

A decorative graphic on the left side of the slide. It consists of a light gray vertical bar, a large cyan circle, and a smaller gray circle that overlaps the bottom-left of the cyan circle.

North American Agriculture Workforce During COVID-19

Survey research results on the pandemic's impact on workforce management in agriculture.

AgCareers.com's Response

Resources Library

AgCareers.com is committed to providing support to agricultural employers during the pandemic. For more information, view the [AgCareers.com COVID-19 Resource Page](#).

Temporary & Seasonal Job Postings

AgCareers.com realizes that a lack of temporary labor creates great challenges. To bridge this gap, AgCareers.com is offering [FREE temporary and seasonal job postings](#) during the pandemic. This offer expires July 31, 2020.

For media inquiries contact Erika Osmundson, Director of Marketing & Communications, erika.osmundson@agcareers.com; 800.929.8975 x6000.

About the Survey

AgCareers.com continues to keep a pulse on the COVID-19 impact on workforce management in agriculture.

To identify trends during the pandemic, AgCareers.com conducted four consecutive polls of agricultural employers and employees/job seekers in North America. Overall, we recorded more than 500 employer responses and nearly 1,300 employee/job seeker responses.

To support the agricultural industry, the following shows highlights from Survey 3 conducted the month of April and Survey 4 conducted the month of May.

Planning

Employer:

Organizations' continuity plans are sustaining the business during COVID-19.

Rate how well you feel your organization's continuity plan is sustaining the business thus far during the COVID-19 pandemic.

April 90% above average

May 94% above average

Only 1% in both surveys said their organization had no plan.

Employee:

We asked employees in April to score their employer's preparedness to deal with COVID-19, from not prepared at all, to fully prepared. Employees rated their employer better than average (73%). Only 6% indicated their employer was not prepared at all.

Overall, employees' concern about their employer suffering due to COVID-19 decreased slightly from April to May. Concerns about their individual employment, however, increased slightly.

Employment Management Strategies

Employer:

Most ag employers have still NOT taken action to manage employment numbers within their organization (layoffs, furlough, reduction in force, etc.)

For those that have acted, furloughs (reduction of hours/days without pay) was the most frequent action in May, while reallocating staff to other departments was the most frequent action in April.

In both surveys, current business needs were the main way organizations determined deployment of employment management strategies. Likewise, both surveys said the sales/customer service departments were most likely to be impacted by changes in employment management strategies.

Have you taken any action to manage employment within your organization thus far (layoffs, furlough, reduction in force, etc.)?

	April	May
Yes	20%	22%
No	78%	75%
Unsure	2%	3%

Employment Management Strategies *continued*

Employer *continued:*

The majority of employers did not feel that they would need to implement employee management strategies during the pandemic. The percentage of employers that said “Not at all” increased from 68% in April to 91% in May.

With the uncertainty of the pandemic’s duration, how long (if at all) do you feel it will be before these types of employment management strategies (layoffs, furlough, reduction in force, etc.) will need to be considered? (Select the option that best fits your business’ strategy)

	<i>April</i>	<i>May</i>
Not at all, the business is not considering employment management to manage through the pandemic	38%	53%
Not at all, the business can financially support (independently or through government assistance) current staffing	29%	38%

Employment Management Strategies *continued*

Employees:

We asked employees if COVID-19 changed their employment status. Positively, the majority still said there’s been no change. The most common change was a reduction in work hours and a reduction in pay (both 9%).



	April	May
No change at all	66%	64%
Dismissed from employment	1%	3%
Temporarily laid off	8%	7%
Indefinitely laid off	2%	2%
Reduction in hours	9%	9%
Reduction in pay	3%	9%
Other	10%	7%

Mental Health



Job Seekers/Employees:

Mental health is a concern with the stress of the pandemic and the sudden remote working scenario for many.

Nearly 60% of employees said the pandemic had a negative influence on their mental health.

Half of employees said their employer provided communication, education, or support regarding mental health.

Internships



Employer:

Nearly 60% of employers indicated that they were proceeding as planned with internships. The most common alteration to internships was reducing the total number of interns (13%).

How are you proceeding with your internship/summer work experience plans?

	April	May
Nothing, we are planning to proceed as planned	33%	59%
We are still evaluating what our plan will be	18%	5%
Discontinuing program completely & informing students	8%	5%
Discontinuing program, but offering student(s) opportunity for next summer	5%	5%
Keeping interns on, but delaying start dates	13%	5%
Keeping interns on, but doing so remotely	8%	5%
Reducing number of total interns/summer students	8%	13%
Other	10%	3%

Hiring

Employer:

The majority of employers are still continuing recruitment and hiring efforts despite COVID-19, with increasing numbers indicating so from April to May.

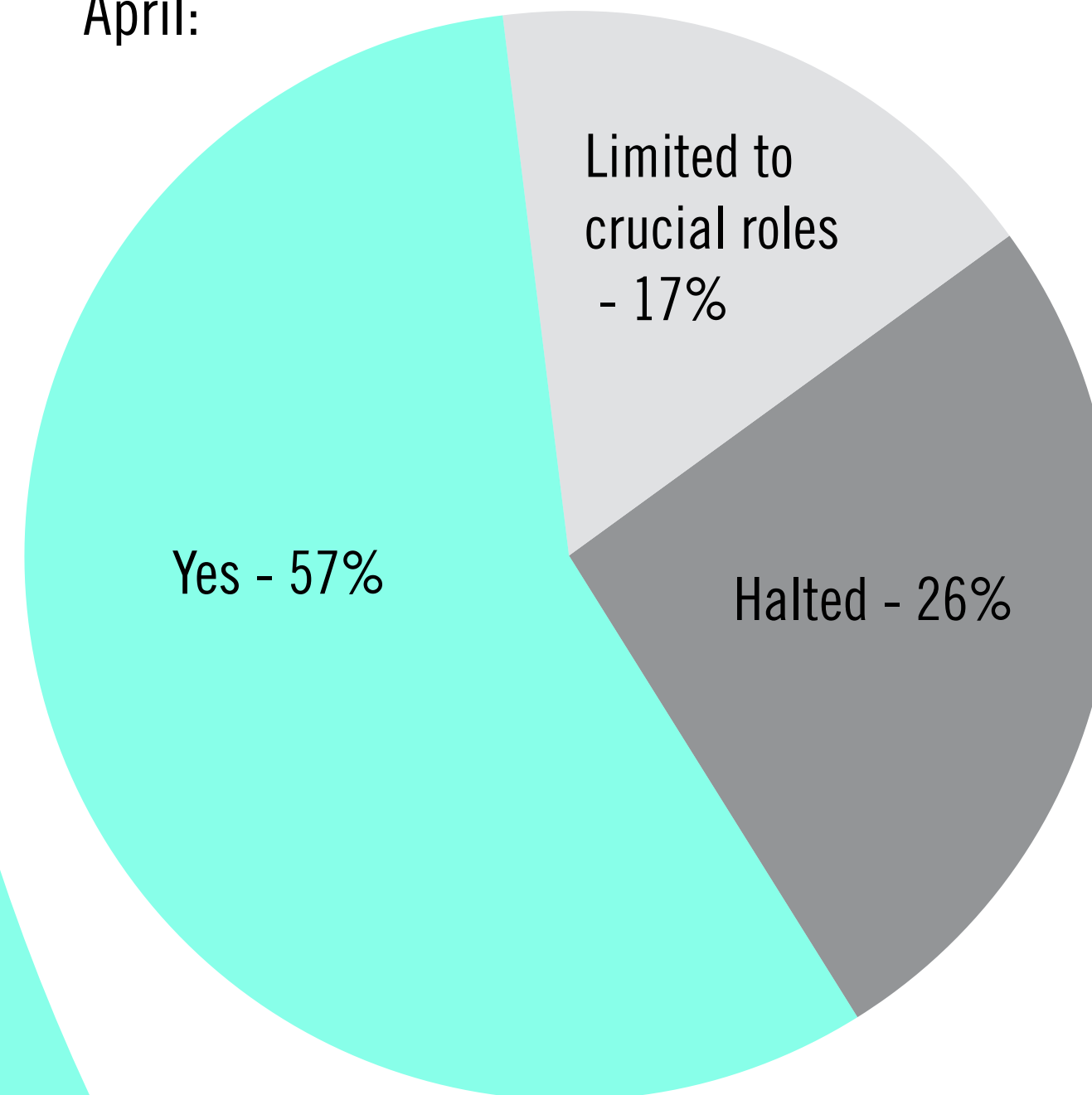
In May, employers were more likely to say their recruitment and hiring were staying the same as projected despite the pandemic.

Job Seekers/Employees:

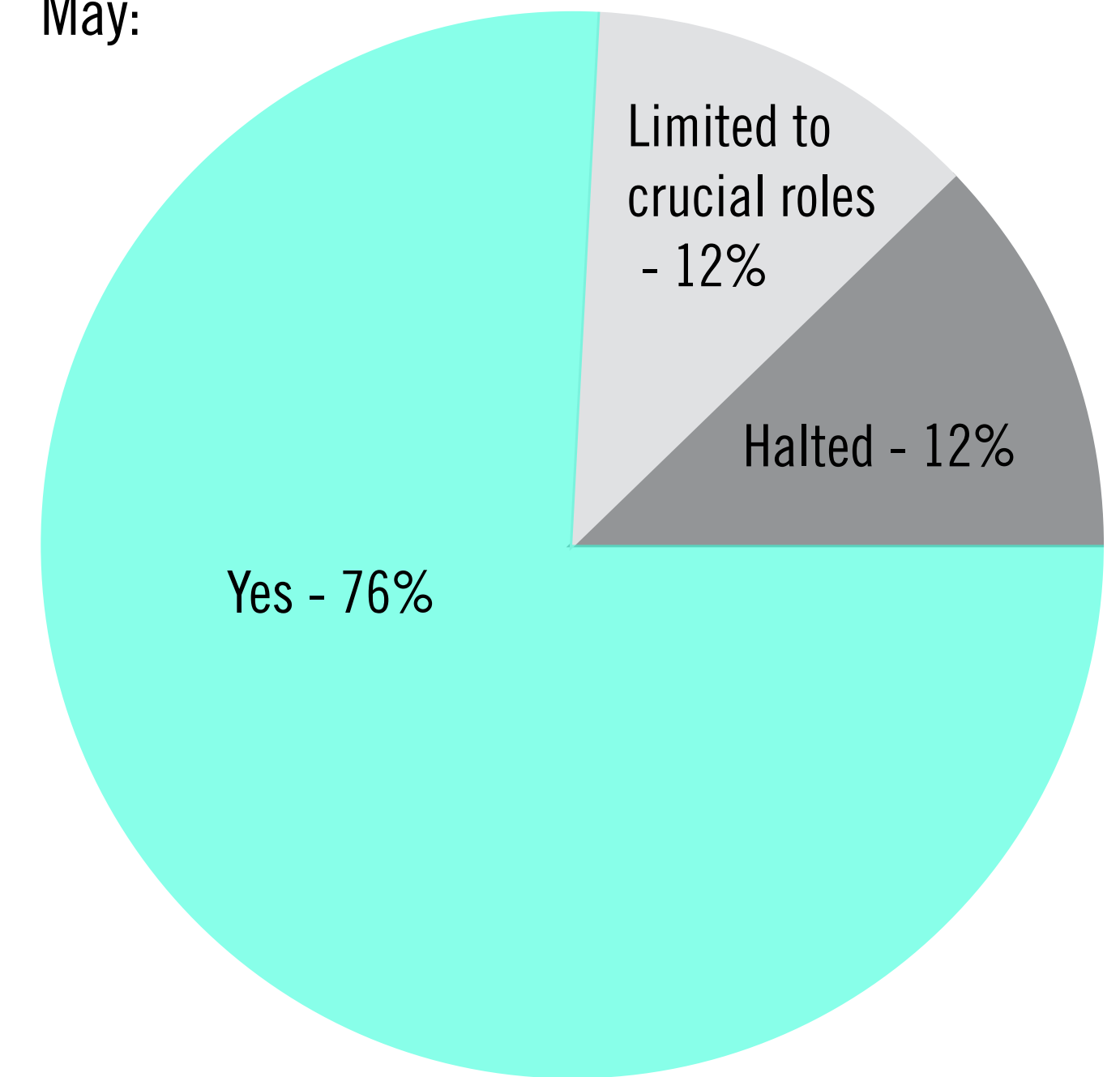
We asked Job seekers and employees how the pandemic changed their employment mindset. Since we started surveying in March, the number of job seekers exploring their options has increased to 66% in May.

Are you continuing your recruitment and hiring as projected despite COVID-19?

April:



May:



Re-Entry

Employers:

Has your organization begun working on a workforce re-entry plan – actions the business will take once the pandemic restrictions have been lifted and workers can return to business as usual?

April 35% Yes

May 61% Yes

In the last survey, a question was added about how the plan addresses employees' expected return to the office/facility as stay-at-home/government restrictions are lifted.

The most common approach was a phased approach to returning remote staff to the office/facility.

Employees were required to be at office/facility throughout pandemic

9%

ALL staff working remotely will be asked to return to the office/facility as soon as restrictions are lifted

15%

Staff working remotely can return to office/facility but will not be required to do so immediately (continued temporary remote status)

24%

Staff working remotely will be asked to return to office/facility in a phased approach (shifts/days/hours or limiting the number of employees)

38%

Staff working remotely will be asked to continue to work remotely for the time being

9%

Staff will remain working remotely permanently

0%

Other

6%



Connect with us for COVID-19 resources:
<https://www.agcareers.com/covid19usa>
<https://www.agcareers.com/covid19canada>

For media inquiries contact
Erika Osmundson,
Director of Marketing & Communications
erika.osmundson@agcareers.com
800.929.8975 x6000

AG
Careers.com

1-800-929-8975
agcareers@agcareers.com

