

HOW HAS COVID-19 IMPACTED CAPE COD'S YOUNG WORKING AGE ADULTS?

EXECUTIVE SUMMARY OF NEEDS SURVEY RESULTS - JUNE 2020

OVERVIEW + PURPOSE

It is no question that the COVID-19 pandemic has greatly impacted the Cape Cod community and will likely continue to affect local residents, businesses, and organizations for weeks and months to come. But how has COVID-19 changed the daily realities of young working age adults on Cape Cod? What new - or increased - challenges are they facing?

From April 17 through May 18, 2020, CCYP conducted a COVID-19 Needs Survey to answer these very questions. We asked young people on the Cape how the pandemic has impacted them, what keeps them up at night, and what gives them hope. Their responses - along with a sample of anonymous testimonials shared through the survey - have been compiled to produce this Executive Summary Report. CCYP intends to use these results to further advocacy and policy development efforts to support the critical needs of young people and families on Cape Cod, and develop programming to meet these needs, now and in the future. Learn more about CCYP and keep apprised of our latest efforts by visiting capecodyoungprofessionals.org.

SURVEY METHODS

CCYP's COVID-19 Needs Survey used a convenience sample of young working-age adults on Cape Cod, Massachusetts (Barnstable County), who self-selected to complete the online survey between the approximately 4-week period between April 17 and May 18, 2020. The survey was made available through CCYP's website, and promoted through the organizations newsletter, targeted (boosted) social media posts on Facebook and Instagram, and requested third party promotion through partner organizations of CCYP. Demographics of the survey respondents were as follows:

- 73% female / 27% male
- 13 distinct zip codes represented
- Roughly even distribution across industries with most in nonprofit (18%), government (13%), and healthcare (12%), followed by education (8%), tech (8%), hospitality (7%), retail (7%), and banking (7%)
- 49% of respondents were not affiliated with CCYP in any way

130

SURVEY RESPONDENTS
(88% OF THESE AGE 18 - 44)

85%

OF SURVEY
RESPONDENTS SAID THEY
HAVE BEEN DIRECTLY
IMPACTED BY COVID-19

33%

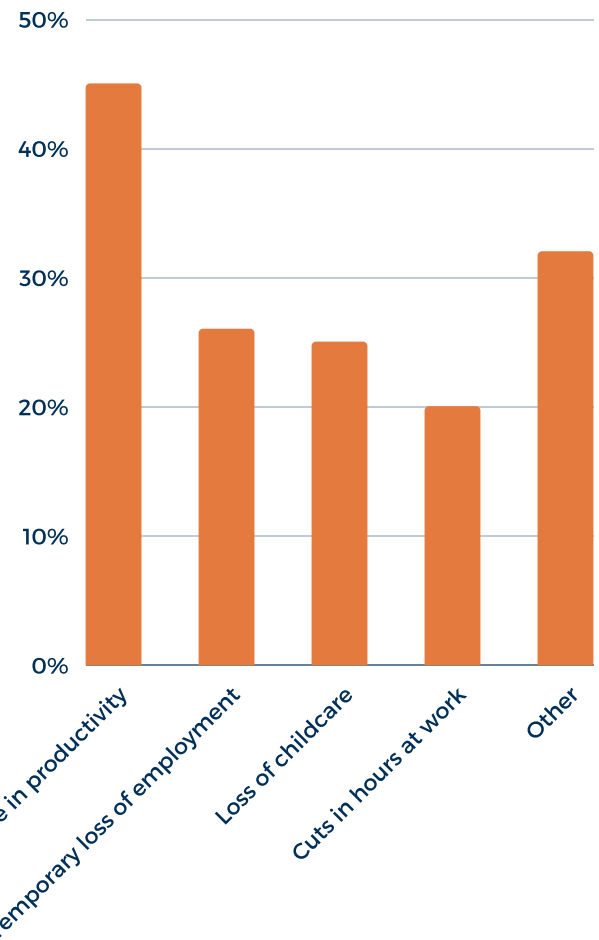
CHARACTERIZED THESE
IMPACTS AS "HIGH" TO
"VERY HIGH" IN SEVERITY



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TOP IMPACTS CITED

- Decrease in productivity due to switching to remote work **(45%)**
- Temporary loss of paid employment, i.e. furlough **(26%)**
- Loss of child care **(25%)**
- Cuts in hours worked **(20%)**
- Other **(32%)**: Most prominent in this segment were mental health concerns (stress, anxiety, worry) related to uncertain future, loss of employment, + juggling work and home responsibilities.



"I work for a mental health rehabilitation program and our service have been greatly affected. It's stressful to think I might not be doing all that I can for the people I serve right now. They need our program now more than ever but we are limited. Even though we all must remain apart for now, having to support some of our most vulnerable people is what keeps me going."

"THE STRESS OF PARENTING CHILDREN THROUGH THIS SCARY TIME WHILE TRYING TO WORK AND ATTEND MEETINGS REMOTELY HAS BEEN MUCH HIGHER THAN I ANTICIPATED. WE ARE SO LUCKY TO HAVE OUR BASIC NEEDS MET BUT

WE ARE STRUGGLING EMOTIONALLY."

"I live in a little cottage next to my grandmother. I can no longer take the chance of helping her out because I am exposed in the community and she will be 95 years old in June. I'd like people to recognize that refusing employment now is different than what refusing employment meant just 3 months ago. Under the virus, [it] can be a choice between making money or exposing vulnerable members of YOUR family and household to a potentially deadly disease."



"Lay offs, potential business closure, applying for SBA funding, how our employees and clients will survive during this time. Hope comes from watching our community come together and support each other. Realizing that everyone is sharing in some sort of struggle and we're not in this alone."

"The unknown of the future ahead keeps me up at night. Not knowing how much longer I will have my job and if I lose it how I will be able to continue living here"

"I am 8 months pregnant with my 2nd child while also working from home with a 2 year old. I am constantly stressing over the health of my family and my unborn child. We are doing our best to take all necessary precautions but I am scared that either my husband or I will get sick before my due date. I am also scared to bring a newborn into this world during a pandemic. I am worried about postpartum and how I will feel being isolated from friends and family as I transition to being a mother of two."

"I ALWAYS FELT A GREAT SENSE OF COMMUNITY HERE ON CAPE, BUT IN SOME WAYS COVID-19 HAS MADE US EVEN STRONGER.

WE WILL GET THROUGH THIS IF WE WORK TOGETHER."

CONCLUSIONS + NEXT STEPS

While the results of CCYP's COVID-19 Needs Survey may come as no surprise to those living this experience every day, the compiled responses represent an important tool for future advocacy, policy, and programming efforts, both by CCYP and by our region's leaders and elected officials. At CCYP, we are working to provide new and continuing resources to meet these critical needs, including a new one-to-one coaching program to help young people successfully "pivot" on their personal or professional path in the wake of the pandemic; an on-demand video podcast series that gives access to subject matter experts on topics that matter most to young workers; and resources for employers looking to hire through our online job board and membership directory.

However, one of the standout findings of this survey - one that warrants immediate consideration by local decision makers and social services organizations - is the ongoing need for mental health support for our region's young working age adults and families. For those still fortunate to have some level of employment, productivity expectations at work coupled with family responsibilities and health concerns can create an untenable juggling act that puts the mental well-being of young adults last on the list. For those who have lost employment or experienced a cut in hours, the struggle to meet basic needs like making rent or buying groceries can take a heavy psychological toll. The ability to meet these needs - through gainful employment and access to local resources - will play a key role in whether young people feel they can successfully sustain a life and career on Cape Cod. CCYP stands ready to connect our region's young working age adults to local support networks for housing, mental health, and other basic needs, and will continue to engage in advocacy and strategic partnerships to ensure our region's young adults can not only survive, but thrive here in the months and years ahead.



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