

Phase I: Initial Impact of COVID-19 on Texas Employers

BRIEFING

Updated March 3, 2021



Methods

Partners: Texas Association of Business, the Texas Economic Development Council, and USTomorrow. These networks were augmented by the North Texas Commission, Texas Association of African American Chambers of Commerce, Alliance for Securing and Strengthening the Economy in Texas, Texas Chamber of Commerce Executives, Texas Society of Human Resource Management, Texas Staffing Association, Better Business Bureau, Texas Business Leadership Council, and a growing list of economic development and industry groups.

Host: The survey was hosted on the Polco online civic engagement platform and designed and analyzed by the National Research Center.

Administration: July 17, 2020 through October 30, 2020

Response rate: 507 responses (credibility interval - 8.8 points)

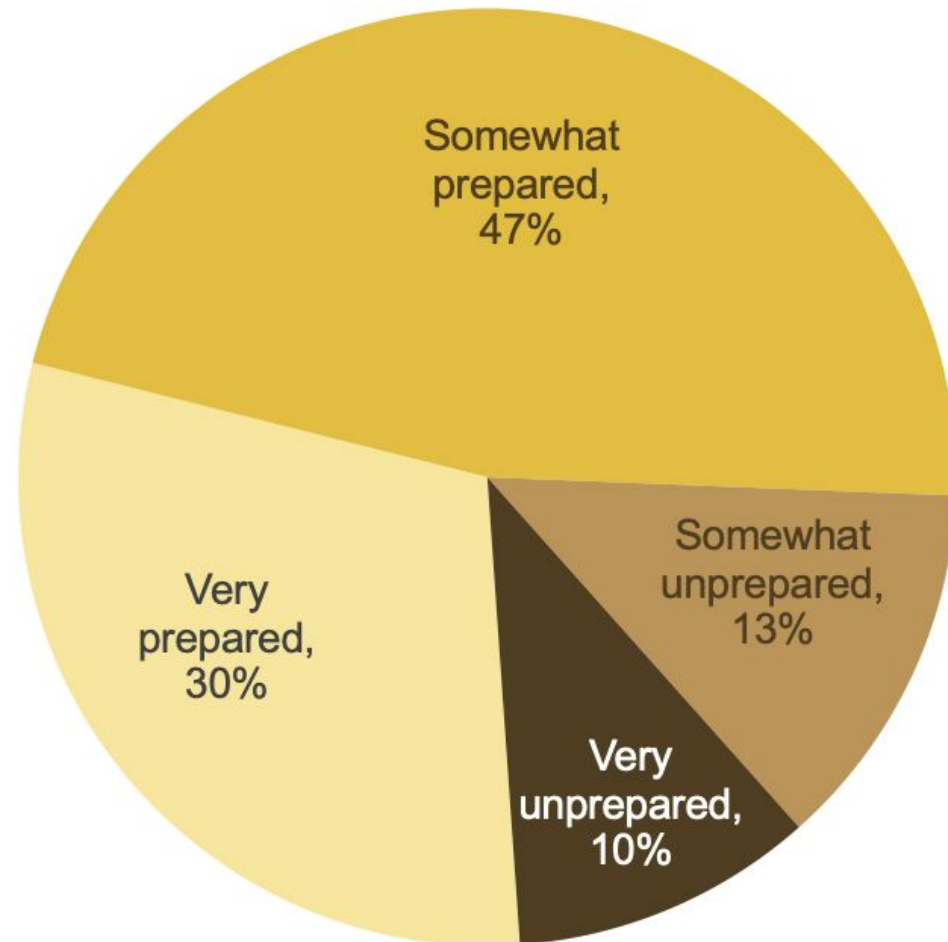
Comparisons: Data broken by business chars and by region



COVID-19 Pandemic Impacts on Businesses

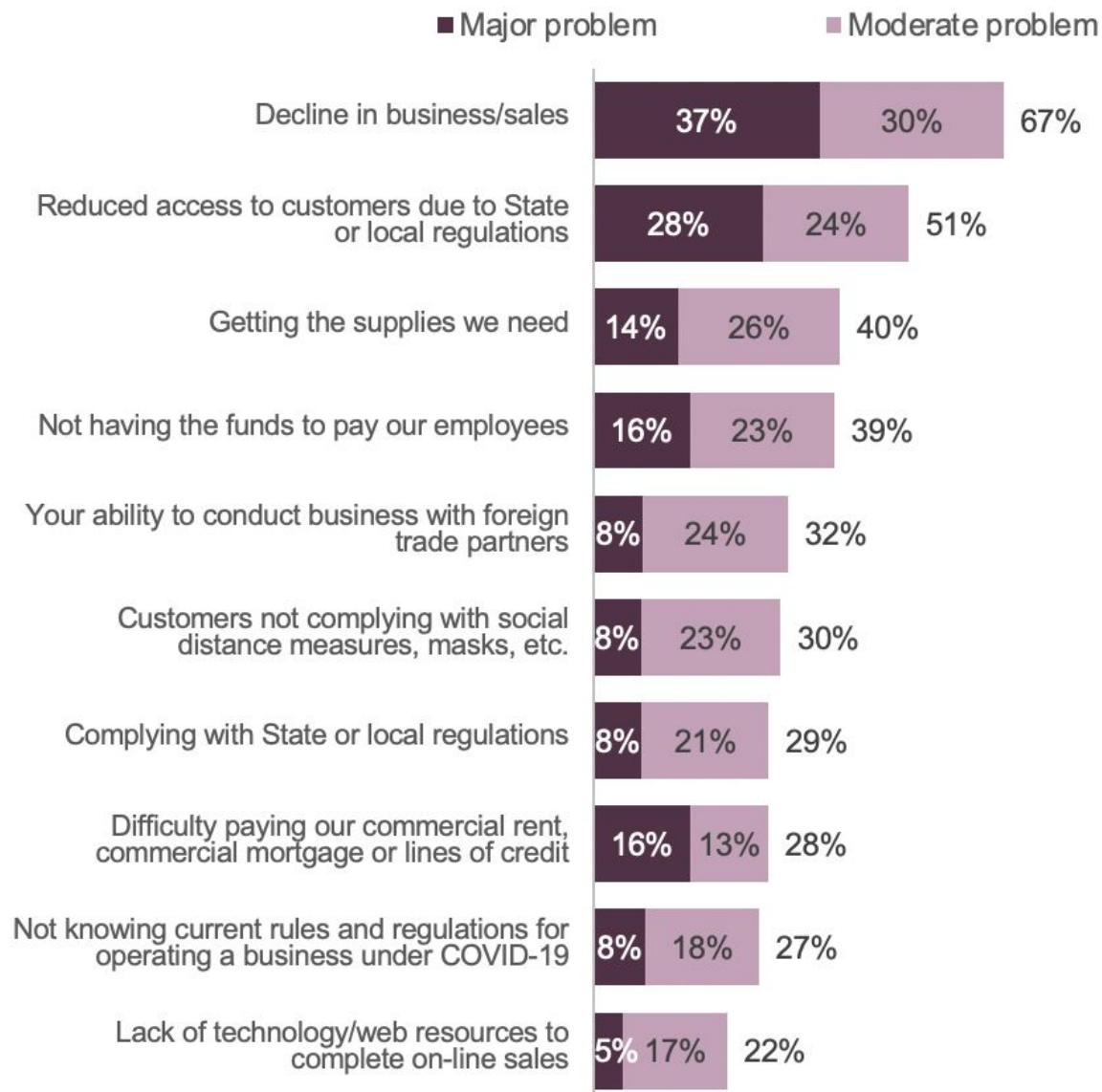
Texas Business Preparedness

How prepared do you think your business is to meet the needs of changing industry as a result of COVID-19 and similar challenges that may occur in the future?



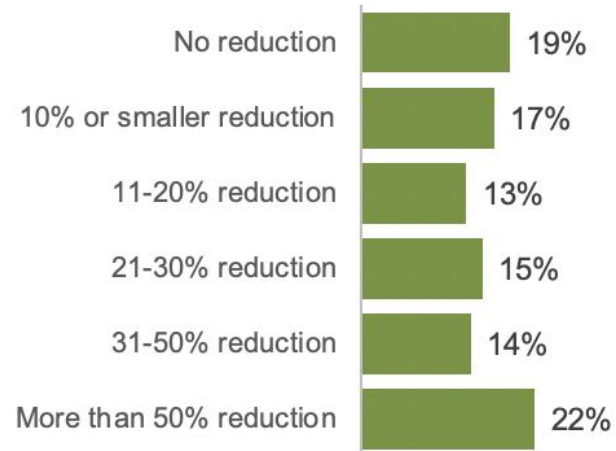
Biggest Problems Facing Texas Businesses as a Result of COVID-19

How much of a problem, if at all, are the following issues for your business as a result of the COVID-19 pandemic?

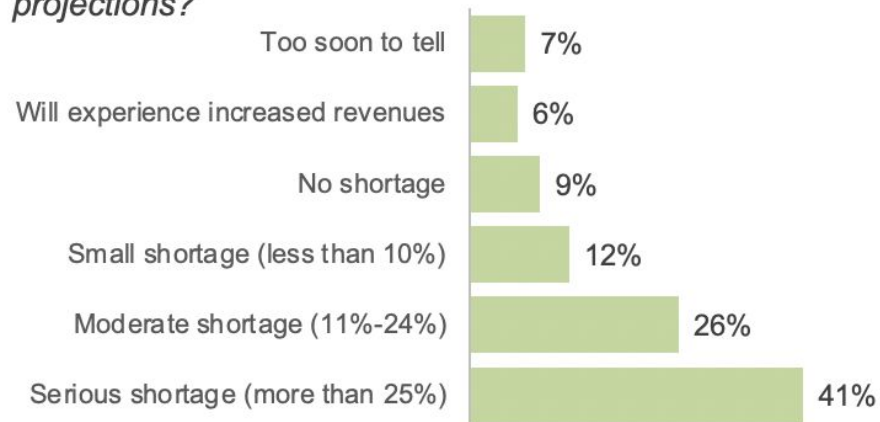


Financial Impact of the Pandemic

Excluding the seasonal changes in sales that you may typically experience, to what extent, if at all, have you experienced reductions in sales due to the emergence of COVID-19?

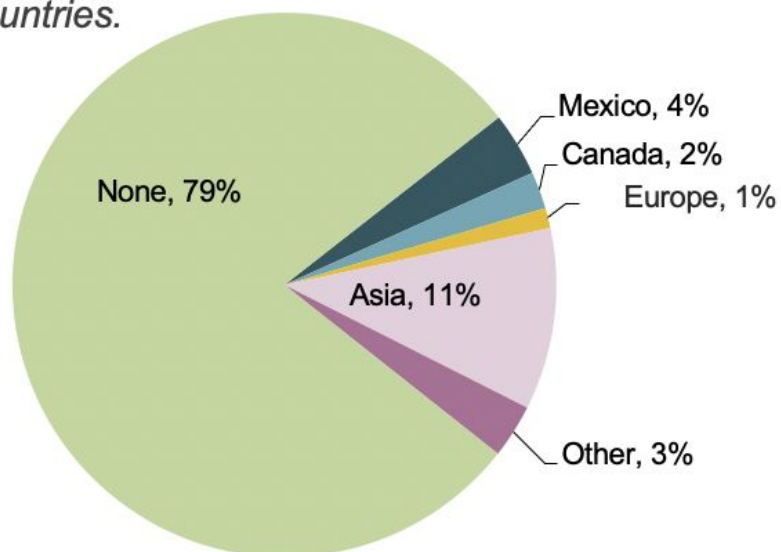


Because of COVID-19, most businesses are expecting lower revenues than they projected at the outset of the year. How do you think your actual 2020 revenue will compare to your original budget projections?

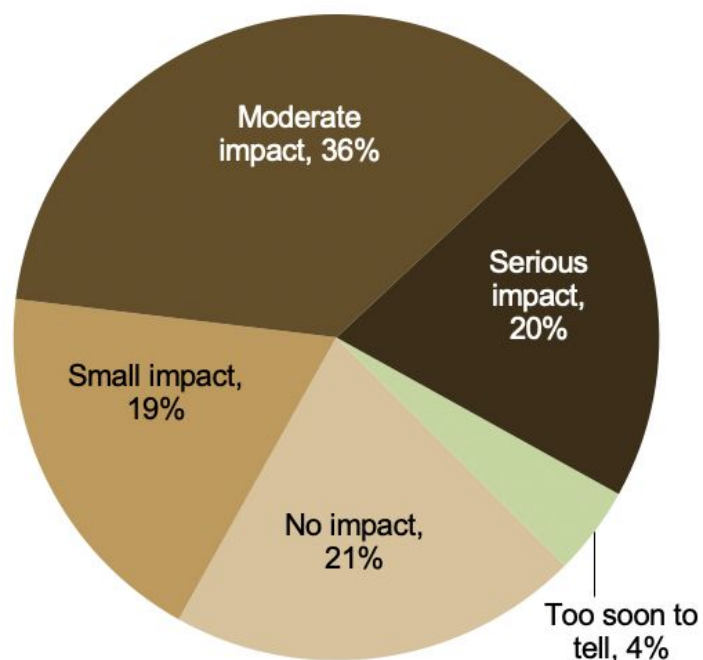


Impact of Pandemic on Foreign Trade

Please indicate if you conduct business with foreign trade partners from any of the following countries.

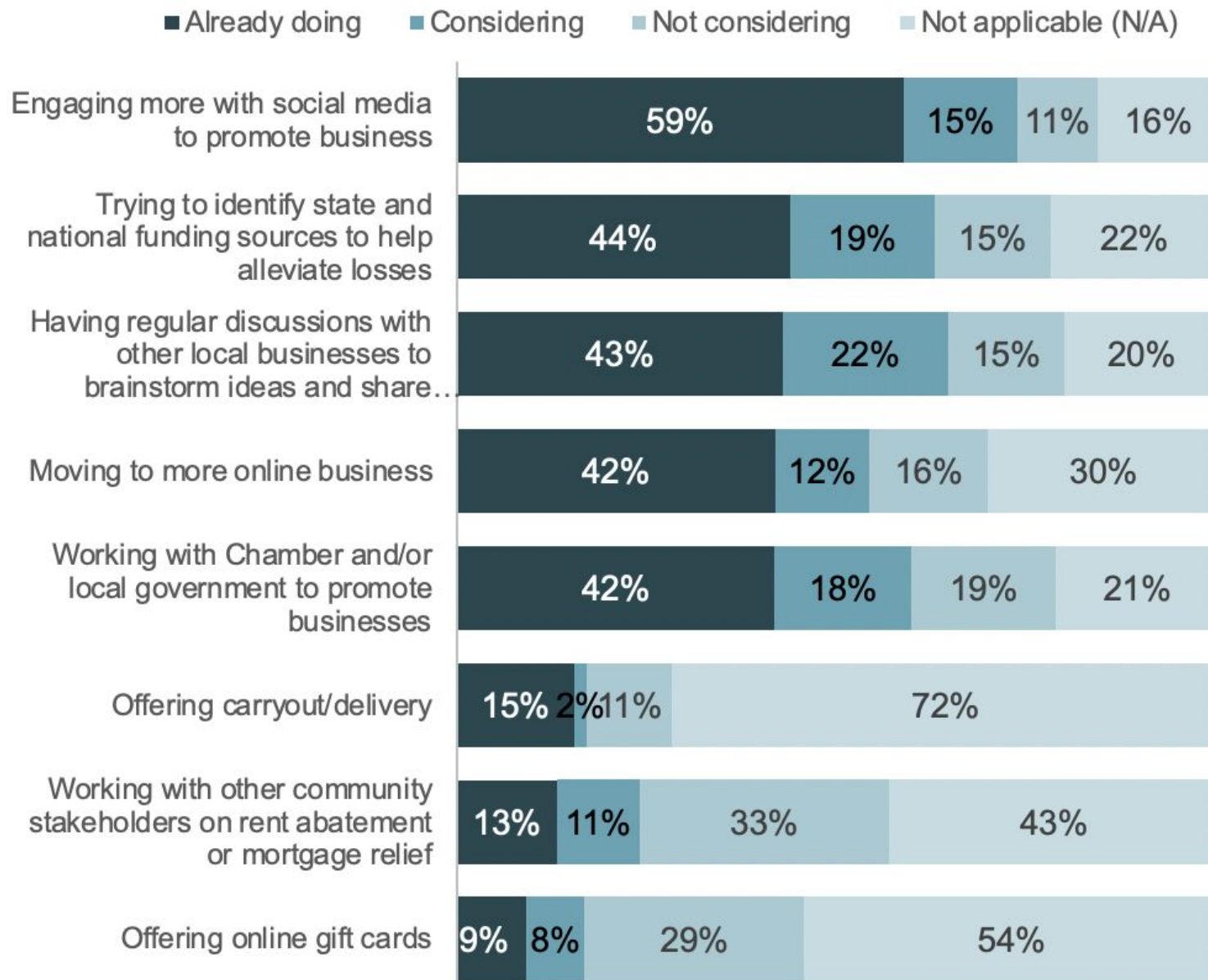


If you DO conduct trade with countries outside of the United States: What impact has Covid-19 had on your company's ability to conduct business with foreign trade partners?



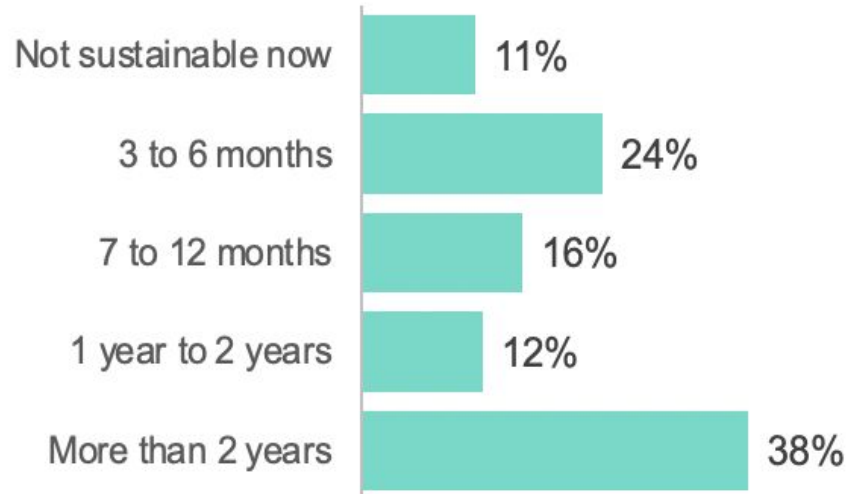
Strategies to Minimize Impact of COVID-19 on Revenues

A number of businesses are trying new methods to minimize the impact of COVID-19 on their revenues. Please rate to what extent your business is pursuing these activities.

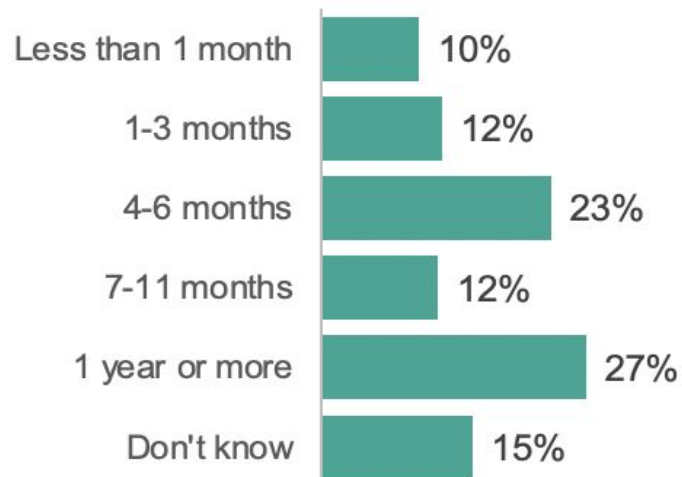


Business Resilience

How long do you estimate you will be able to sustain your business with the current partial shutdown?



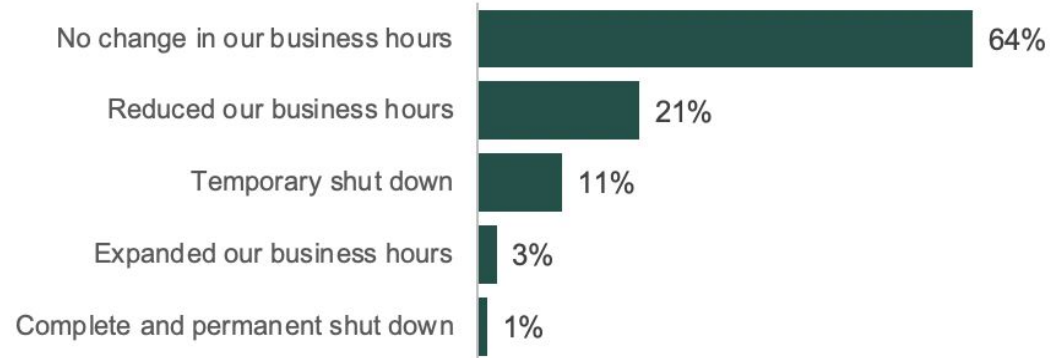
Following a reduction in COVID-19 cases and government regulations, how quickly do you think it will take for your business to return to pre-COVID-19 levels?



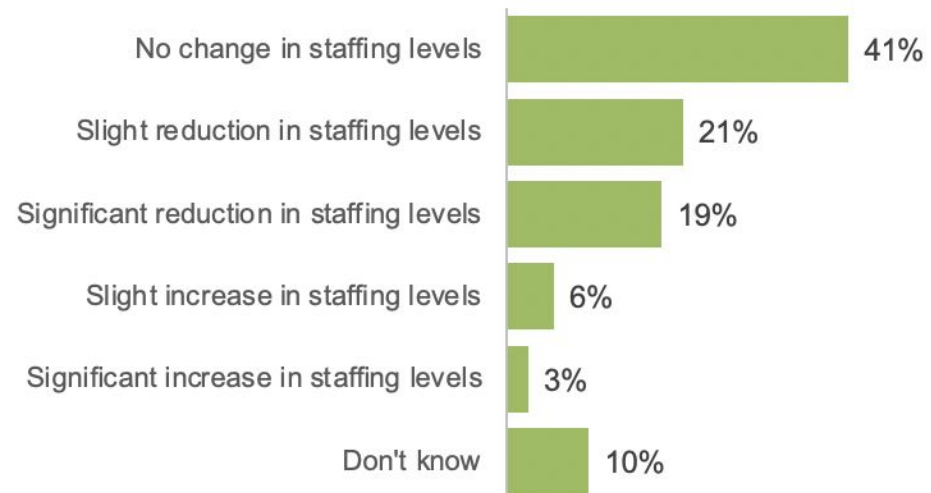
COVID-19 Pandemic Impacts on Staffing and Workforce

Impact of Pandemic on Business Hours and Staffing Levels

Have you changed your regular business hours due to the pandemic?

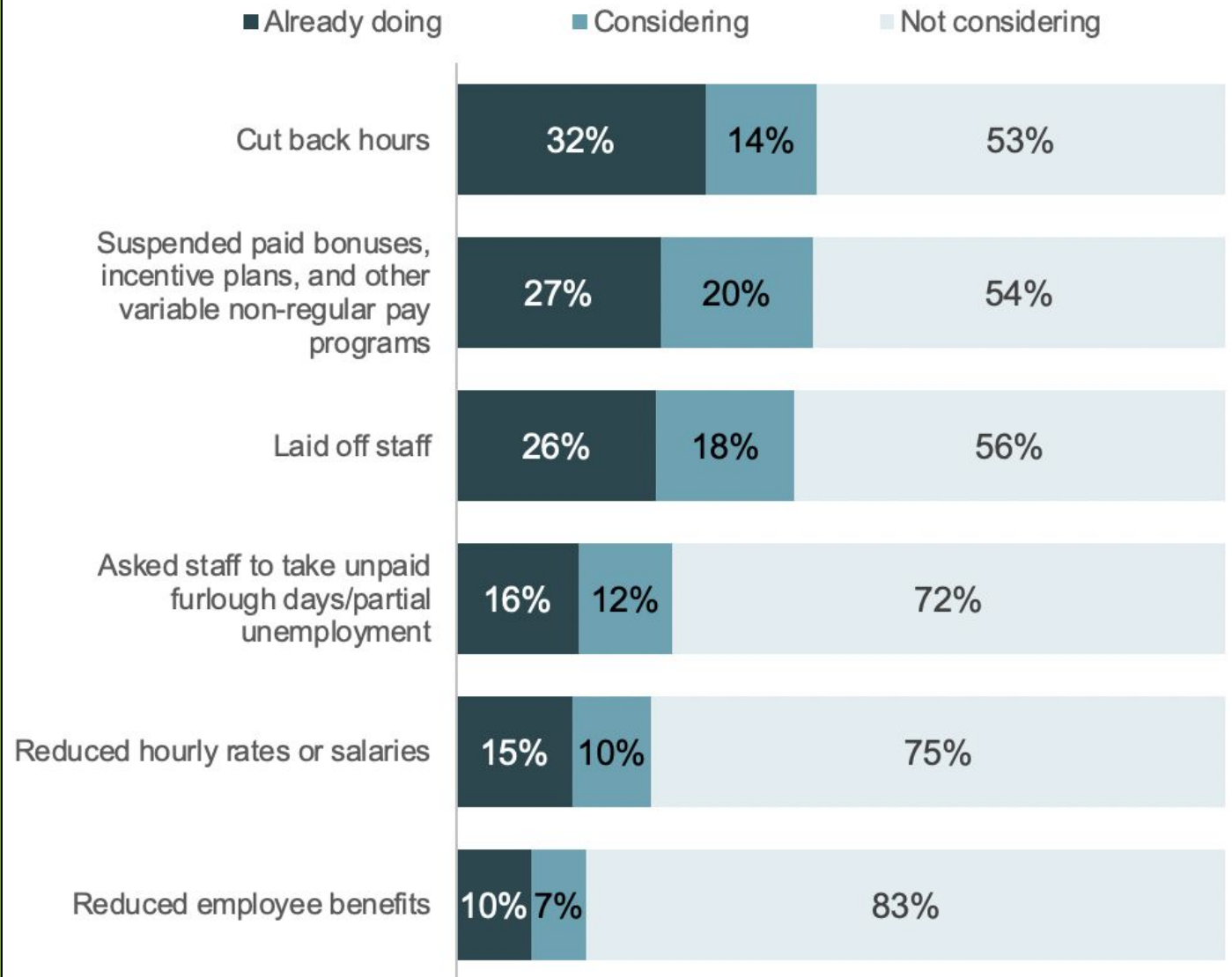


How has, or how do you anticipate, COVID-19 will impact your current or future staffing levels?



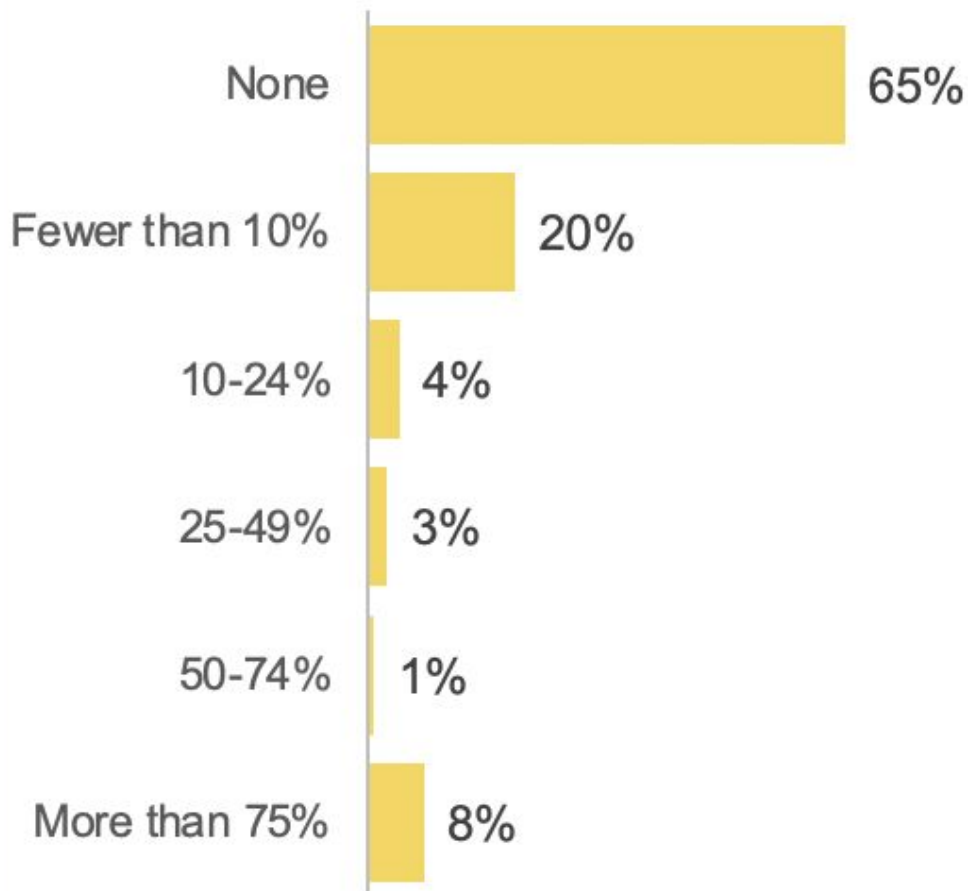
Staffing Strategies Used to Minimize Impact of COVID-19

Which of the following strategies, if any, are you using or have you used to minimize the impact of COVID-19 on your business?

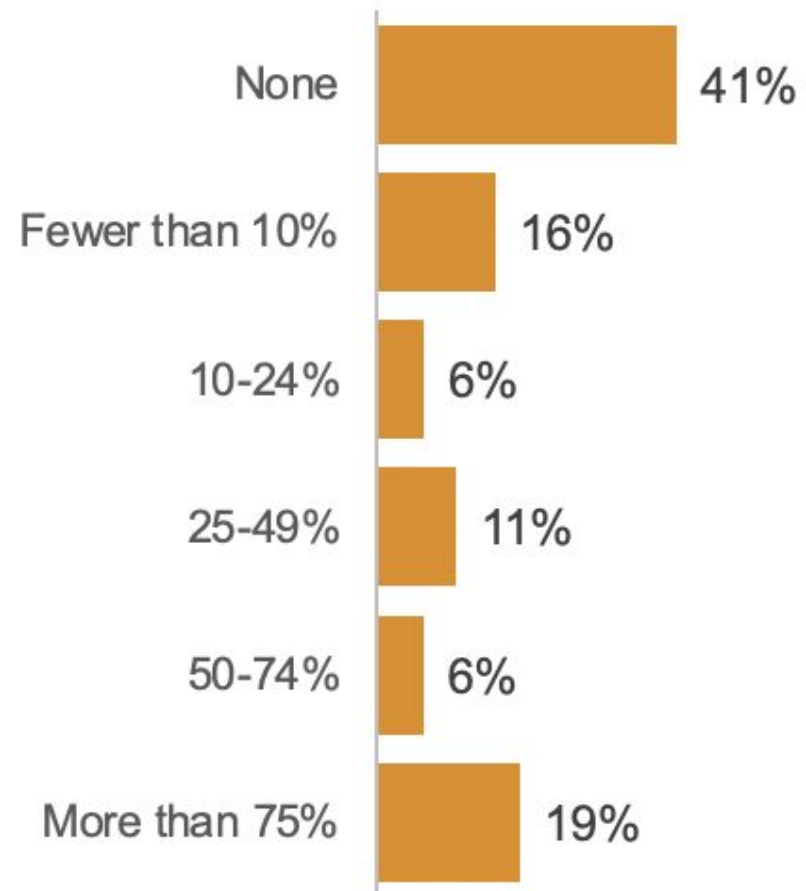


Remote Work

What best describes the percentage of your employees who worked from home regularly prior to COVID-19?

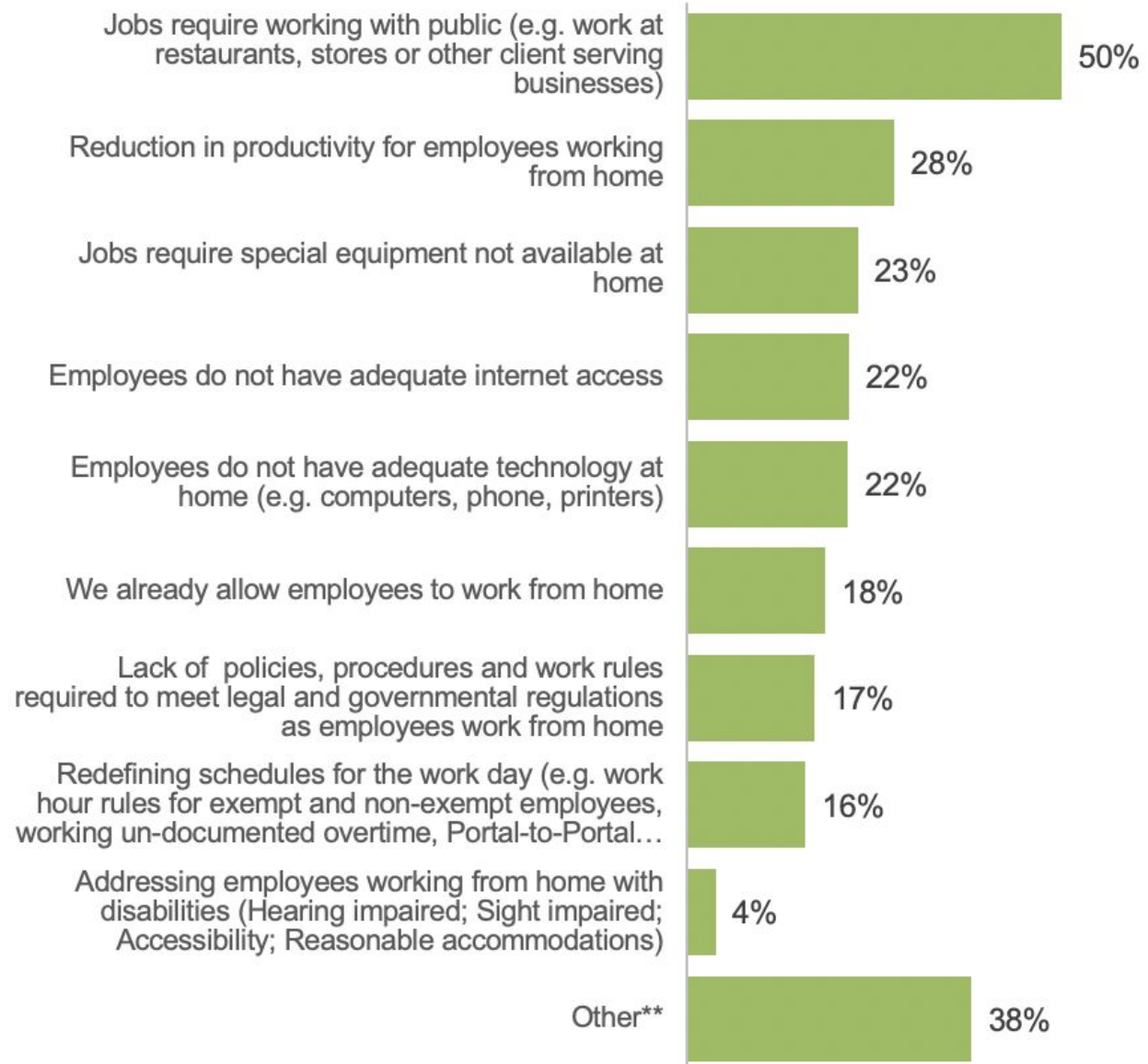


About what percentage of your employees are working from home now?



Challenges with Remote Work

*What are your biggest challenges as an owner or business manager for employees to work from home?**

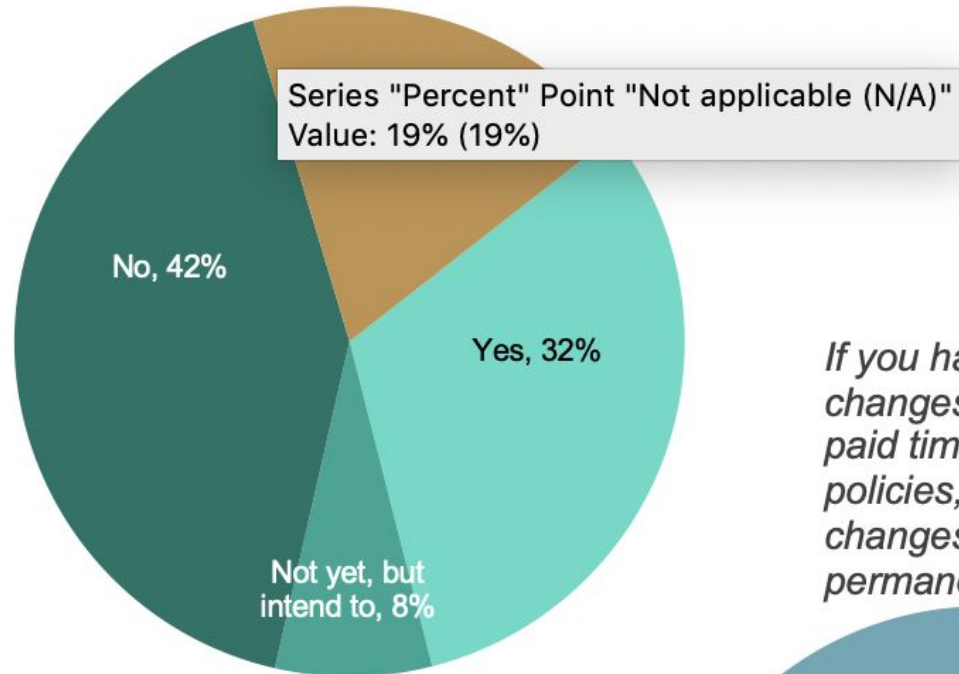


* Percents add to more than 100% as respondents could give more than one response.

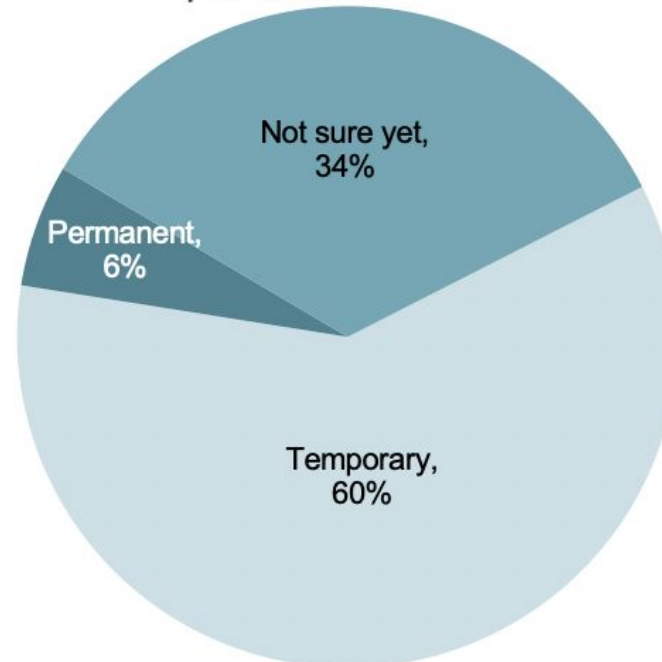
** See the other responses in Appendix C: Verbatim Responses to Open-Ended Questions

Leave Policy Adoption during COVID-19

Have you changed any sick, paid time-off or leave policies to help employees at risk for COVID-19 to self-isolate or quarantine?

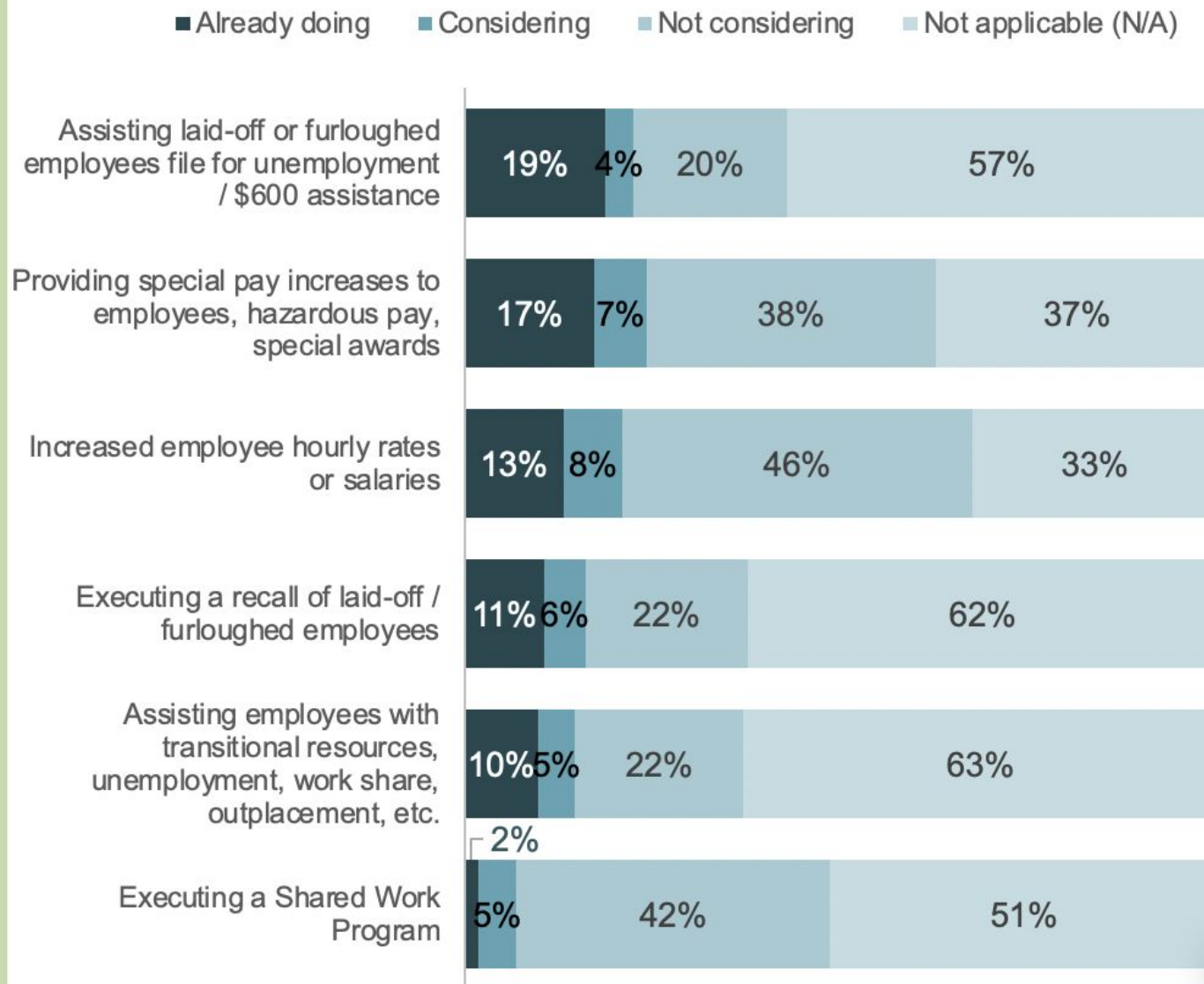


If you have made changes to your sick, paid time-off or leave policies, are these changes temporary or permanent?



Strategies to Minimize Impact of COVID-19 on Employees

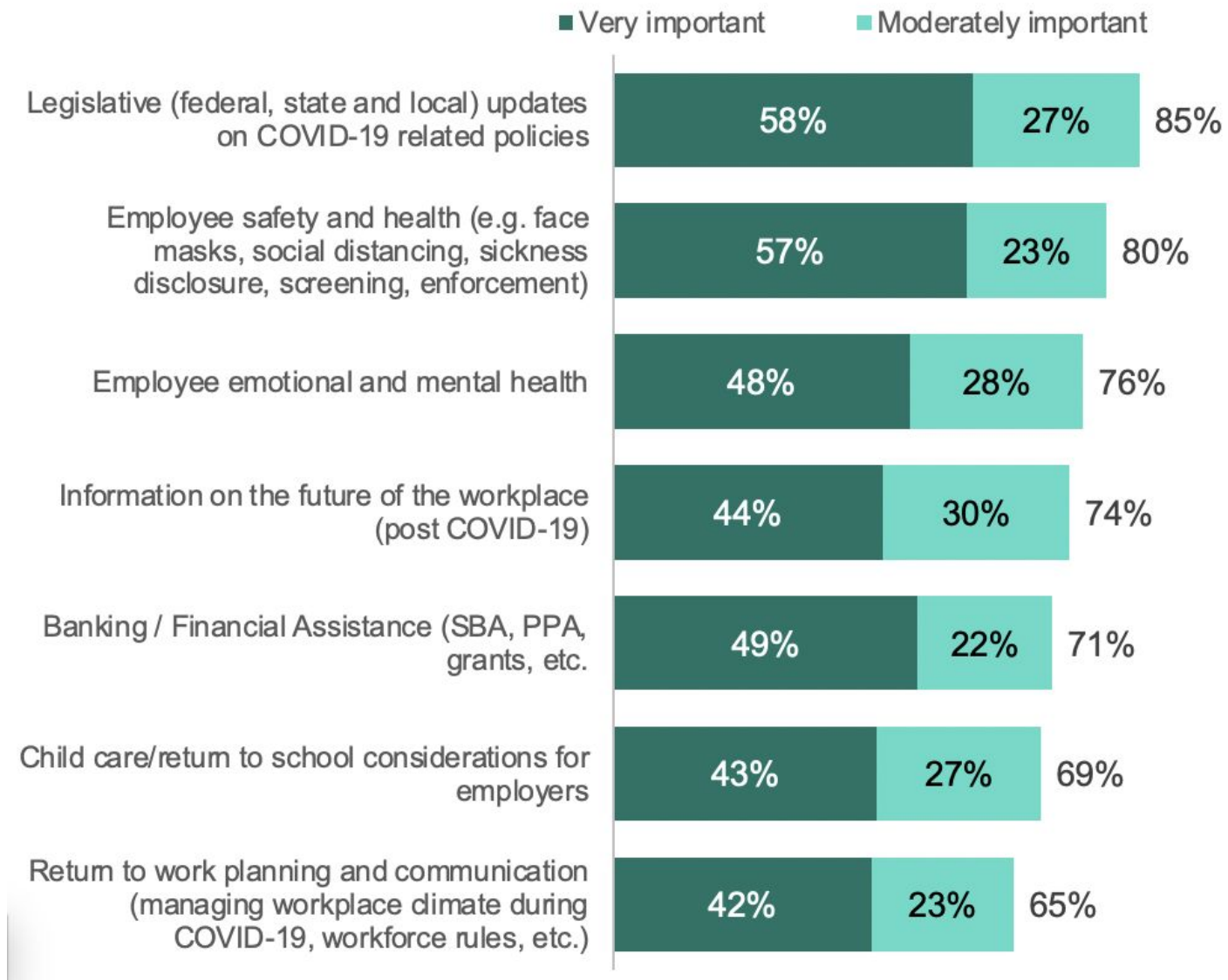
Which of the following strategies, if any, are you using to minimize the impact of COVID-19 on your employees?



COVID-19 Pandemic Resources for Response

Importance of Resources to Help Workforce COVID-19 Recovery

Please indicate how important resources on the following topic areas would be in developing your WORKFORCE COVID-19 recovery efforts? These resources would provide sample policies and information on best practices for the topic area.



Information Sources for Business Resources for COVID-19 Recovery

*Where do you go to get information on business resources for COVID-19 recovery?**



* Percents add to more than 100% as respondents could give more than one response.

** See the other responses in Appendix C: Verbatim Responses to Open-Ended Questions

COVID-19 Pandemic Regional Differentials

Regional Differentials - Things To Watch

The following trends emerged among the 7 identified TAB regions.

COVID-19 Impacts on Sales, Revenues and Business Operations

- Business owners and managers in the West region were less likely to report significant declines in sales due to the pandemic. They also estimated less significant 2020 revenue shortfalls, being more prepared to meet the needs of changing industry as a result of COVID-19 and the ability to stay in business longer during pandemic conditions.
- South region businesses also expected less significant losses to their annual revenue due to the pandemic.
- Businesses operating in North Central and Gulf Coast regions reported the biggest losses in sales and revenue. North Central businesses also indicated they were less likely to sustain in the current economic conditions when compared to state averages.

COVID-19 Impacts on Staffing and Employee Management

Impacts on staffing and workforce management challenges also varied by region:

- Businesses in the North Central and the Gulf Coast estimated more long term negative impacts to their staffing levels than other businesses across the state. Gulf Coast owners and operators reported more staff layoffs and wage/benefit interventions than their state counterparts.
- West region business owners and operators reported more workforce related issues than other managers across the state in the areas of:
 - Training employees on workforce hazards imposed by COVID-19
 - Lack of technology for employees to work from home.

COVID-19 Responses from Businesses

- When asked how informed business owners and operators were about federal, state, and local government resources that could help businesses mitigate the impact of COVID-19, West region business owners and managers were more likely than other businesses across the state to say “not at all informed”.
- In terms of adaptation, businesses from the North Central and North regions tended to more frequently report the adoption of innovative interventions and higher levels of collaboration with their chambers. Respondents from the South and West reported lower levels of collaboration.