In July 2021, IPMA-HR conducted a survey of 232 members, exploring telework, hiring, reentry plans, and other HR practices during the first year of the COVID-19 pandemic. Participants include HR professionals from public sector agencies.

**Return to the Workplace**
Most agencies reported having returned to the physical workplace in some capacity.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>75%</td>
<td>All staff returned</td>
</tr>
<tr>
<td>50%</td>
<td>No staff returned</td>
</tr>
<tr>
<td>25%</td>
<td>Some returned</td>
</tr>
</tbody>
</table>

**Benefits & Concerns**
The top staff benefits and concerns reported to HR about returning to the physical workplace include:

- Interaction with colleagues
- Increased collaboration
- Access to office equipment
- Exposure to COVID-19
- Managing Childcare
- Decreased Work Flexibility

**Reentry Plans**
Nearly 40% of agencies reported having a reentry plan.

- 49% no plan
- 38% have a plan
- 13% in the process

**Flexible Work Arrangements**
The most popular flexible work arrangements in reentry plans are:

- Hybrid Work Schedule: 77%
- Work Onsite Full-Time: 53%
- Flexible Start/Finish Times: 53%

**Staff Feedback**
Over three-quarters of public agencies took staff feedback into consideration when developing flexible work arrangements.

76%

This survey is a follow-up to IPMA-HR's COVID-19 Response Survey, a study conducted at the start of the pandemic. Visit our website for more information.