

AGI Webinars Series

*Discussion on COVID-19 Impacts to the Geoscience Enterprise:
Geoscience Employers and Non-academic Professionals*

September 30, 2020

Introductions

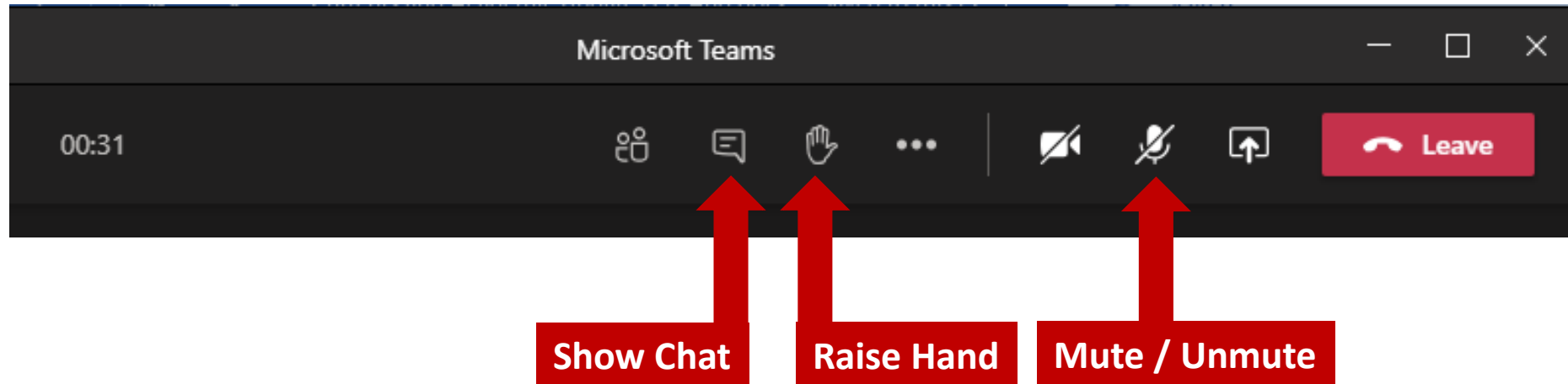
Christopher Keane

Director of Geoscience Profession and Higher Education, AGI

Leila Gonzales

Technical Specialist, AGI

Teams Interface



- Please keep yourself muted when not talking
- Unmute yourself to join the discussion
- We are recording today's webinar

Media Partners



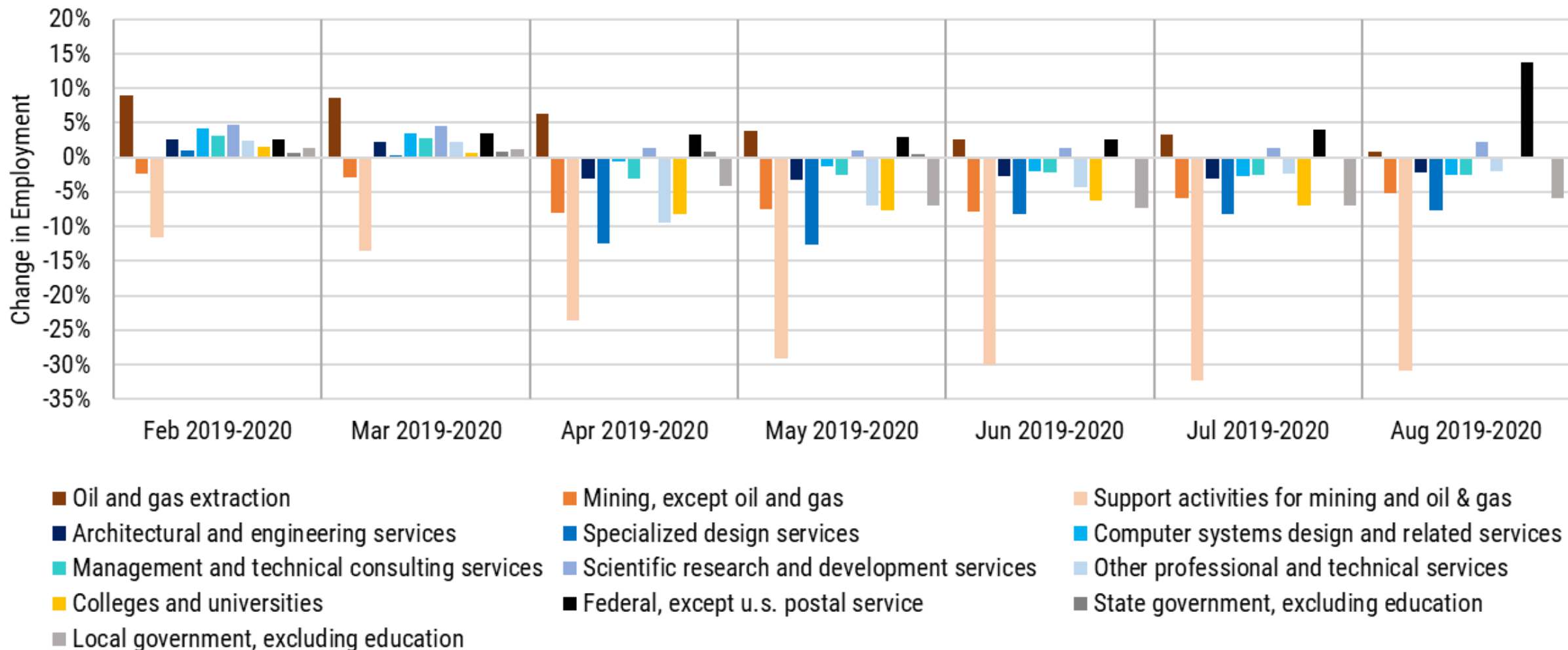
American Institute of Professional Geologists

Agenda

- Overview of impacts and solutions from employers and the workforce
- Data from Geoscience COVID-19 study
- Open discussion with audience
 - Solutions / strategies for dealing with COVID-19 challenges
 - Questions for more research/investigation

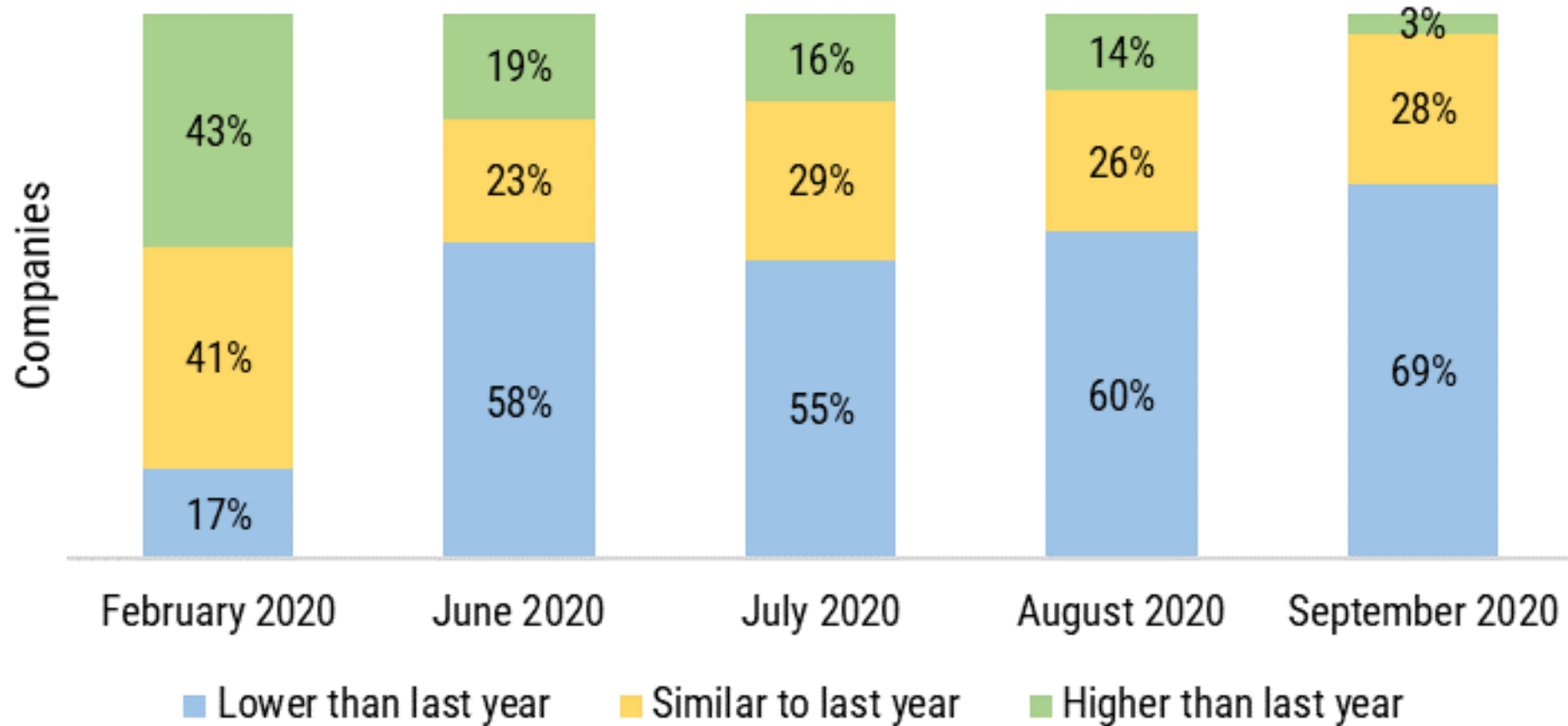
Employers

Year-over-Year Change in Employment by Industry Sector

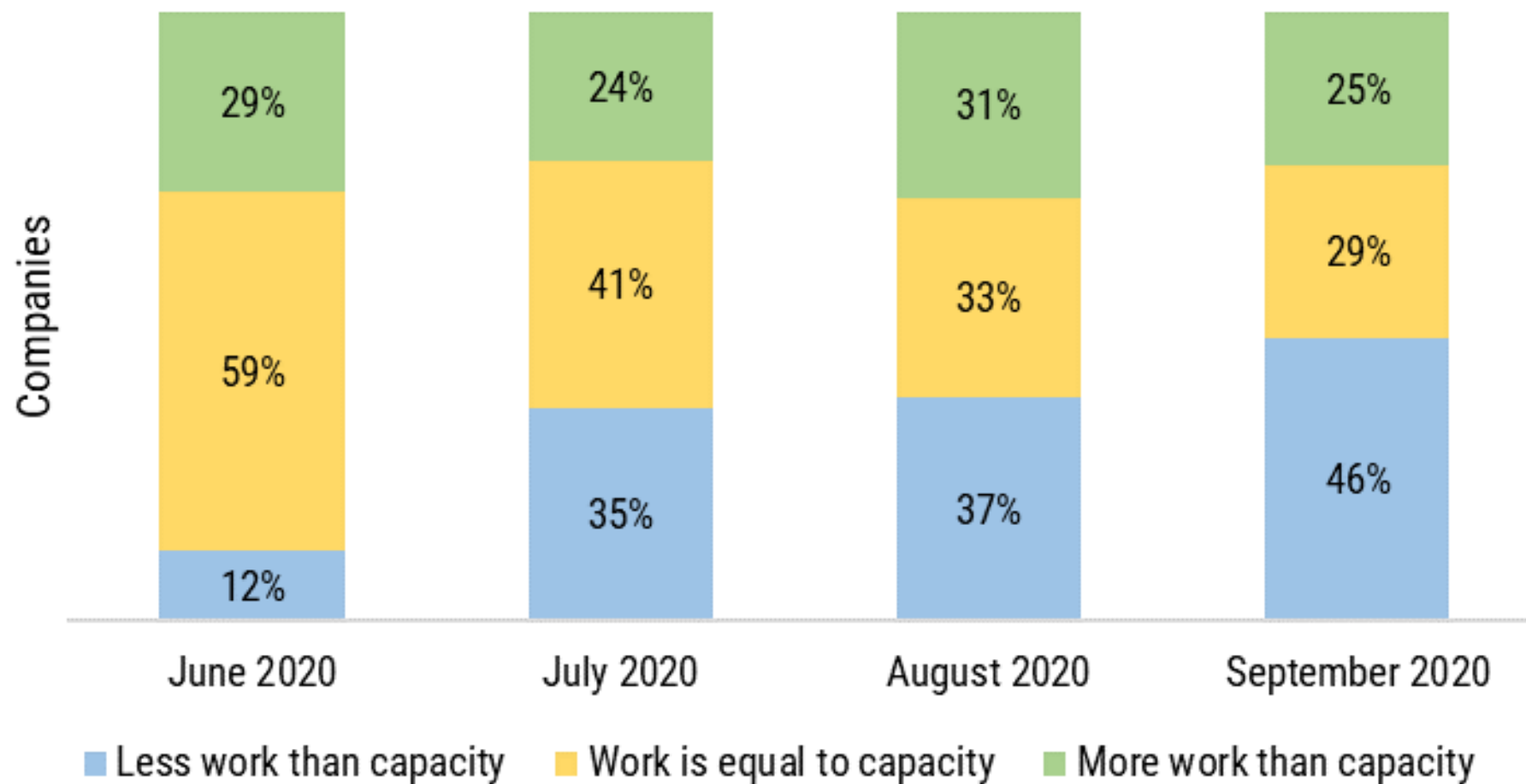


Source: AGI; data derived from U.S. Bureau of Labor Statistics, Current Employment Statistics

Expectations for financial performance: current calendar year relative to last year



Level of work relative to capacity



Federal aid: 43%

PPP: 29%

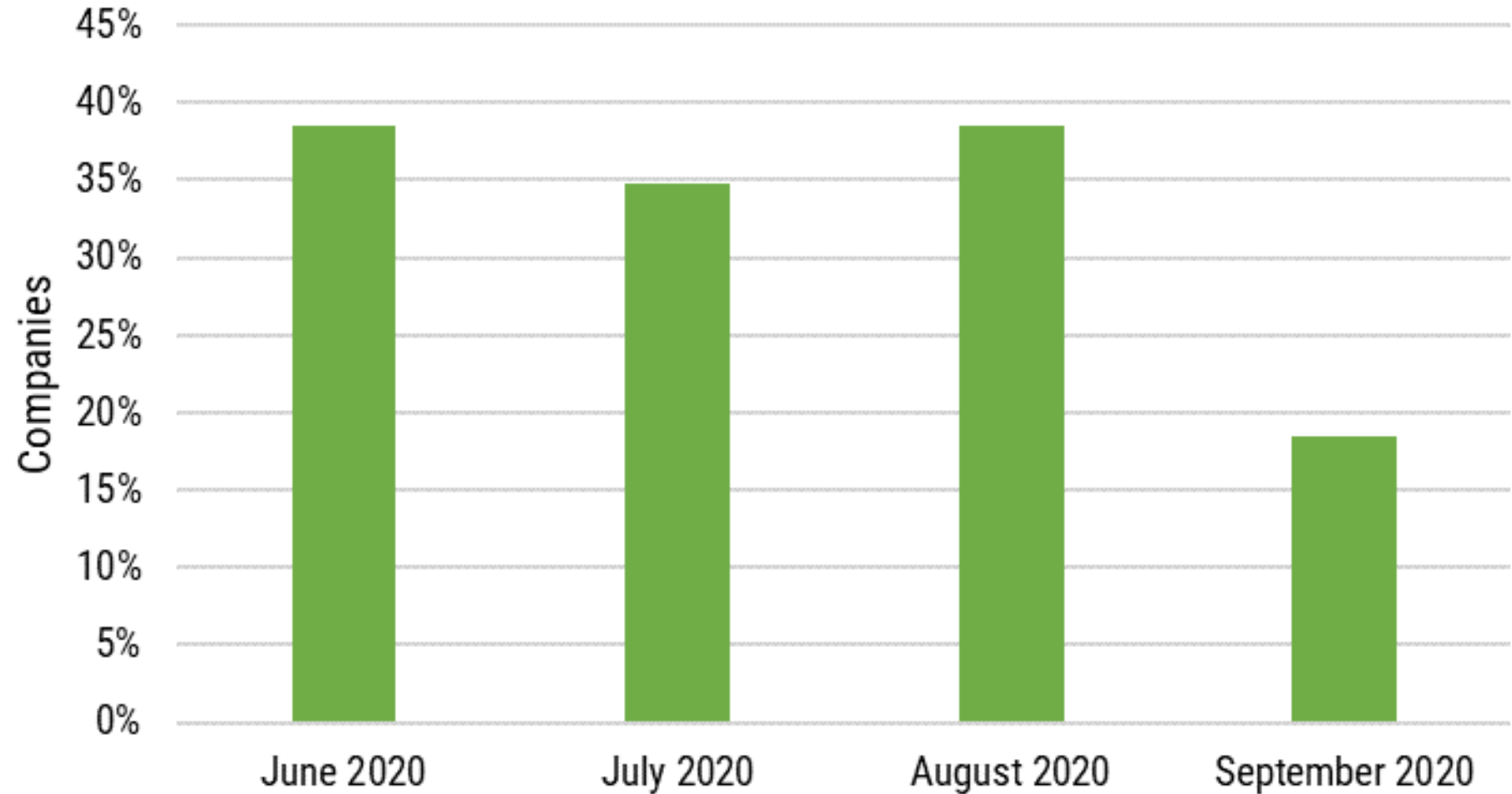
EIDL: 11%

State / Local Govt: 14%

Self: 11%

Other Sources: 14%

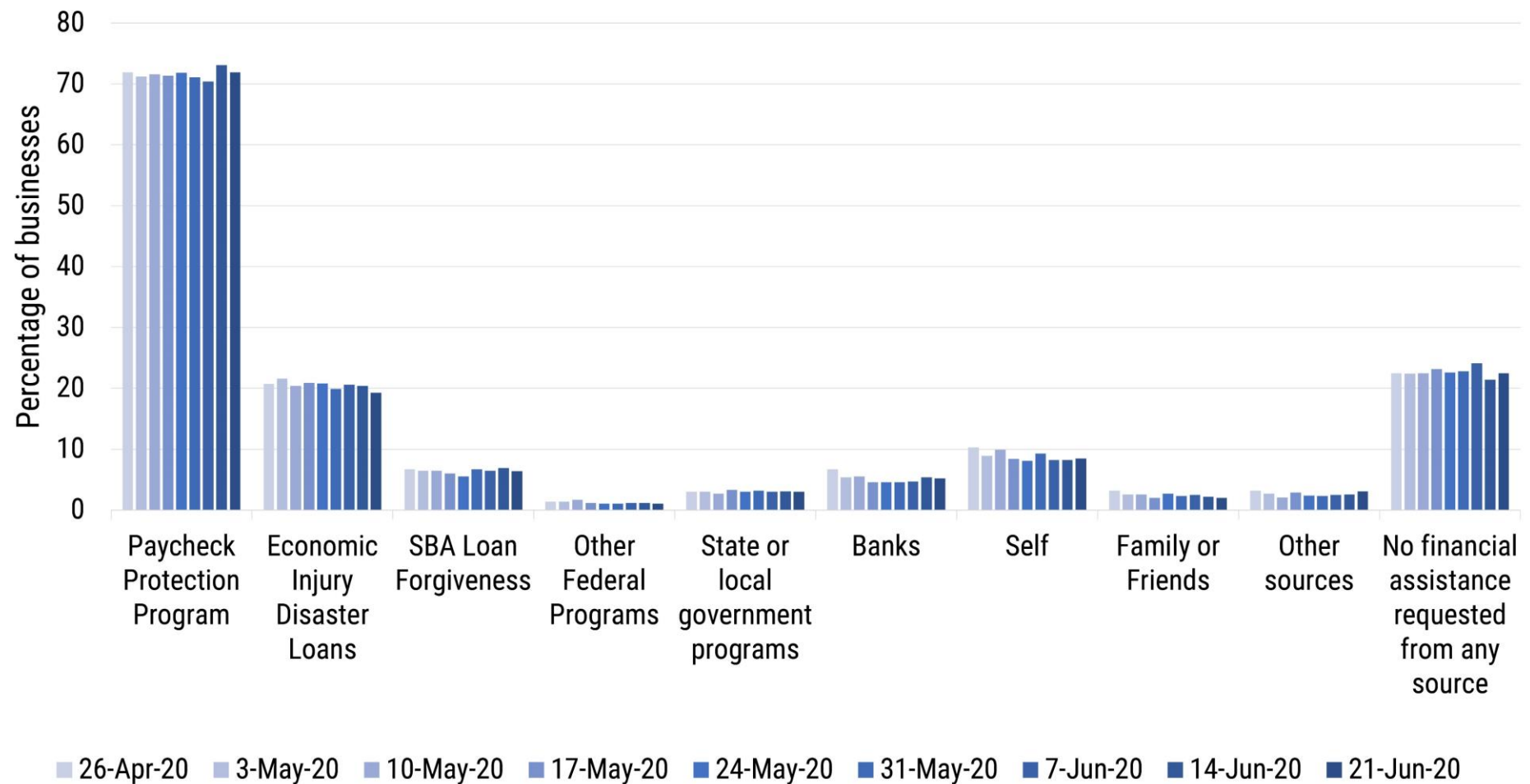
Received financial assistance in the past month



Small Business Pulse Survey

Professional, Technical and Scientific Services sector

Since March 13, 2020, has this business requested financial assistance from any of the following sources?

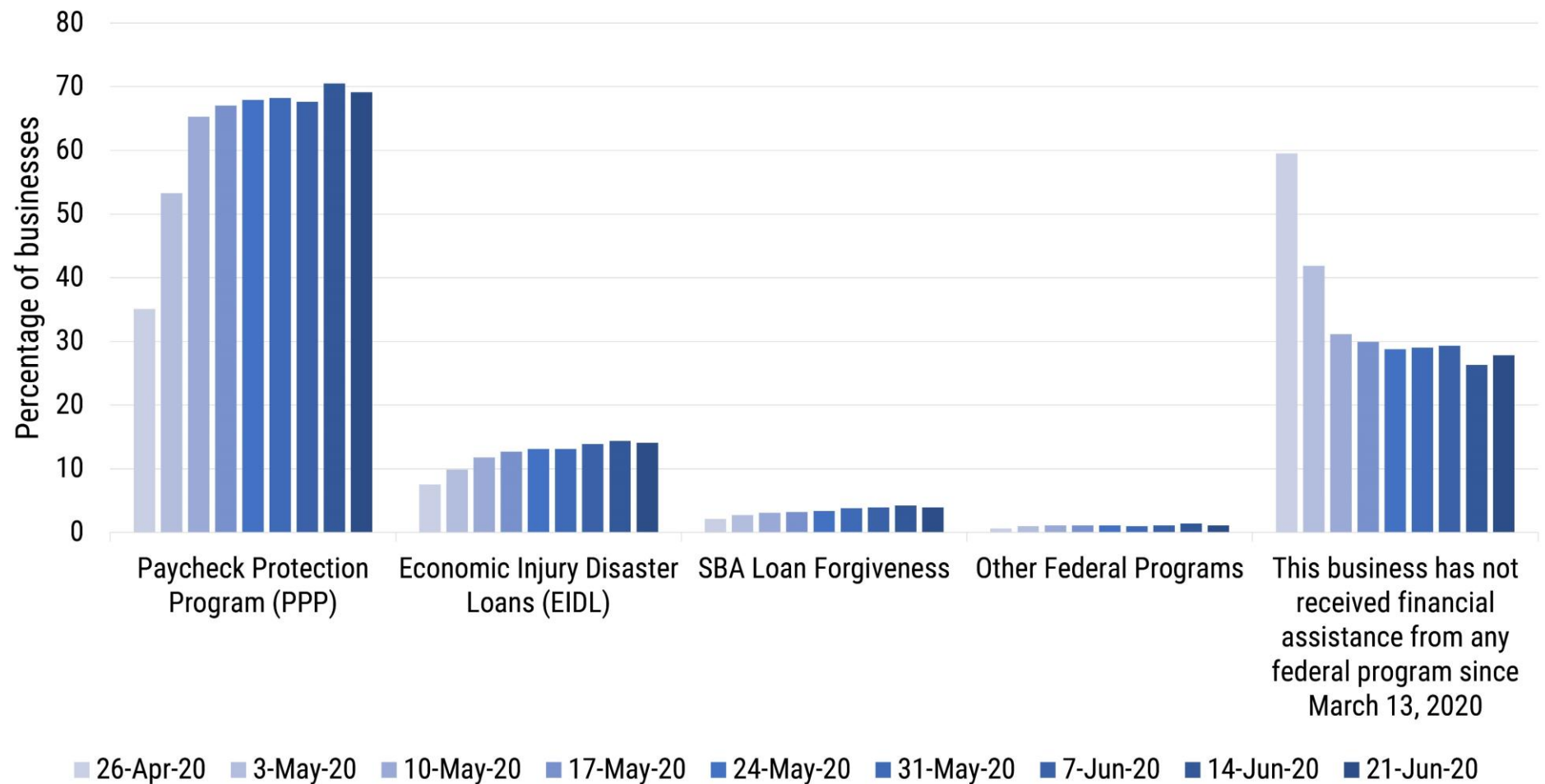


Credit: AGI, data derived from the U.S. Census Bureau, Small Business Pulse Survey

Small Business Pulse Survey

Professional, Technical and Scientific Services sector

Since March 13, 2020, has this business received financial assistance from any of these programs from the federal government?

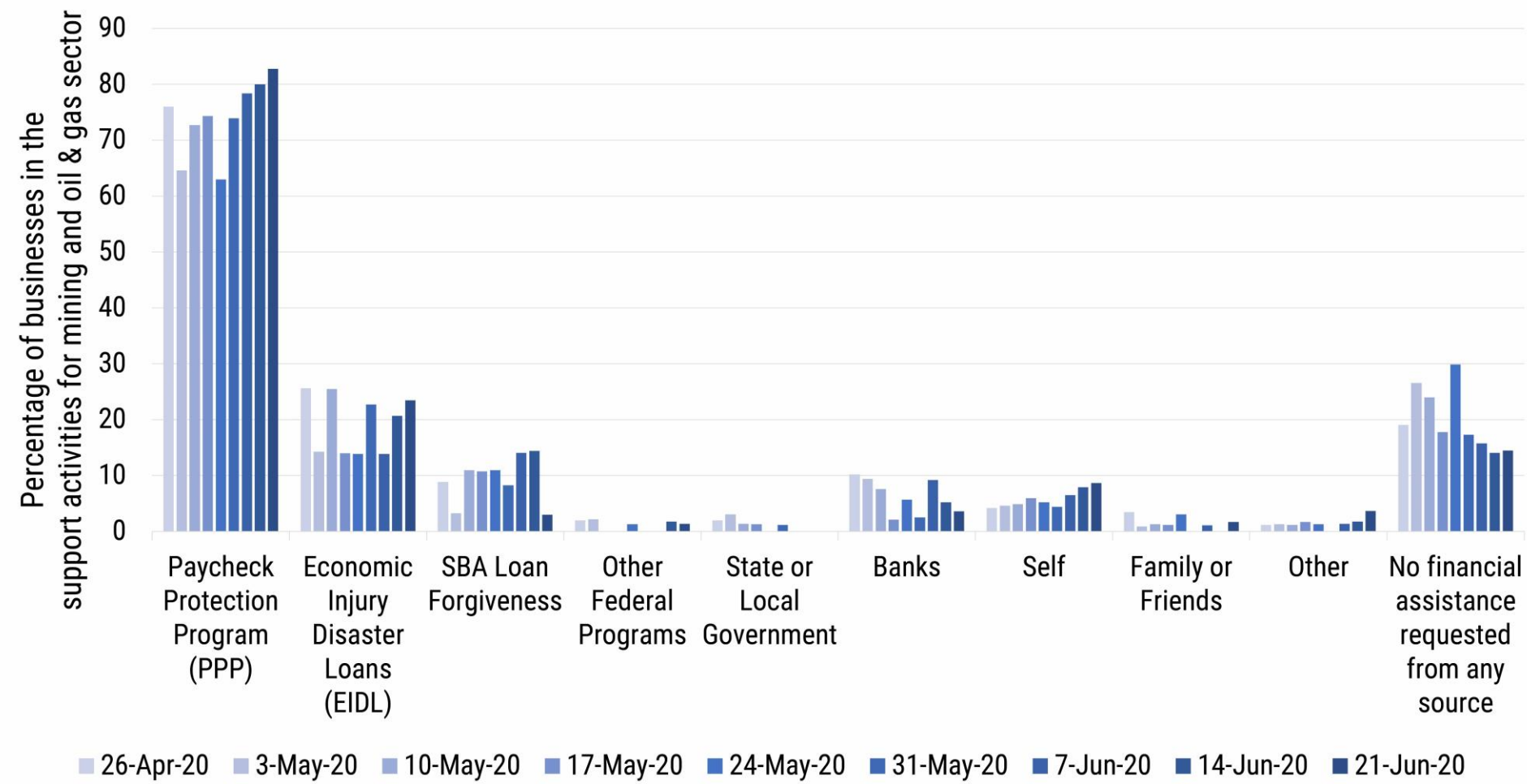


Credit: AGI, data derived from the U.S. Census Bureau, Small Business Pulse Survey

Small Business Pulse Survey

Support Activities for Mining and Oil and Gas sector

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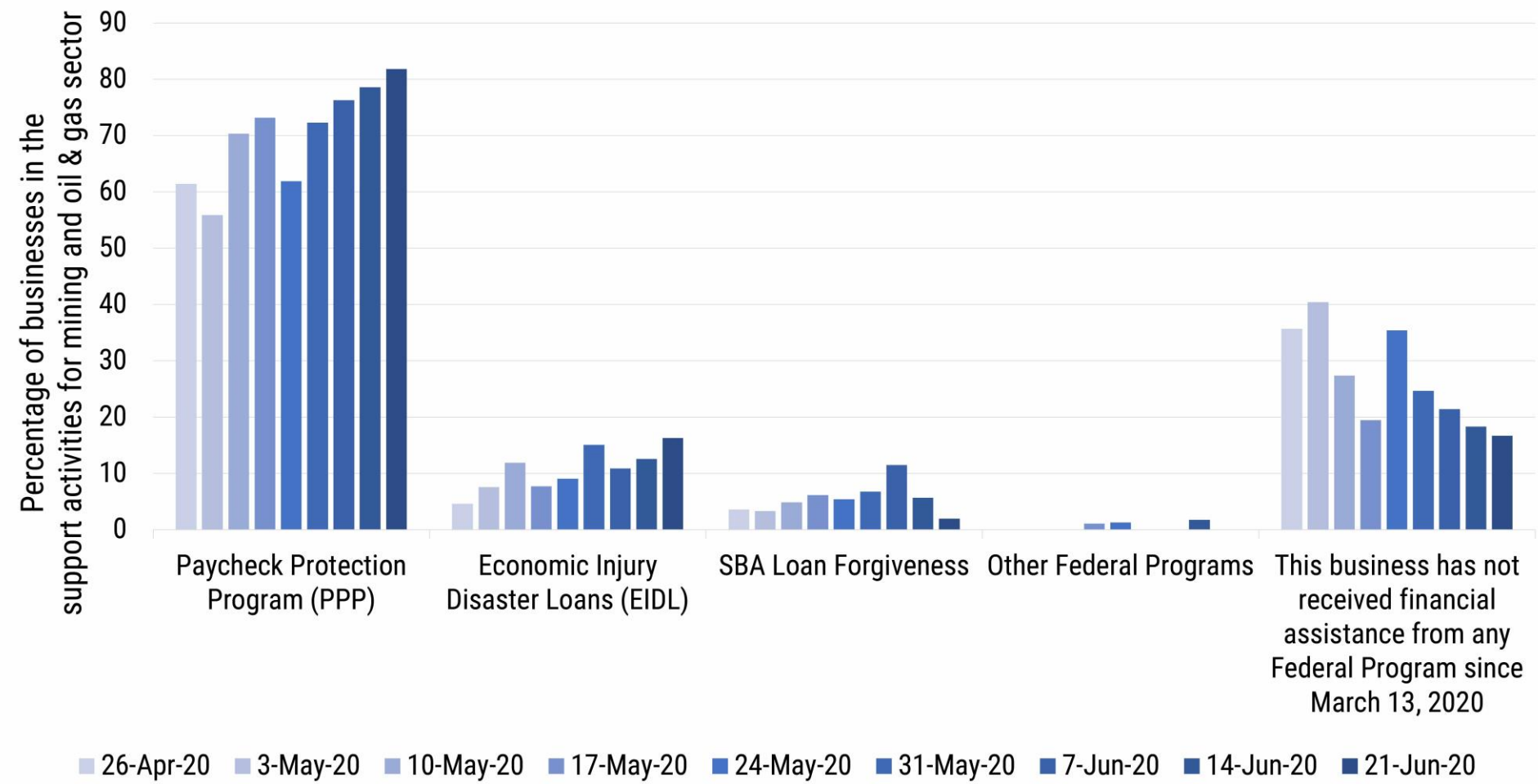


Credit: AGI, data derived from the U.S. Census Bureau, Small Business Pulse Survey

Small Business Pulse Survey

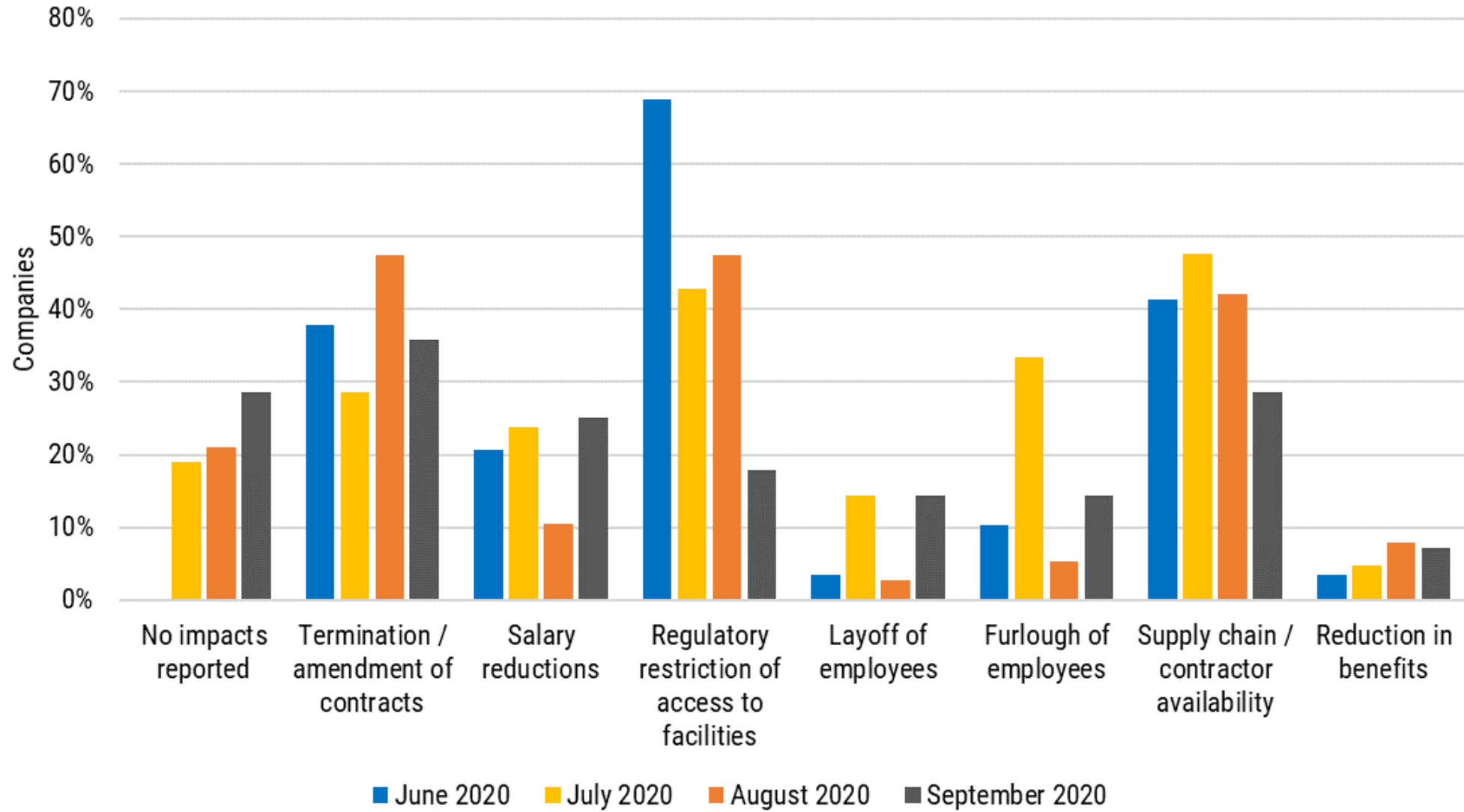
Support Activities for Mining and Oil and Gas sector

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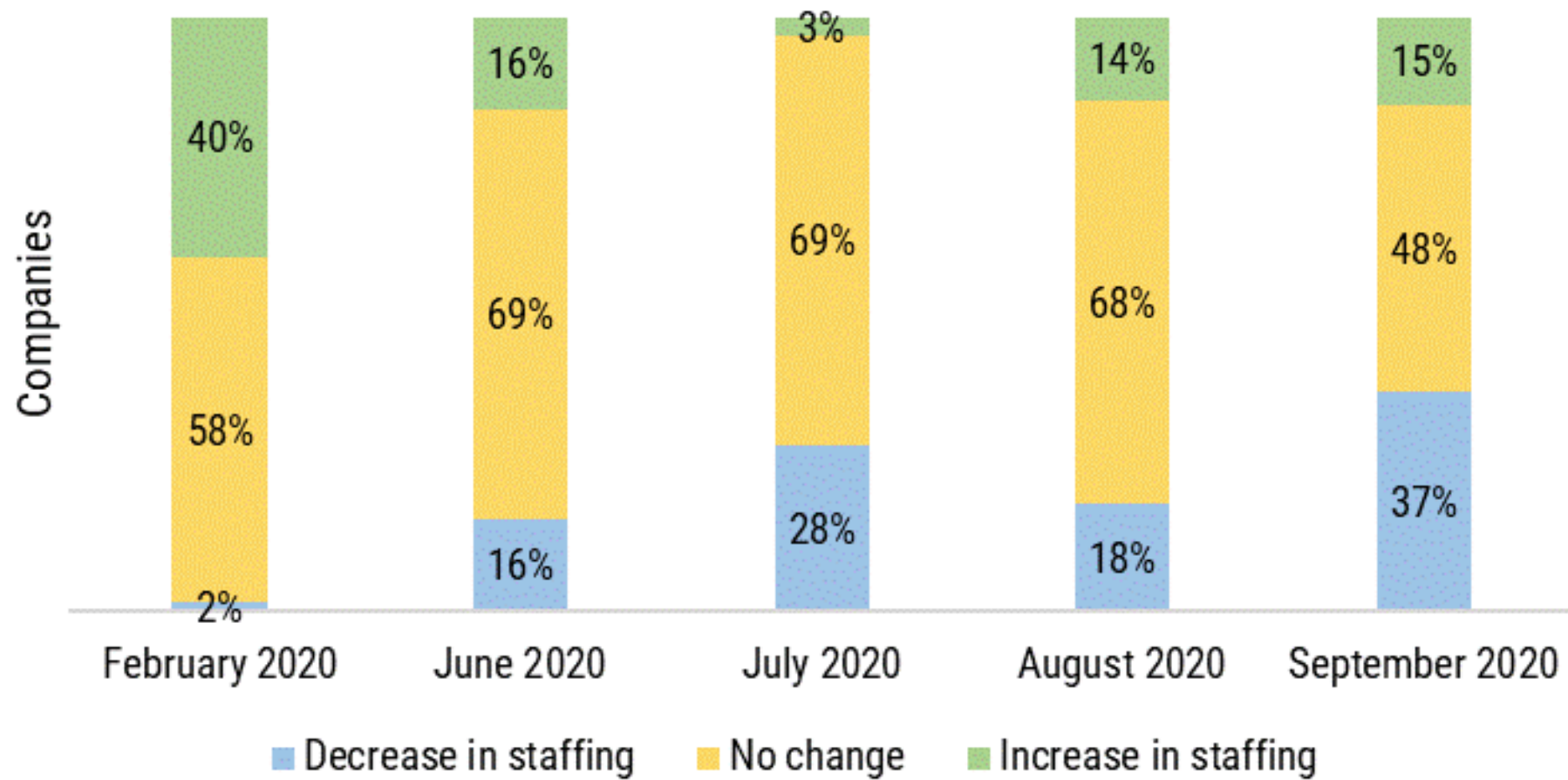


Credit: AGI, data derived from the U.S. Census Bureau, Small Business Pulse Survey

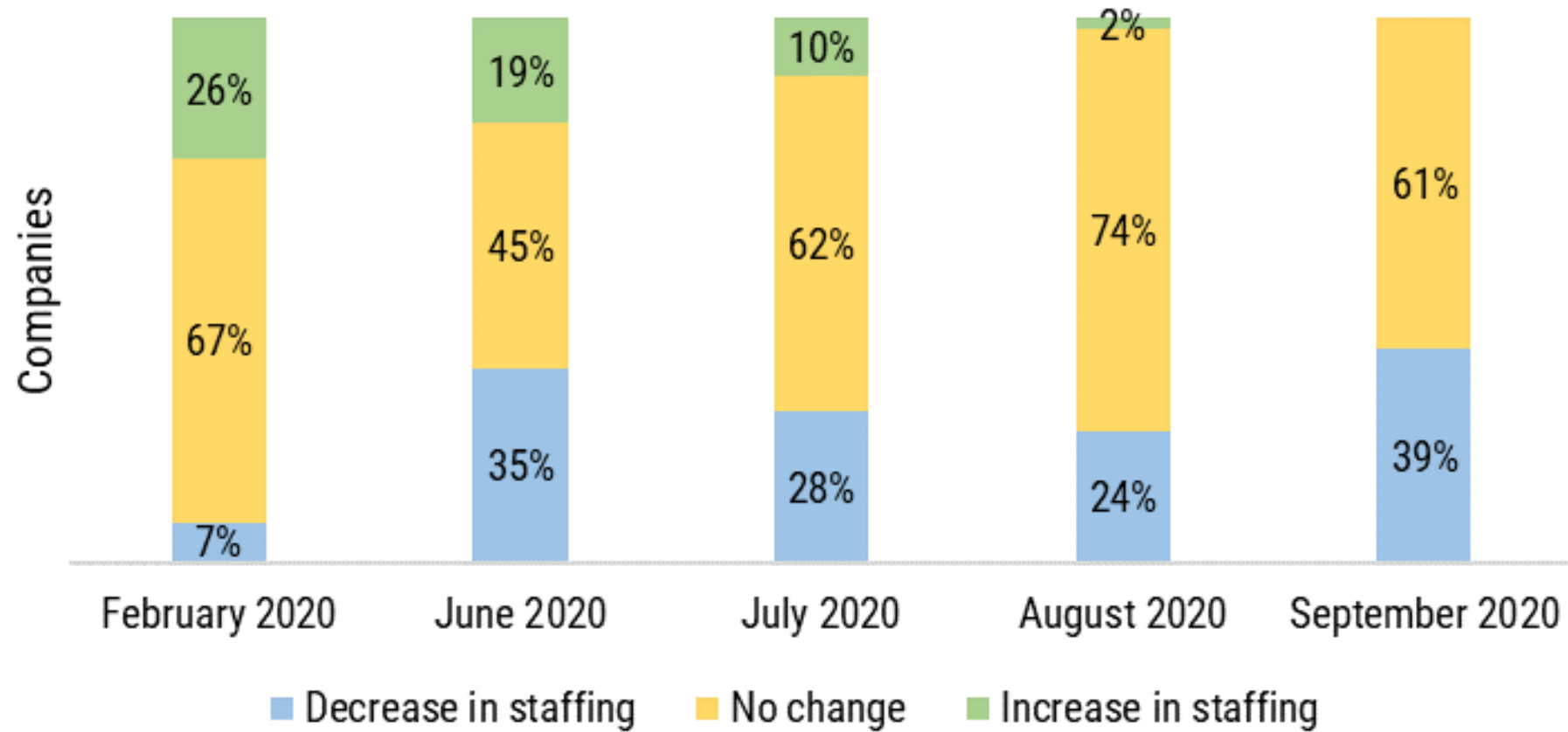
COVID-19 impacts to business operations



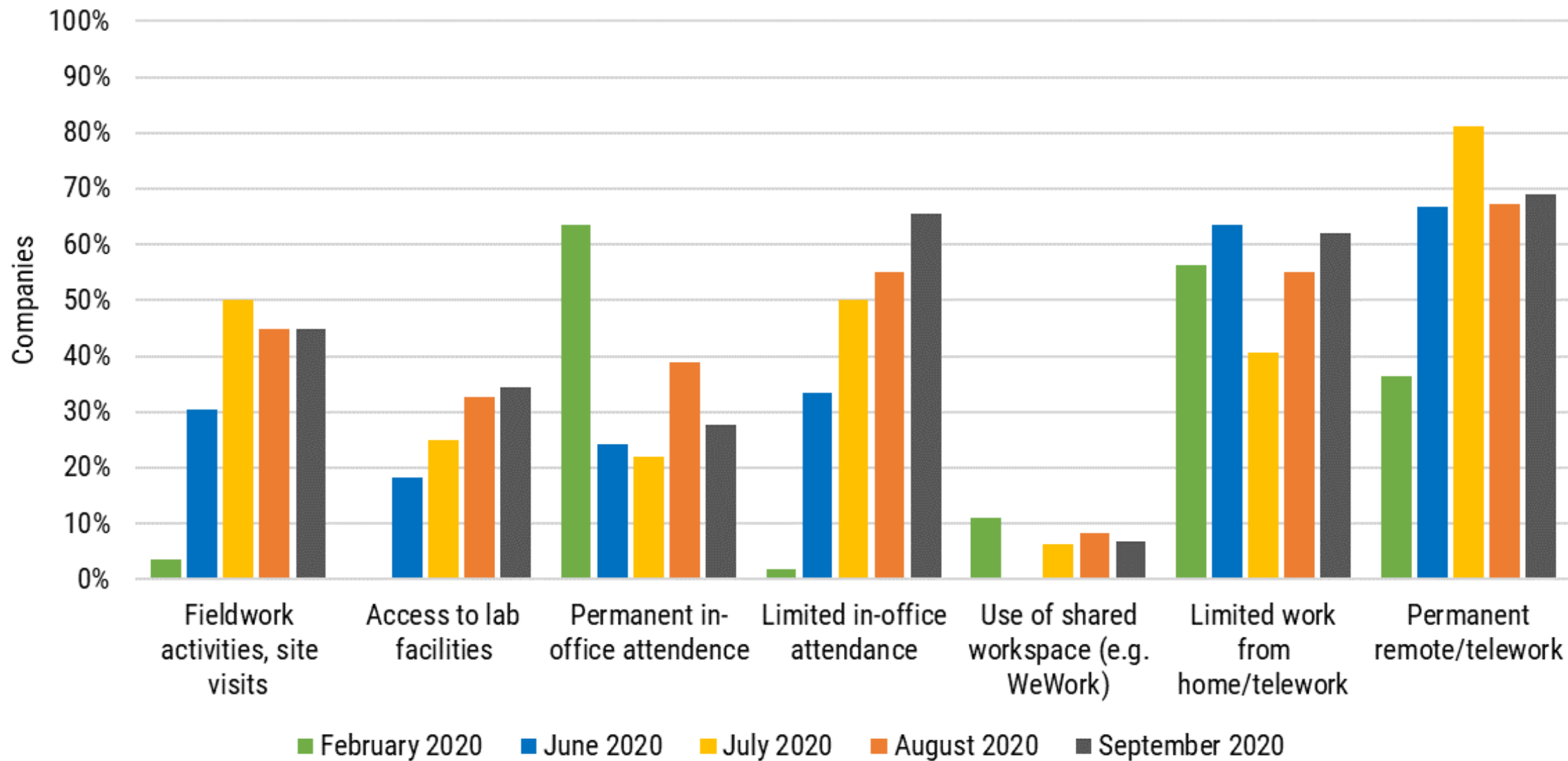
Expectation for 2020 permanent staffing levels



Expectation for 2020 temporary and contract staffing levels



Workplace policies available to employees



Working from home is still the norm for most.

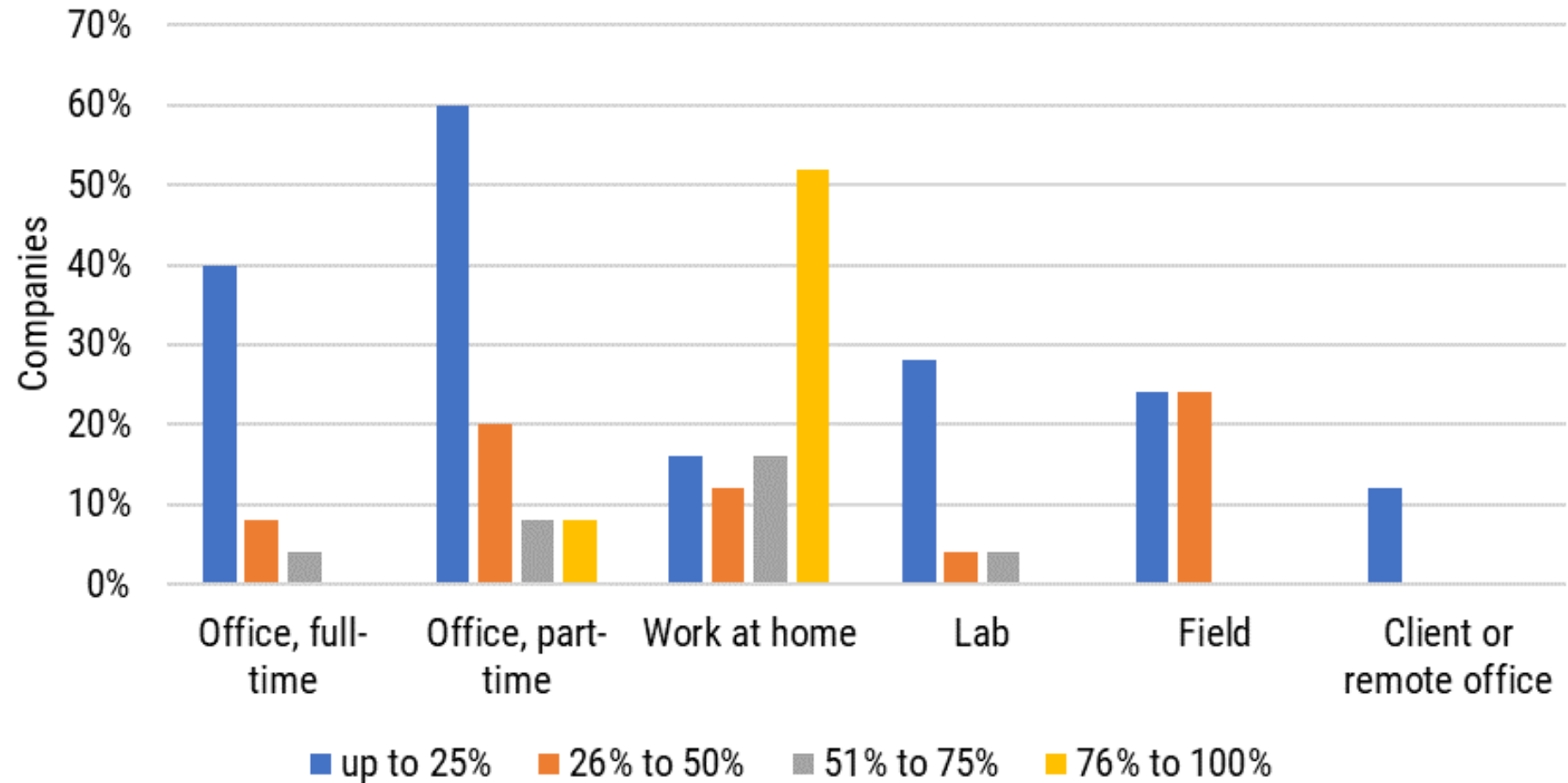
52% of companies have 76-100% of their employees working from home.

Limited in-office attendance is resuming slowly.

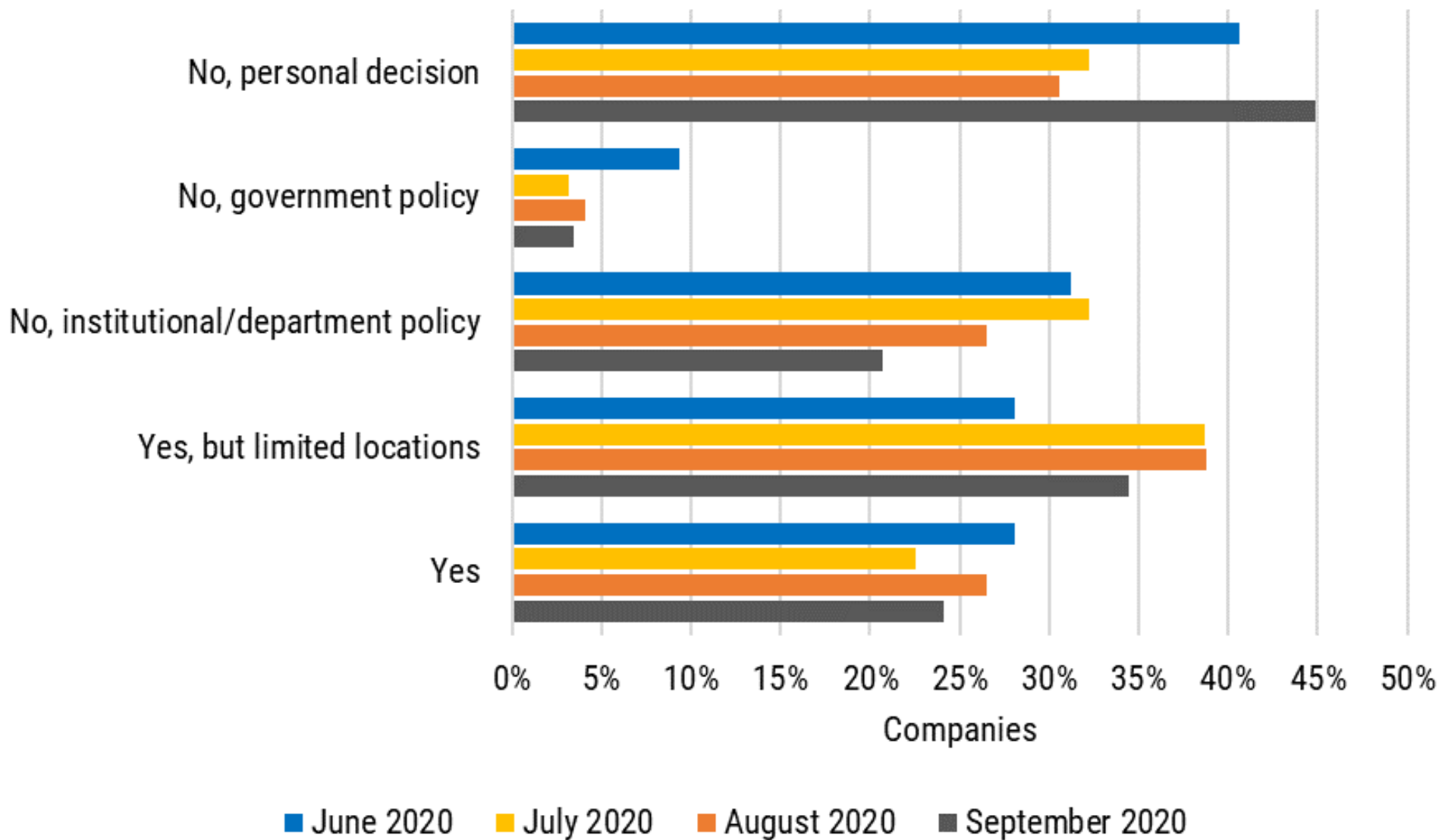
60% of companies report that up to 25% of their employees are working in the office part-time.

40% of companies report that up to 25% of their employees are working in the office full-time.

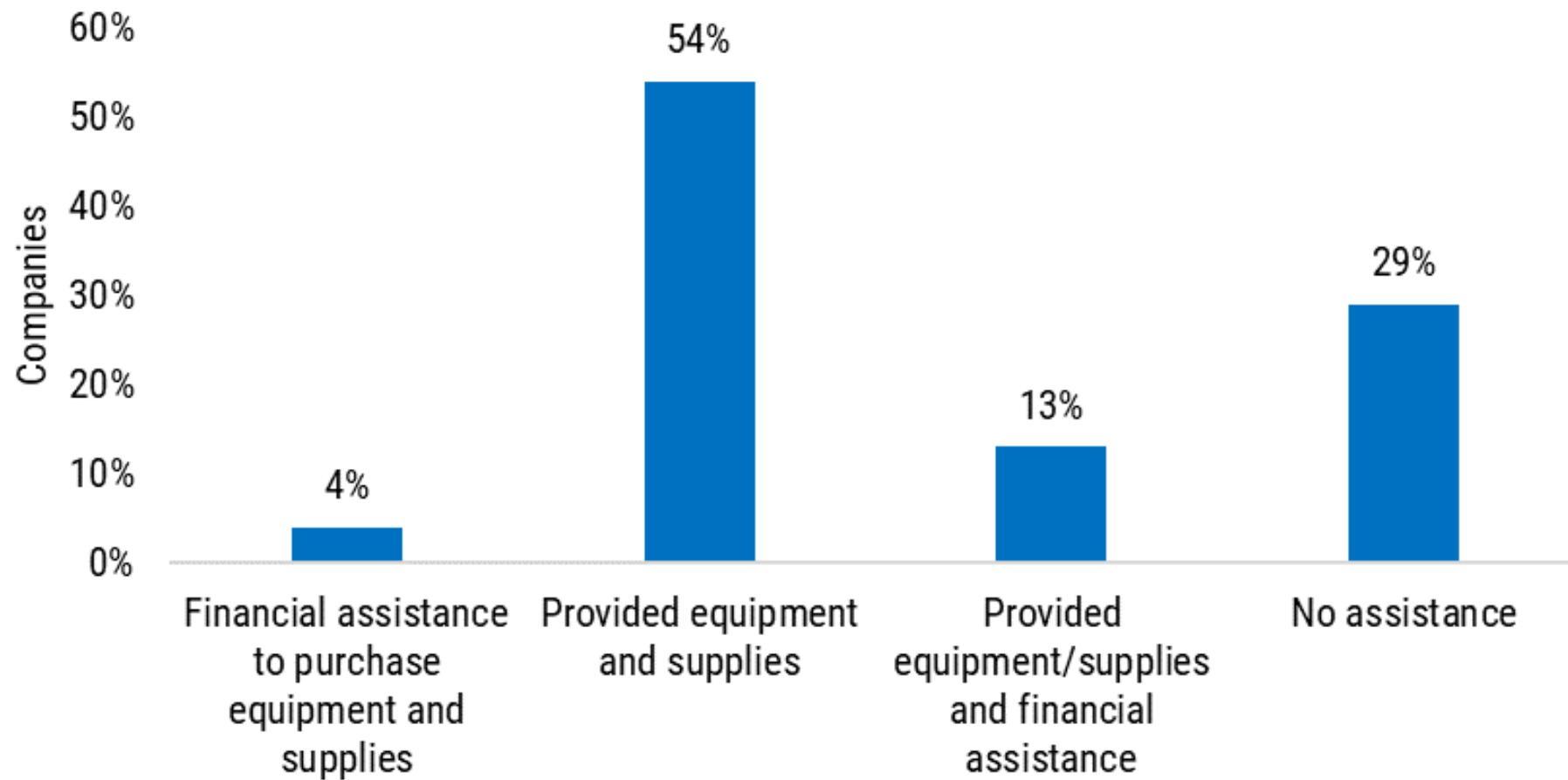
Distribution of employees across workplace environments September 2020



Employees on travel or in the field



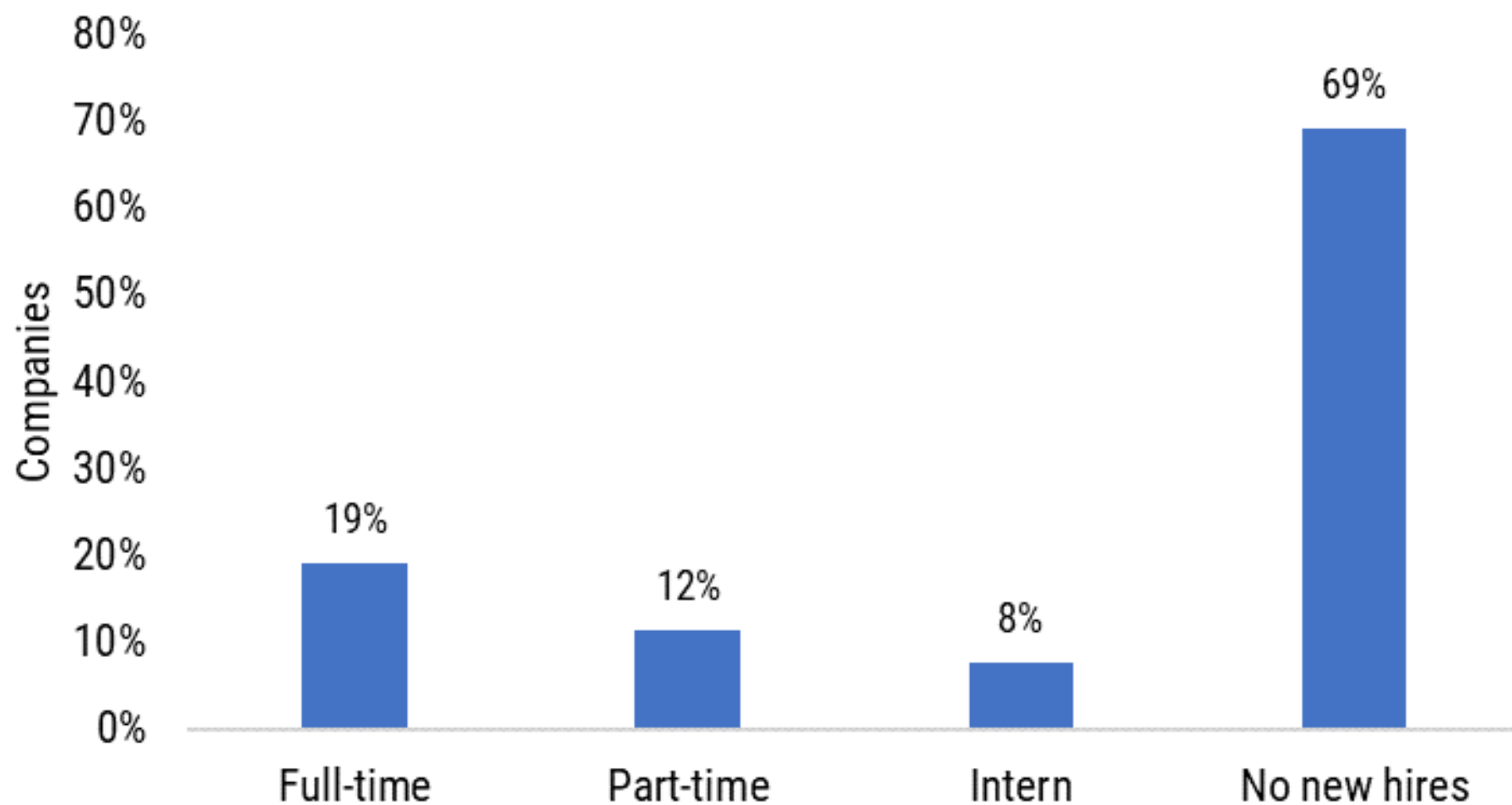
Has your organization provided assistance for obtaining equipment and/or supplies for employees working from home?



Strategies

- Considered as an essential organization / service provider
- Investment in distributed team technologies
- Increased frequency of communication with teams
- Increase safety protocols for office and facilities
- Using cohorts for facility / office use
- Shifting of work to contractors instead of seasonal staff
- Capture knowledge of those leaving
- Increased marketing and contact with past and potential clients
- Frugality – using / reserving resources

New hires of geoscientists in the past month



Hiring Challenges

- Hiring freezes and budgetary constraints
- Reliance on contractors due to uncertain hiring environment
- Interview process is not as effective as face-to-face meetings
- Willingness of potential employees to work onsite occasionally
- Lack of qualified candidates

Top concerns moderately to extremely driven by COVID-19

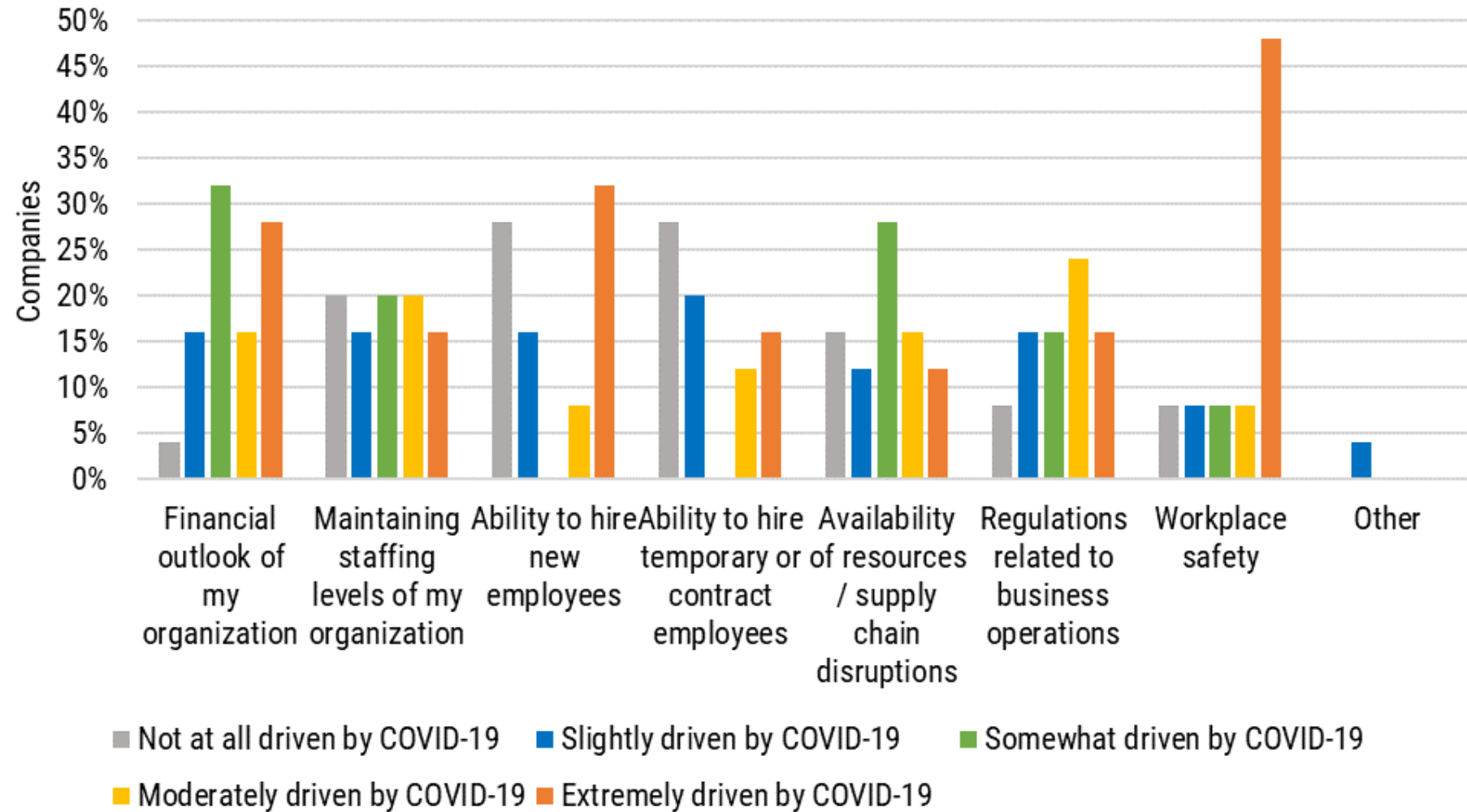
Workplace safety: 56%

Financial outlook: 44%

Hiring new employees: 40%

Regulations related to business operations: 40%

Current employer concerns, August 2020



Top concerns moderately to extremely driven by COVID-19

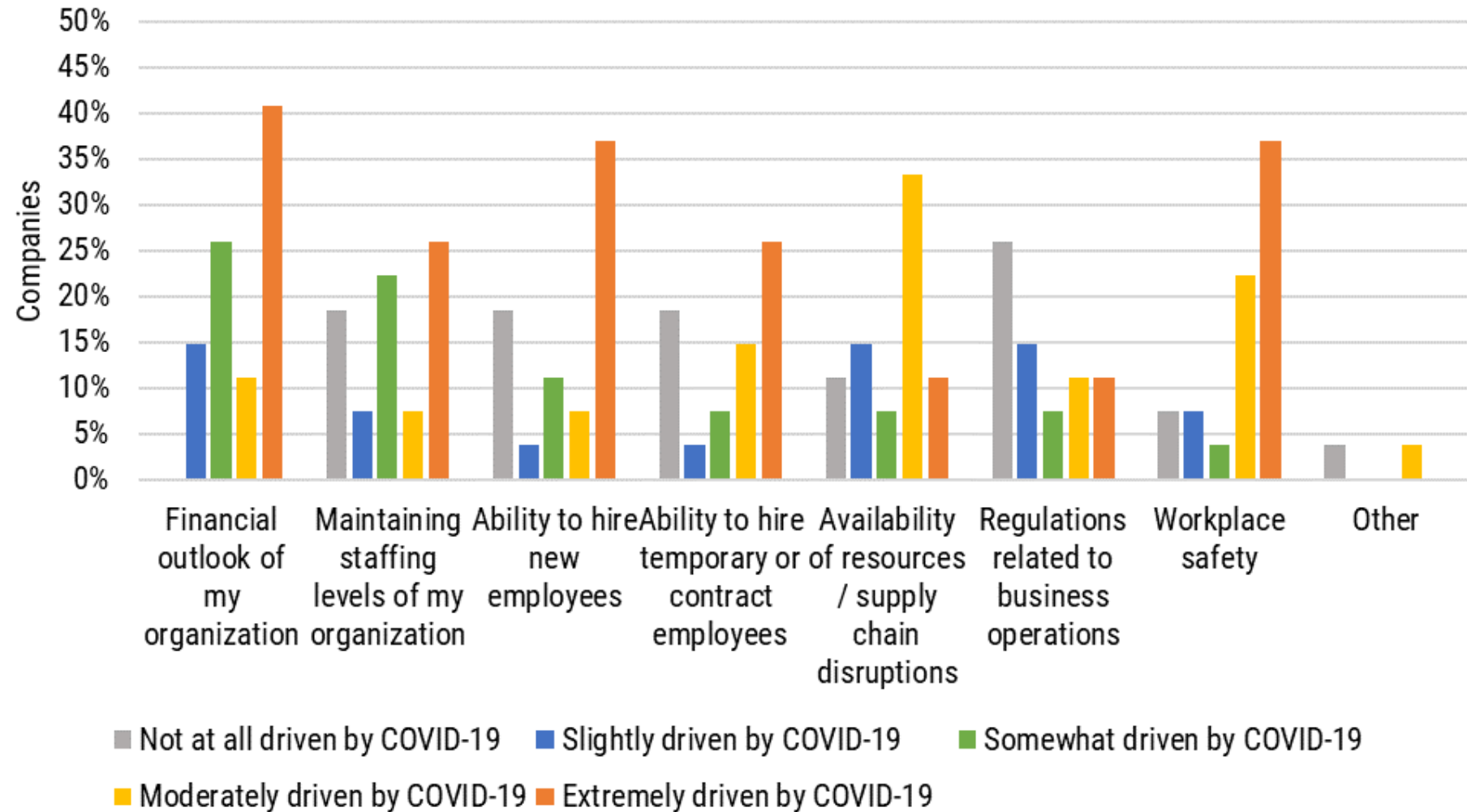
Workplace safety: 59%

Financial outlook: 52%

Hire new employees: 44%

Availability of resources / supply chain disruptions: 44%

Current employer concerns, September 2020

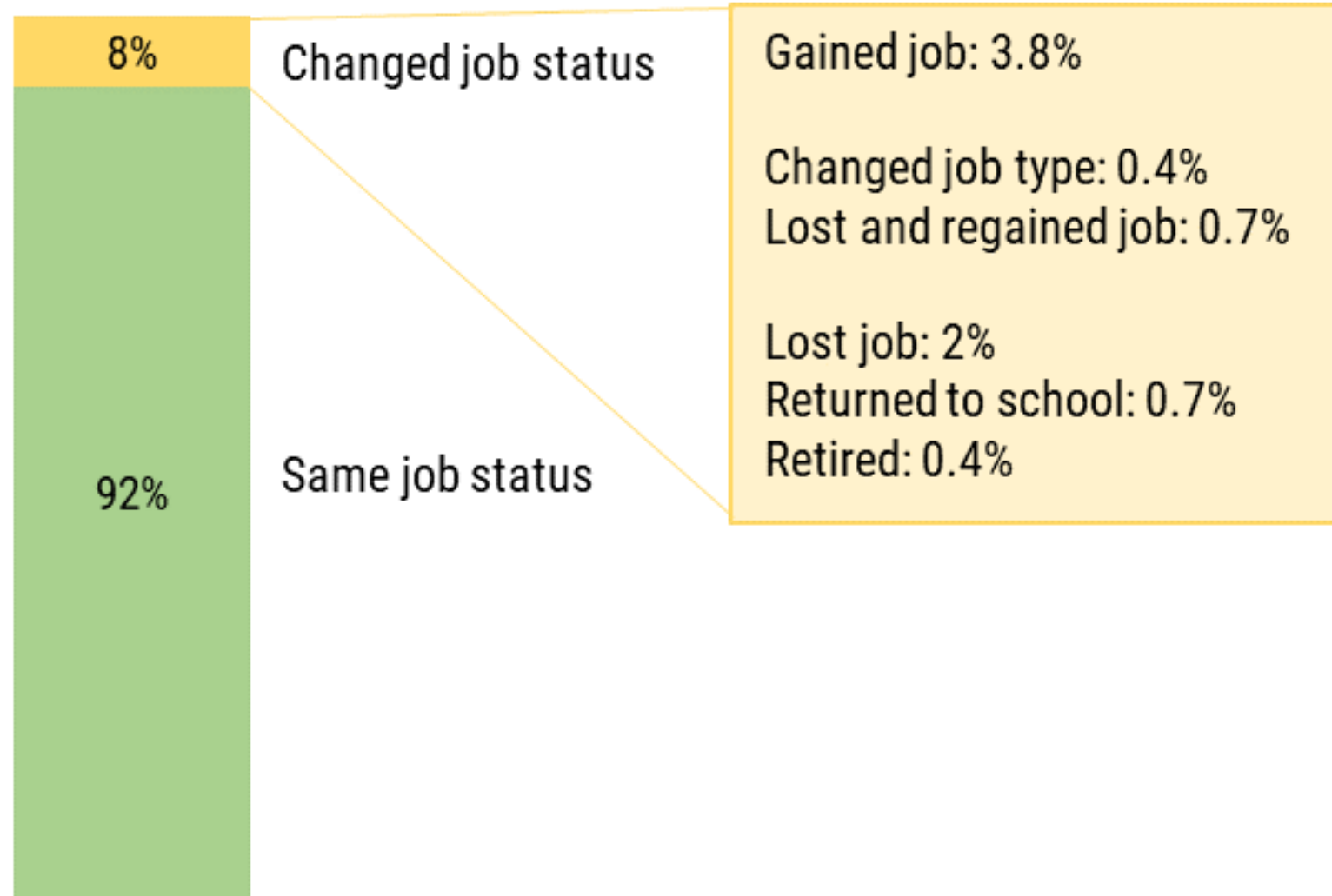


Employees

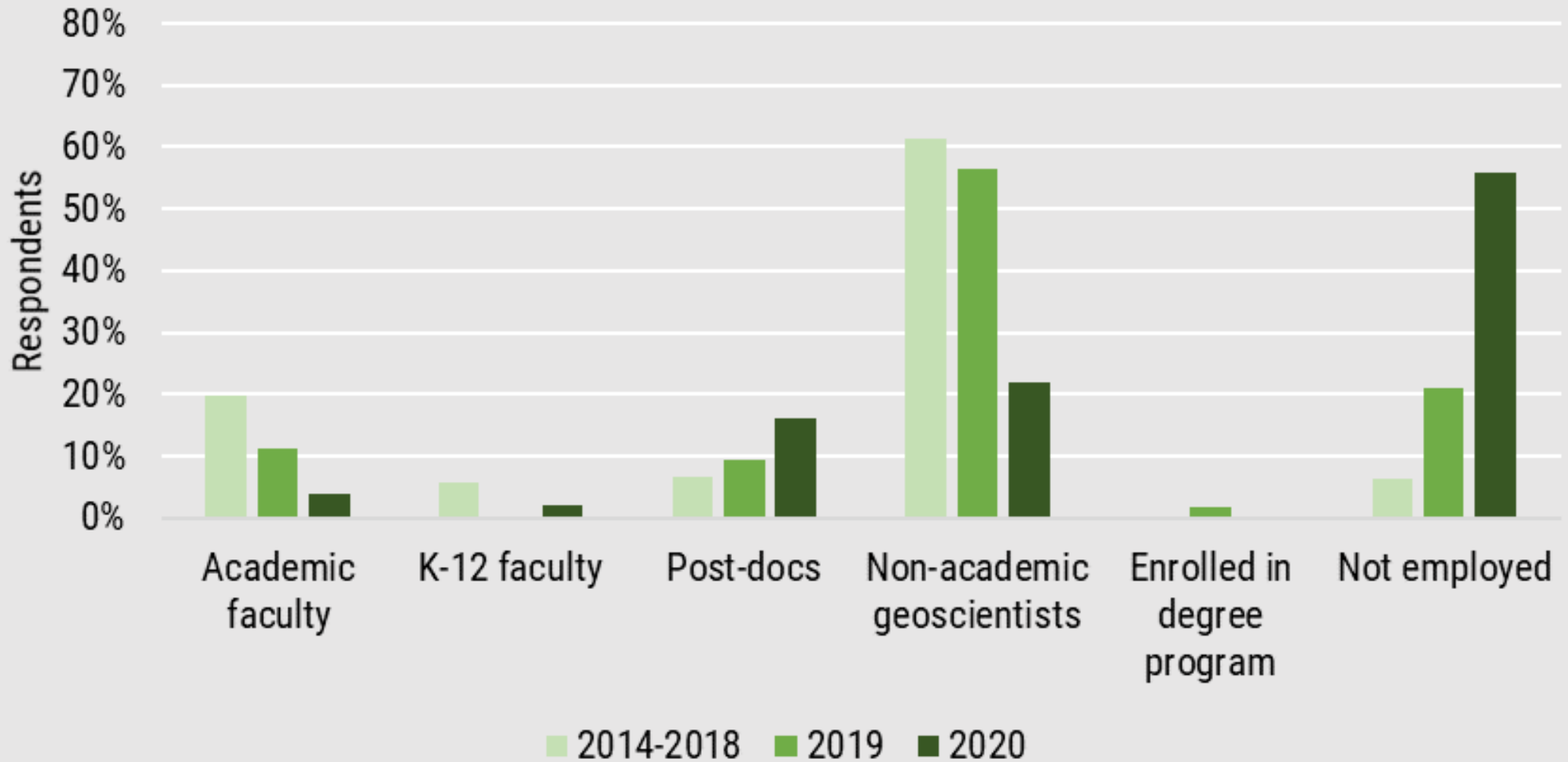
Employment status of geoscientists

Most of those gaining jobs are recent graduates from this year.

Majority of those who lost their jobs are seeking employment in the geosciences.



Employment of recent geoscience graduates by graduation year



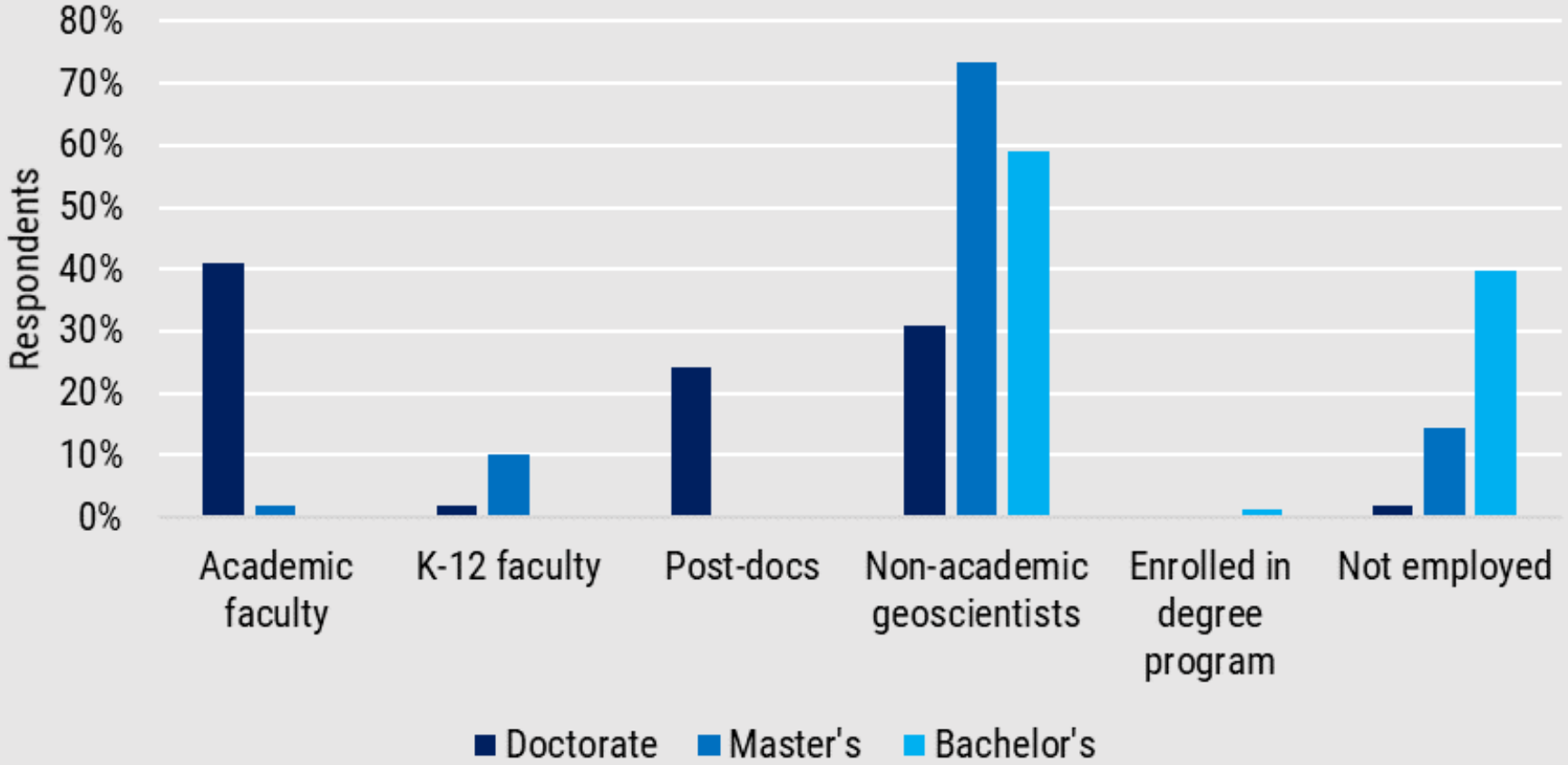
No deviation from long-term employment trends of recent graduates.

77% of unemployed recent graduates are seeking employment in the geosciences, and just over half are seeking employment outside the geosciences.

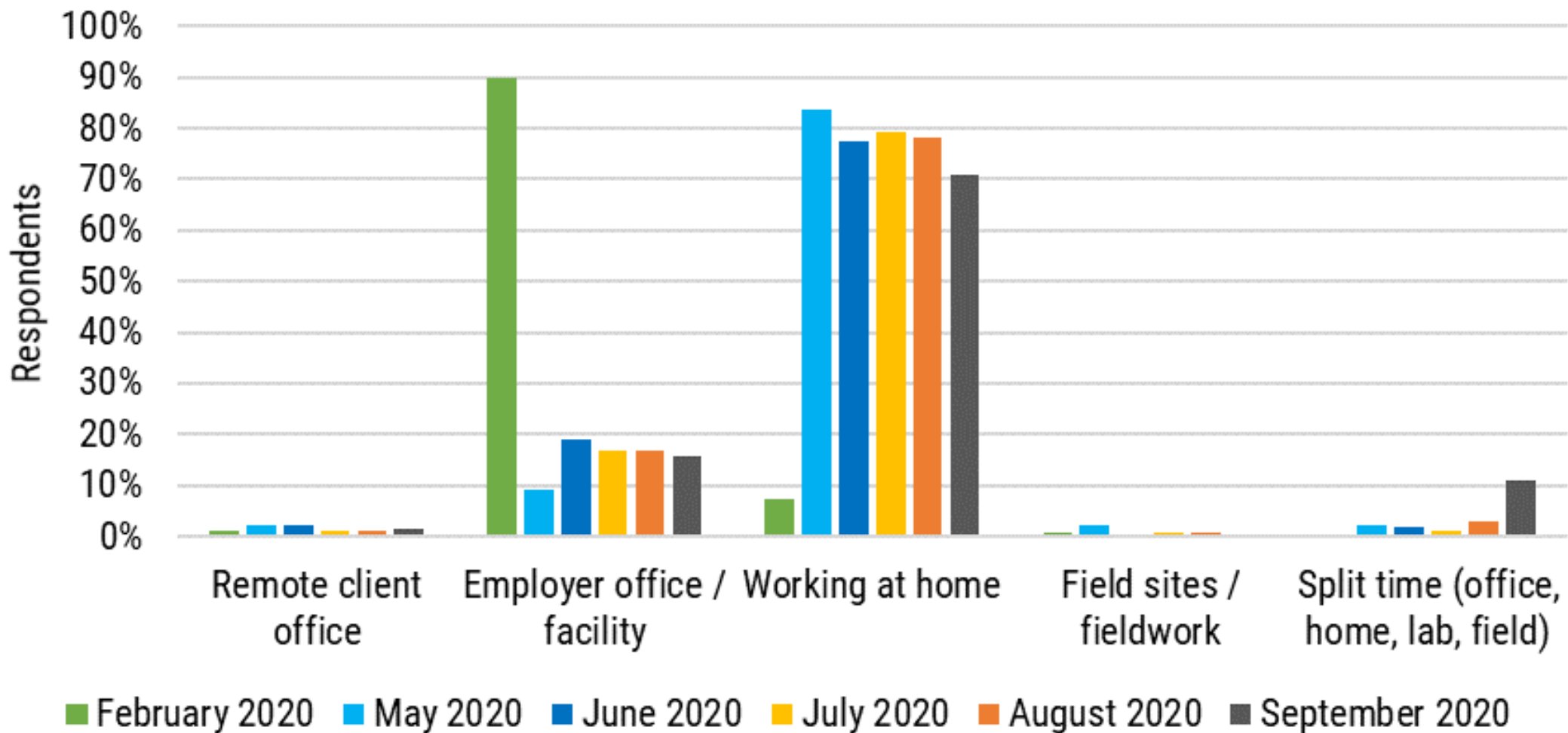
Most common reasons for seeking employment outside of the geosciences:

- Lack of job in geosciences
- Lack of skills or training

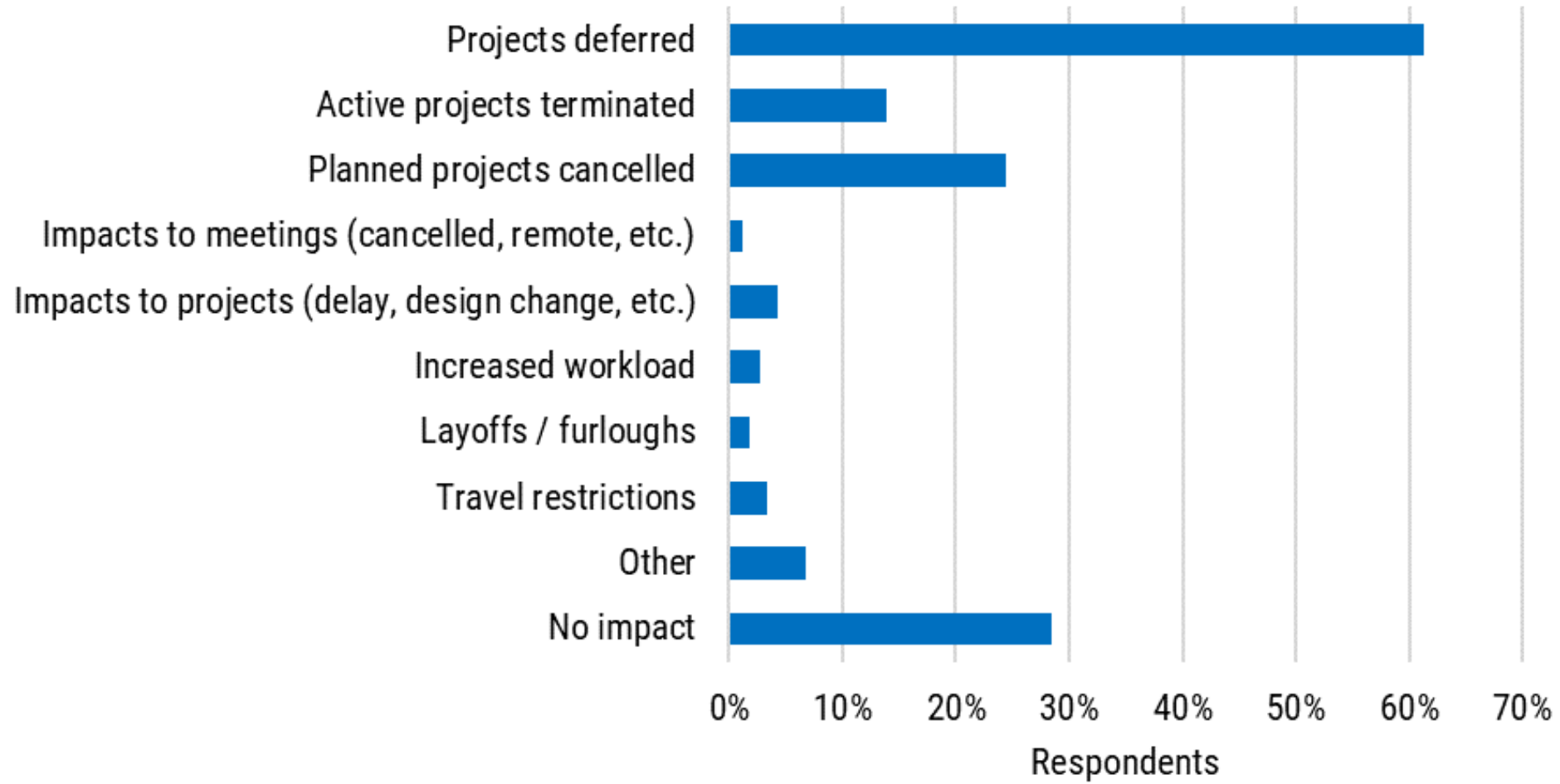
Employment of recent geoscience graduates by degree level



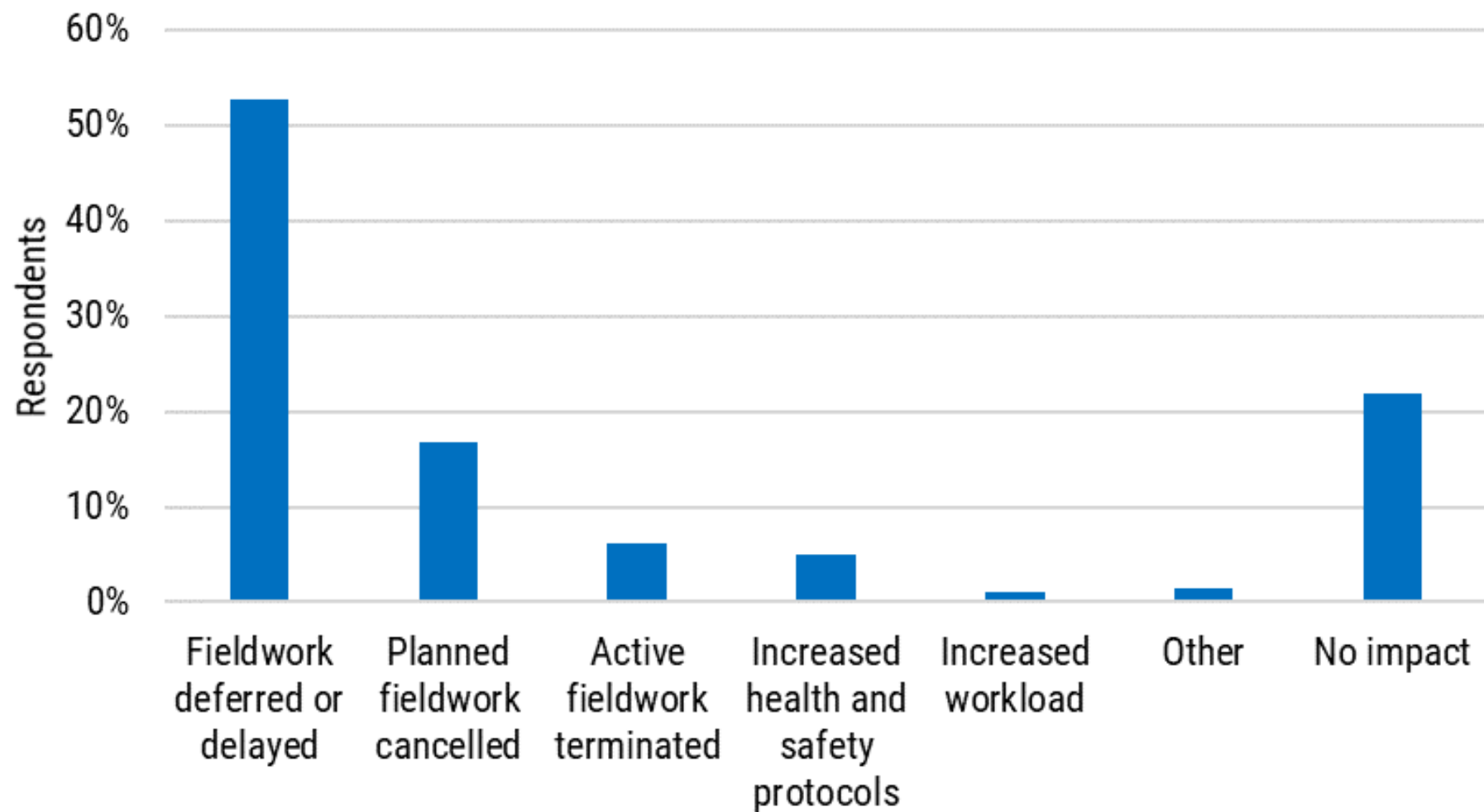
Primary work location



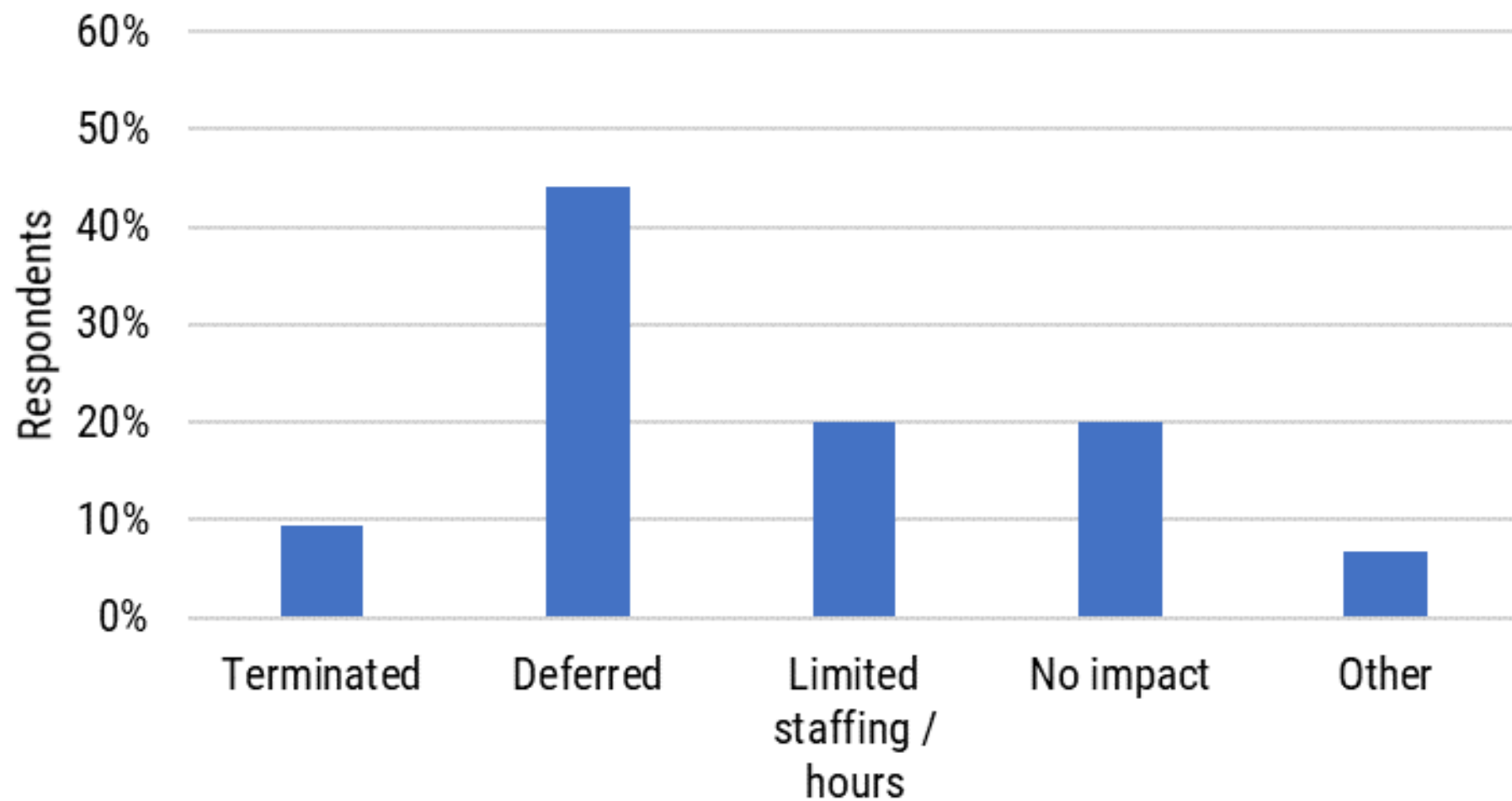
Project and work impacts, February 2020



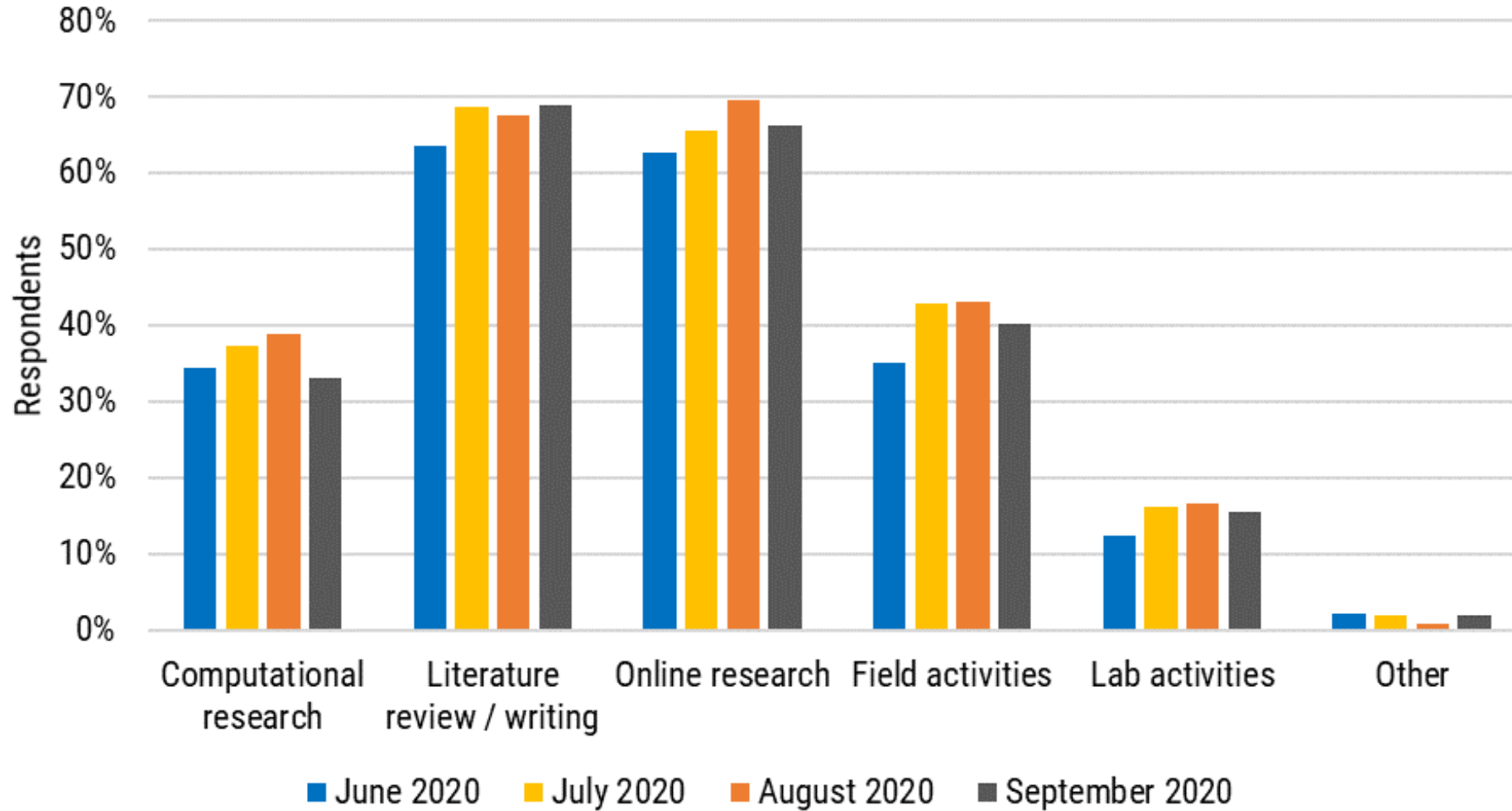
Fieldwork impacts, February 2020



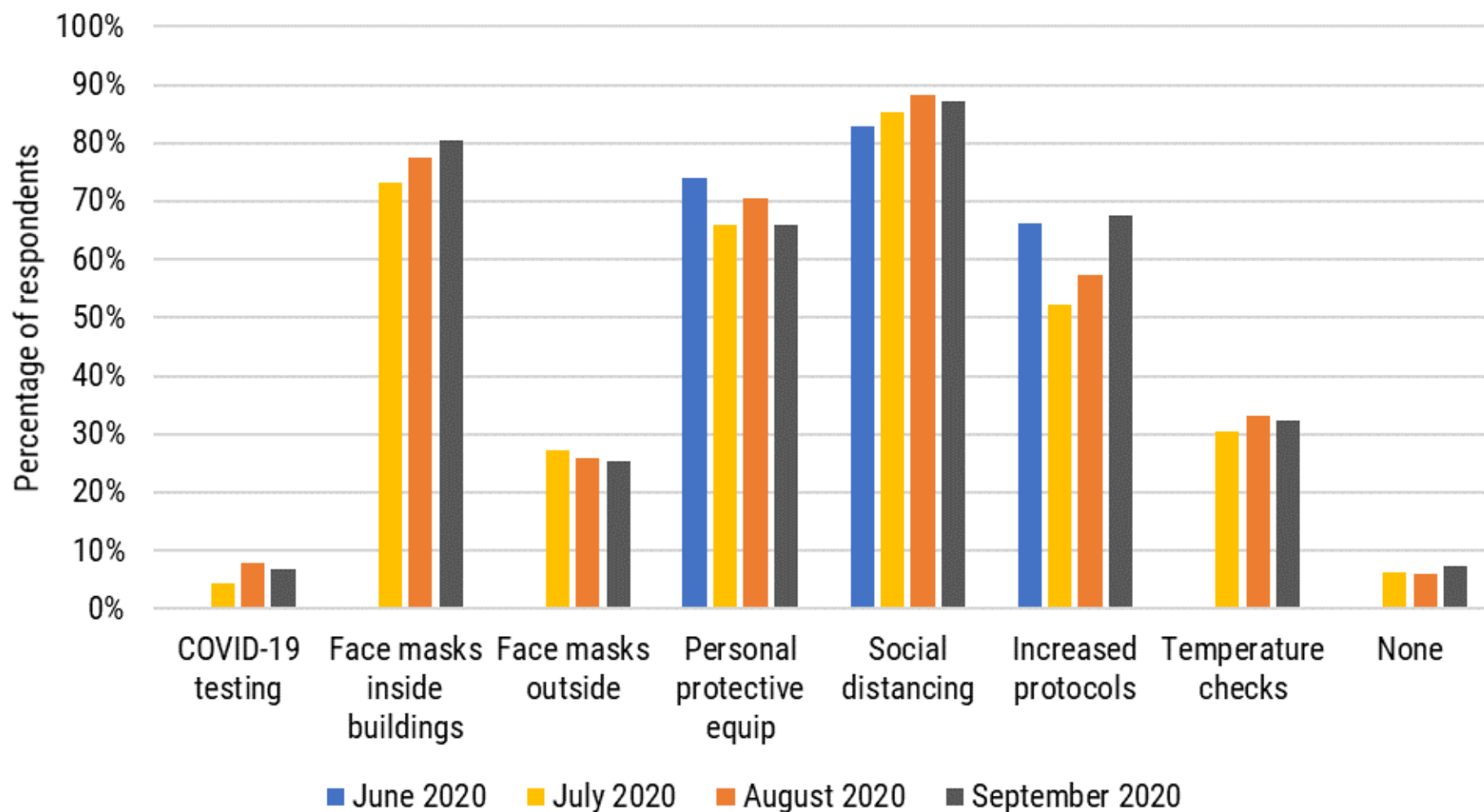
Lab-based activity impacts, February 2020



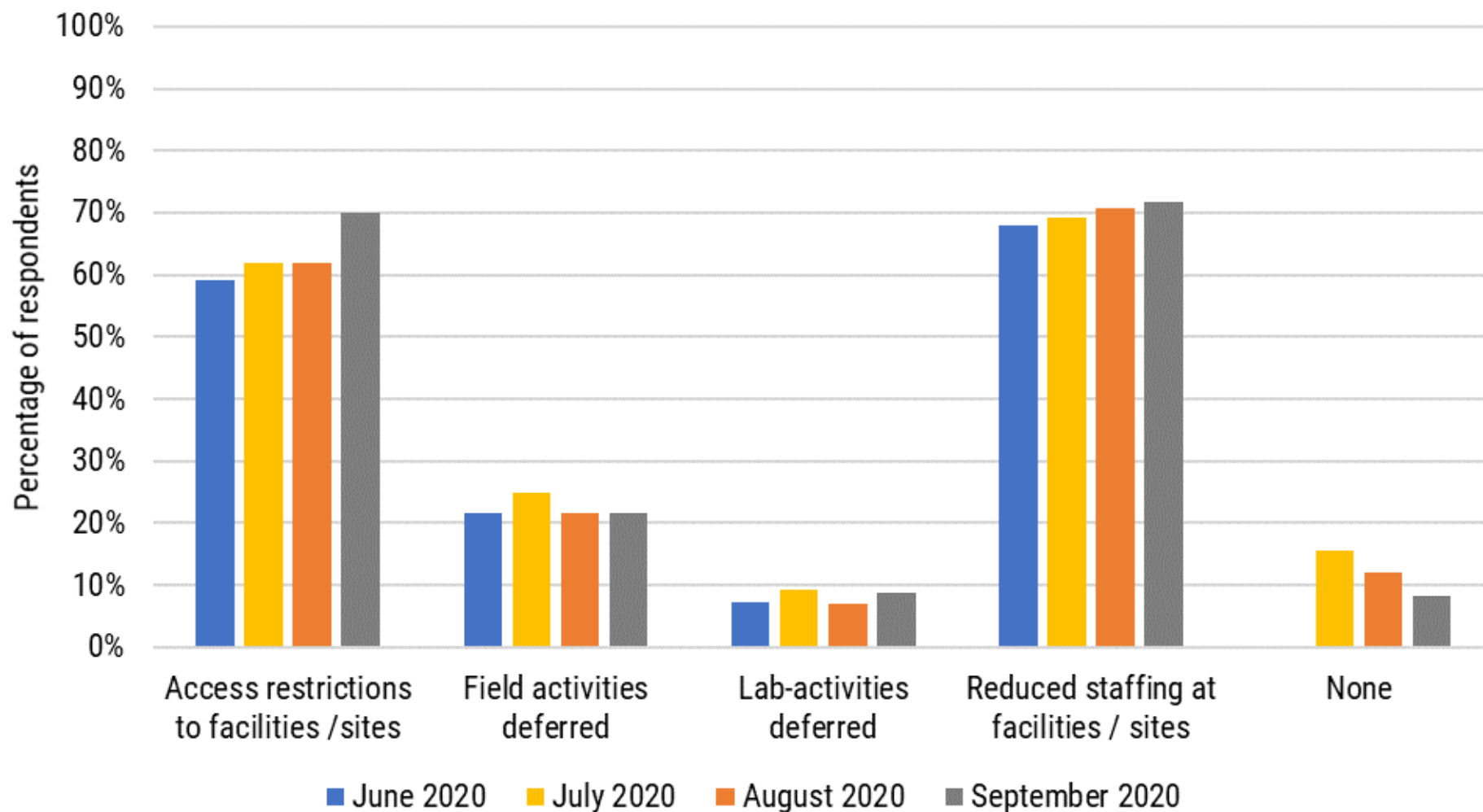
Work and research modes



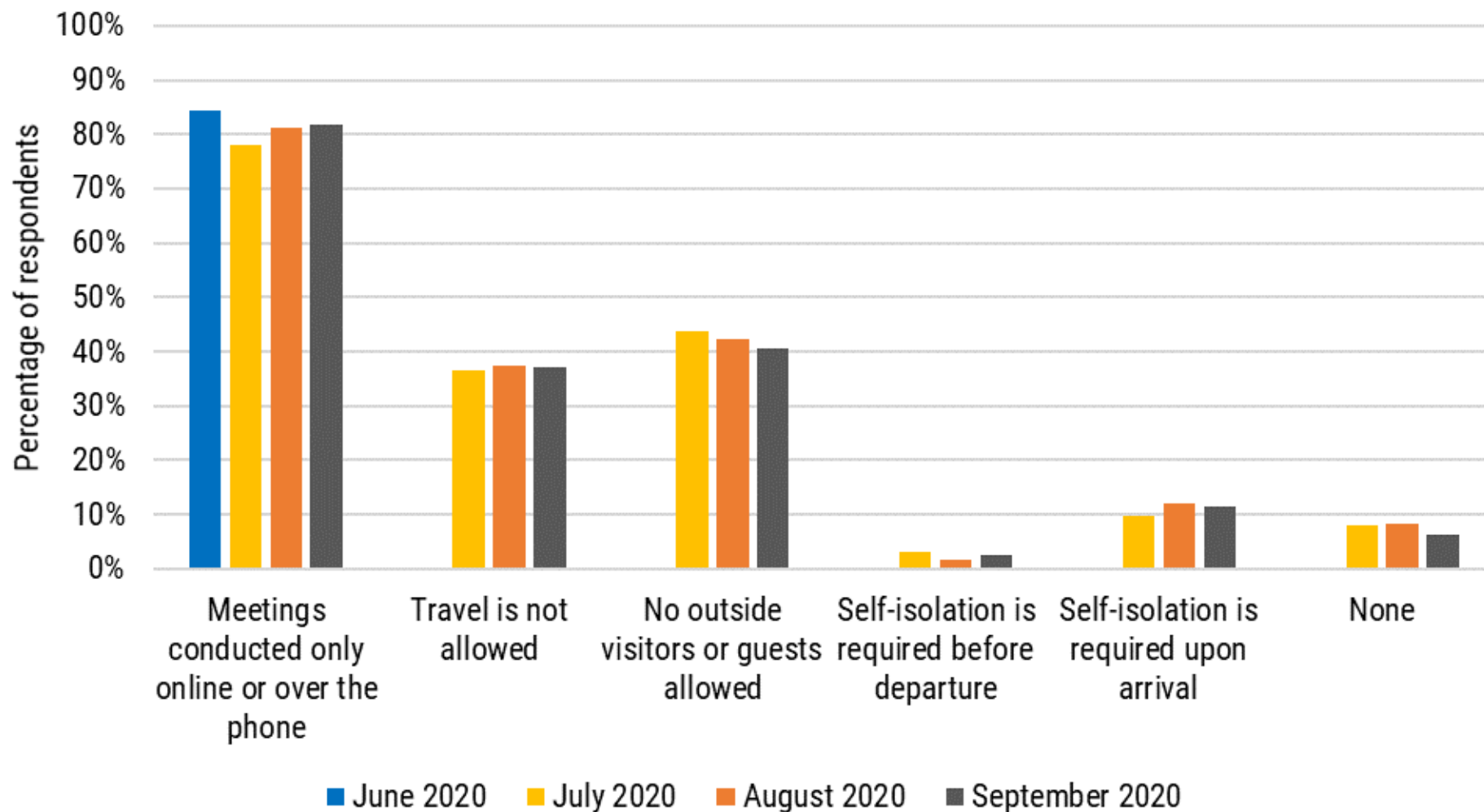
Health and safety-related COVID-19 restrictions



Facility-related COVID-19 restrictions



Meeting and travel-related COVID-19 restrictions



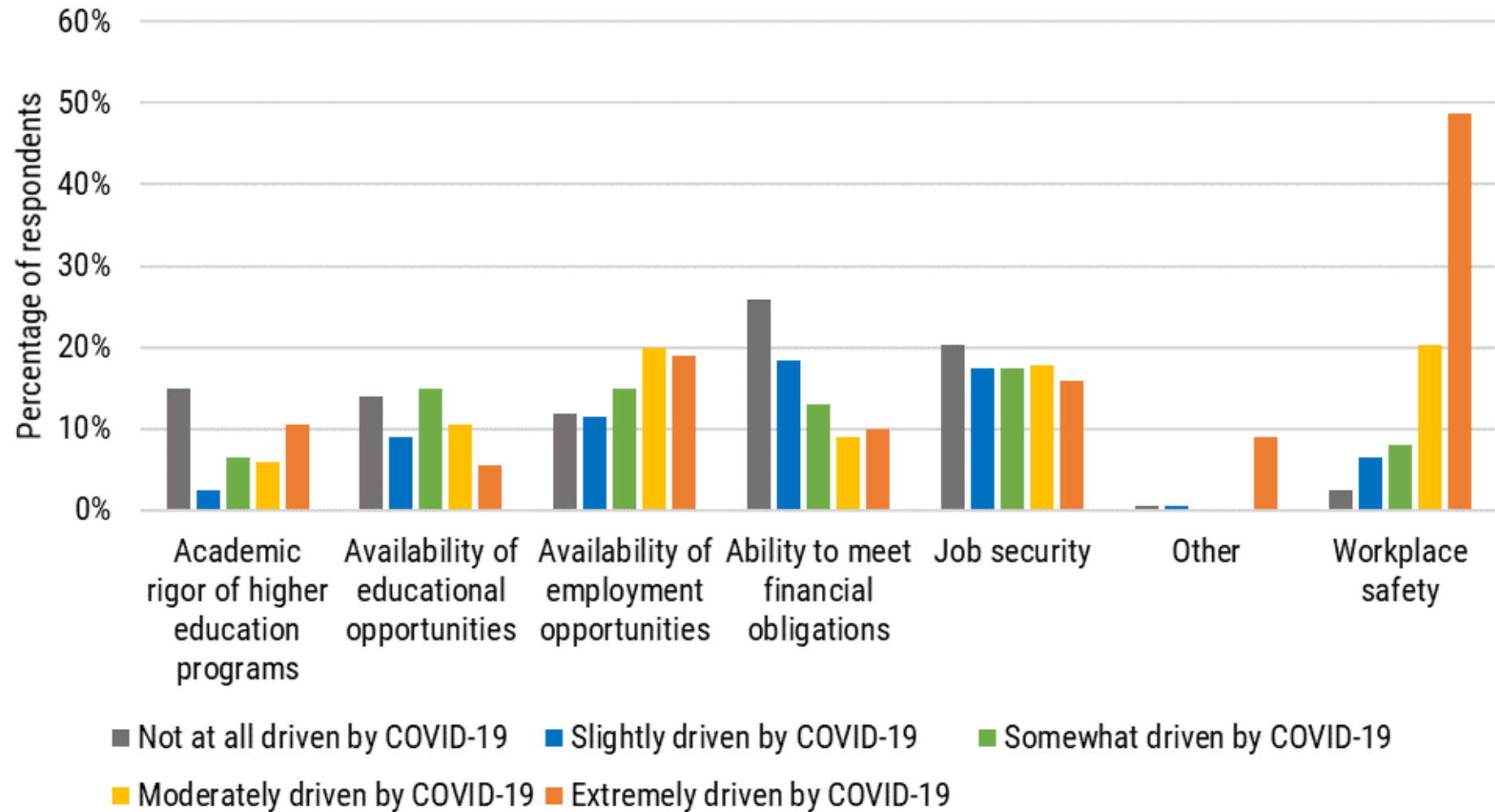
Top concerns moderately to extremely driven by COVID-19

Workplace safety: 69%

Availability of employment opportunities: 39%

Job security: 34%

Geoscience employee concerns, August 2020



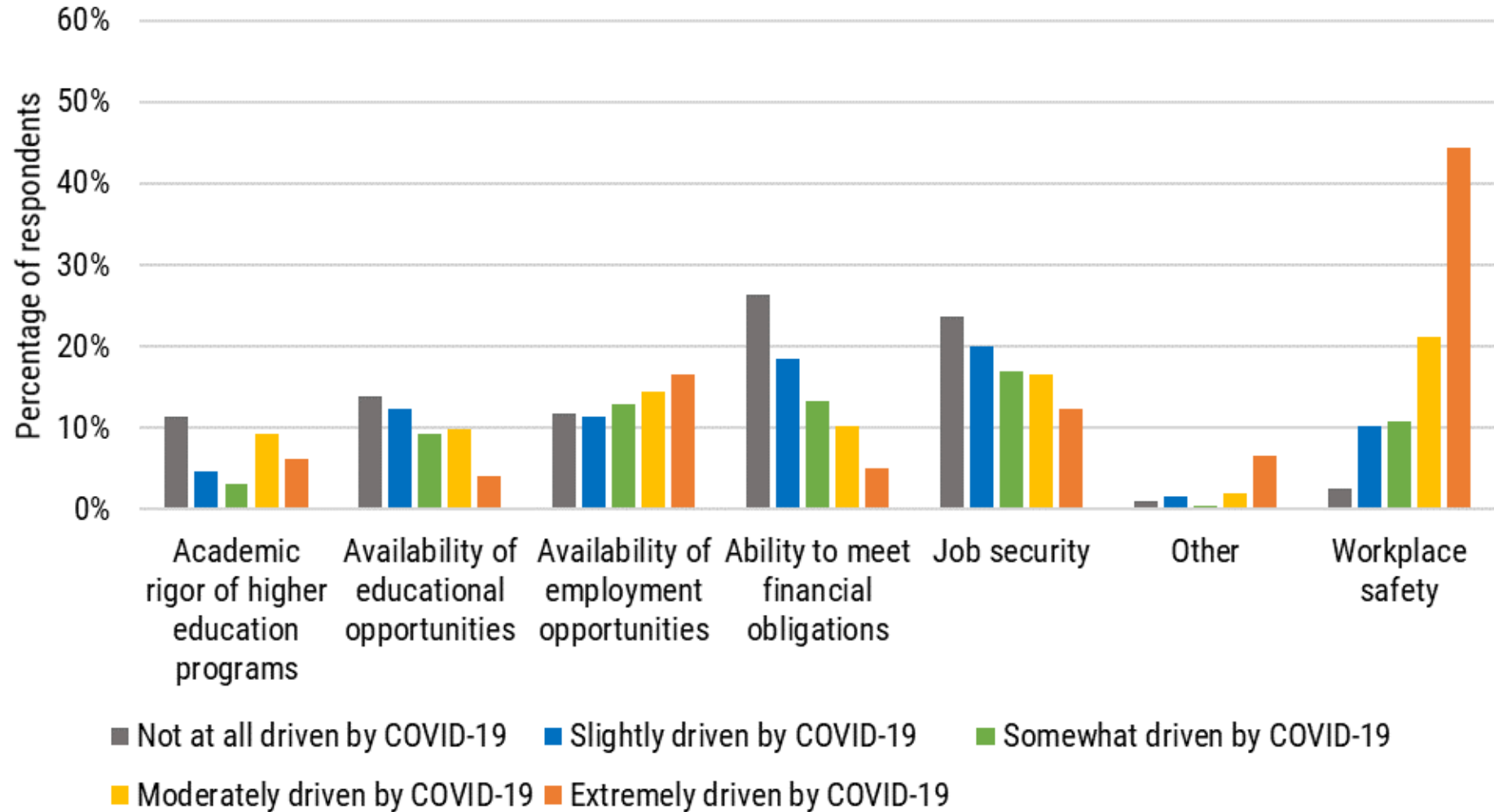
Top concerns moderately to extremely driven by COVID-19

Workplace safety: 65%

Availability of employment opportunities: 31%

Job security: 29%

Geoscience employee concerns, September 2020



Questions and Discussion

- What strategies have you found useful for weathering impacts from the pandemic?
- What skills, training, education are employers looking for in potential employees?
- Have employers changed what they are looking for in potential employees (skills, training, education, etc.)?
- What questions / topics would you be interested in seeing more data about?

Questions?

Email us at workforce@americangeosciences.org

Webinar recordings available at
www.americangeosciences.org/webinars

Geoscience COVID-19 Study & Data Briefs
www.americangeosciences.org/workforce/covid19