

Shifting Workforce Trends During Covid-19

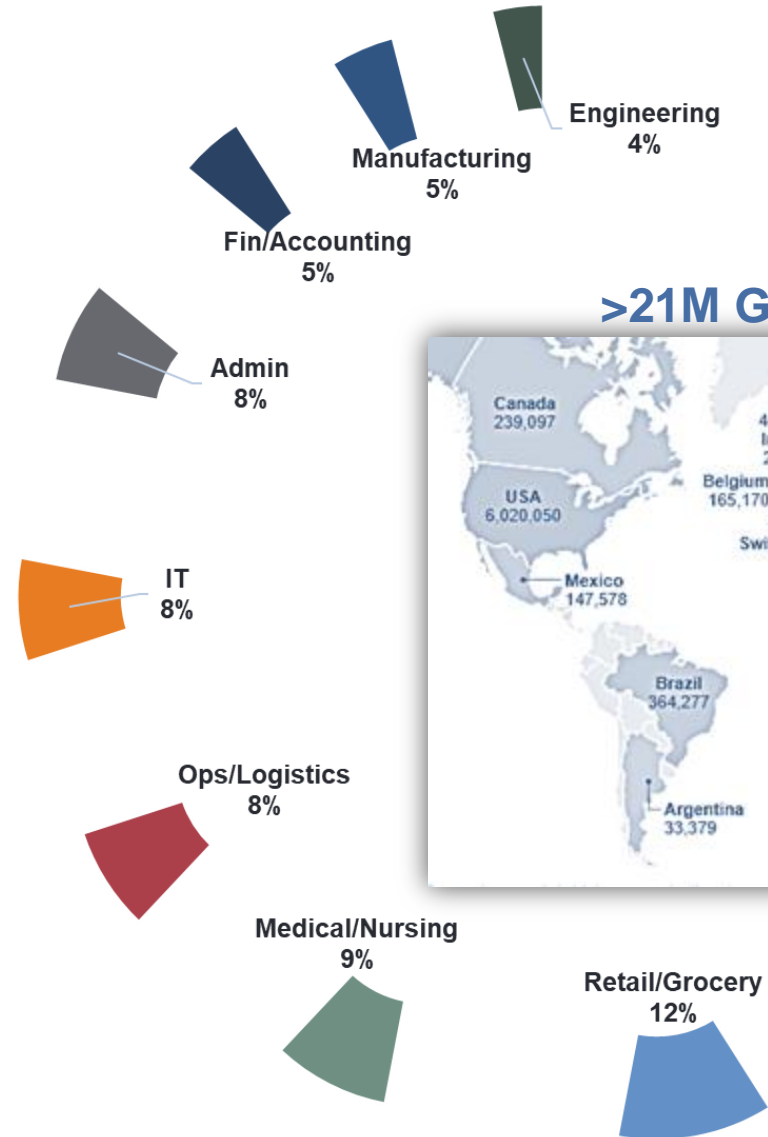
May 28th, 2020

May 28th Shifting Hiring Trends for COVID-19: Global

As Markets Reopen, Part-Time Retail & Food Prep Hiring Surges

- ❑ 66% of Jobs Available are Remote Ready
- ✓ Top Essential Roles in Demand Continue to be Nurses & Drivers
- ✓ Top Non-Essential Roles in Demand Continue to be IT and Finance, and now Include Administrative Roles
- ✓ Manufacturing is Inconsistent in Phased Reopening as Production Environments Vary in Social Distancing Requirements

>21M Global Jobs Available:

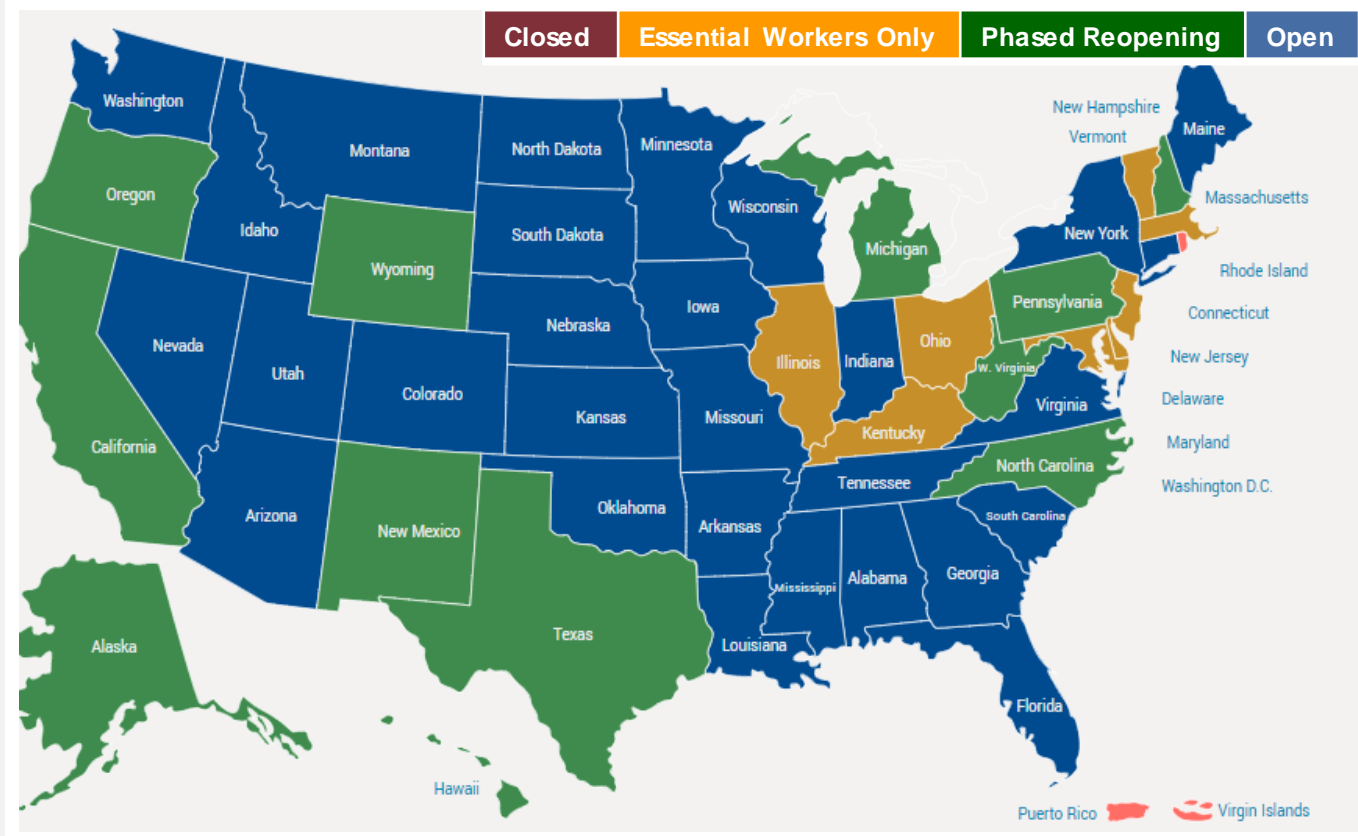


May 28th Shifting Hiring Trends for COVID-19: United States

Employers Have Two Hurdles in Plans to Return to Work and Return to Onsite

1. Competitive Compensation:
 - Offering wages below state unemployment (plus \$600 uplift) requires part-time considerations
 - Ongoing expectation of candidates for higher than pre-Covid wages while risk remains prevalent
2. Childcare Restrictions*:
 - The majority of childcare facilities and programs that have reopened have done so at limited capacity (most often 25%) with nearly 20% still closed
 - Shift flexibility to allow household childcare coverage is consistent issue for candidates

Childcare Access is Critical Factor in Return-to-Work Efforts



Source: Childcare Aware of America

*Families First Coronavirus Response Act, allows workers at employers with <500 employees up to 12 additional weeks of paid sick leave and expanded family and medical leave at two-thirds of their regular pay through 2020.

MarketWatch quantifies Impact of CARE Act on Unemployment Benefits Nationwide

68% of jobless workers would bring home *more* money from their state unemployment insurance and \$600 weekly supplement from the federal government than they would on the job

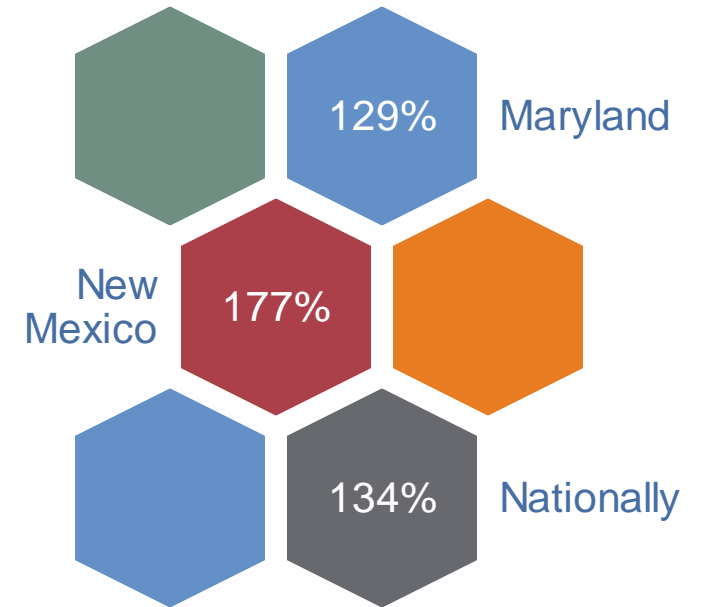
1:5 eligible workers would receive benefits that were at least double their lost earning

40% of all jobs paying less than \$40,000 per year in February were gone in March

Median earnings-replacement rate was **134%** of lost wages

35 Million Americans Out of Work

The median earnings-replacement rate of lost wages



For example, a janitor at a still-open business might not get hazard pay, but an unemployed janitor could get 158% of his or her prior wage.

<https://www.marketwatch.com/story/a-staggering-number-of-laid-off-workers-are-receiving-more-money-from-unemployment-benefits-than-when-they-were-employed-2020-05-26>