TalentNeuron™
Impact of COVID-19 on the Labor Market
February 1 – April 15, 2020
Drastic reductions in hiring in wake of COVID-19

With over 677,529 recorded COVID-19 cases in the U.S. alone, organizations are taking cost-cutting measures, including hiring freezes and furloughs, evidenced by a 26% reduction in job postings across February, March and April 2020.

The rate of decrease continues to accelerate — available jobs fell by 11% during the week of April 5 compared with 7.2% the prior week.

Available job postings in the U.S.
Job postings (1,000s)

Source: Gartner TalentNeuron
New hiring continues, but significantly curtailed

Weekly new job postings have reduced by almost half (49%) since the beginning of February, 2020, signaling a significant reduction despite organizations continuing to hire for critical roles.

Weekly new job postings

Overall new job postings count in the U.S.

Source: Gartner TalentNeuron
HR and hospitality hardest hit, declines pervasive

Change in job openings in the U.S. by function (02/02 – 04/11)
Percentage change

With hiring freezes and travel bans, the HR and hospitality/services functions witness the biggest drops in job openings.

Maintenance and repair worker job openings declined significantly mainly because of the business and site closures across the U.S.

Source: Gartner TalentNeuron
Restaurant and closure impacts being felt

15 occupations in the U.S. with the largest decline in hiring (02/02 – 04/11)
Percentage change

Due to social distancing and lockdowns, occupations in the food service industry have seen the largest reductions in hiring. However, affected occupations are not limited to the food industry. Others include hairdressers, HR specialists and sales reps.

Source: Gartner TalentNeuron
Operations and logistics dominate hiring increases

Top 10 organizations in the U.S. with the largest increases in new job postings (02/06 – 04/07)

<table>
<thead>
<tr>
<th>Organization</th>
<th>Increase in job posting count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amazon (administration and clerical function)</td>
<td>24,791</td>
</tr>
<tr>
<td>OTR Revolution</td>
<td>22,042</td>
</tr>
<tr>
<td>Unimark Truck Transport</td>
<td>20,171</td>
</tr>
<tr>
<td>E.W. Wylie Corporation</td>
<td>17,423</td>
</tr>
<tr>
<td>C.R. England, Inc.</td>
<td>16,647</td>
</tr>
<tr>
<td>ABA Transportation</td>
<td>16,630</td>
</tr>
<tr>
<td>J-Mar Enterprises</td>
<td>16,595</td>
</tr>
<tr>
<td>Curry's Transportation</td>
<td>12,847</td>
</tr>
<tr>
<td>National Strategic Transportation</td>
<td>11,915</td>
</tr>
<tr>
<td>National Express Trucking</td>
<td>10,698</td>
</tr>
</tbody>
</table>

Many in the transportation industry have ramped up hiring significantly. This is likely due to the massive logistical demands of the COVID-19 pandemic as consumers have switched to e-commerce to avoid in-person interactions.

Unsurprisingly, Amazon is leading this increase, reflecting unprecedented online shopping demand as millions stay home.

Source: Gartner TalentNeuron
Available jobs seeing global reductions

Available job postings by country (02/02 – 04/11)
Percentage change

- Italy: -11%
- Mexico: -11%
- China: -16%
- Germany: -16%
- Singapore: -22%
- Japan: -23%
- France: -26%
- United States: -26%
- India: -26%
- Canada: -34%
- Australia: -55%
- United Kingdom: -41%

Available jobs have seen significant reductions globally. It is currently unclear as to how many of those jobs will still be available as the world recovers from the COVID-19 pandemic. However, new hiring trends from China offer hope.

Source: Gartner TalentNeuron
As China recovers, new job postings have increased

New job postings by country (02/02 – 04/11)
Percentage change

- China: 24%
- Mexico: -6%
- Germany: -10%
- United States: -28%
- Singapore: -30%
- United Kingdom: -32%
- France: -41%
- India: -45%
- Australia: -45%
- Canada: -47%
- Japan: -72%
- Italy: -80%

While China has seen an overall decrease in job volume over the past two months, new job postings every week have been on the rise — increasing by 24% since the week of February 3. This may be an indication that the trend in total job volume may reverse in the foreseeable future.
Skills demand reflects reality of COVID-19 response

Top 10 hard skills required by organizations in the U.S. (02/06 – 04/07)

Demand in skills related to healthcare and compliance have seen a large increase across March. These are reflective of the marketwide response to COVID-19, with an increased need for healthcare staff and capacity.

An increase in compliance-related postings could reflect the due diligence required as organizations consider drastic workforce measures. Other top skills while still popular are experiencing declines as the market pivots to pandemic response.

Source: Gartner TalentNeuron
Bubble size indicates number of job postings

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