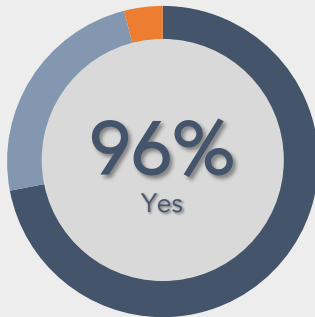


PANDEMIC RESPONSE

Able to Continue Operations Throughout Pandemic



Yes, able to continue all or most operations
 Yes, able to continue partial operations
 No

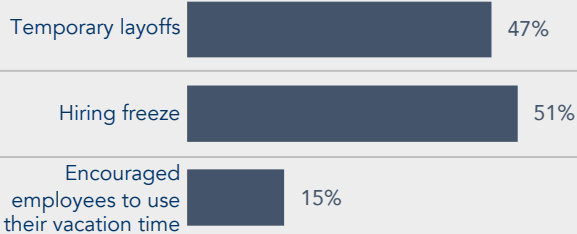
Organizations that Changed the Size of their Workforce

10%
↑
Increased

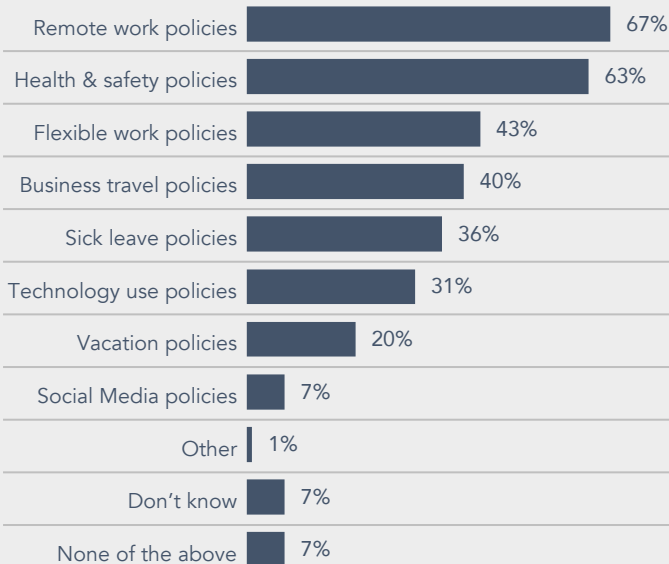
-27
Net
Difference

Decreased
↓
37%

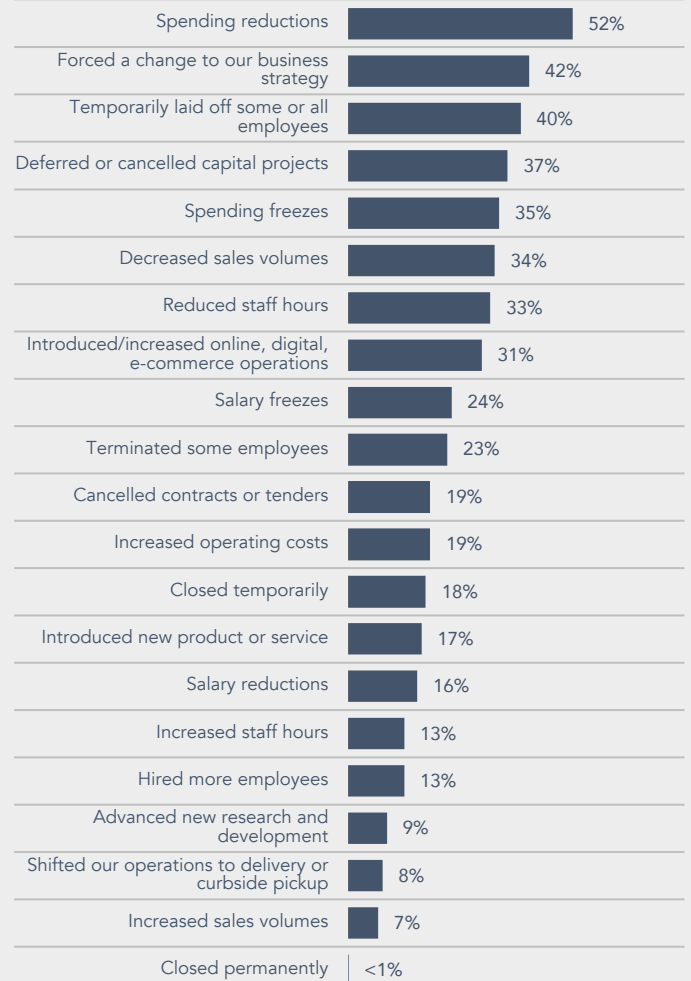
Actions Taken to Control Labour Costs



Implemented or Planned Changes to Policies in Response to the Pandemic



Pandemic Impact



The Summer 2020 wave of this study was conducted by Insights West on behalf of CPHR British Columbia & Yukon, CPHR Alberta, CPHR Saskatchewan, and CPHR Manitoba. The survey was conducted online from June 1st to 17th, 2020. A total of 636 British Columbia & Yukon human resources professionals participated in the survey, for an overall response rate of 12.37%. Survey responses to individual questions were optional. The margin of error of this survey varies depending on the number of completions each question received. The margin of error for a sample size of 636 (all survey respondents participating) is +/- 3.89% nineteen times out of twenty.

Read the full report online at www.cphrbc.ca/BC-HRTrends-Aug20