

# Shifting Workforce Trends During Covid-19

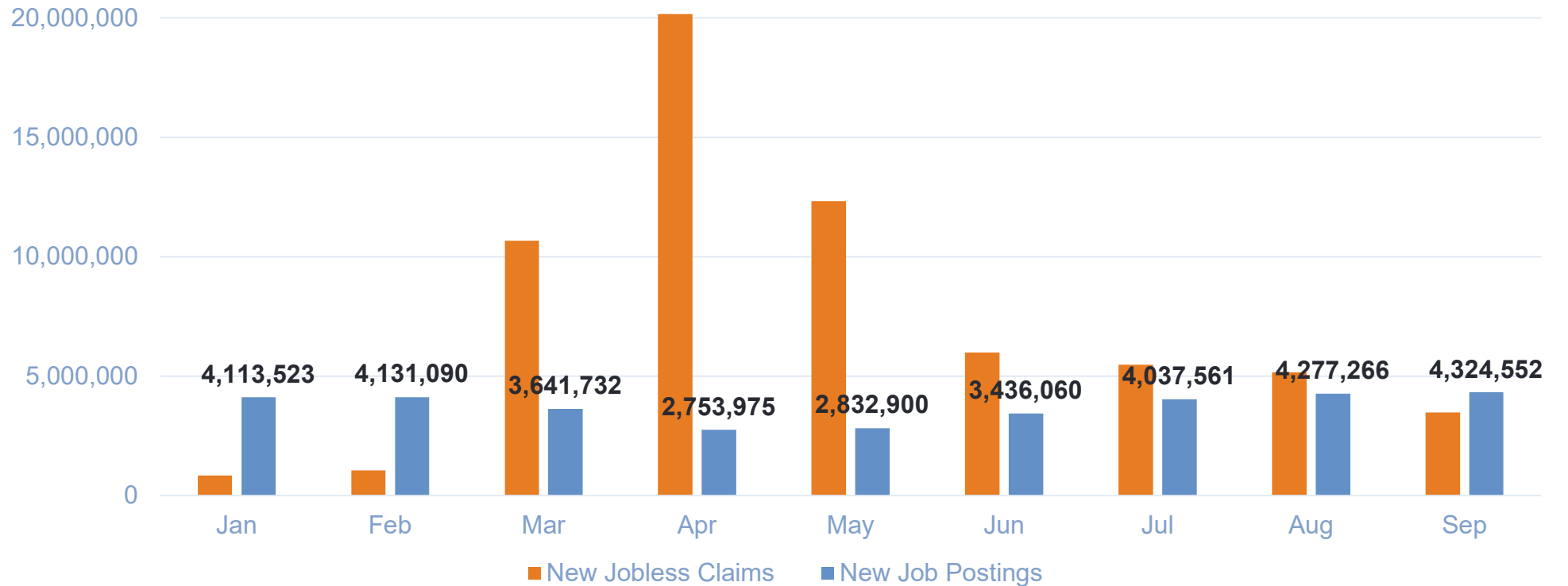
October 22<sup>nd</sup>, 2020

# New US Job Postings Exceeded New Jobless Claims in September

Monthly Comparison of New Job Postings and New Job Claims\* in 2020

September was first month that New Job Postings Exceeded New Jobless Claims since February.

New Job Postings have risen every month since April.

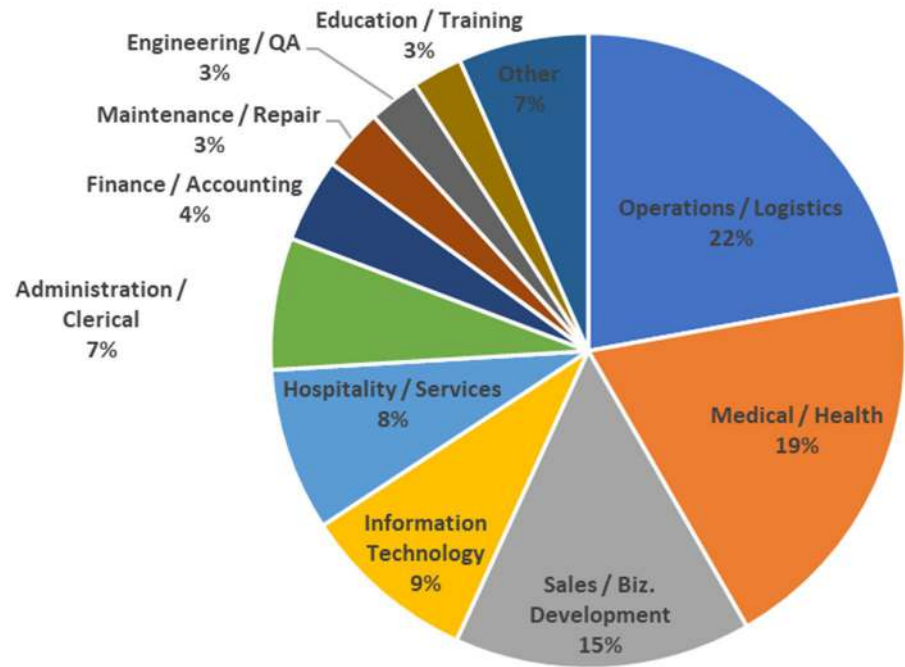


Source: Gartner's Talent Neuron and BLS

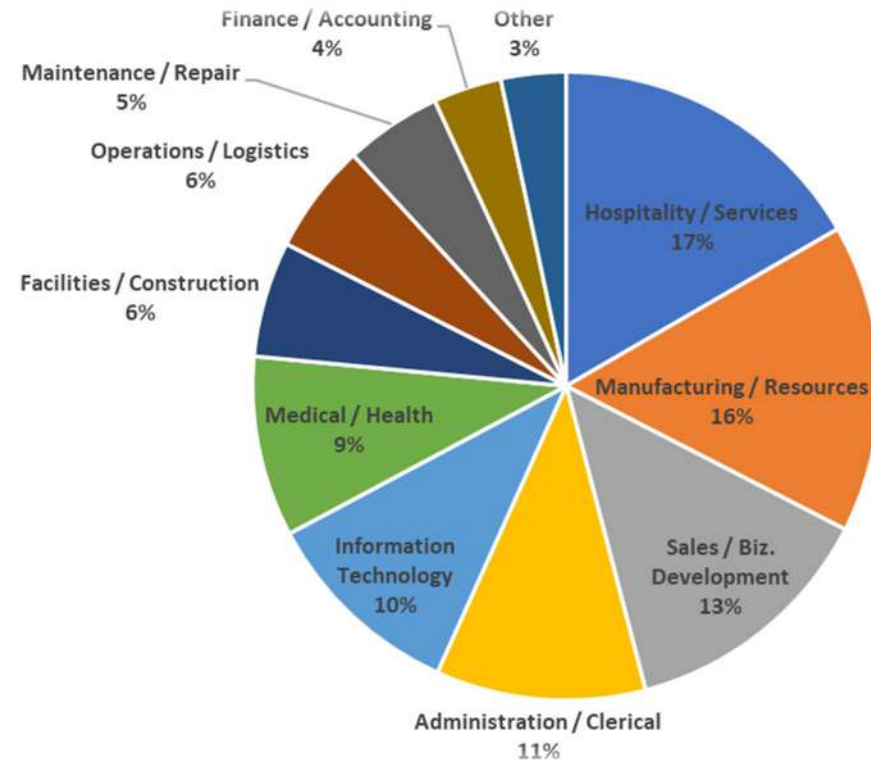
\*New Job Postings are underreported as not every opening for jobs such as Cashier or Warehouse Worker etc... are posted individually

# October 22<sup>nd</sup> Ops & Logistics Continue to Drive US Hiring Demand While Hospitality and Manufacturing Dominate Hiring in CA

Functional Breakdown of 10.9M Jobs Available in October for United States



Functional Breakdown of 400K Jobs Available in October for Canada

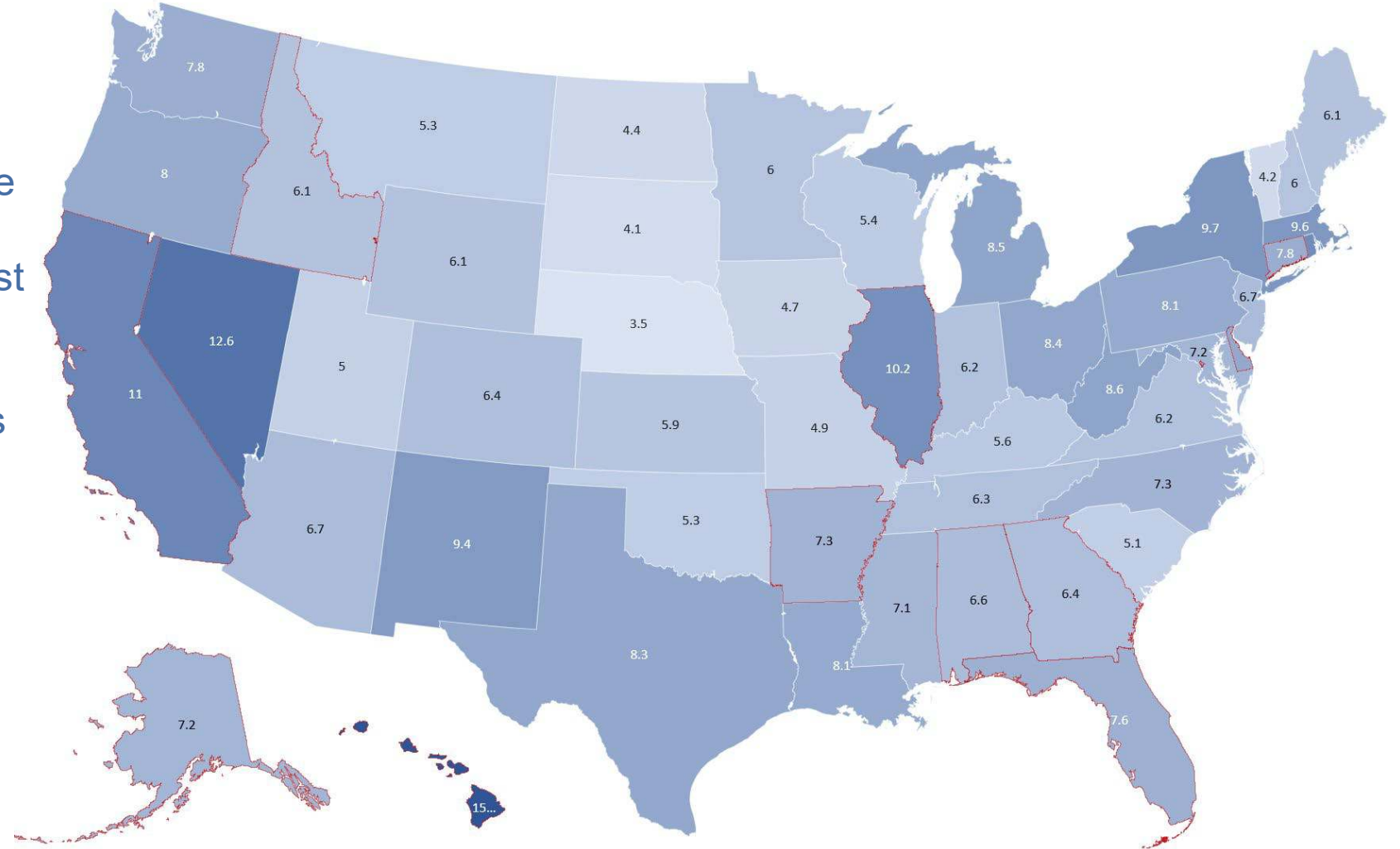


Source: Gartner's Talent Neuron and BLS

# October 22<sup>nd</sup> US Unemployment is down to 7.9% Nationally

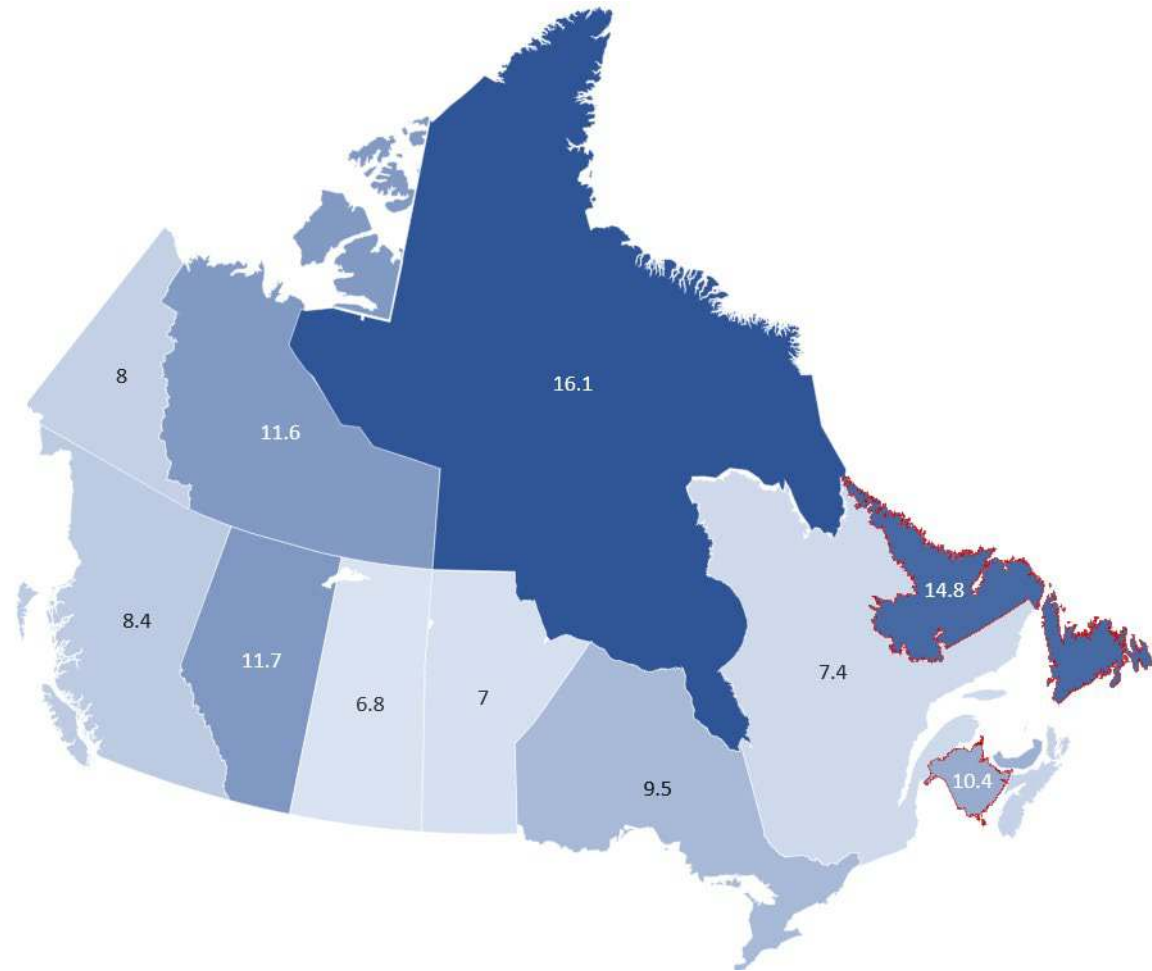
- ✓ 34 States have unemployment rates below the national average
- ✓ 37 States have reduced unemployment rates from August to September
- ✓ States who have seen slight increase to unemployment rates since August are:

- Alabama
- Arizona
- Florida
- Georgia
- Hawaii
- Idaho
- Louisiana
- Maryland
- North Carolina
- Oregon
- Texas
- Utah
- Virginia
- \*and\* Washington DC



# October 22<sup>nd</sup> Canada Unemployment is down to 9% Nationally

- ✓ 6 Provinces have unemployment rates below the national average
- ✓ 11 Provinces have reduced unemployment rates from August to September
- ✓ Provinces that have seen slight increase to unemployment rates since August are:
  - New Brunswick
  - Newfoundland and Labrador





# H1-B Visa Changes Shift Hiring Strategies of Many Employers

## New Guidelines

- ✓ Takes effect early December
  - ✓ Increased pay by US companies
    - ✓ Entry level, foreign workers would have to be paid in the 45<sup>th</sup> percentile of their profession. Up from 17<sup>th</sup> percentile currently
    - ✓ Higher skilled, foreign workers will have to be paid in the 95<sup>th</sup> percentile from the 67<sup>th</sup> percentile
  - ✓ Requires foreign workers to have a specialized degree in field of occupation to be granted a H1B visa
  - ✓ Requirement to prove “a body of highly specialized knowledge”
- ✓ IT firms account for 85,000 H-1B visas a year
  - ✓ H-1B wages have already increased from a median salary of \$78,120 in FY17 to \$90,730 in FY19.
  - ✓ In 2019, 71.7% of H-1B visa holders were from India.
  - ✓ 13% of H-1B visa holders were from China
  - ✓ Small companies will see largest impact as might be unable to compete with an increase in wages for foreign talent.

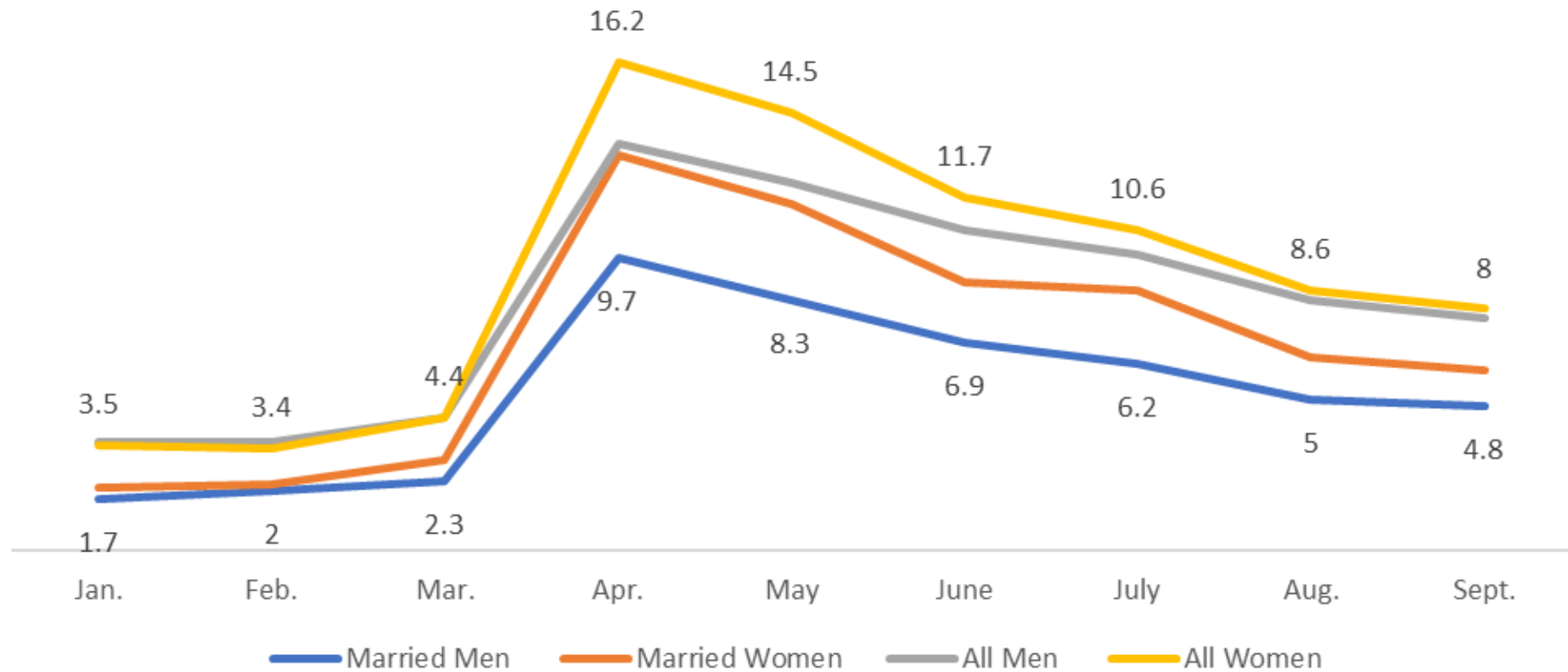
# October Unemployment Among Women Remains Higher than National Average

Breakdown of 2020 Unemployment Rates by Month



# October 22<sup>nd</sup> Single Women Have Higher Unemployment Rate

## Breakdown of Unemployment by Marital Status





# October 22<sup>nd</sup> Women Aged 20-24 Have Highest Unemployment

