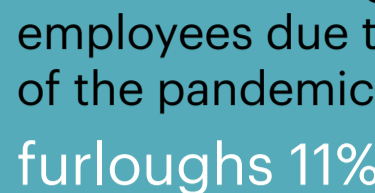


how employers are addressing COVID-19 workforce shifts.

COVID-19 has had a significant impact on employers across industries. To understand how employers are reacting to and addressing workforce changes as a result of the pandemic, we surveyed hundreds of US HR leaders. This infographic outlines key findings from the survey.

state of the market.



1 in 5 employers have either laid off or furloughed employees due to the impact of the pandemic
furloughs 11%
layoffs 9%

Among employers who reduced their workforces, the percentage of their employees impacted by the top three actions:

- laid off 14%
- furloughed 18%
- reduced hours 25%

47%

of employers have not made any hires since a national emergency was declared in March 2020



86%

of employers were not planning to make layoffs prior to the pandemic, indicating that the economy was still going strong prior to the outbreak

More than half of employers did not take any actions to avoid conducting layoffs or furloughs.

54%

redeployment/workforce management.



Top organizations understand the benefits of redeployment such as maintaining institutional knowledge, protecting their employer brands and decreasing costs associated with workforce reductions.

Fewer than four percent (3.7%) of employers have redeployed or reassigned employees in response to the pandemic, but among companies trying to avoid layoffs and furloughs, 46% used this option.



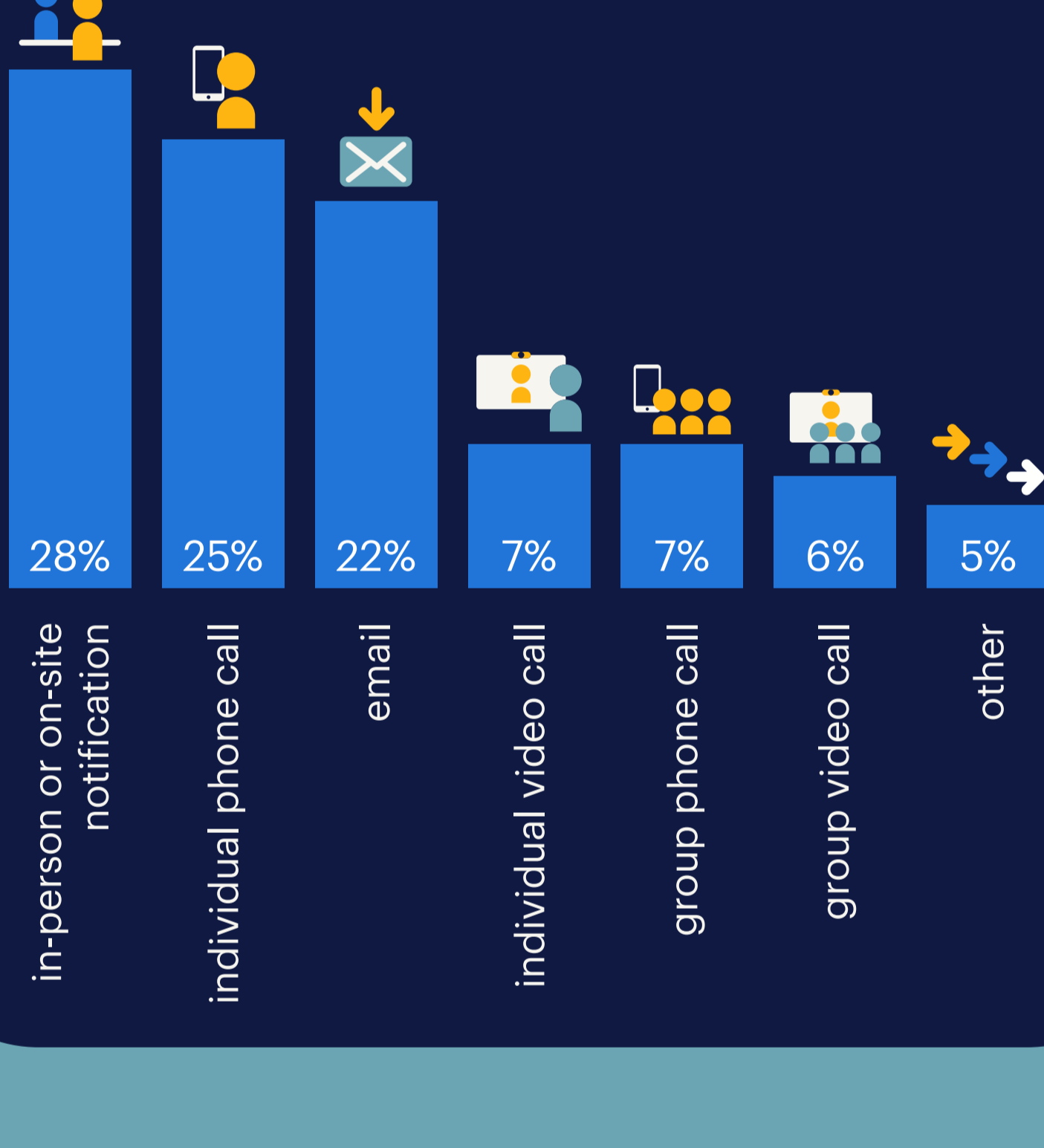
Cost saving measures employers have taken to preserve jobs include:

- hiring freezes 16%
- reducing hours 14%
- salary freezes 7%
- delaying or canceling bonuses 7%
- postponing merit increases 6%

See how redeployment solutions can help your company.

layoff communications.

How employers have shared layoff and related news with employees:



outplacement.

Top benefits employers are offering employees through outplacement services:



Top employers are embracing their corporate values and doing right by their employees by offering outplacement services, which also reflects positively on their employer brands.

See how outplacement solutions can help your company.

looking forward.

Of the respondents who have already either laid off or furloughed employees,

47% are likely to make further cuts in the next 12 months.

Find out how RiseSmart can help you prepare for unforeseen changes.

Speak to an expert.

Randstad RiseSmart is the fastest-growing career transition and talent mobility provider, and an operating company of Randstad N.V., a €23.8 billion global provider of flexible work and human resources services that helps more than two million candidates find meaningful work every year. Our outplacement, career development, redeployment and contemporary tech & touch solutions strengthen employer brands, improve retention and re-engage talent. For more information, visit www.randstadrisemart.com.