



Alaant Hiring Index – Spring 2020

Respondents: 54 Human Resource and Hiring Managers from Capital Region Companies

	Spring 2020 (in %)
Number of employees: 1-10 11-50 51-100 101-200 201+	 20 24 6 17 33
What impact has the COVID-19 pandemic had on your workforce? We have hired additional workers We have had no change in staff We have been forced to reduce staff	 13 50 37
If you reduced staff, what form did the reductions take? Furloughs Layoffs Terminations Other N/A	 26 8 1 32 33
Besides staffing, what other workforce changes have you made to address the economic impact of COVID-19? Reduced employees' hours Reduced salaries Reduced health insurance Reduced other benefits Other N/A	 20 8 0 9 59 4

<p>Is a significant portion of your staff (>50%) telecommuting as a result of the pandemic?</p> <p>Yes 85 No 13 No Change 2</p>	
<p>If yes, how has productivity been affected?</p> <p>Increased 13 Remained the same 59 Decreased 24 No response 4</p>	
<p>What is your current outlook on hiring?</p> <p>We are continuing to recruit and hire new employees 46 We are continuing to recruit, but holding off on new hires for now 15 We have put both recruiting and hiring on hold for now 39</p>	
<p>If you have put hiring on hold, when do you expect it to resume?</p> <p>Within the next month 19 Over the summer (2-3 months) 8 In the fall (4-5 months) 20 By the end of the year (6-7 months) 5 At the start of 2021 9 Other 11 N/A 28</p>	
<p>For the rest of 2020, my expectations for hiring in my business are:</p> <p>Very optimistic 11 Optimistic 31 Unsure 43 Pessimistic 13 Very pessimistic 2</p>	