



RAPID RECOVERY REPORT

IVY TECH COMMUNITY COLLEGE • MAY 11, 2020

SUMMARY

EMPLOYMENT AND WORKFORCE/EDUCATION DATA TRENDS

- The Department of Labor reports the national unemployment rate jumped to 14.7%, with 20.5 million lost jobs in April alone and widespread impact across industries including the health sector. Over 612,000 Hoosiers have applied for unemployment benefits since mid-March. Governor Holcomb's five-phase Back on Track plan calls for Phase 5 full opening starting July 4.
- Several news sources explore possible and emerging trends. For example, McKinsey & Company notes trends likely to speed up after the crisis ends include digitization and more localized supply chains and supporting talent structures. The Urban Institute has developed a valuable real-time neighborhood-level employment data tracking tool to assist with rapid recovery efforts.
- Strada's weekly national workforce and education survey suggests that finance and IT workers have the strongest interest in furthering their education and training, while personal care/service and leisure/hospitality workers are the least interested in doing so. Workers across job fields prefer nondegree or skills-based education and training over traditional two- or four-year degrees.

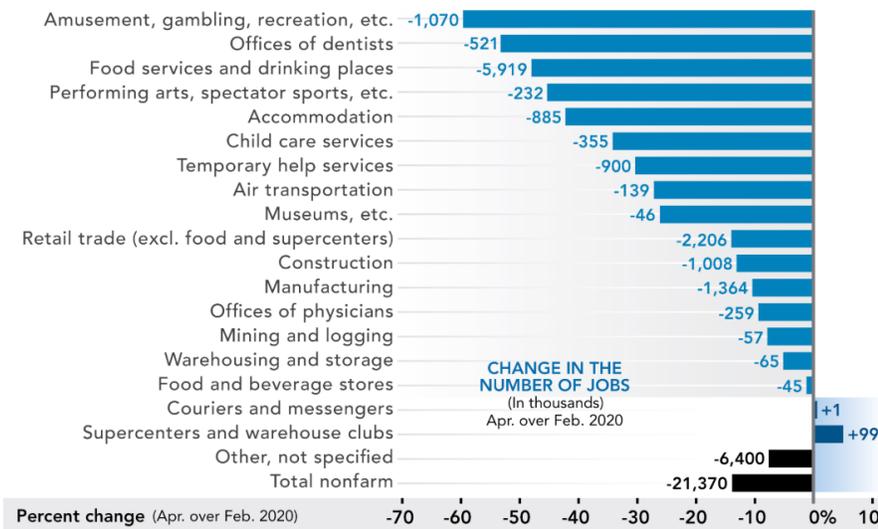
SECTOR AND REGIONAL INSIGHTS

- Advanced Manufacturing: Major employers have made their reconstitution plans publicly available.
- Business Supply Chain/Logistics: Restaurants are struggling with new constraints; massive closings are expected --up 40 to 60%--if business levels do not return to pre-COVID-19 levels by mid-June.
- Healthcare: Hospitals report that they have decreased worker hours in some cases and have redeployed staff into other positions.
- Information Technology: Much of the industry continues to post job listings and hire employees.
- Community partner organizations highlight systemic issues that must be addressed as part of workforce and economic recovery efforts, including access to technology and transportation.

EMPLOYMENT DATA AND TRENDS

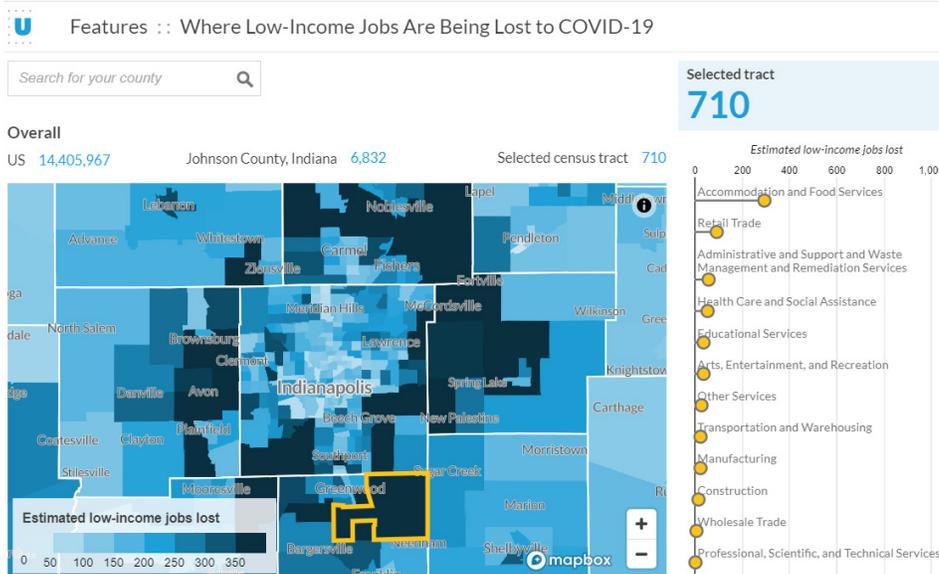
- The national unemployment rate jumped to 14.7%, with 20.5 million lost jobs in April alone, representing the highest rate and the largest over-the-month increases ever recorded by the Department of Labor.
- April’s national unemployment data show widespread impact across industries. Retail trade, construction, and manufacturing lost 4.5 million jobs—representing over 20 percent of all job losses so far. The health-care sector also lost a record 1.4 million jobs as medical facilities halted elective procedures and doctors’ and dentists’ offices closed. (Conference Board, WSJ)
- Over 612,000 Hoosiers have applied for unemployment benefits since mid-March (Indiana Department of Workforce Development). The IBJ reports the state made a record 1.4 million unemployment insurance payments in April, for a total of \$749 million.

SOCIAL DISTANCING DEVASTATES JOBS IN CERTAIN SECTORS, BUT NO INDUSTRY ESCAPES UNSCATHED



www.conference-board.org/covid-19
 © 2020 The Conference Board, Inc. Source: The Conference Board using data from the US Bureau of Labor Statistics

- The Urban Institute has developed a real-time neighborhood-level employment data tracking tool, [Where Low-Income Jobs Are Being Lost to COVID-19](#), that will be updated monthly to help organizations target local response and recovery efforts as employment conditions change.



- Governor Holcomb’s five-phase **Back on Track plan** indicates a Phase 4 opening with some limitations for all establishments by mid June, and Phase 5 full opening starting July 4. See updated graphic below.

BACK ON TRACK INDIANA PLAN EXPLAINED

KEY

 **CLOSED/VIRTUAL ONLY**

 **ESSENTIAL ONLY**

 **75% CAPACITY**

 **FULLY OPEN WITH SOCIAL DISTANCING**

 **PICKUP AND DELIVERY ONLY**

 **50% CAPACITY**

 **OPEN WITH RESTRICTIONS**

	STAGE 1: March 24 - May 4	STAGE 2: May 4 - 23	STAGE 3: May 24 - June 13	STAGE 4: June 14 - July 3	STAGE 5: July 4 and Beyond
Social Gatherings	10 People or Fewer	25 People or Fewer	100 People or Fewer	250 People or Fewer	250+ People Permitted
Facial Coverings	Recommended	Recommended	Recommended	Optional	Optional
Government Offices	Closed to the Public	Limited Public Access	Limited Public Access		
Manufacturing, Industrial					
Office Settings		Remote Work Encouraged	Remote Work Encouraged		
Retail					
Restaurants		 May 11th			
Bars and Clubs					
Gyms					
Personal Services		 May 11th*			
Entertainment and Tourism					
Religious Services		Services May Convene Following Guidelines Starting May 8th	Services May Convene Following Guidelines	Services May Convene Following Guidelines	

Note: This roadmap is subject to change based on CDC guidance and other new information. Local governments may impose more restrictive guidelines. Stage 2 will begin on May 11 for Lake and Marion counties and May 18 for Cass County.

*Visit backontrack.in.gov for more information and guidelines for reopening Indiana and industry specific guidance for face coverings, etc.



#BackOnTrack

backontrack.in.gov

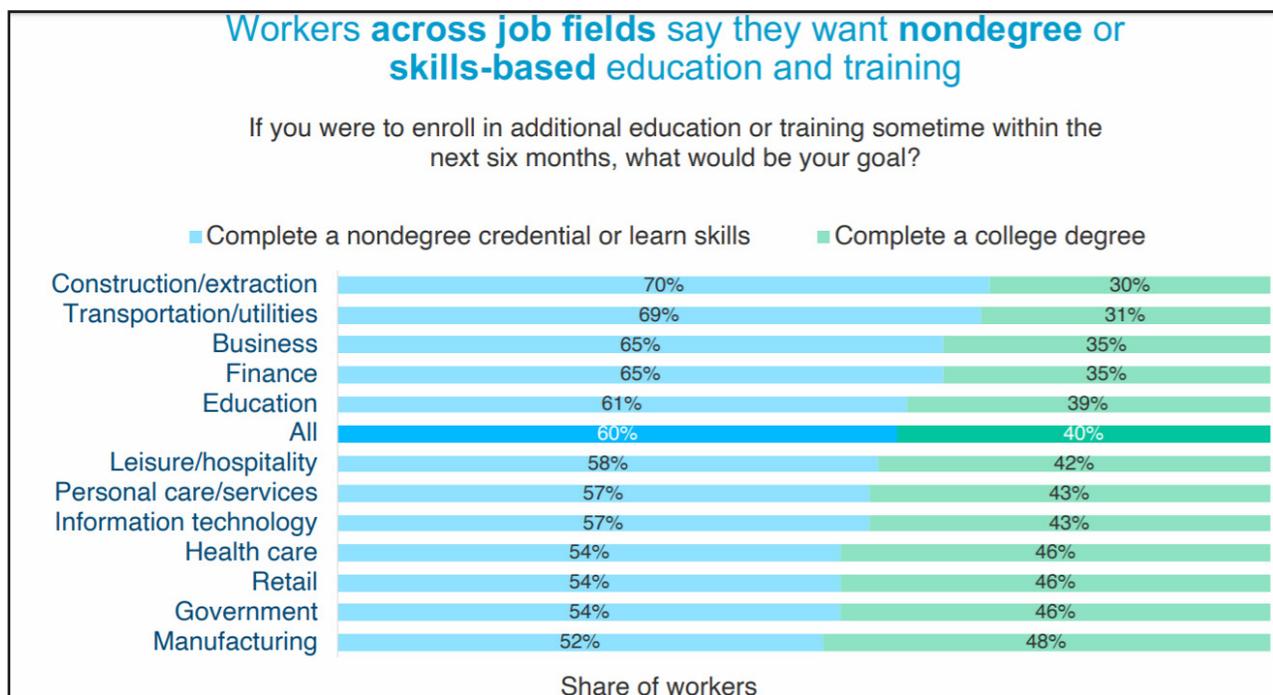
This piece was created on May 4, 2020. If you see different information published on a more recent date, please use the most current recommendations.

- McKinsey & Company suggests three skilling trends are likely to speed up after the crisis ends: greater levels of digitization, growth in digital talent-matching platforms, and a restructuring of supply chains as companies localize or regionalize them, shifting which skills are needed and where. **Longer-term educational interventions** could also focus on fundamental digital literacy and social and emotional skills workers need to stay relevant in a more dynamic and digitized labor market.
- Working from home could become permanent for employees who are able to do so. Cost reductions for employers have become drivers of the **work from home movement**.

EDUCATION AND WORKFORCE POLLING

Strada Education Network is running a weekly nationally representative survey of 1,000 people designed to track the impact of the pandemic on Americans' lives, work, and education. Among the findings in the survey's sixth week (April 30):

- Nearly half of workers in manufacturing, finance, and information technology say they would change fields if they lost their jobs; finance and IT workers indicate the strongest interest in furthering their education and training—both to change careers and to upskill within their fields.
- While personal care/ service and leisure/hospitality workers have experienced moderate to high impact from the COVID-19 economic crisis, data suggest these groups have the lowest interest in further education and training.
- Workers across job fields prefer nondegree or skills-based education and training over two- or four-year degrees.



SECTOR AND REGIONAL INSIGHTS

ADVANCED MANUFACTURING

- Major employers have made their reconstitution plans publicly available. For example, Cook's plan for getting back to full production is available by request at Community@CookGroup.com. Toyota's re-opening guidance is available through its Work Safe Playbook. Various local chambers and other groups also have compiled industry guidelines and resources on their websites.
- Echoing employer responses across the state, Ivy Tech Lake County reports one of its manufacturing clients is down 30% this month but is maintaining its current workforce. The client will continue to take resumes from students, but hiring will be spotty.

BUSINESS SUPPLY CHAIN/LOGISTICS

- Restaurants are struggling with new constraints, with low expectations until fears subside. Massive closings are expected --up 40 to 60%--if business levels do not return to pre-COVID-19 levels.
- Supply chains are still struggling to get labor levels consistent with erratic demand and supply to meet production levels. Achieving supply-demand equilibrium may be more difficult than first thought. Tier suppliers located in different metros areas or in different labor markets pose challenges as we wind up economy.
- Campuses continue to report that labor and supply chain issues are a major factor for many companies in their service areas. For example, Muncie indicates a food manufacturer is concerned the facility may need to shut down because workers are afraid to come to work and are calling off, forcing production and timeline challenges.

HEALTHCARE

- The health-care sector nationwide lost a record number of jobs as medical facilities halted elective procedures and doctors' and dentists' offices closed due to the pandemic. In Indiana, hospitals report that they have decreased worker hours in some cases and have redeployed staff into other positions.

INFORMATION TECHNOLOGY

- Despite the pandemic and looming recession, much of the tech industry continues to post job listings and hire employees. Many companies are even planning to continue offering summer internships, though with a work-from-home twist. Apple, Amazon and Microsoft each list at least 2,000 open jobs on their respective sites, and the companies all say they're still hiring. Google has said it will reduce investment in new hires for the rest of the year, in part because of a slowdown in advertising revenue. Facebook, also hit by an ad crunch, said it plans to hire 10,000 people across its tech and product teams in 2020.
- Developers in the Codementor and Arc communities, which include more than 500,000 developers across the globe, are offering to help with projects designed to combat the coronavirus pandemic. The goal of "[Code Against COVID-19](#)" is to connect organizations in need of development help for their projects directly with mentors and freelance developers
- Salesforce on Monday unveiled a website --[Work.com](#)-- it says can help guide businesses as they look to return from work-at-home orders and deal with disruptions caused by the COVID-19 outbreak.

COMMUNITY PARTNER PERSPECTIVES

- Community-based organizations such as Shepherd's Community in Indianapolis have highlighted systemic issues that must be addressed as part of workforce and economic recovery efforts. These include ensuring internet connectivity and access to technology devices to facilitate communication and enable people to potentially work from home; expanding transportation options, possibly through creating jobs with Uber/Lyft opportunities; expanding medical clinics, telemedicine, and pop-up clinics to address medical deserts; exploring how to best work with government to supplement those who may not start with full-time employment; connecting employers who want low-skill employees and then remove employee barriers to working (which include technology, transportation, health care, etc.); addressing the "welfare cliff" by ensuring that people are not risking harming their families by losing needed benefits if they take a job that might not pay enough or provide insurance.
- Various campus partners report that laid-off workers are afraid to return to work; they want to know what employers are doing to ensure safety. People experiencing job loss for the first time do not know how to navigate the system.

OTHER ITEMS OF NOTE

- The Institute for Career Development (**ICD Learning**) is a training benefit for members of the United Steelworkers. It is based in Merrillville and serves 60 locations/organizations throughout most of the Midwest. They are looking to send training resources to their members. Many are laid off and will have the time for training.
- The Indy Chamber, EmployIndy and Ascend Indiana are collaborating on a new service to address unemployment in the regional workforce due to COVID-19. **Rapid Response Talent** combines existing services and focuses on the skills of those seeking jobs and organizes a talent pool for employers. The new service adds to the Chamber's established Rapid Response Hub, where small business owners can find resources and financial assistance.
- Hoosier Heartland ISBDC has indicated they have approximately \$200,000 in left over CARES act funding to be used within the region. Ivy Tech Kokomo joined an advisory group to look at how that funding could be used. Employee/Employer training is one area that will be explored.

COMMUNITY ENGAGEMENT/TRAINING DEVELOPMENT

- **Virtual job fairs gaining traction.** The Fort Wayne, South Bend and Valparaiso campuses collaborated to host a virtual job fair on May 6 with 197 registered students and 25 employers. Using the CareerEco website, the event featured monitored chat rooms for successful interactions between employers and students. Madison campus completed its second virtual job fair on May 7 via Zoom breakout sessions for individual employers, with a total of three employers and five job seekers in attendance.
- **Pathways for Investing Value and Opportunities in Talent (PIVOT-20).** Ivy Tech Muncie is beginning to market and introduce a rebound from COVID-19 to PIVOT-20 course offerings. With this initiative, the campus has developed noncredit and credit credential packages to help those under-employed and unemployed individuals in the Muncie service area. Based on conversations with employers and some unemployed workers, Muncie staff noted a general concern about how someone who has worked in the same position for many years without any issues is now facing unemployment. These individuals don't see themselves as lacking skills, but rather as hardworking, reliable, dependable, loyal people--willing to work. They believe a credential will help validate their ability to prove their skills set. Some individuals are looking for career changes as well.
- **Digital skills training.** Campuses including Lawrenceburg report community discussions on Adult Education and how help with barriers including digital skills, Wi-Fi, and childcare. Lawrenceburg will be supplying social media and website building training through the Ripley County Chamber during the month of May.
- **Partnering to help meet workforce needs for National Guard stay in place shelters.** Ivy Tech Anderson reports a current need for 30 staff to run the nearby facility. More facilities will open statewide and the opportunity exists for other campuses to partner in a similar fashion across the state.
- **Exploring expansion of Amazon AYD partnership.** Ivy Tech systems office, Indianapolis, and Sellersburg campus staff are working with Amazon, a current statewide Achieve Your Degree partner, to explore how to help tailor program offerings through Amazon's Career Choice program and to build a sustainable pipeline for other employers with the support of Ivy Tech's new Career Coaching and Employer Connections (CCEC) model.