About i4cp

i4cp is a research firm that discovers next practices in human capital. Our member organizations rely on i4cp to ensure that their efforts will make the greatest impact on the business today and in the future. Through superior research, peer collaboration, tools, and data, we provide insights that help organizations better anticipate, adapt, and act in a constantly changing business environment.

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About this report

This report provides preliminary results from our recent study. More complete results, including charts, market performance breakdown and other analysis, are made available exclusively to i4cp corporate members.

In this survey, multiple questions used the well-accepted 1-5 Likert-type scale, with a 1 rating generally designated as “not at all” and a 5 rating as “a very high extent.” Mean scores are the average of those ratings.

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1. Does your organization maintain a skills inventory for employees that has been used to redeploy talent as part of your COVID-19 emergency response? .................................................2

2. What mental/emotional well-being strategies has your organization implemented to prepare for potential deaths due to COVID-19? (select all that apply) ........................................................................3

3. Is your organization partnering with community groups (i.e., Boys and Girls Clubs, YMCA) to assist employees with childcare needs? ..............................................................................4

4. What type of employee group support does your organization have for working parents with school-aged children at home? (select all that apply) ........................................................................5
Survey Responses

1. Does your organization maintain a skills inventory for employees that has been used to redeploy talent as part of your COVID-19 emergency response?

- We do not maintain a skills inventory, but we are thinking about establishing one as part of future contingency planning: 30.0%
- Don’t know: 12.9%
- Yes, we maintain a skills inventory and have used it to assist in our emergency response: 10.0%
- We have a skills inventory and are using it to shift or redeploy employees to avoid layoffs or furloughs where possible: 10.0%
- We have a skills inventory, but haven’t tapped into it as part of our response: 8.6%
- We have a skills inventory and are prepared to use it as needed: 8.6%
- Not applicable: 8.6%
- We are actively collecting workforce skills data to aid in our organization’s response/recovery: 4.3%
- Other (please specify): 7.1%

n = 70
2. What mental/emotional well-being strategies has your organization implemented to prepare for potential deaths due to COVID-19? (select all that apply)

- We are ramping up communication about EAP offerings 57.1%
- We are offering expanded EAP assistance (i.e., up to a year of bereavement counseling, structure continuous outreach) 25.4%
- We have a formal procedure for reaching out to employees who have suffered a loss 17.5%
- We have established a communications policy to inform employees about losses within our organization 14.3%
- None of these 12.7%
- Don’t know 11.1%
- We have not addressed this yet, but have had early planning discussions 9.5%
- We have established an online ERG or support group for employees who have suffered a loss (including loved ones, co-workers, others) 6.4%
- We are offering bereavement counseling training for team leaders 4.8%
- We are offering trauma counseling training for team leaders 4.8%
- We have established a trauma service helpline for employees 3.2%
- We are working with an external provider for bereavement counseling services 1.6%
- We have partnered with local hospice(s) to assist with bereavement counseling 1.6%
- Other (please specify) 3.2%

n = 63
3. Is your organization partnering with community groups (i.e., Boys and Girls Clubs, YMCA) to assist employees with childcare needs?

- No: 55.6%
- Don’t know: 23.8%
- Yes, for employees who still need to go to a worksite: 11.1%
- Yes, for employees working from home: 3.2%
- Other (please specify): 6.4%

n = 63
4. What type of employee group support does your organization have for working parents with school-aged children at home? (select all that apply)

- None of these: 44.8%
- We have an employee chat group (i.e., Yammer, Teams): 32.8%
- We are sponsoring ad-hoc meetings: 13.8%
- We have a Parents ERG/BRG: 10.3%
- We have regularly scheduled town-hall style meetings to share resources: 10.3%
- Don’t know: 10.3%
- Other (please specify): 6.9%

n = 58
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