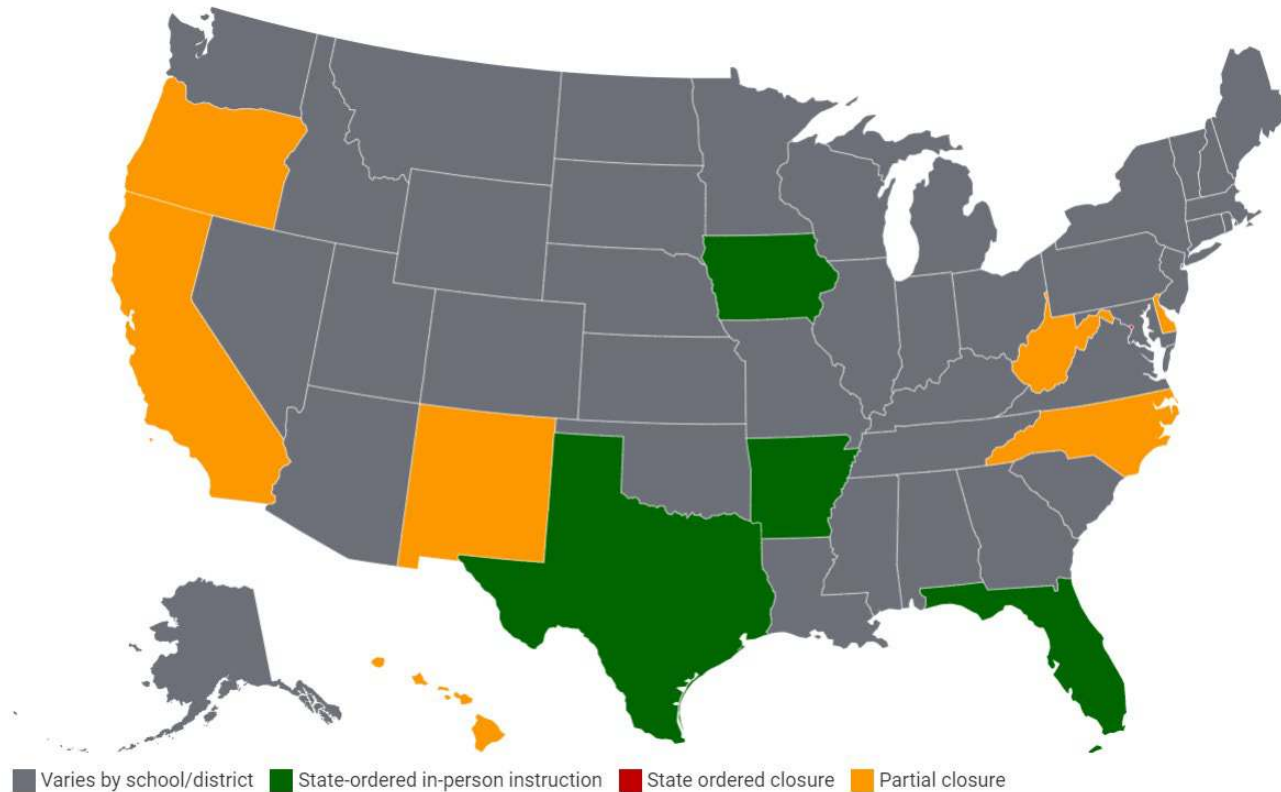


# Shifting Workforce Trends During Covid-19

October 9<sup>th</sup>, 2020

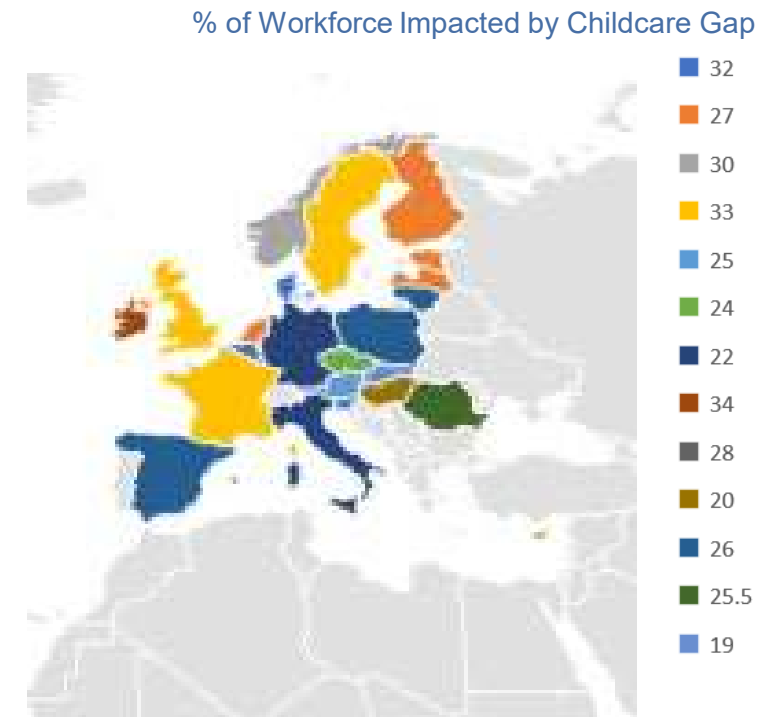
# October 9<sup>th</sup> Childcare Gap Remains Top Employment Constraint

63.2% of US K-12 Children are NOT in School Fall 2021



Source: EdWeek

Nearly 1/3 of European Workforce Impacted by Childcare Obligations



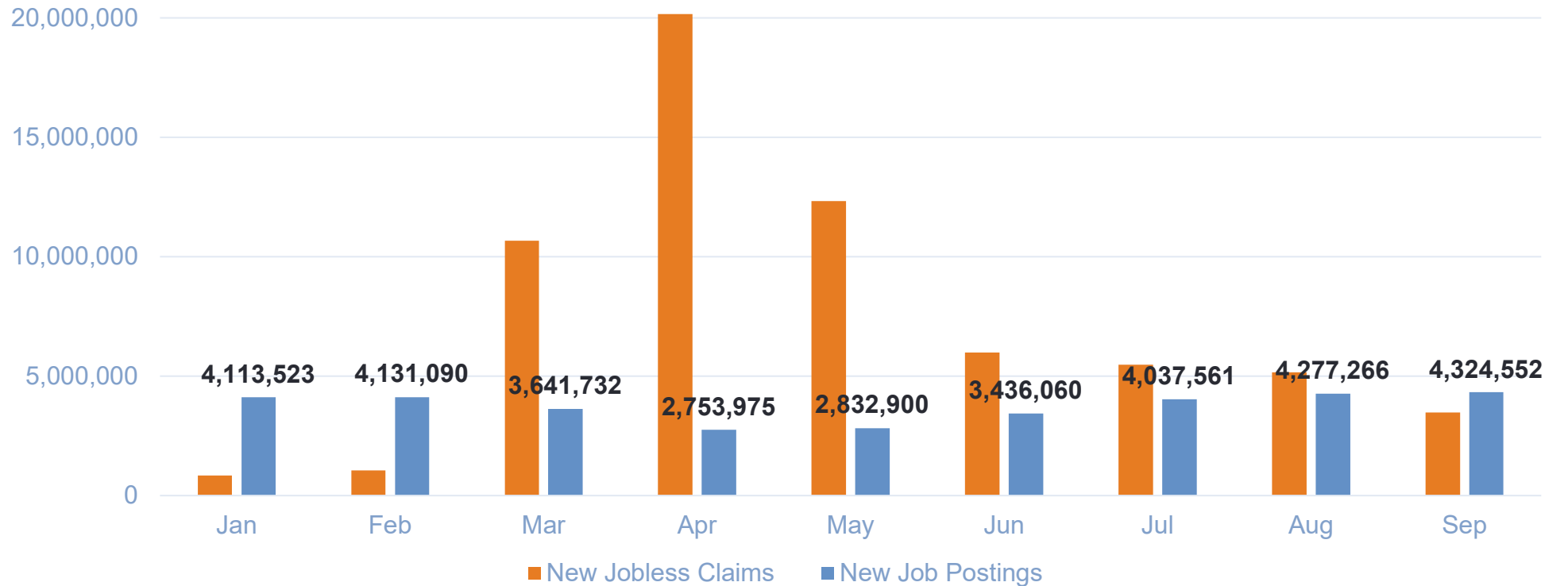
Source: Deutsche Post Foundation

# October 9<sup>th</sup> 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

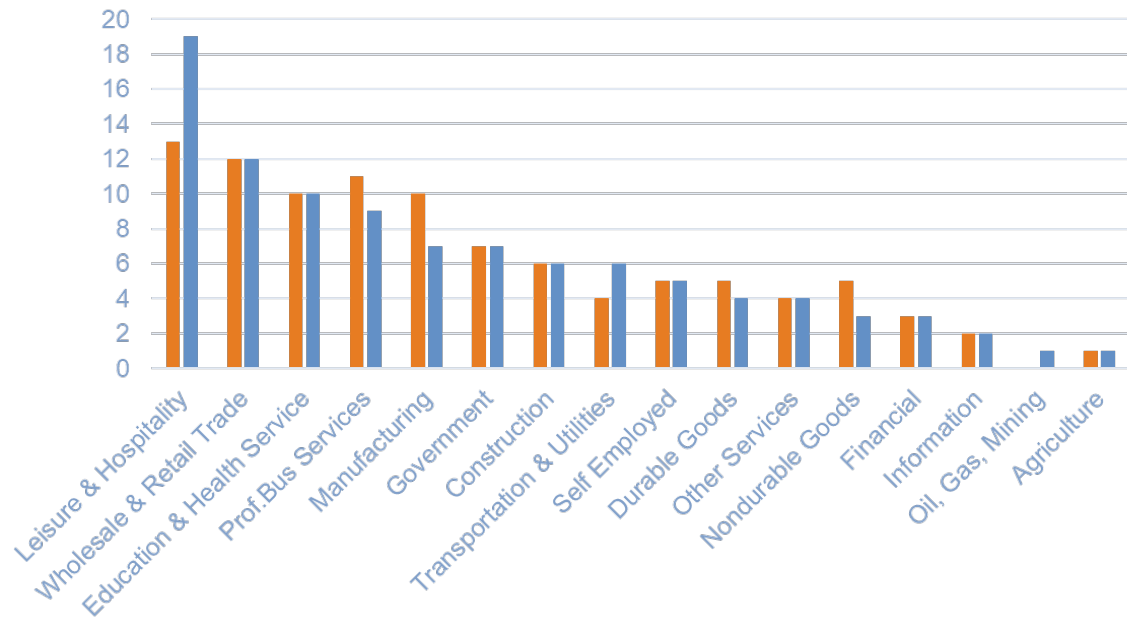
# October 9<sup>th</sup> Unemployment Among Women Remains Higher than National Average

Breakdown of 2020 Unemployment Rates by Month

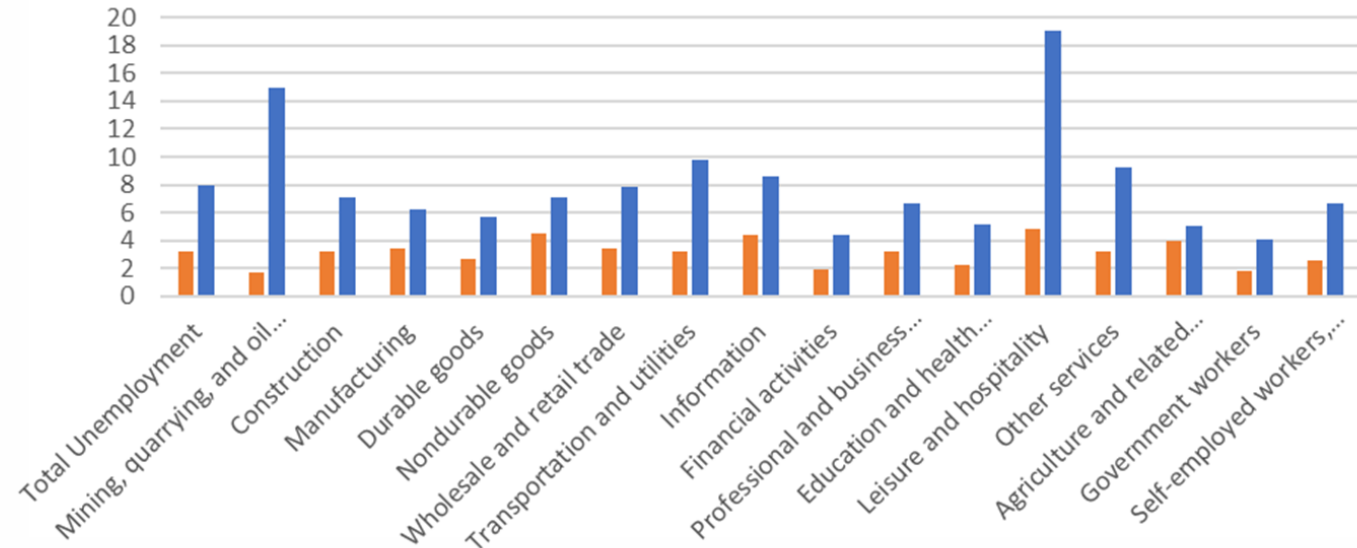


# October 9<sup>th</sup> Unemployment by Industry Shows Greatest Impact in Leisure and Hospitality

September Comparison of % Total Unemployed Persons by Industry



Comparison of YoY Unemployment Rate by Industry in September



September 2019

September 2020