



## COVID-19 Survey Results Part 2

In order to better understand how companies are managing their workforce in the wake of the worldwide pandemic, *HRO Today* is conducting a series of pulse surveys. These surveys will address a broad range of topics, from recruiting to workforce planning and operations.

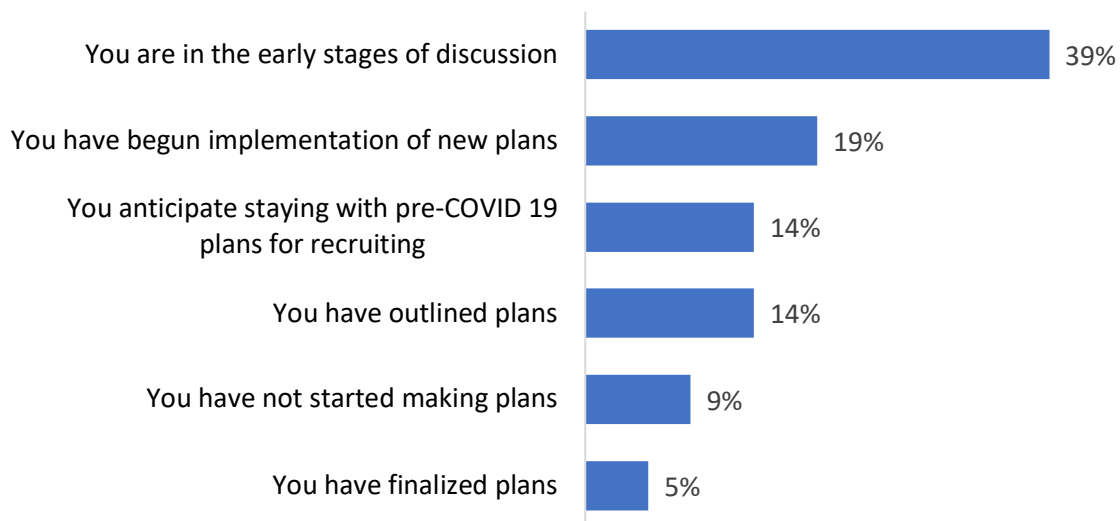
Between April 25 and May 1, 2020, a survey link was shared with a sample of the *HRO Today* network, posted on the *HRO Today* website, and shared on Twitter. A total of 60 surveys were completed. Because of the small sample size, these results should be considered directional.

### Status in Planning a Post-COVID-19 Recruiting Plan

*Which of the following statements best reflects where your organization is in planning a post-COVID-19 recruiting plan?*

There is little consistency in organizations' progress planning for a post-COVID-19 reality, even as many countries and U.S. states have begun reopening. Only 5 percent of companies have finalized plans and the largest group, 39 percent, is only in the early stages of discussion.

While nearly one in five (19 percent) have begun the implementation of new talent strategies, one in five (19 percent) have not even started making plans.



## Percentage of Remote Workforce

*Prior to the crisis, what percentage of your permanent workforce was remote?*

Prior to the pandemic, over one-quarter (27 percent) of responding companies had no remote workers, while only 2 percent had at least one-half of their workforce working remotely. On average, 10.4 percent of the workforce was remote.

*Post-COVID-19, what percentage of your workforce do you anticipate will be remote?*

Organizations anticipate a massive shift in the use of a remote workforce. Nearly 10 times as many companies plan to have at least one-half of their workforce work from home in a post-COVID-19 world as did prior to the pandemic, 2.3 percent versus 20.9 percent, respectively. On average, respondents anticipate that 28.8 percent of the workforce will be remote, an increase of nearly three times the amount prior to the pandemic.

