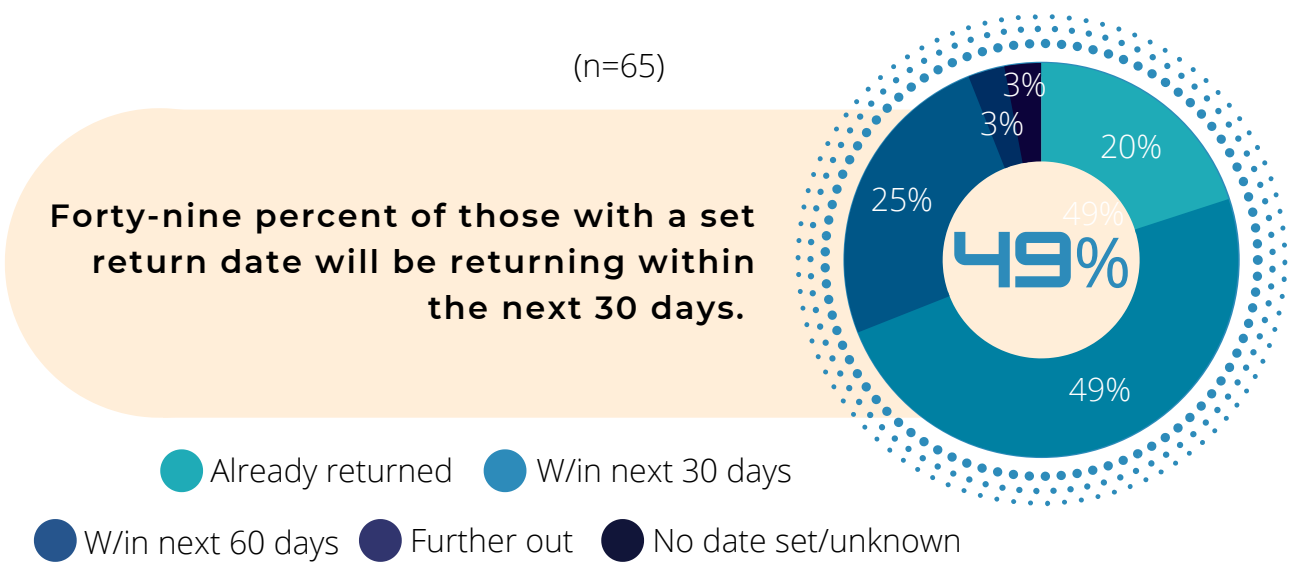
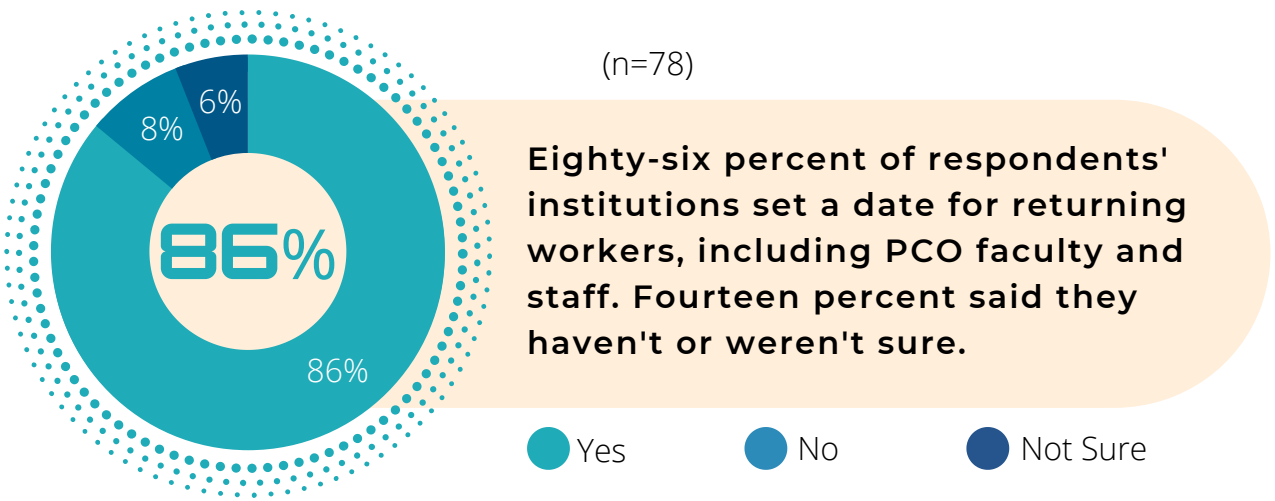


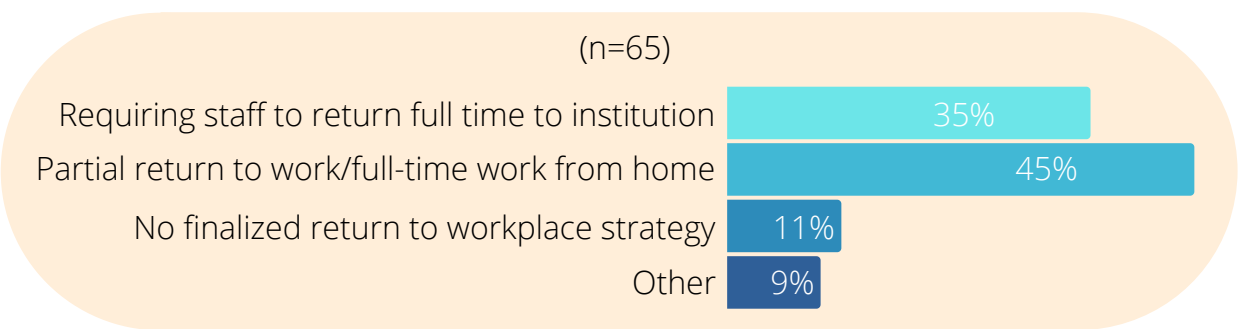
# UPCEA SNAP POLL - JULY 2021

## POST-PANDEMIC STAFFING NEEDS

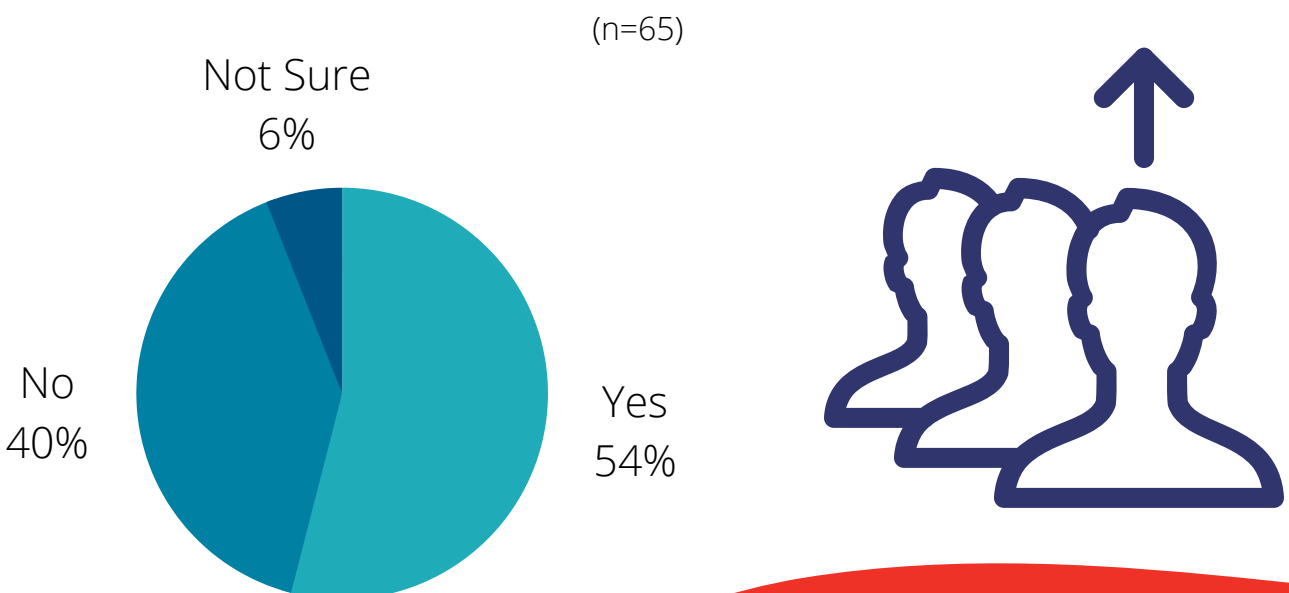
In July 2021, 78 individuals took a snap poll on post-pandemic staffing needs at their institutions, including professional, continuing, and online education (PCO) units. Invitations were sent out via UPCEA's Membership Matters newsletter and links were posted on the UPCEA CORE discussion site.



### Which of the following better describes your institution's return to the workplace?



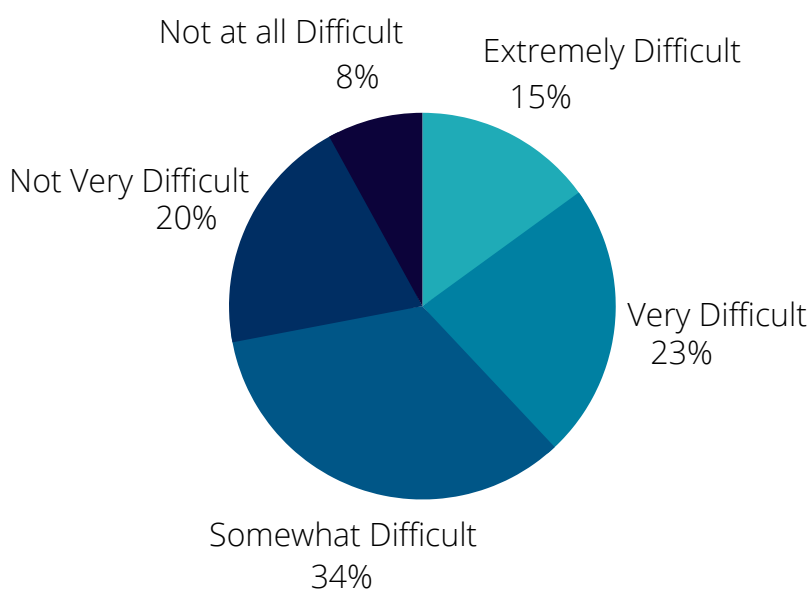
### Did you lose key staff during the pandemic?





### How difficult has it been to fill open positions post-pandemic?

(n=65)



Thirty-eight percent of respondents found it either extremely or very difficult to fill open positions post-pandemic.

Respondents noted that instructional designer has been the most difficult position to fill, followed by technical positions, program managers/leaders, and advisors.



*"Instructional designers - with everyone moving online, they were a super hot commodity."*

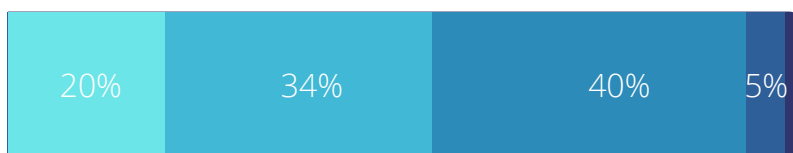
*"The more generalist roles (like program coordinators) have been more difficult. As a public institution, state salaries can't compete in a buyer's market."*



### How strongly do you agree with the following statements?

(n=65)

Flexible work scenarios are more attractive than higher salaries for difficult-to-fill positions.



I am losing key employees to competitive institutions that are more flexible.



My institution thinks progressively about retaining key employees.



- Strongly Agree
- Agree
- Neither Agree/Disagree
- Disagree
- Strongly Disagree

