

Changes in the Florida Job Market in the Post-COVID Era and Its Impact on Society

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## **Changes in the Florida Job Market in the Post-COVID Era and Its Impact on Society**

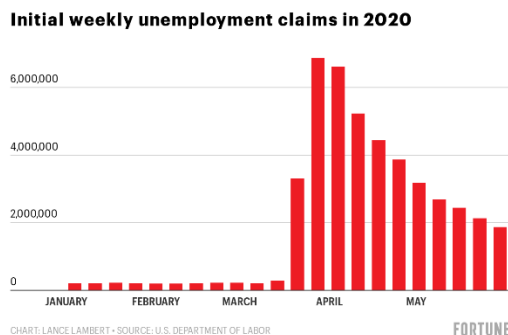
Introduction:

Research Topic - Changes in the Florida Job Market in the Post-COVID Era and Its Impact on Society.

Bold statement - We believe that the Florida job market in the Post-COVID era must provide equitable live and virtual employment opportunities for all Floridians.

Issues:

Unemployment- Some businesses are temporarily/permanently closed down, many people are unemployed and are depending on insurance as their only source of income. “It expands the state's ability to provide unemployment insurance for many workers impacted by the COVID-19 pandemic, including for workers who are not ordinarily eligible for unemployment benefits.” The Coronavirus Aid, Relief, and Economic Security (CARES Act) was passed to help citizens that were negatively impacted by COVID-19, “Commitment to protecting the American people from the public health and economic impacts of COVID-19.” Researchers stated that, CARES act is paying the unemployed the PPP loan should be enforced more because eventually, the government will be in big debt. “The Paycheck Protection Program is a loan designed to provide a direct incentive for small businesses to keep their workers on the payroll.” (U.S. Small Business Administration)



FORTUNE (The following graph explains initial weekly

unemployment.)

**Traditional v. Virtual worksite-** Traditional worksites are environments where employees have the ability to interact with other employees and establish a connection with them in person. While in a virtual worksite, there isn't really the same environment/culture that is in the office or in any traditional worksites.

**Businesses shutting down-** A lot of businesses including small businesses, have shut down because of COVID-19. "The coronavirus pandemic is emerging as an existential threat to the nation's small businesses-" (Over 100,000 small businesses have shut down). Most companies were forced to close down temporarily and some even "small businesses have shut permanently since the pandemic escalated in March..." Since the quarantine lockdown, there was no point of businesses staying open if they weren't bound to get any customers. Businesses that aren't as important during this pandemic are the ones suffering the most, "feeling the financial crunch from coronavirus restrictions that have millions of people taking refuge from the virus outbreak by staying home and avoiding unnecessary shopping trips." Businesses are trying to figure their way through "financial and operational challenges of coronavirus while rapidly addressing the needs of their people, customers, and suppliers." Not only are small businesses

shutting down, but big businesses as well, such as airports. “The travel industry has been badly damaged, with airlines cutting flights and customers canceling business trips and holidays.”

(Coronavirus-A visual guide to the economic impact)

Pros and Cons of Virtual working- The Pros of working from home; more lenient with employees work schedules (LJ), greater flexibility, clearer roads can lead to less traffic, more money saved for companies/businesses, more time at home, and lowered stress levels. Working virtually also allows companies and employers to come up with new and innovative ways of accomplishing the same goal, for example, United against poverty has created a group chat as a part of one of their communication plans, in the beginning of the week all the employers enter what their goal will be for the week. The Cons of working from home; risking your reputation, reduced ability to collaborate with others, not all jobs can be done virtually, etc.

Tourist economy- Tourists have a huge impact on Florida because most of their money comes from the tourist economy. “Based on the latest economic impact study, Florida visitors contributed \$91.3 billion to Florida's economy and supported over 1.5 million Florida jobs in 2018” (Official Florida Tourism Industry Marketing). Tourists contribute to employment and they bring their culture to many Florida attractions such as 76 theme parks and stores.” VISIT FLORIDA serves more than 13,000 tourism industry businesses, including major strategic alliance partnerships with Busch Gardens Tampa, Disney Destinations, The Hertz Corporation, Hilton, LEGOLAND Florida Resort, SeaWorld Parks & Resorts Orlando, Simon Shopping Destinations and Universal Orlando Resort.

### Solutions:

Adaptability- We understand that this pandemic has affected us all in different ways, some which have caused us to adapt to a new way of living. For example, companies have come up with new sanitation procedures and new businesses are even being created; ex. companies are learning to adapt to our new lifestyle like Verizon is buying a video calling platform and now tying it to their name. These are all positive ways that Florida's economy has overlooked this virus in the best way possible, in a way to still provide for their customers and still make them happy while remaining safe. Some new techniques that businesses could use for the safety of their employees and as well as their customers are, companies could hand out free masks/hand sanitizer/gloves, wash station at the door, or even all stores could do pick up/deliveries for customers. Businesses who are struggling with unemployment could also come together to form a program where they help the unemployed do something that'll benefit all Floridians, for example, learn how to make and sell masks. The program could also teach the unemployed new skills that will help them in the work field.

### Challenges:

Some cons that follow along with going virtual is poor communication, lack of understanding, poor management, jobs that require workers to be physically present in the worksite are putting people at greater risk, there's no permanent guidelines, equitable pay, not everyone is abiding by the rules, managers need to be more supportive of times like these, that aren't easy, etc. This pandemic will be a little difficult for business managers and even the government to find a permanent solution to because, political divide. Some people feel like they don't need to walk around with mask and we can't force anyone to wear something they don't want to wear but to help them steer them in the right direction and keep those around them safe,

including themselves, many stores are requiring masks as a part of their health and safety measures.

M.N.J Survey- We created this survey to show the different perspectives of how this pandemic has impacted people and their work environment. According to our survey, 53.85% of people would rather work in a traditional worksite and 46.15% would prefer a virtual worksite. Some tips that our respondents feel the government should take into consideration to help the unemployed, are low class residents, giving small businesses an equitable chance to choose what's better for their business, other ways of funding the unemployed, etc.

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Survey- Copyright © 1999-2020 Survey Monkey

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