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A (Nearly) Post-Pandemic Workplace

In a (nearly) post-pandemic workplace, leaders agree that most aspects of business will look slightly different.

With an emphasis on diversity, new mental health initiatives, and fresh perspectives from talent in new roles - the future could very well look bright after a rough period.



To gain perspective on how HR leaders can prepare for what's to come, we compiled recent data and trends on the current state of our (nearly) post-pandemic workplace.

Industry

Who was most impacted?

Considering lost jobs since February 2020, Leisure and Hospitality, Government, Education, and Health Services were impacted the most.



The **most significant jobs gains in 2021** were in the sector most hurt: leisure and hospitality employment increased by 280,000 in March.

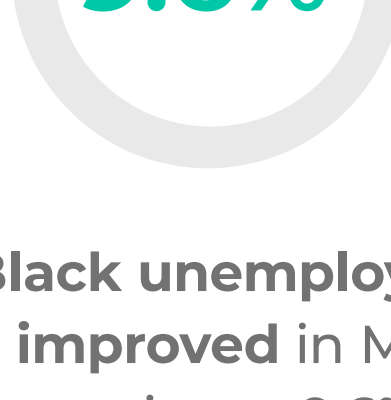


Even with this improvement, leisure and hospitality employment — the lowest-paid sector in the U.S. economy — **is still down 3.1 million jobs** since February 2020.

The fastest growing industries in 2021 are:

- Information technology
- Construction
- Drink manufacturing
- Personal services
- Direct retail

Race and Ethnicity



The **Black unemployment rate improved** in March but remains at 9.6%, far higher than other groups.



For white workers, the **unemployment rate fell to 5.6%** in February.



57% of employees think their company **should be doing more to increase diversity.**

Gender

Female workforce participation has dropped to 57%—the lowest level since 1988.



Unemployment for women peaked at 15.8% in April 2020, more than 2 percentage points above that for men.

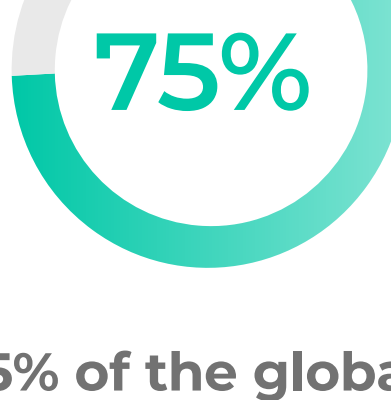


Unemployment for women **remains 1.9 percentage points above the pre-pandemic level.**

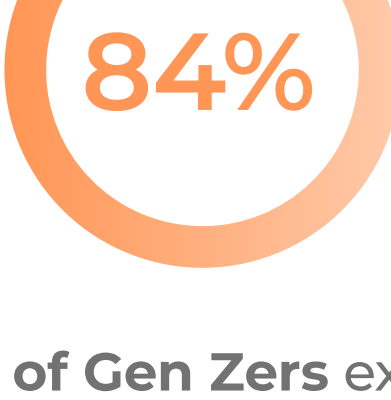
Since the onset of the pandemic, **400,000 more women than men** have left the workforce.

Generational

New entrants to the workforce (18 to 24 years of age) have the highest unemployment rate of any age bracket, while re-entrants reflect the disproportionately high exit rate of women from the workforce.



75% of the global workforce will be Millennials by 2025.



84% of Gen Zers expect their employer to provide formal training.



60% of workers report witnessing or experiencing age discrimination.

5 Noteworthy Trends

1

Hiring New Perspectives

59% of companies were driven to layoffs in 2020. In 2021, a growing share of business leaders will look to refill these lost roles. The large number of talent in the job market gives companies a rare opportunity to fill openings with new perspectives.



2

Addressing and Prioritizing Diversity

Diverse teams are 70% more likely to capture new markets and are 87% better at making decisions. Expect more companies to prioritize diversity for their own benefit and to align themselves with social disparities that came to light in 2020.



3

The Next Wave in Flexibility

Remote work became commonplace in 2020, and the new wave of flexibility will focus on when employees work. Within the last year, 36% of high-performing employees worked a standard 40-hour workweek.



4

Expanded Mental Health Support

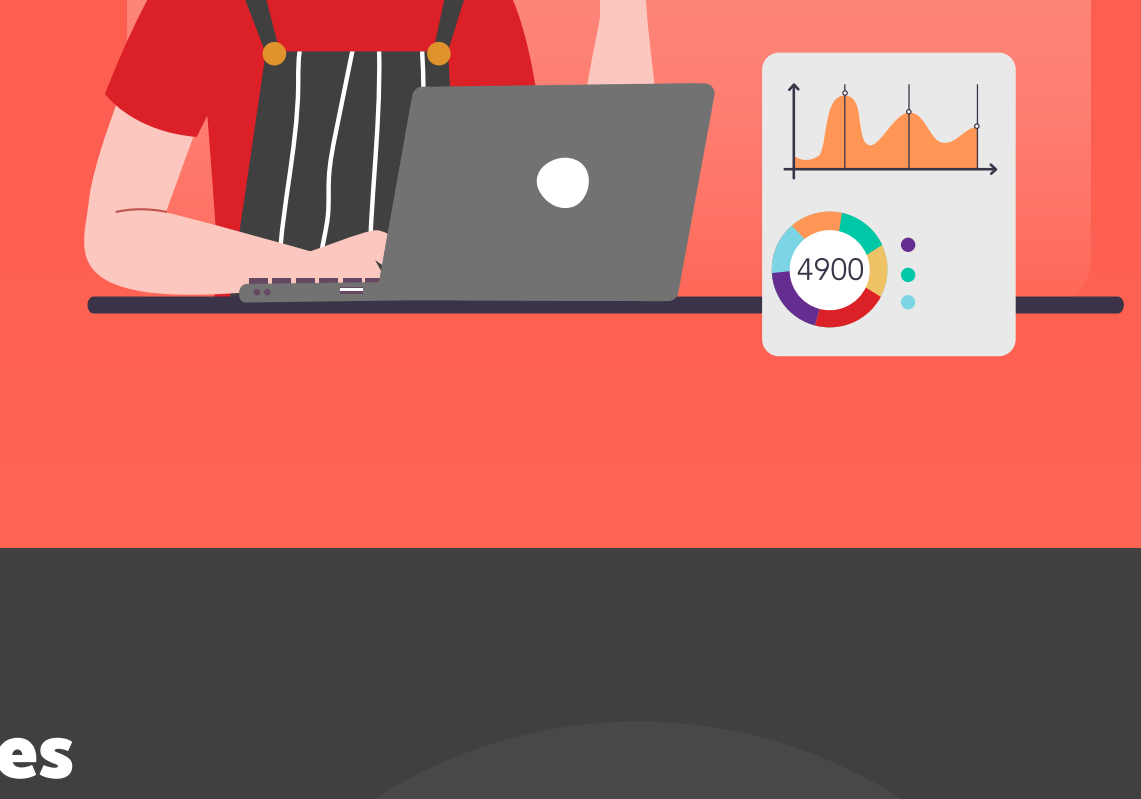
68% of organizations had introduced at least one new wellness benefit to aid employees during the pandemic. Sales of both meditation apps and home fitness gear surged. At this moment, companies are widening their view of wellness and extending more support to help employees de-stress.



5

Rethinking Productivity

As the location of employees shifted to their homes, organizations will take this period as an opportunity to rethink other aspects of their business. Leaders are focused on following best practices, surveying their employees for their perspective, and exploring how they can reclaim culture from afar.



Sources

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