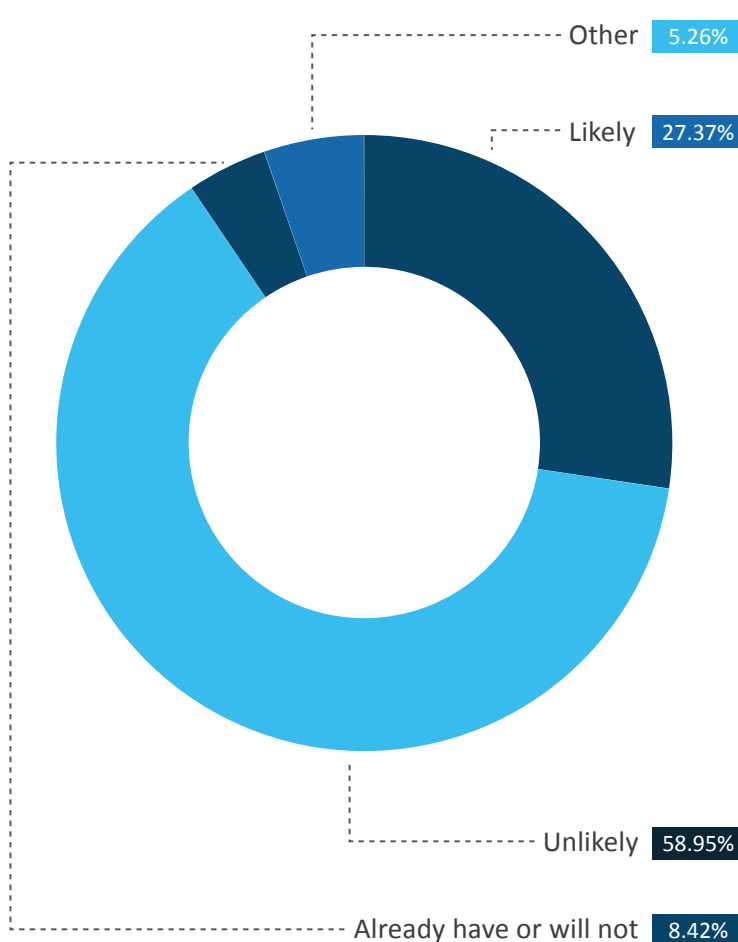
Clearly, as the COVID-19 public health crisis continues, U.S. businesses are dealing with unprecedented disruptions to operations and workforce stability, but they have reported taking measures to **avoid mass layoffs**. 29% of companies have instituted a hiring freeze, while others are instituting pay cuts, or revoking internship offers for this summer.

“Most leaders express uncertainty about the length and timing of the post COVID-19 turnaround. They are hoping they will need employees and can put them back to work, so they are looking for alternatives to layoffs.” **Joe Frodsham, President, CMP**

Company Layoffs



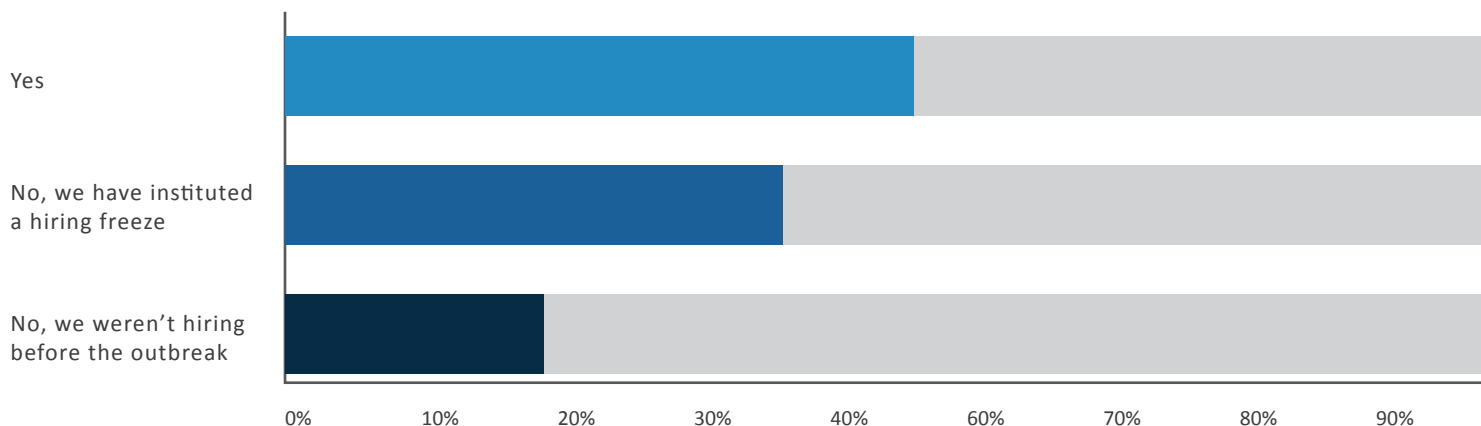
Company Furloughs



CONDUCTING INTERVIEWS

In the midst of their COVID-19 response, 45% of companies reported they would continue to conduct interviews during this time. Similarly, many of our clients are forging ahead with C-Suite recruiting. Executives are grappling with how best to position their businesses in this downturn. They want to come out of the gate strong as they emerge from the crisis.

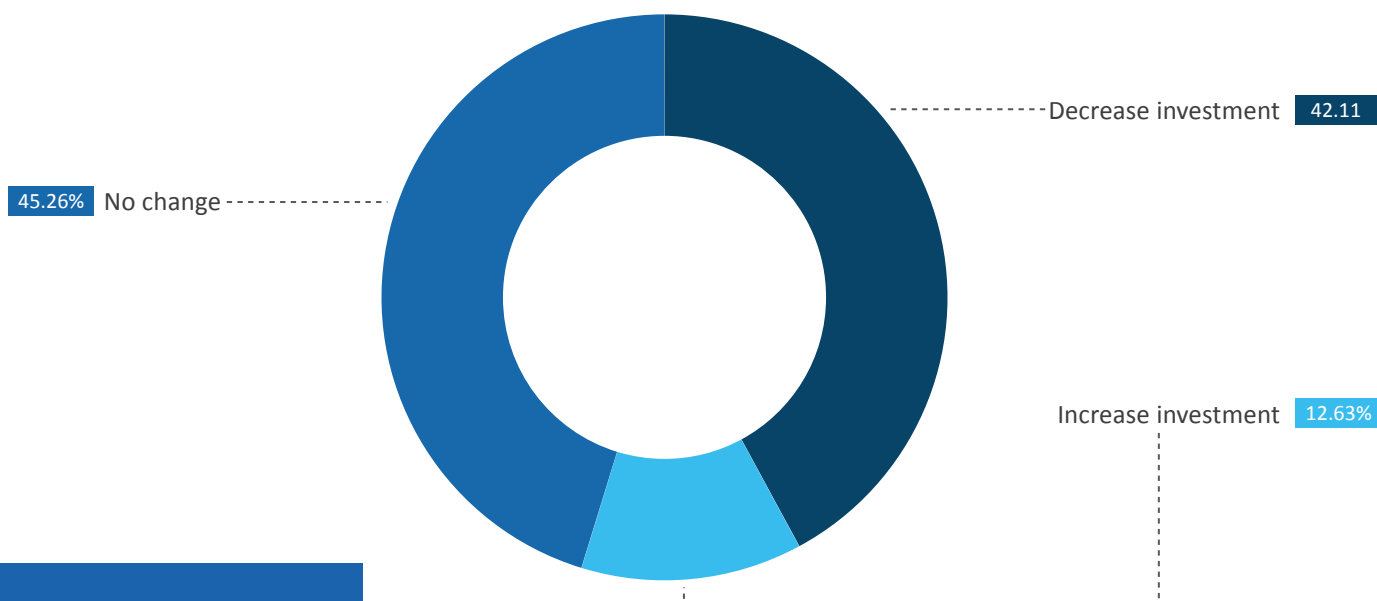
CONDUCTING INTERVIEWS RESPONSES



TALENT DEVELOPMENT

About half of employers are also continuing to invest in talent development. In fact, 45% of companies reported no change in investment, while 13% reported increasing their investment in training, executive coaching, and development.

TALENT DEVELOPMENT RESPONSES



CONCLUSION

The COVID-19 crisis has put companies in a volatile and uncertain business climate, while also providing an opportunity to challenge and refresh their people practices and culture. Leaders will be judged on how well they manage the business and lead the people, shaping the culture and success of the company moving forward. It is critical that leaders manage with creativity, compassion, and decisiveness. It is a time for leaders to lead.