

May 28, 2020

The Council's **Human Resources Working Group** met virtually on **Thursday, May 28, 2020**. The meeting was staffed by The Council's Elizabeth McDaid and Julia Ruiz. The agenda focused on providing the group an open forum for members to share and engaging with each other on topics most relevant to them.

The Council's Elizabeth McDaid opened the meeting by welcoming the group. Group discussions included:

VIRTUAL INTERNSHIP PROGRAMS

Firms are utilizing varied approaches to hosting interns in a virtual environment with an emphasis on increased connection points to foster engagement. Virtual ride-a-longs, CIAB intern virtual curriculum, and work-study programs were mentioned.

RETURNING TO WORK & CHILDCARE ISSUES

Firms continue to provide a wide level of flexibility to employees particularly those at high risk and/or with homeschooling/child care issues. Offices are re-opening in many states and firms are running into issues with colleagues preferring to stay home due to childcare. The group discussed how they are handling the return to workplace relative to childcare issues.

EXPENSE REIMBURSEMENT FOR CONNECTIVITY WHILE AT HOME

The group discussed if reimbursement for expense items like internet and cell phone are being provided now that everyone is working from home. It was noted that some jurisdictions require reimbursement and some firms are looking into how to proceed.

WFH FLEXIBILITY FOR THE FUTURE

How are companies approaching the conversation about flexibility for the future? As firms begin to phase employees back in to the office on a voluntary basis, many are hearing that employees want greater flexibility (i.e., 2-3 days/week and/or 100% work from home) going forward. While no formal changes have been decided, generally firms are expecting to be more flexible with work arrangements.

TRACKING PRODUCTIVITY

While leaders seem very comfortable with staff working remotely, a few managers remain skeptical of productivity. Most firms are not actively tracking productivity, but the use of agency management system reporting was suggested as one assessment tool.

RESOURCES FOR MANAGING REMOTE TEAMS

It was mentioned that LinkedIn Learning has many great free resources to help managers with their remote teams.

NEXT MEETING

The Human Resources Working Group will continue to meet virtually, every other week. The next meeting is set to take place **June 11, 2020 at 2:00pm ET**. Please register for the event [here](#).

QUESTIONS?

Contact The Council's Julia Ruiz at julia.ruiz@ciab.com.