

SURVEY RESULTS: THE FUTURE OF WORK

A report on companies return-to-work policies, COVID screening and prevention procedures, and other market information.

REPORT HIGHLIGHTS



COMPANY DEMOGRAPHICS

Size, industry, current working situations, and return-to-work plans



COMPANY COVID POLICIES & PROCEDURES

Screenings, visitation policies, and vaccination incentives and requirements



CANDIDATE INSIGHTS

Assignment interest, expected pay, vaccination requirement impact, and remote work



WE ARE HERE TO SUPPORT YOU.

As we all navigate our new normal, new variants of the Coronavirus, and vaccination mandates and requirements, High Profile is committed to providing you with the best service possible. We recently conducted an anonymous survey to collect data surrounding our clients' return-to-work policies, COVID screening and prevention procedures, and additional market information to aid you and your team in the coming year.

The following statistics are compiled from our clients, spanning many industries, company sizes, and departments. We have included information taken from a candidate survey in order to help our clients in their hiring efforts in 2022.

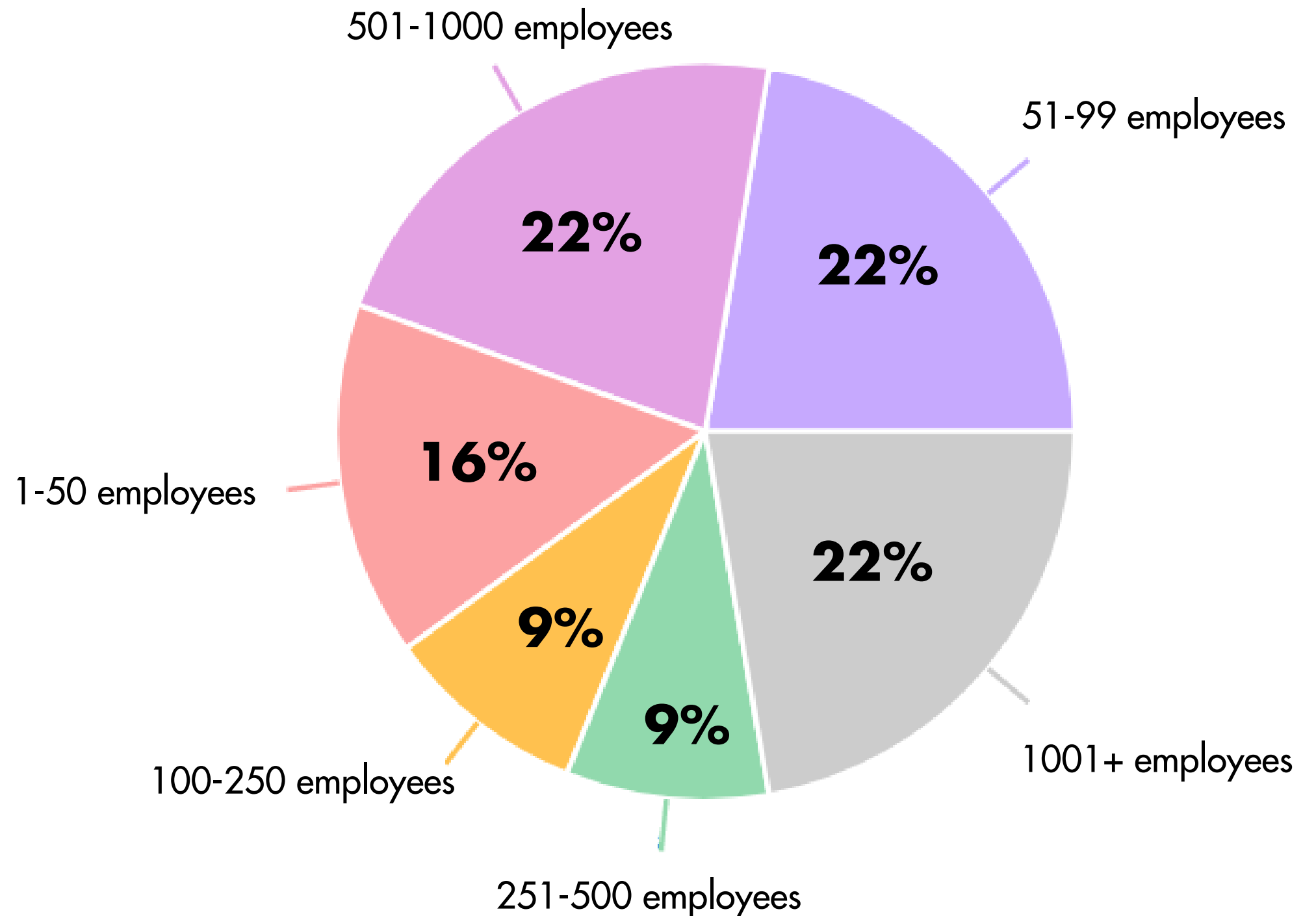
Bronwyn Allen, CEO & President

Company Size

Our clients range among a variety of different company sizes. The majority of respondents show to be in the "large" company (250+ employees) categories.

Our statistics show that, of the companies falling in the "large" category, 44% have at least 500 employees, and almost a quarter (22%) have over 1,000 employees.

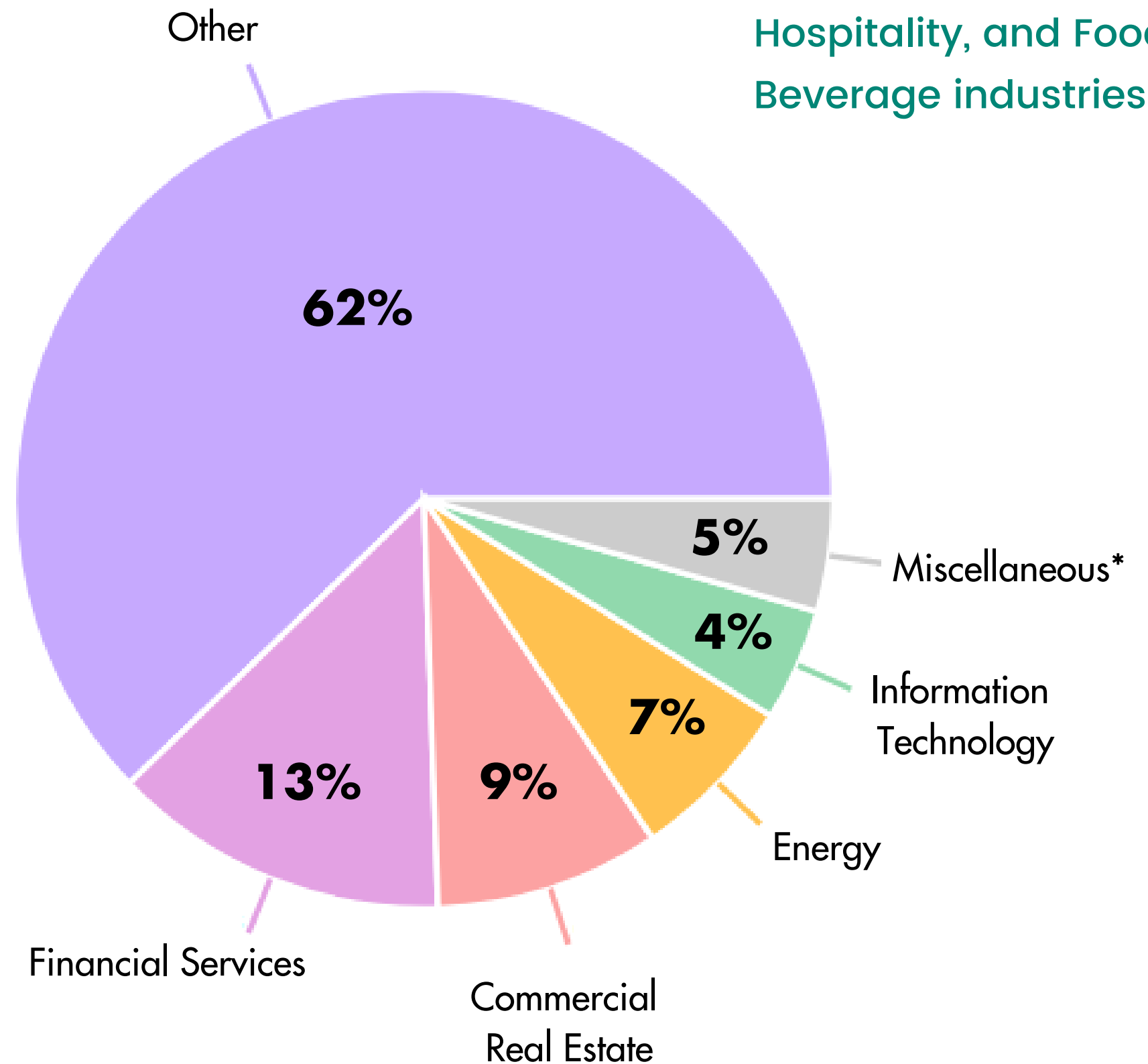
"How many employees are in your organization?"



Company Industry

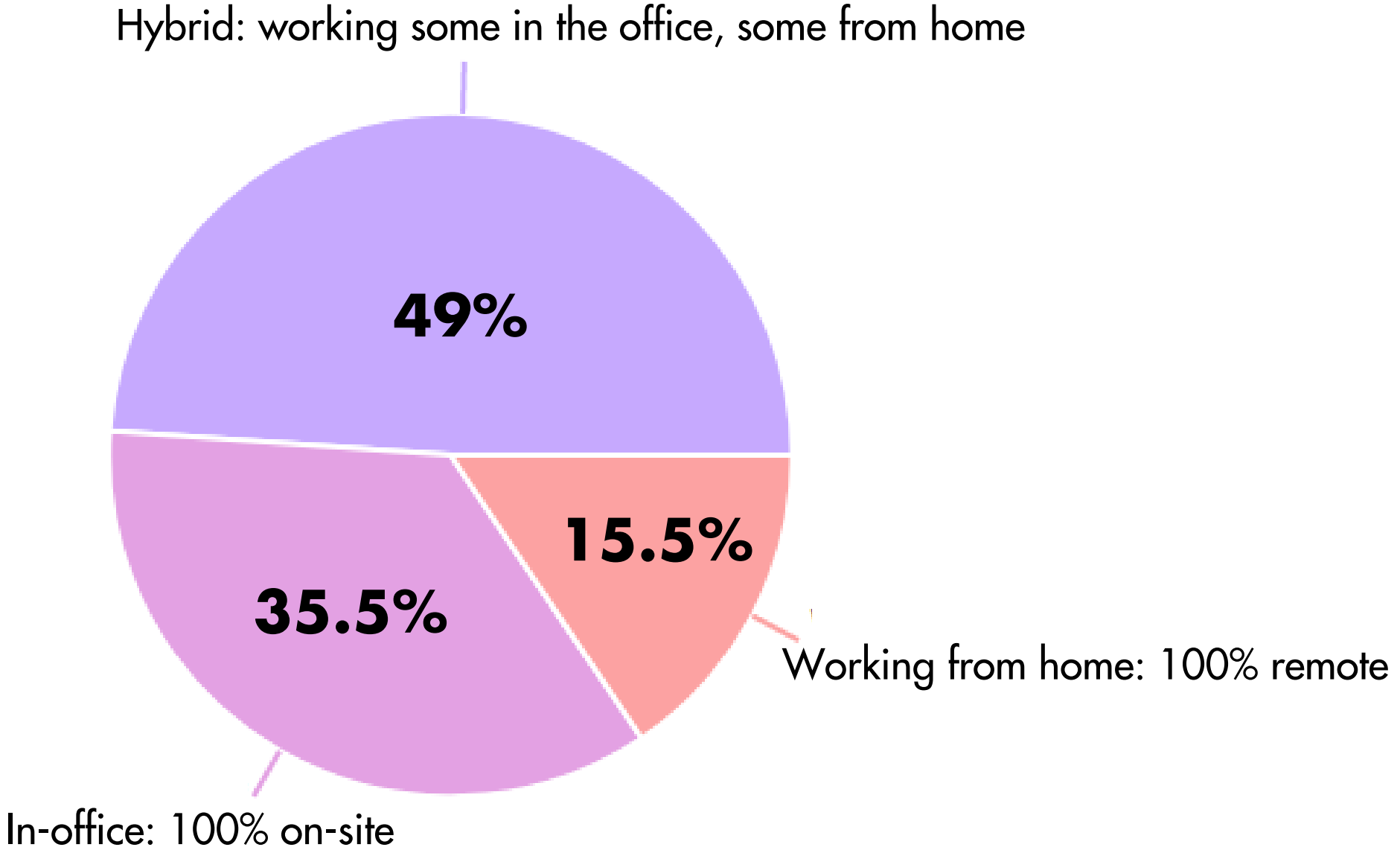
The majority of respondents are in industries not listed in our options. Below are those "Other" industries:

- Manufacturing, Industrial, and Construction
- Professional & Personal Services
- Wholesale Distribution
- Entertainment
- Legal
- Retail
- Home Building
- Medical Devices
- Non-Profit
- Oil & Gas, Petroleum/Investments
- Economic Consulting
- Commercial Furniture Dealership
- Real Estate Development
- Spirits Industry



*Miscellaneous entries include the Healthcare, Hospitality, and Food & Beverage industries

"What is the current working situation at your company?"






"Hybrid working provides many benefits for employees and employers. For employees, flexibility leads to feeling less stressed and creates a better work-life balance, so employees are more satisfied and perform at a higher level. Aside from a happier workforce, one major benefit for employers is cost savings. Many organizations have found that having employees work from home for a portion of the week helps them save money on a variety of things. It can also serve as a tool for attracting top talent."

"Is this working situation company-wide or just your department?"

- 67%** My current situation is the working situation of the entire company.
- 33%** Our company is allowing each department to choose their own working situation.

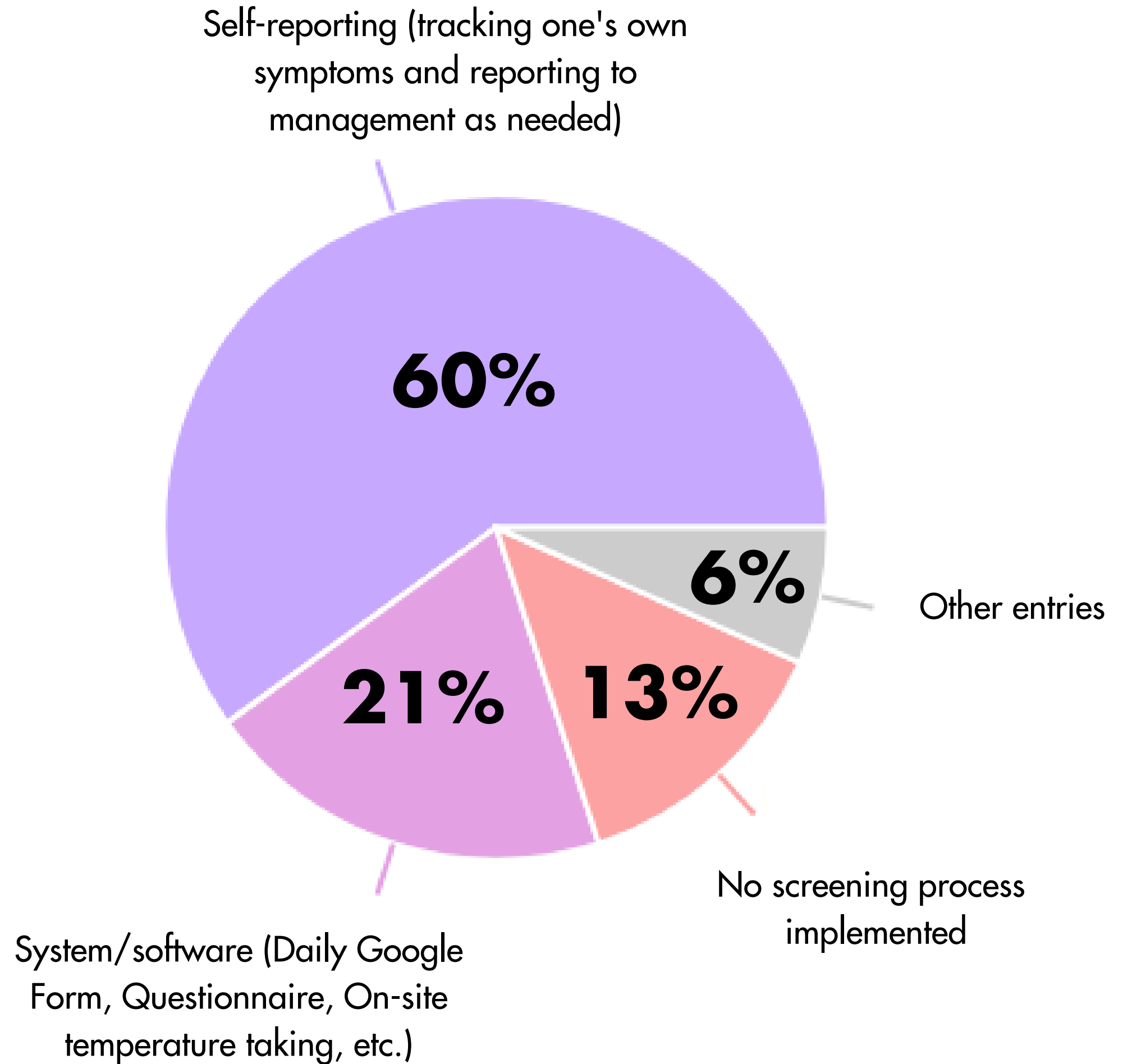
"As your company is still working 100% remotely, does your company have any return-to-office plans?"

-  **72%**
-  **14%**
-  **14%**

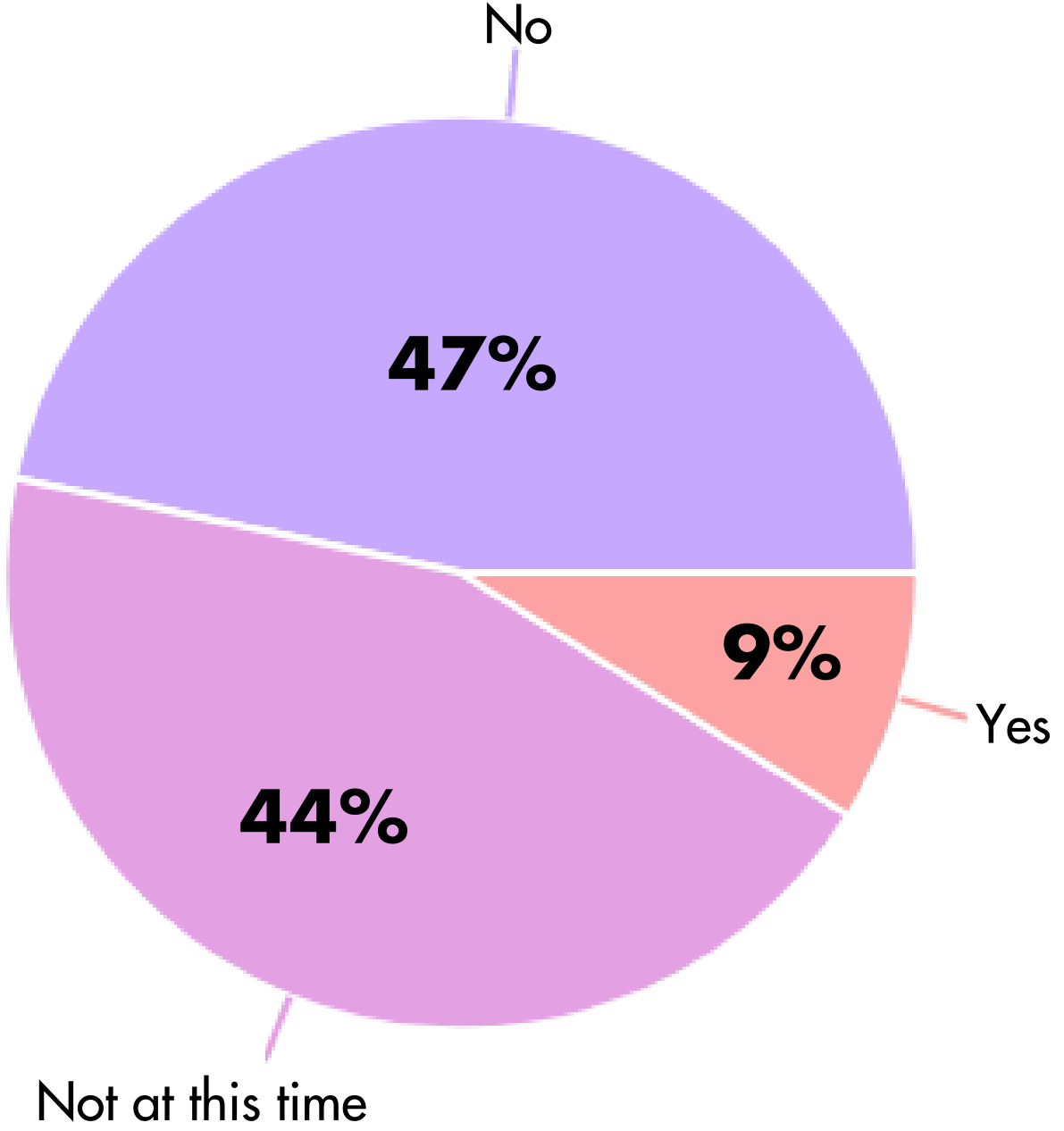
The current COVID-19 screening process for on-site employees

Other entries include:

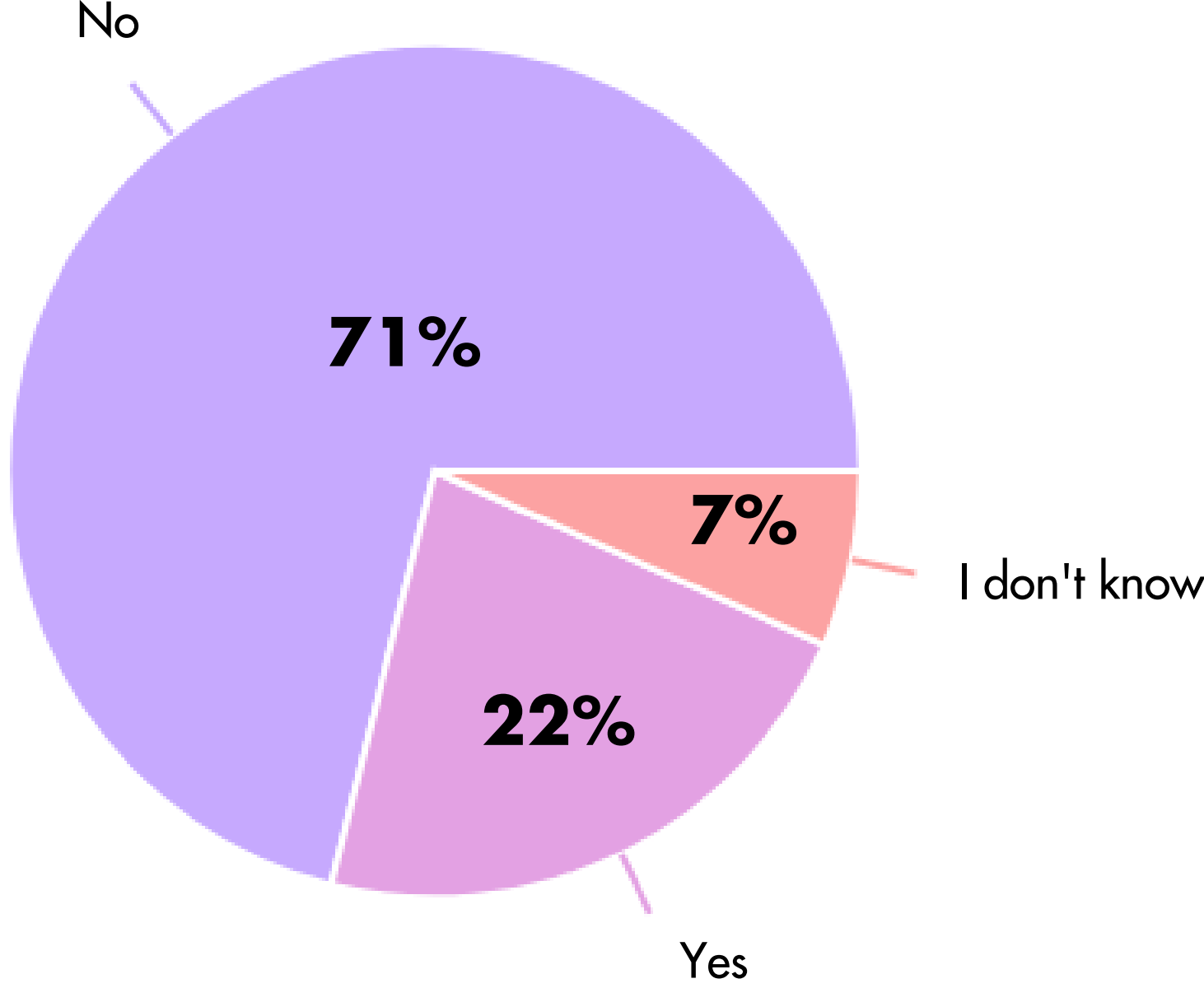
- Full vaccination or self-test reporting 2x/week and mask required
- Employees have to sign an attestation that they are vaccinated to be onsite
- Self-assessment, temperature check, and testing once a week.



"Is your company requiring the COVID-19 vaccination for all employees?"



"Is your company offering incentives for getting the vaccine?"



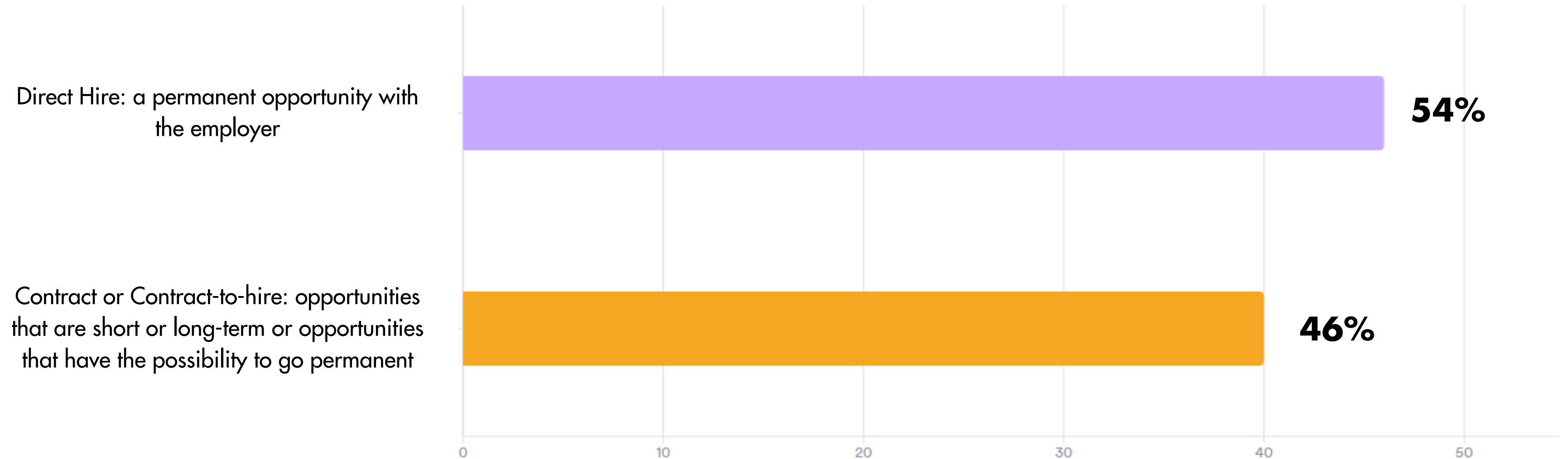
A magnifying glass with a black handle and frame is positioned in the upper left quadrant. Below it, a group of white, stylized human figures are scattered across the bottom half of the image. One figure in the center is colored red, standing out from the others. The background is a solid, vibrant blue.

HIRING TALENT IN THE CURRENT MARKET

As we collected data from our clients around their company's plans for the future, we also surveyed our candidates to learn more about their interest in new career opportunities and the factors that determine their interest in moving forward with new opportunities.

The following statistics are compiled using answers to a list of questions asked to a variety of candidates across all our fields of specialty. We are including this information in order to help our clients in their hiring efforts in 2022.

"When considering new career opportunities, I'm interested in..."



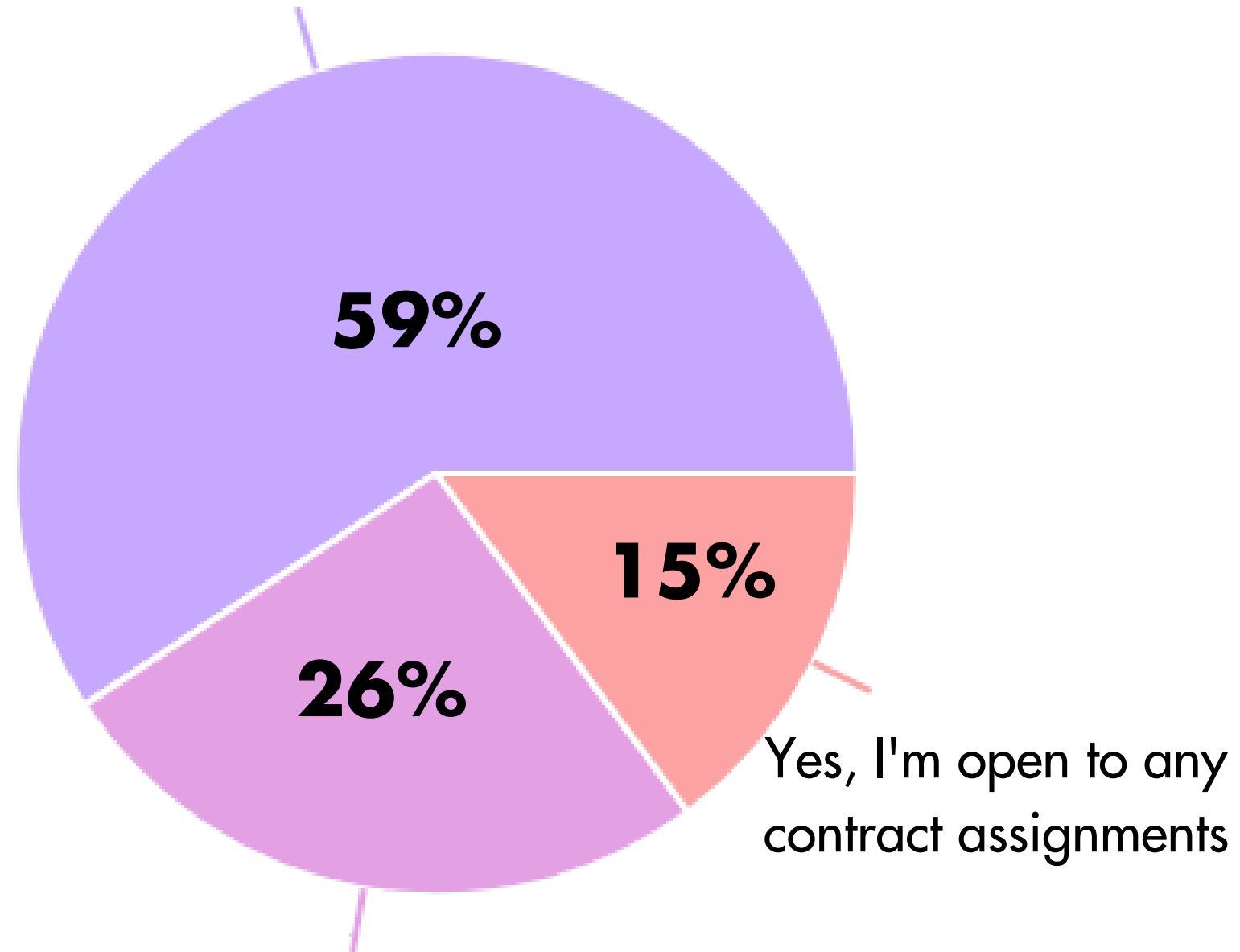
"What pay rate would incentivize you to accept a contract position?"

The median response:

➡ Between \$25/hour & \$30/hour ◀

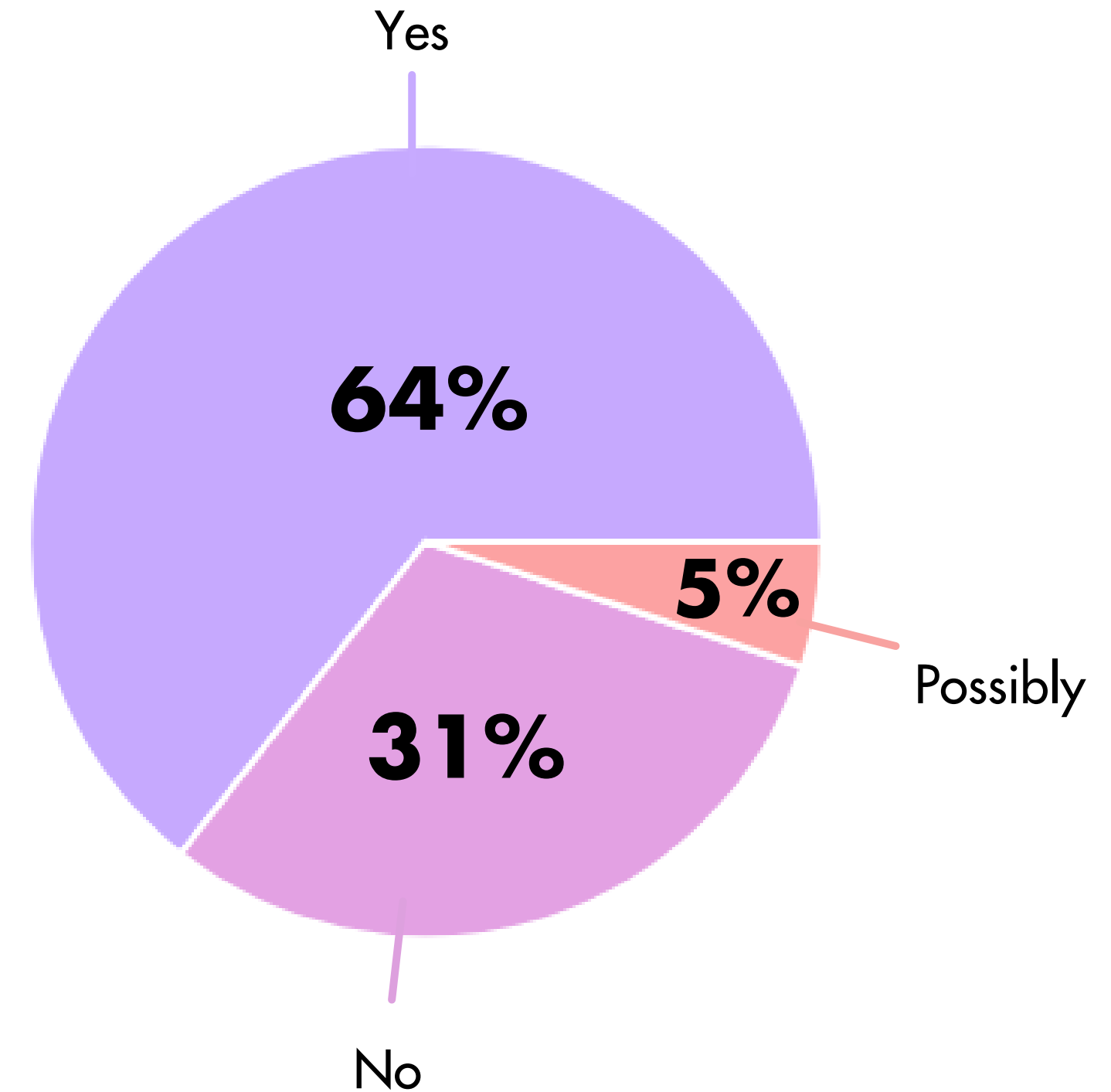
"Are you open to one-day contract assignments?"

Depends on the company,
location, and pay



No, only week-long assignments or longer

"Would you be willing to pursue an opportunity that requires the COVID-19 Vaccine?"



TOP TAKEAWAYS FROM OUR CEO

There is a lot of concern about this current job market and the Great Resignation where record numbers of employees are switching jobs, and companies are trying to retain talent.

A few ideas that stand out to me:

- While [remote work](#) has evolved from a perk to an expectation, a recent survey of more than 2,000 employees by Owl Labs found some disconnects that are influencing the hiring and retention climate. [55% of workers say they work more hours at home than when they were at the office.](#)
- Take your employees' well-being seriously. [Define working hours and stick to them.](#) Provide resources, support, and flexibility for them. 75% of workers say a [remote option would make them less likely to leave their employer.](#) Those that can provide flexibility or a hybrid work arrangement will have less turnover.
- For those returning to the office, [delays and changes around the return to work plans](#) can cause undue stress and lack of trust. [Communicate clearly](#) and often to avoid confusion with your team.
- Research shows that when employees perceive that their organization cares about them, they're [seven times more likely to want to stay](#) and four times less likely to experience burnout. Enable leaders within your company to be culture keepers to make sure the company culture is maintained and that it speaks [to the company values and priorities.](#)
- Don't try to read your employees' minds. [Ask for feedback.](#) Ask for their input, solicit their opinions on improvements and listen to them so that you can help them thrive in your organization.
- Offer [educational opportunities](#) through upskilling. Investments in education can not only attract new talent but can help retain employees on the verge of burnout which has been accentuated by the pandemic. [Invest in people learning and growing.](#) Education is a competitive advantage.



Bronwyn Allen, CEO of High Profile Staffing

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