

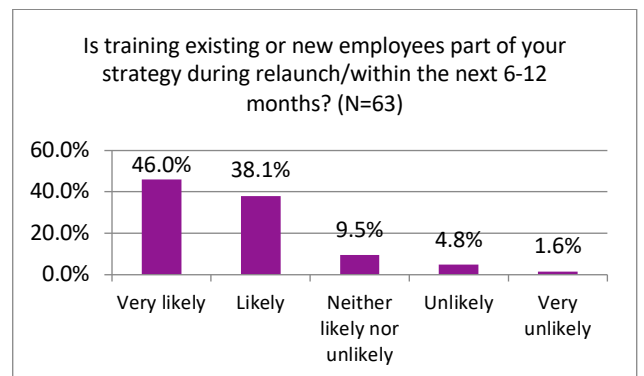


The FutureMakers Coalition conducted a poll of Southwest Florida Human Resource departments in May-June 2020 in order to better understand the COVID-19 issues and challenges affecting their current workforce needs during relaunch or within the next 6-12 months. Sixty-three businesses responded to the poll. The results are presented below.

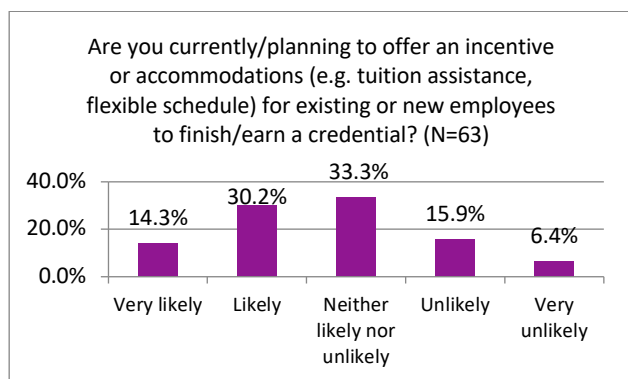


Approximately 76.2 percent of responding employers reported that it is Very Likely or Likely that hiring new employees is a priority during relaunch or within the next 6-12 months.

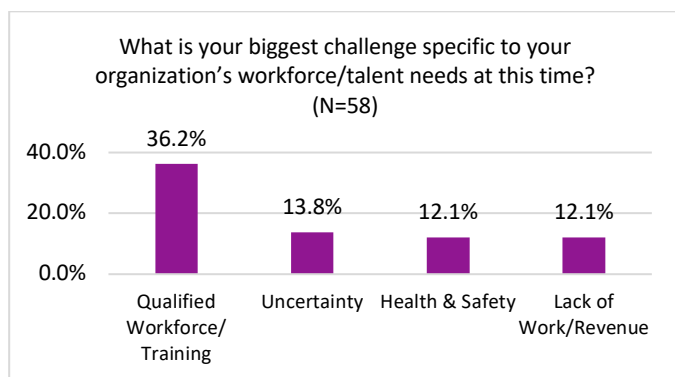
Just over 84 percent of responding businesses indicated that it is Very Likely or Likely that training existing or new employees is part of their strategies during relaunch or within the next 6-12 months.



Approximately 44.5 percent of responding organizations reported that they are Very Likely or Likely to currently offer or are planning to offer incentives or accommodations to existing or new employees to finish or earn a credential. One-third of employers are neutral (Neither likely or unlikely) to offering incentives or accommodations to finish or earn a credential.



Almost half (49.3 percent) of responding employers reported that they are Unlikely or Very Unlikely to adapt childcare offerings or to explore new ways to meet the childcare needs of employees to facilitate a return to work.



Finally, the Human Resource Departments were asked an open-ended question to identify the current, biggest challenge(s) specific to their organization's workforce or talent needs. Their replies were then sorted into several broad categories. The top four categories are presented in the chart. Approximately 36.2 percent of the responding businesses indicated that finding, hiring, and training a qualified workforce is their biggest challenge.

Even during the current economic uncertainties resulting from the COVID-19 health crisis, the workforce needs of Southwest Florida businesses are very similar to their pre-crisis needs: gaining access to a skilled and sustainable talent pipeline. Unfortunately, unmet childcare needs faced by returning employees during relaunch or in the next 6-12 months may be introducing an additional hurdle to the region's employers. The FutureMakers Coalition understands that employers must draw from the region's talent pool and focuses on changes to the system to connect the untapped workforce with the education and training to fill in-demand jobs by removing attainment barriers and creating a culture of career exploration and aspiration from an early age.