

Adapting Campus Recruiting During COVID-19

Results from our Second Employer Poll

March 25 – April 6, 2020



Future Workforce



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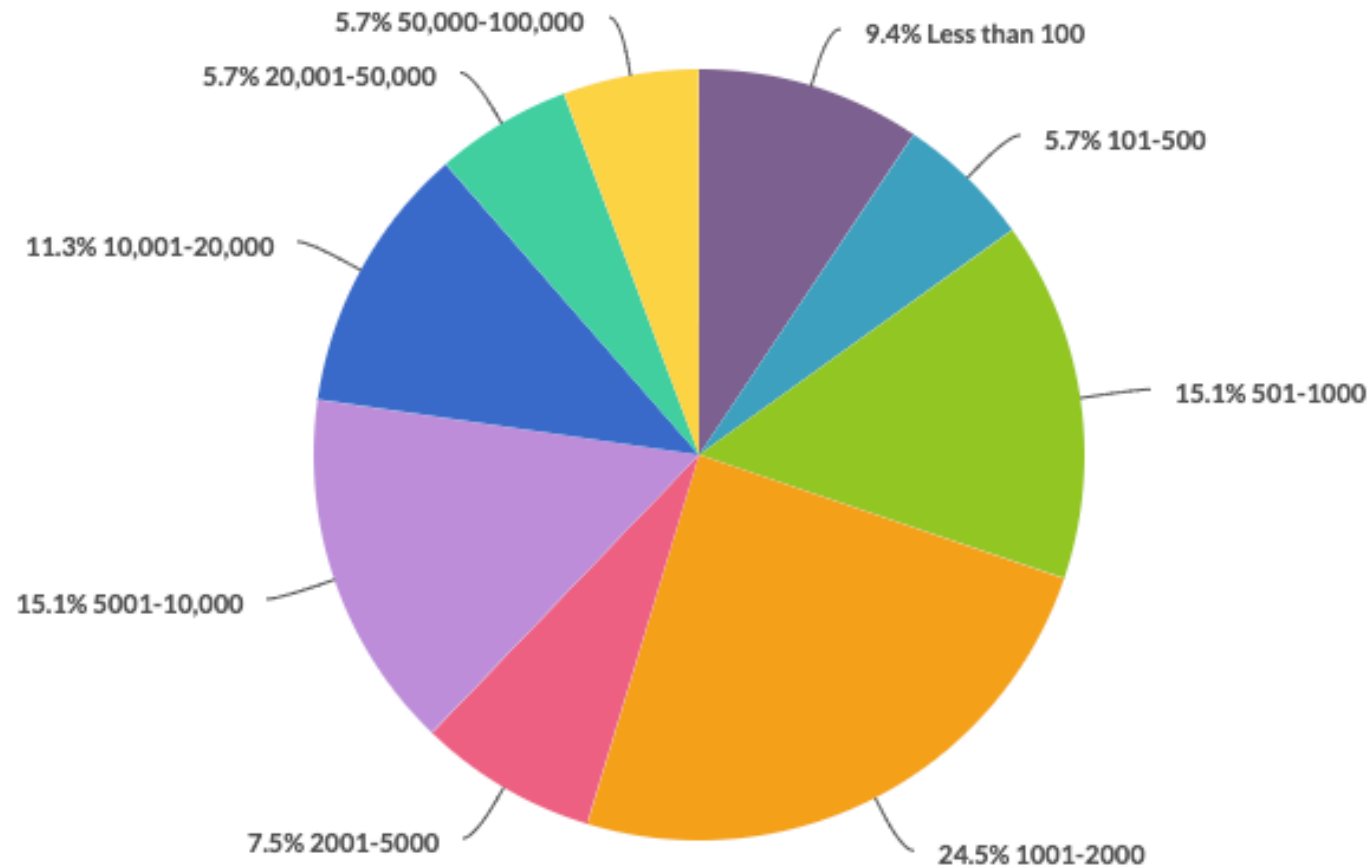
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Overview

- An online poll of employers involved in campus recruiting in Canada
- Conducted March 25 to April 6, 2020
- Promoted via email and LinkedIn posts
- 53 employers of all sizes and from a broad array of industries from across the country responded



Employer Size by Number of Employees



Respondents



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Have you made any changes to your plans to recruit students or new grads this spring?



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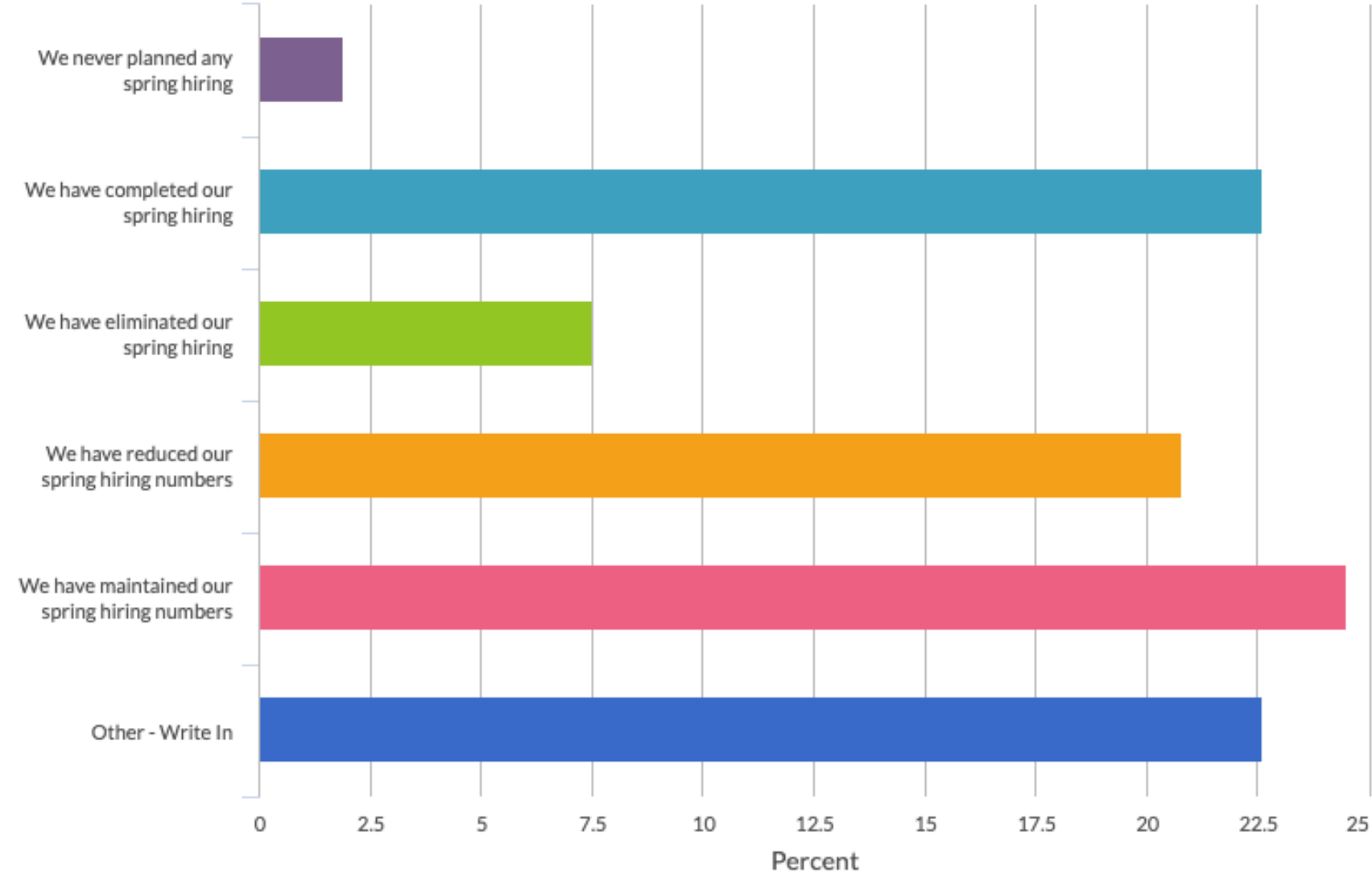


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3. Have you made any changes to your plans to recruit students or new grads this spring?



Have you made any changes to your summer student plans (including interns and co-ops) as a result of coronavirus?



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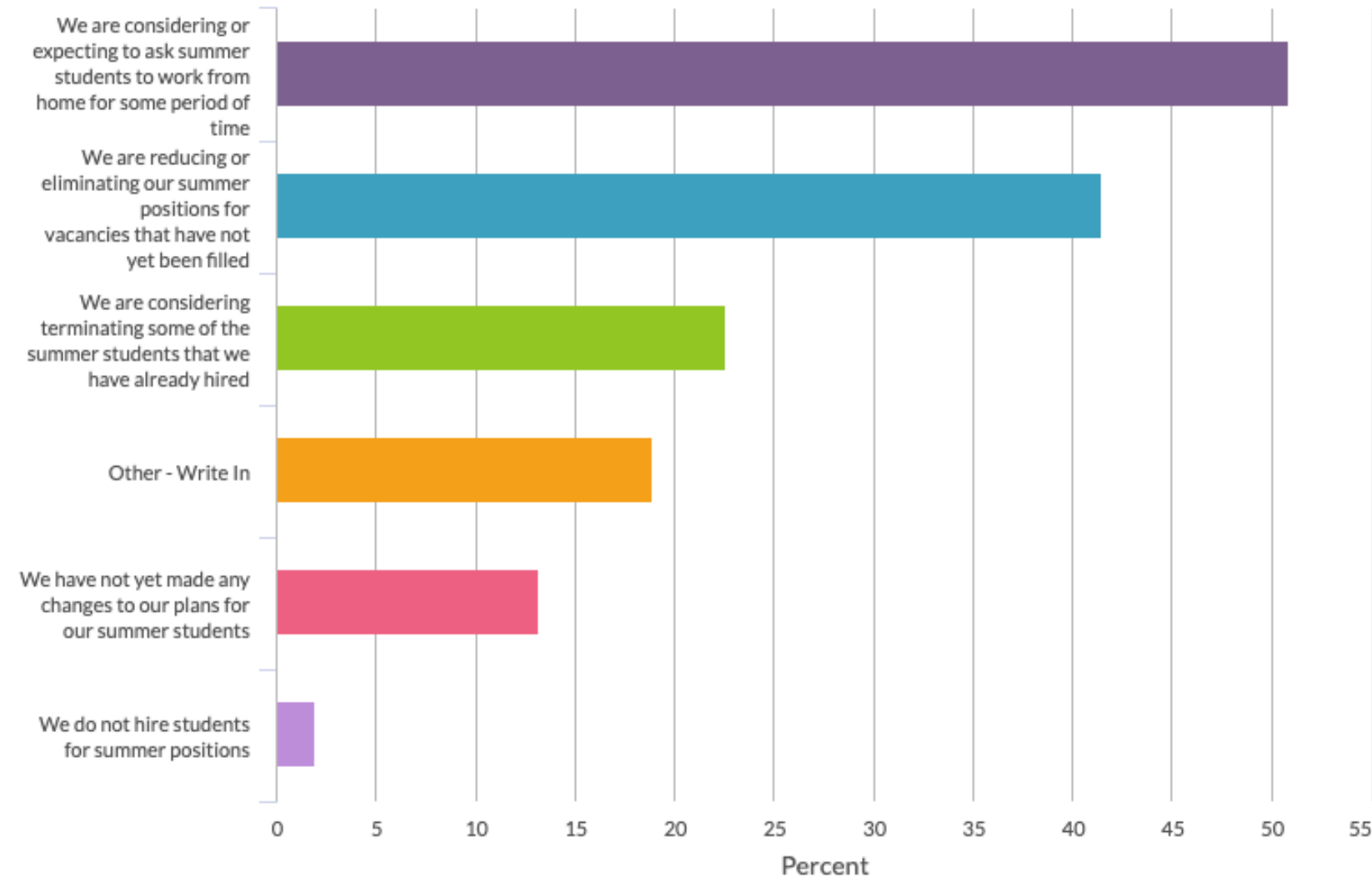


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4. Have you made any changes to your summer student plans (including interns and co-ops) as a result of coronavirus? Select all that apply.



Related Comments

- Considering on boarding 1 month later
- Delaying the start date to June 1
- We are also considering a delayed start date to June 1
- We are honouring all offers that were finalized prior to the outbreak
- We have students hired for start in spring but are going to have to cancel the spring/summer session.
- While we haven't made any changes yet, internal discussions are happening to potentially push start date
- considering a later start date
- delayed spring start
- postponed start date to June 1 (from May 4)
- while we are 95% complete for summer hiring, we are taking confirmation of start dates day by day (as-is, pushing back); taking WFH & new hires into consideration with managers typically in office setting



64%

We are exploring new approaches or technologies to deliver virtual on-boarding and training to new student hires.



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45%

We are considering virtual fairs or virtual experiences to help students learn about our organization in the future



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32%

We are expecting (or have made) reductions to our previously planned hiring numbers for the fall



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19%

Our recruitment-related budget has been
restricted or reduced



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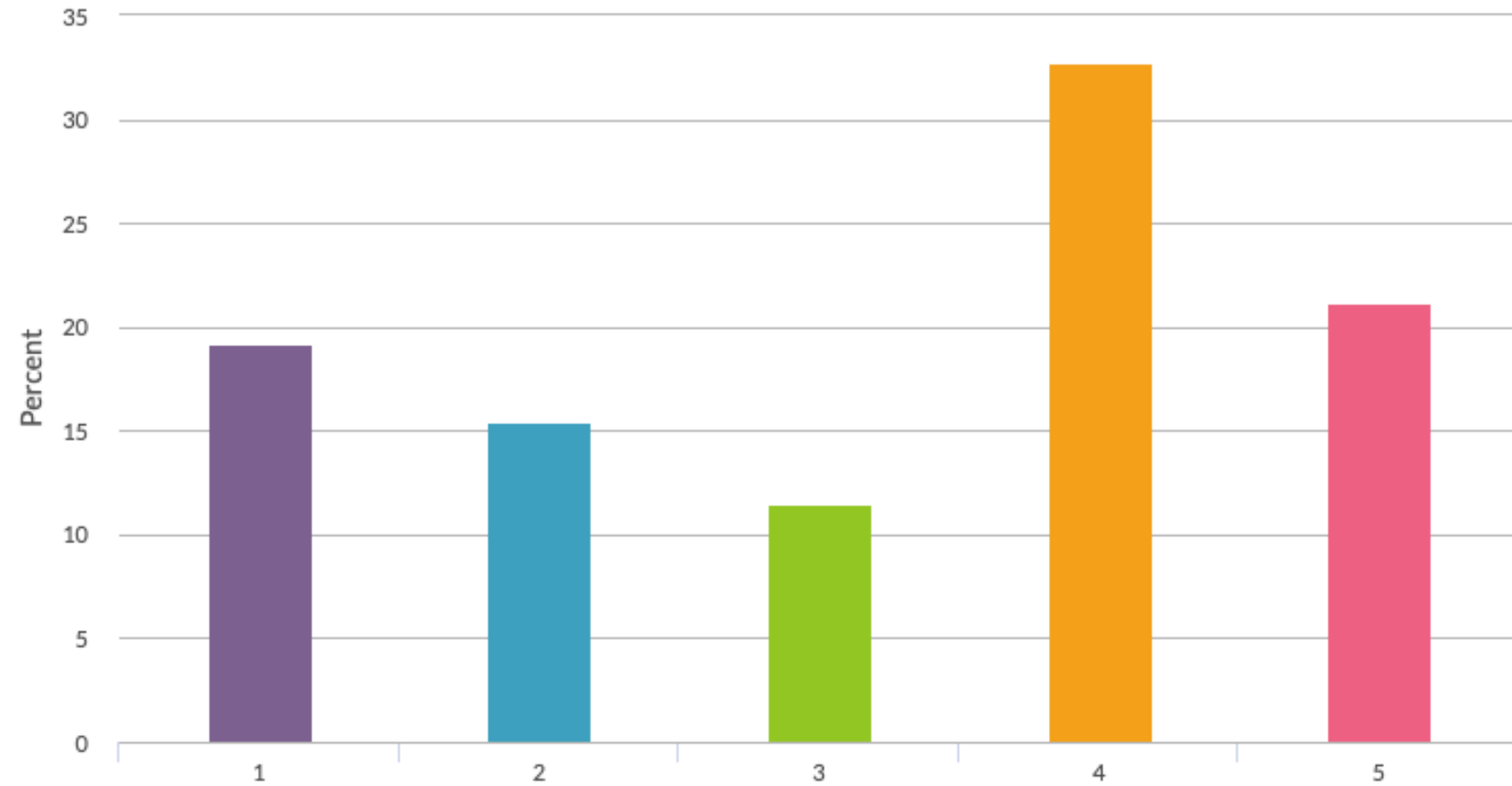


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How concerned are you that the decisions
your organization makes now could have a
significant impact on your brand and hiring
success in the future?



6. How concerned are you that the decisions your organization makes now could have a significant impact on your brand and hiring success in the future? (On a scale of 1 to 5 where 1 = not at all concerned and 5 = very concerned)



Approximately what percentage of your student/co-op/intern summer roles could be managed as work-from-home roles if no other options are available because of COVID-19?



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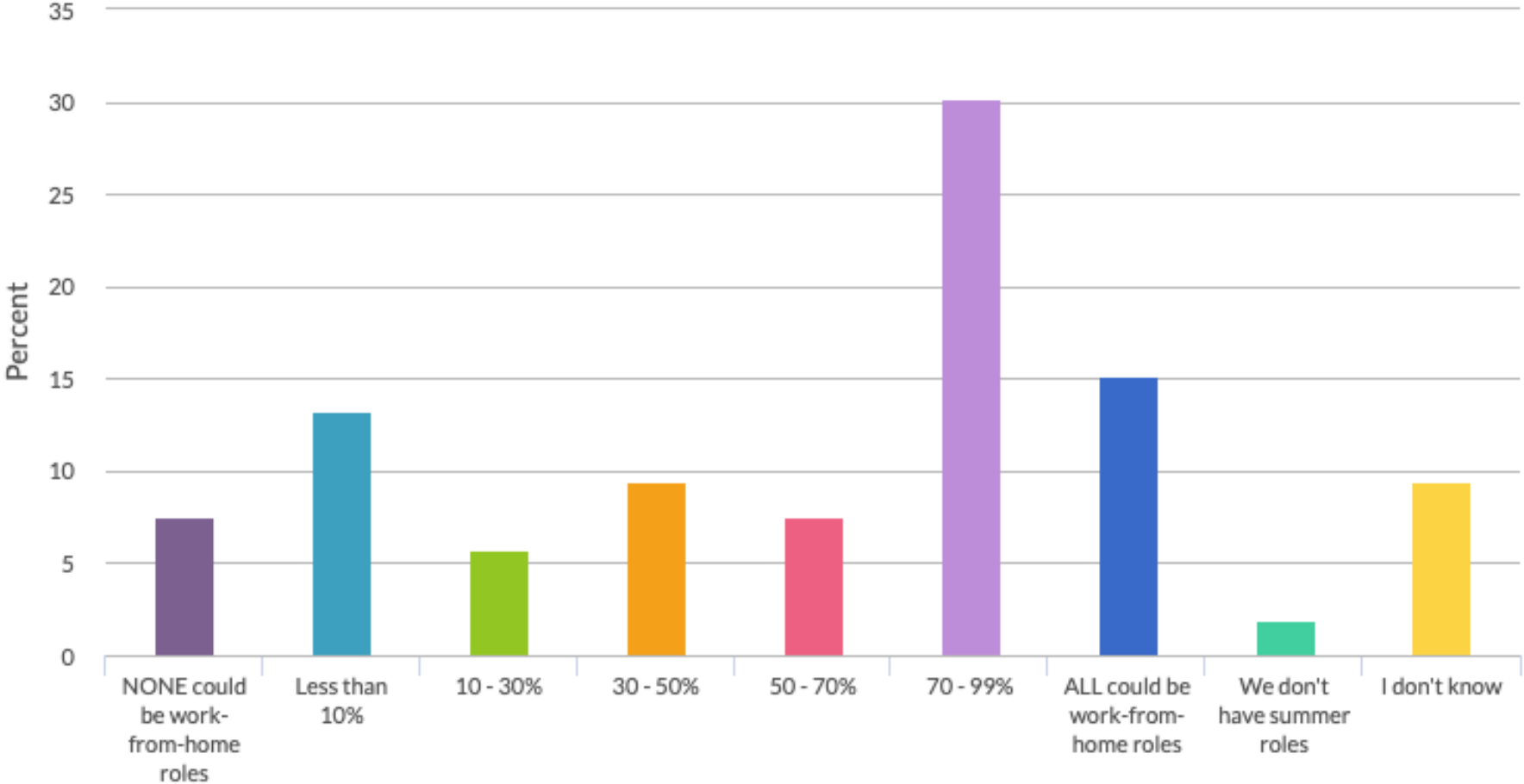


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7. Approximately what percentage of your student/co-op/intern summer roles could be managed as work-from-home roles if no other options are available because of COVID-19?



Contact

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