



## 2020 Q1 Peer Circle Call

# **COVID-19 Implications for Summer Operations: Open Discussion**

March 19, 2020

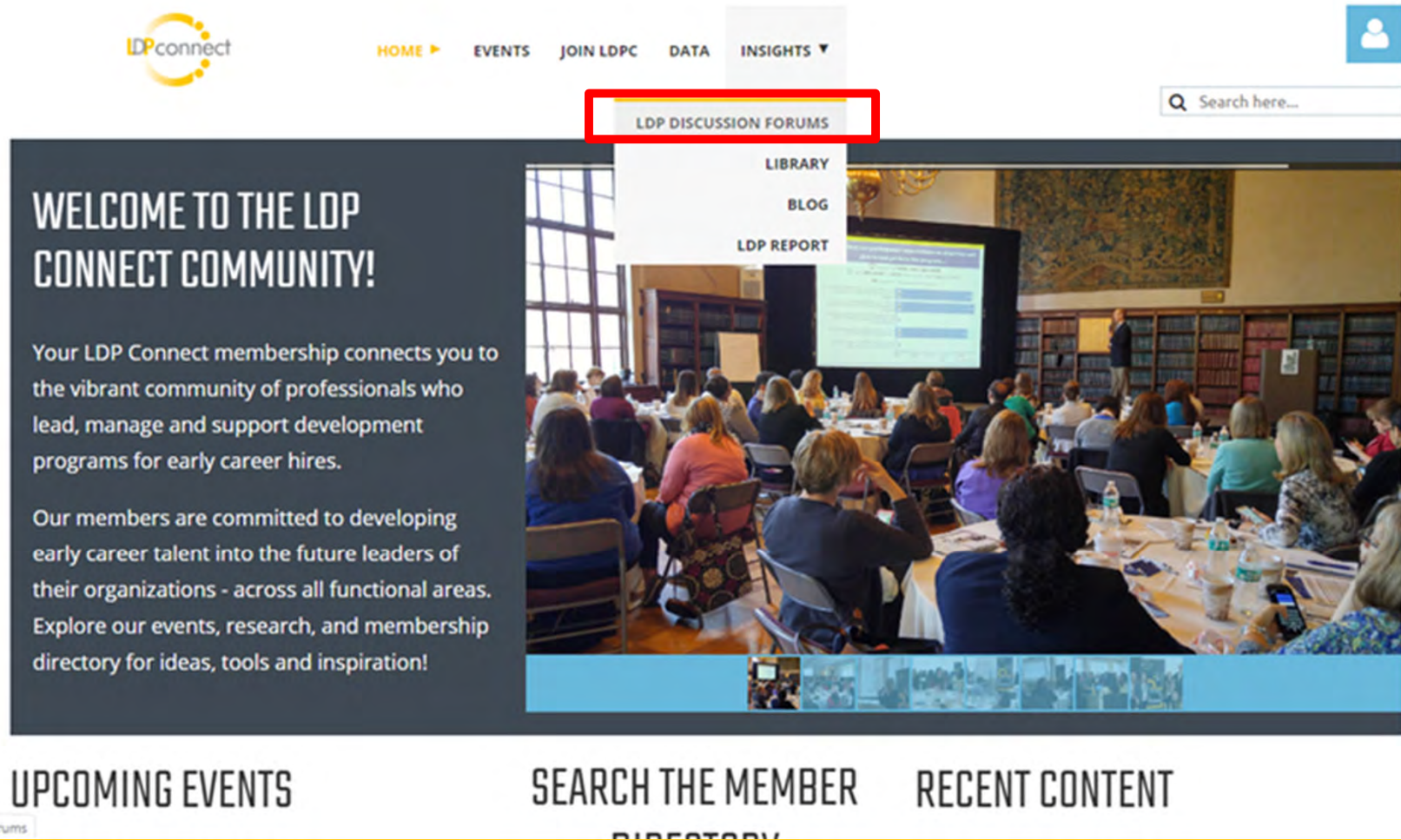
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# The Plan

1. Polls – and send you the data
2. Discussion
  - Top 10 Questions
  - Please type “Hand” in Chat
  - Remainders in Forum
3. Chat other comments anytime
4. Arrange next call
5. Continue in the Forum



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## LDP CONNECT DISCUSSION FORUM

Have a question for your peers? Ask the community to get ideas! LDP Connect Forums pages are a place to share ideas, ask questions and make connections. There are currently six forum discussion pages:

1. [Recruiting](#)
2. [On-Boarding](#)
3. [Development/Programming/Evaluation](#)
4. [Off-boarding](#)
5. [Alumni](#)
6. [Strategic Measurement](#)
7. [COVID-19 Implications Management](#)

The Forum categories above were selected to help create a framework for the various sorts of questions across our community - and to limit the number of places someone would need to search to get answers. If you feel that your question or idea doesn't fall into one of these categories, please [send us a note](#) proposing the creation of a new one.

Members may also subscribe for digests of Forum discussion content. You'll see a place to do this at the top of each Forum page.

Have questions or need help? Email us a [membership@LDPconnect.com](mailto:membership@LDPconnect.com).



Q Search here...

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## COVID-19 Implications Discussion Forum

CREATE TOPIC

 [Subscribe to forum](#)

Topic	Last message	Replies
<a href="#">Changes to structure of internship program?</a>	<a href="#">19 Mar 2020 12:07 PM</a> Dan Beaudry (Administrator)	—
<a href="#">Timeline for internship program cancellation decisions?</a>	<a href="#">19 Mar 2020 12:06 PM</a> Dan Beaudry (Administrator)	—

CREATE TOPIC

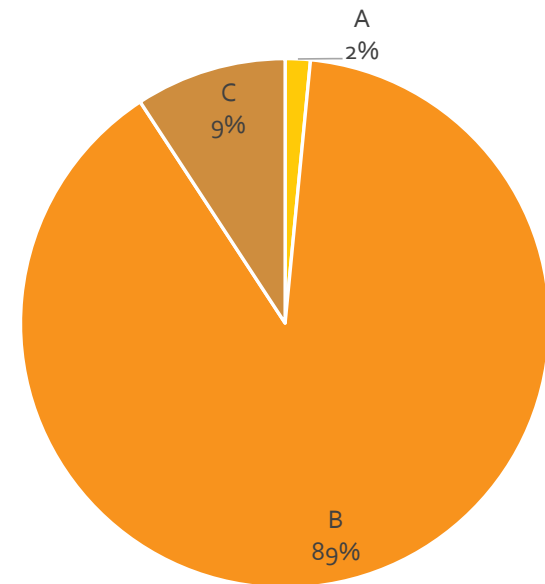
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## As of today, have you cancelled your summer internship program (no virtual)?

A. Yes

B. No

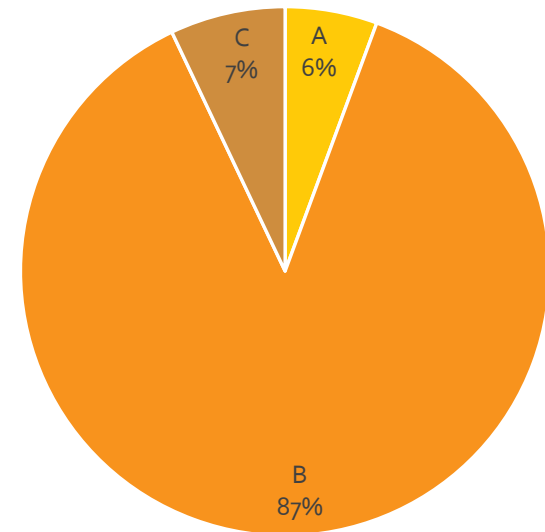
C. Partial



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## As of today, have you postponed your summer internship program (no virtual)?

- A. Yes
- B. No
- C. Partial

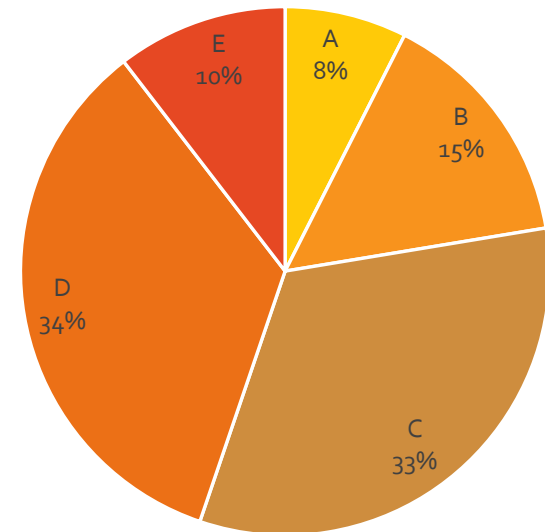




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## If you have not yet cancelled, to what extent do you anticipate a full cancellation decision within the next three weeks?

- A. Very likely
- B. Somewhat likely
- C. Unclear
- D. Somewhat unlikely
- E. Very unlikely



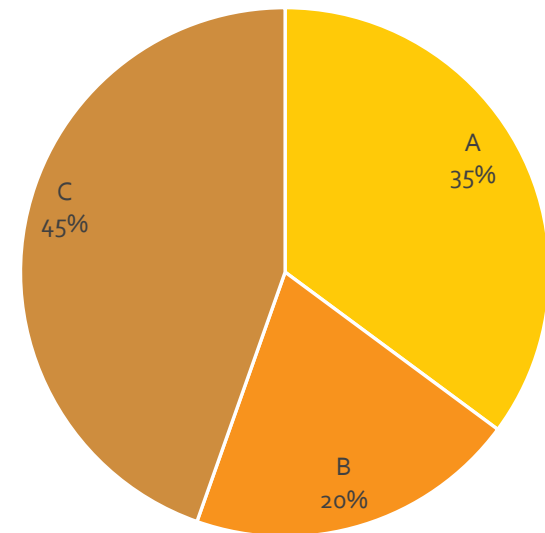
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## If you have not yet cancelled, are you leaning towards running it “virtually”?

A. Yes

B. No

C. 50/50



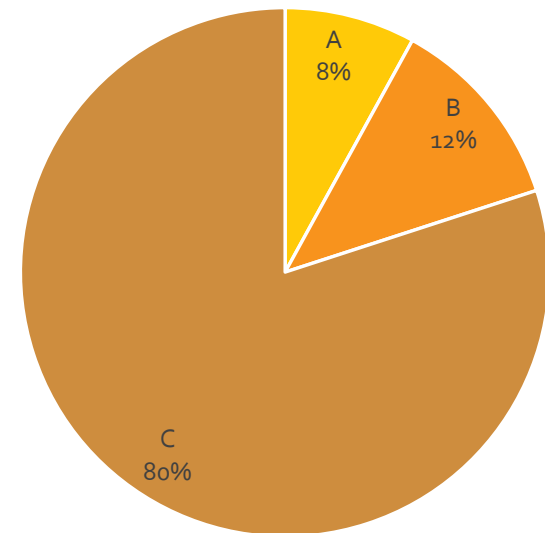
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## If you have decided to cancel, are you planning on paying the interns something anyway?

A. Yes

B. No

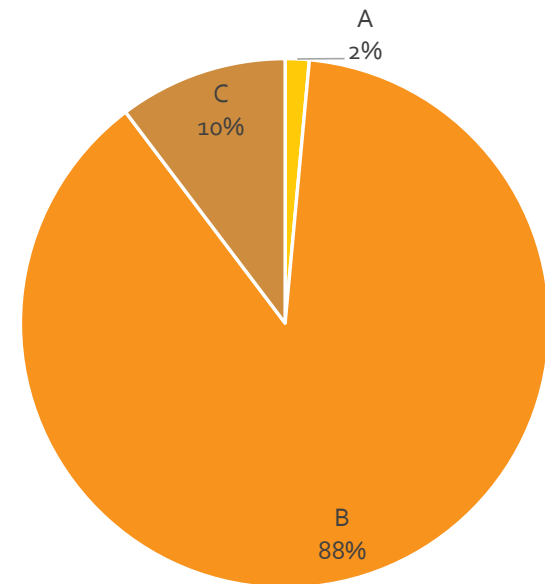
C. Unclear



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## Are you considering changing intern offers into full time offers automatically?

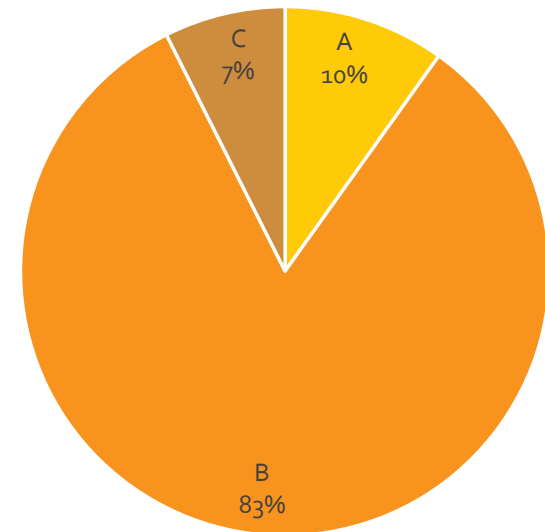
- A. Yes
- B. No
- C. Maybe



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# Have you experienced, or are you anticipating, furloughs or layoffs that have included LDP participants?

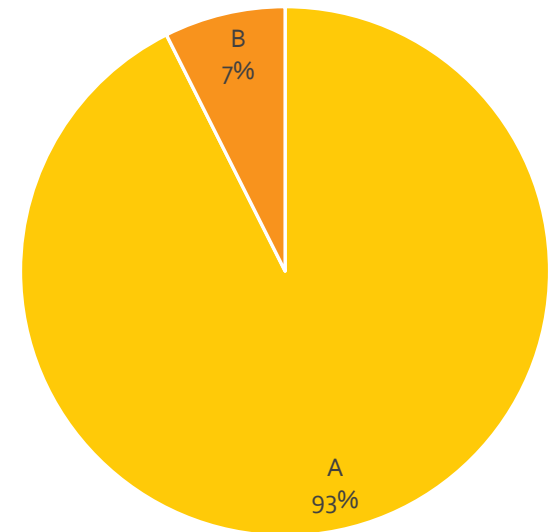
- A. Yes
- B. No
- C. Maybe



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## How many new hires have backed out out of your job/internship offer due to concerns about COVID-19

- A. None
- B. Less than 10
- C. More than 10



# Top 10 Questions

1. How are onboarding activities going to change due to COVID-19?
2. How will decisions about your internship program be communicated to the interns and to the business? Social media channels?
3. Has anyone held virtual summer internships in the past? Ideas to share? What do those assignments look like? Was it successful? Pitfalls? Manager preparation?
4. Have you considered starting interns on time virtually and then moving to in-person when restrictions loosen up?
5. For those companies who are implementing virtual assessment centres (Role plays/ Group exercises etc) are there any technology/companies who meet the need for Virtual assessments.

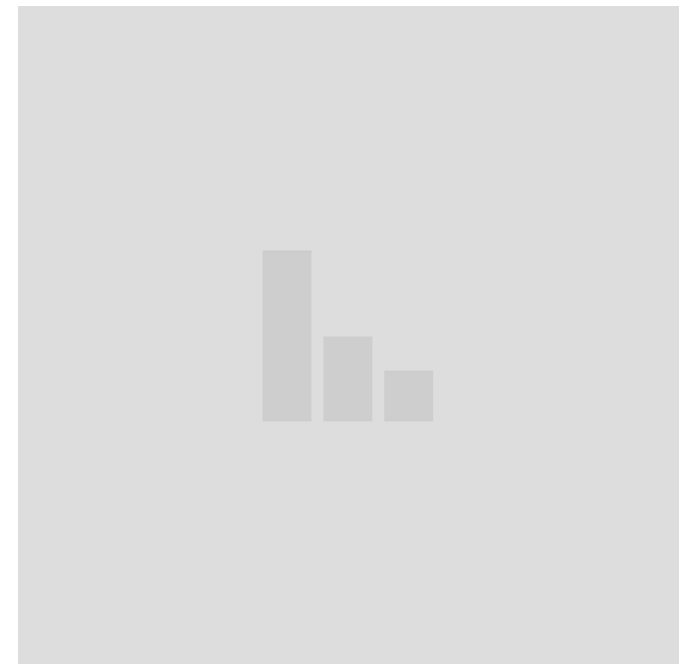
6. If a traditional intern experience is not possible, how are employers addressing interns that may have made housing / transportation arrangements?
7. How will you handle those interns who don't feel comfortable moving, even if internship is being held? Will you make special accommodations?
8. Are you going ahead with rotational moves as planned, or considering extensions to keep people in their current rotations longer? If going forward with changes, any concerns about moving locations? Impact of corporate/government travel restrictions?
9. How are global assignments are being handled given COVID-19? Has anyone had requests from program participants wanting to return to home country and work remotely?
10. What are people doing about mandatory drug tests for new hires?



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## When should our next call be?

- A. One week from today
- B. Sooner
- C. Later



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