

# Shifting Workforce Trends During Covid-19

April 19<sup>th</sup> ,2021

# “New Normal” Evolving as Global Hiring Trends Rebalance

## January 2020

- 25.6M Jobs Available Globally
- 5.4% Unemployment Rate
- 14% New Jobs are Temporary
- 22% Available Jobs in TDL, Medical, & Grocery/Pharmacy
- 11% Available Jobs don't specify location

## April 2020

- 18.5M Jobs Available Globally
- 9.1% Unemployment Rate
- 26% New Jobs are Temporary
- 48% Available Jobs in TDL, Medical, & Grocery/Pharmacy
- 19% Available Jobs don't specify location

## April 2021

- 26.9M Jobs Available Globally
- 7.5% Unemployment Rate
- 19% New Jobs are Temporary
- 29% Available Jobs in TDL, Medical, & Grocery/Pharmacy
- 22% Available Jobs don't specify location

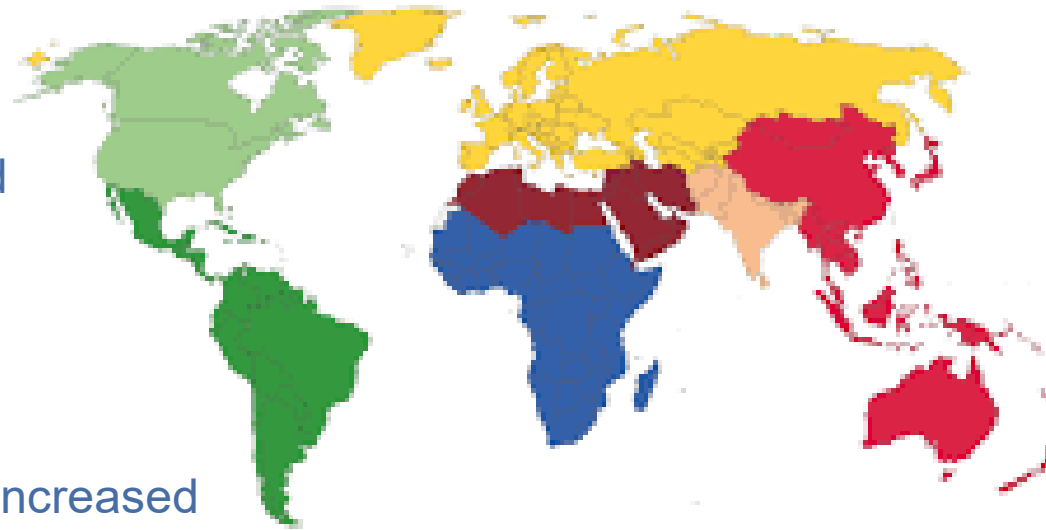
# Global Recovery Varies by Timing and Degree of Covid Impact

## North America

- **Canada** Available Jobs increased 43% YoY
- **USA** Available Jobs increased 32% YoY

## Latin America

- **Argentina** Available Jobs increased 48% YoY
- **Brazil** Available Jobs **decreased** 44% YoY
- **Mexico** Available Jobs increased 31% YoY



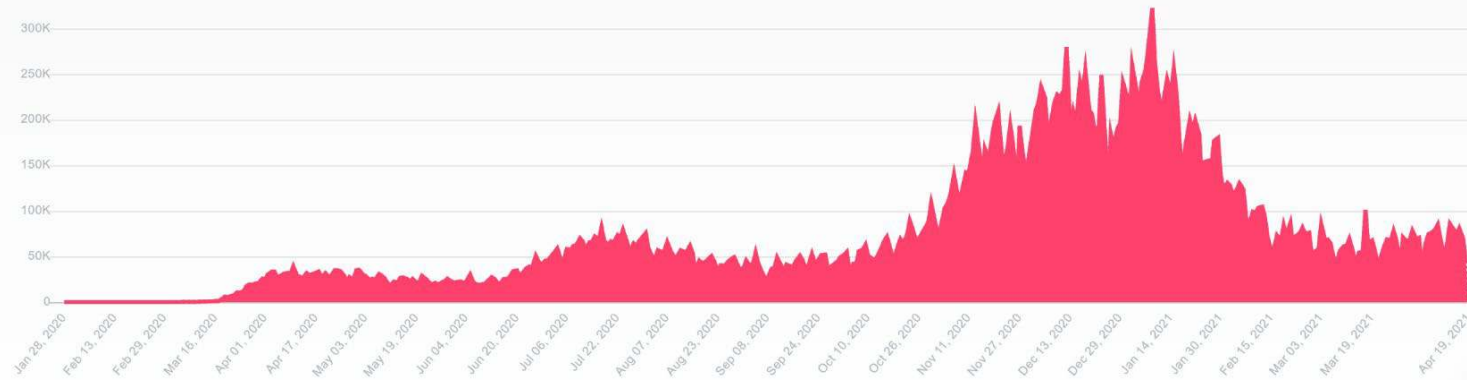
## Europe

- **France** Available Jobs increased 26% YoY
- **Germany** Available Jobs increased 21% YoY
- **Italy** Available Jobs increased 42% YoY
- **UK** Available Jobs increased 17% YoY

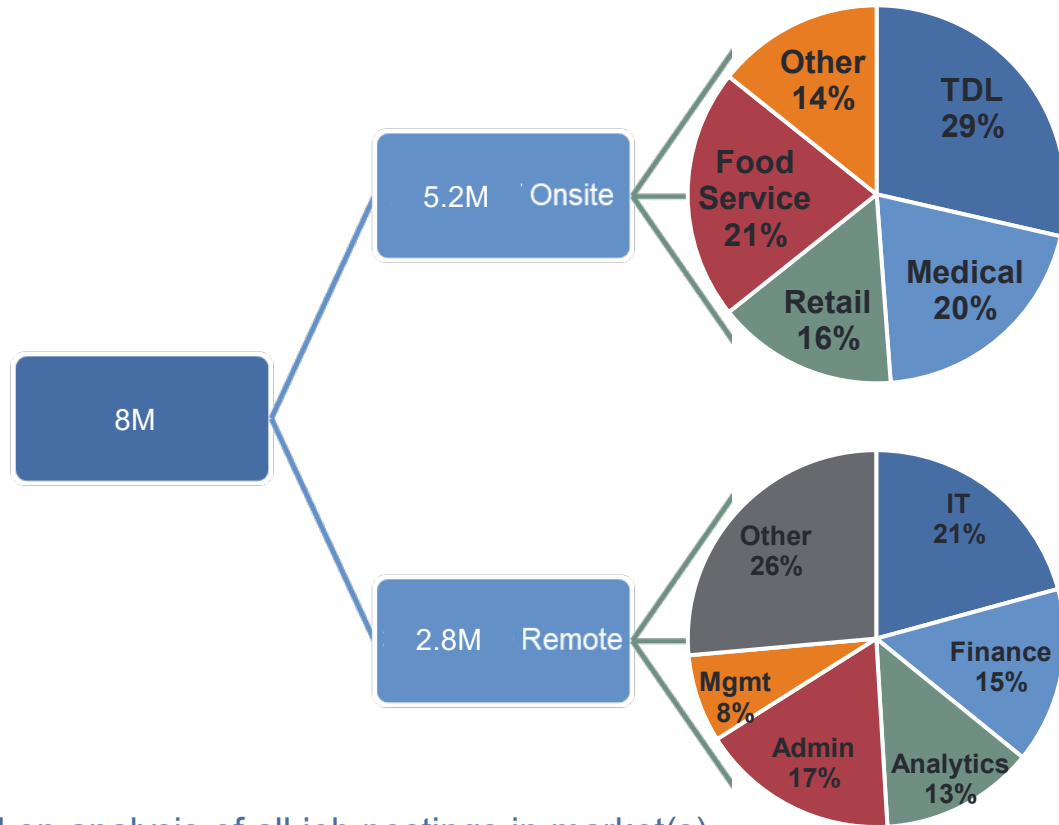
## APAC

- **Australia** Available Jobs increased 39% YoY
- **India** Available Jobs increased 28% YoY
- **Japan** Available Jobs increased 16% YoY

# April 19<sup>th</sup> Shifting Hiring Trends for COVID-19: Americas



## US JOBS AVAILABLE:

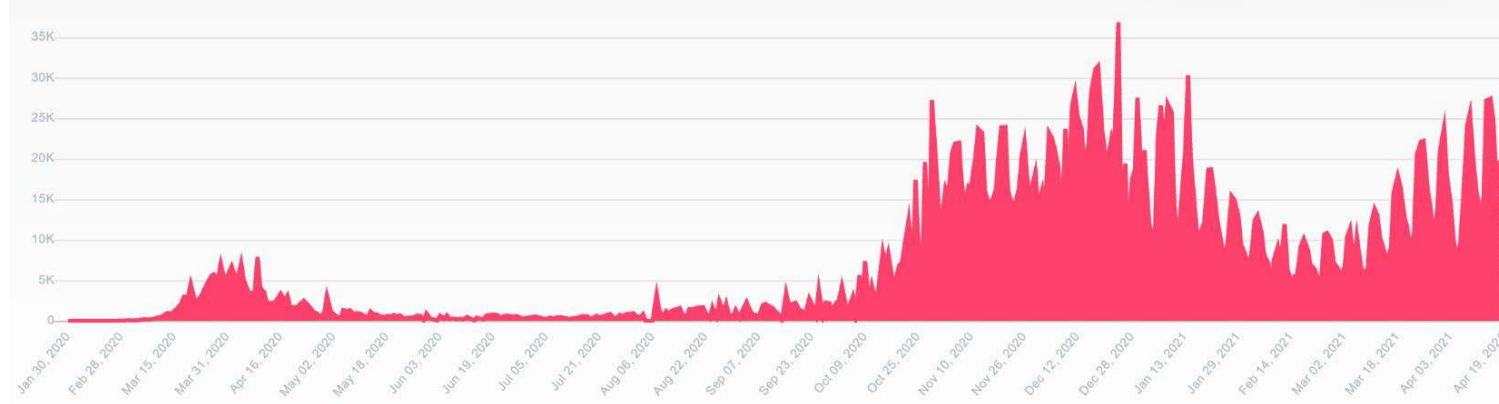


## EMPLOYMENT CONSIDERATIONS:

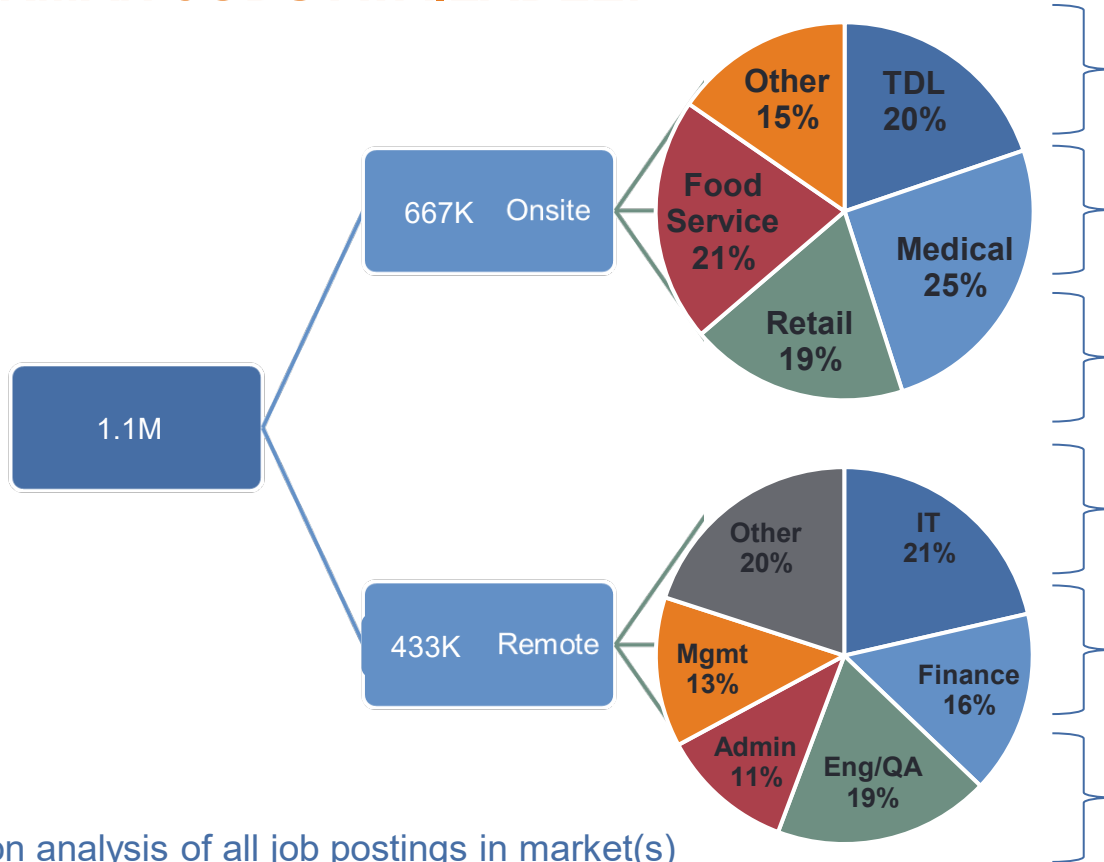
- Drug screens eliminate <5% candidates
- Criminal screens eliminate <3% candidates
- English Proficiency eliminates ~11% candidates
- Education Requirements eliminates ~14% candidates
- Credit checks eliminate <2% (expected to RISE)
- Physical Requirements eliminate 8% candidates
- Inadequate compensation drives 26% turnover
- Lack of movement drives 18% turnover
- Increased Salary drives 39% acceptances
- Upward movement drives 22% acceptances
- Remote Commitment drives 17% acceptances
- Location requirement limits 76% candidate pool

\*Based on analysis of all job postings in market(s)  
April 19, 2021

# April 19<sup>th</sup> Shifting Hiring Trends for COVID-19: Europe



## GERMAN JOBS AVAILABLE:



## EMPLOYMENT CONSIDERATIONS:

Background screens eliminate <3% candidates

Language Requirements eliminate ~7% candidates

Education Requirements eliminates ~12% candidates

Certification Requirements eliminate ~13% candidates

Inadequate compensation drives 28% turnover

Lack of movement drives 23% turnover

Increased Salary drives 37% acceptances

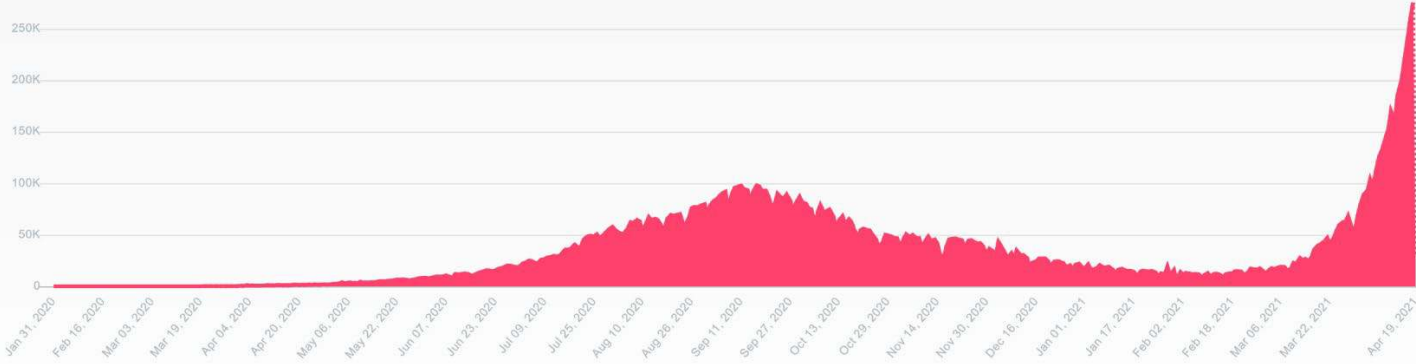
Upward movement drives 24% acceptances

Remote Commitment drives 19% acceptances

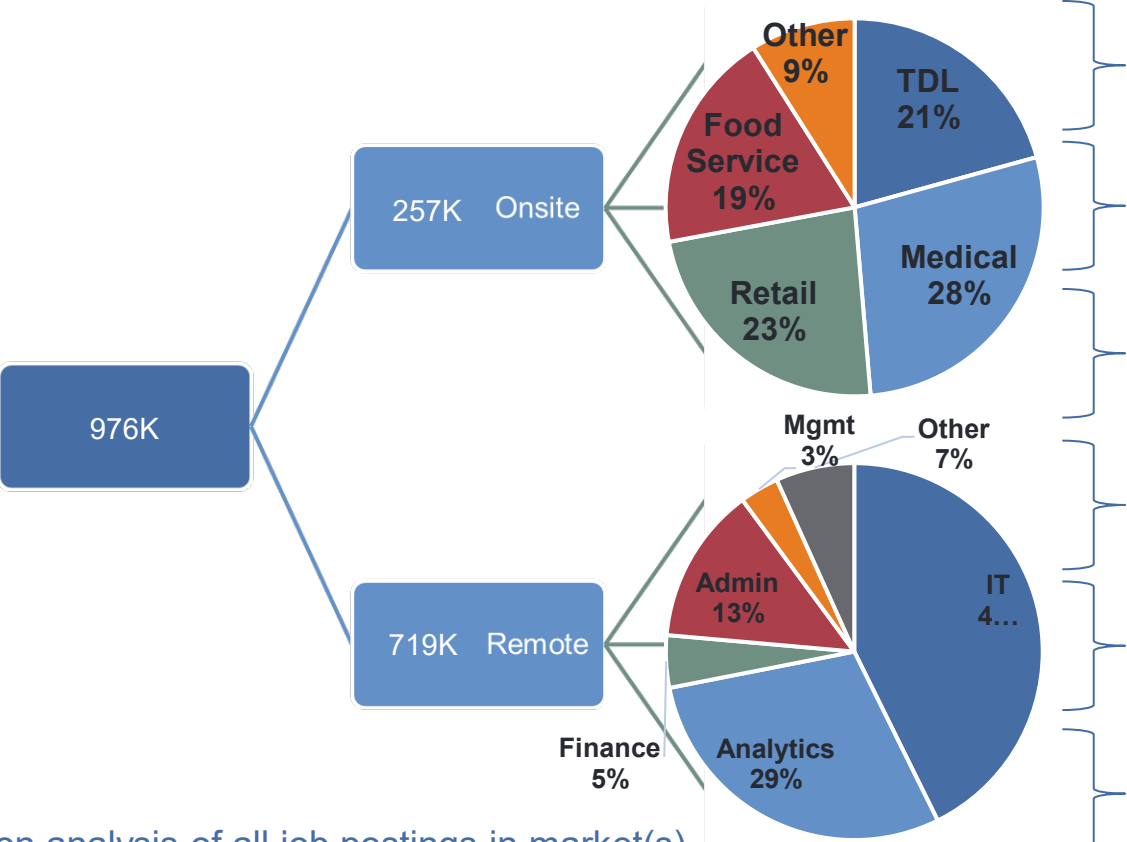
Location requirement limits 81% candidate pool

\*Based on analysis of all job postings in market(s)

# April 19<sup>th</sup> Shifting Hiring Trends for COVID-19: APAC



## INDIA JOBS AVAILABLE:



## EMPLOYMENT CONSIDERATIONS:

- Background screens eliminate <5% candidates
- Language Requirements eliminate ~4% candidates
- Education Requirements eliminates ~8% candidates
- Certification Requirements eliminate ~10% candidates
- Inadequate compensation drives 17% turnover
- Lack of movement drives 18% turnover
- Increased Salary drives 59% acceptances
- Upward movement drives 22% acceptances
- Remote Commitment drives 24% acceptances
- Location requirement limits 36% candidate pool

\*Based on analysis of all job postings in market(s)  
April 19, 2021



# Increased Global Hiring Demand Exceeds Candidate Availability

## 7.5% Unemployment

- ✓ Female unemployment is 9.1%
- ✓ 96% unemployment is Blue Collar

## 47% Jobs Available in Blue Collar

- ✓ Average turnover now 48%
- ✓ Demand increased by 281% YoY

## 53% Jobs Available in White Collar

- ✓ Unemployment <1% in IT and Finance Roles
- ✓ 67% of roles are generally remote optimal

- Reduce shift requirements
- Increase pay and incentives
- Evaluate workforce mix for employment

- Reduce time to hire
- Adjust drug/background/credit/criminal screens
- Adjust pay/bonus
- Increase shift flexibility
- Assess transportation/childcare impact

- Establish remote work strategy
- Develop return to work models
- Adjust current workforce compensation
- Identify resources for upskilling