



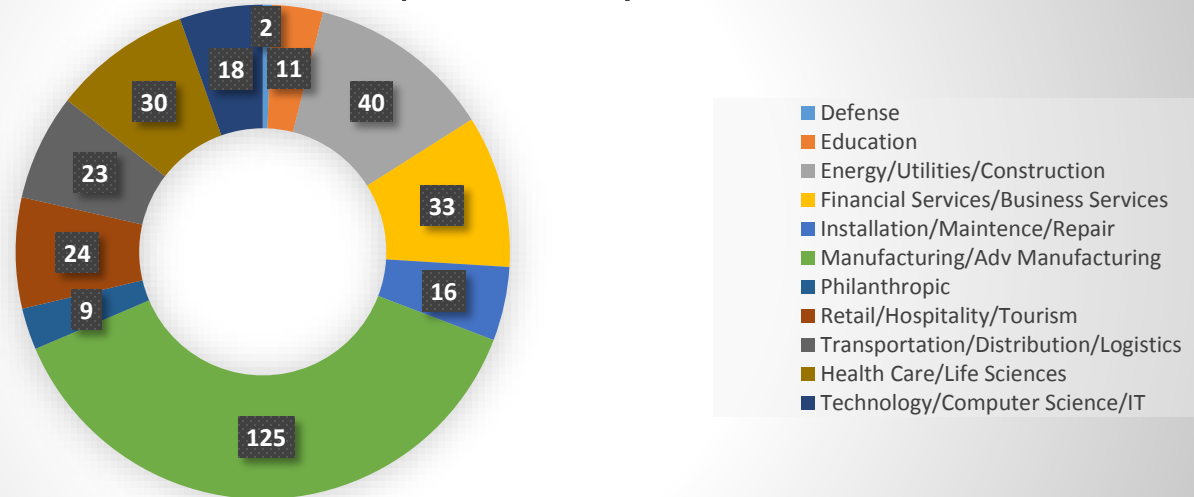
Indiana Chamber of Commerce, 2015 Employer Survey Results

Sponsored by WGU Indiana

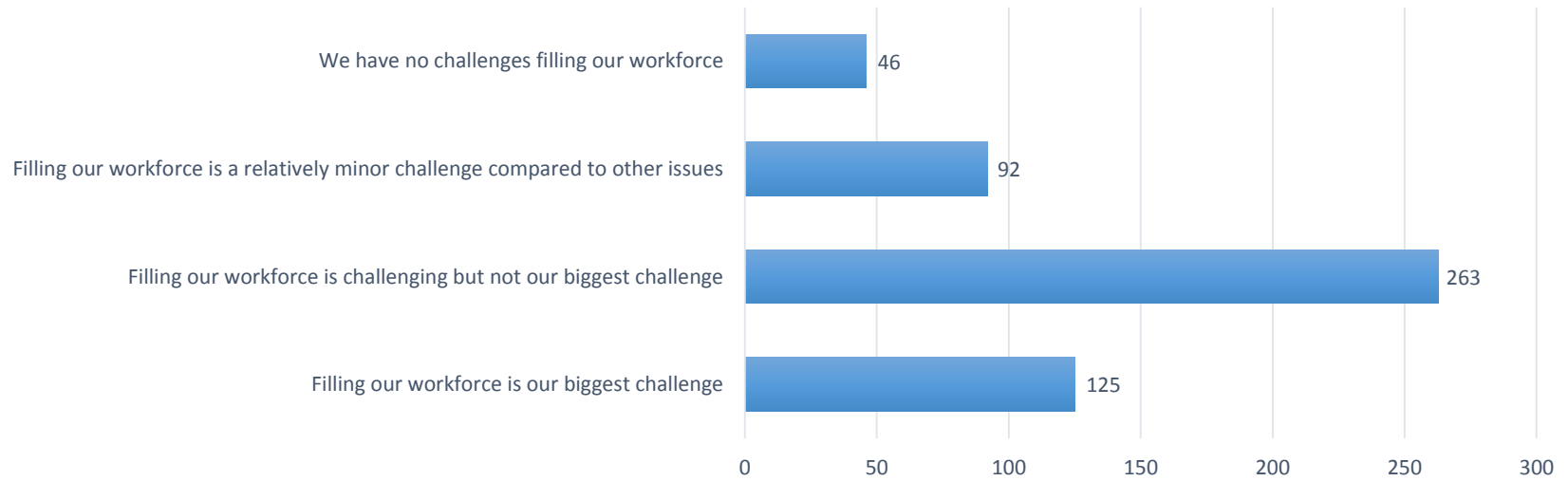


526 Respondents: 36% 1-49 employees 40% 50-249 employees 11% 250-499 employees 13% 500+ employees

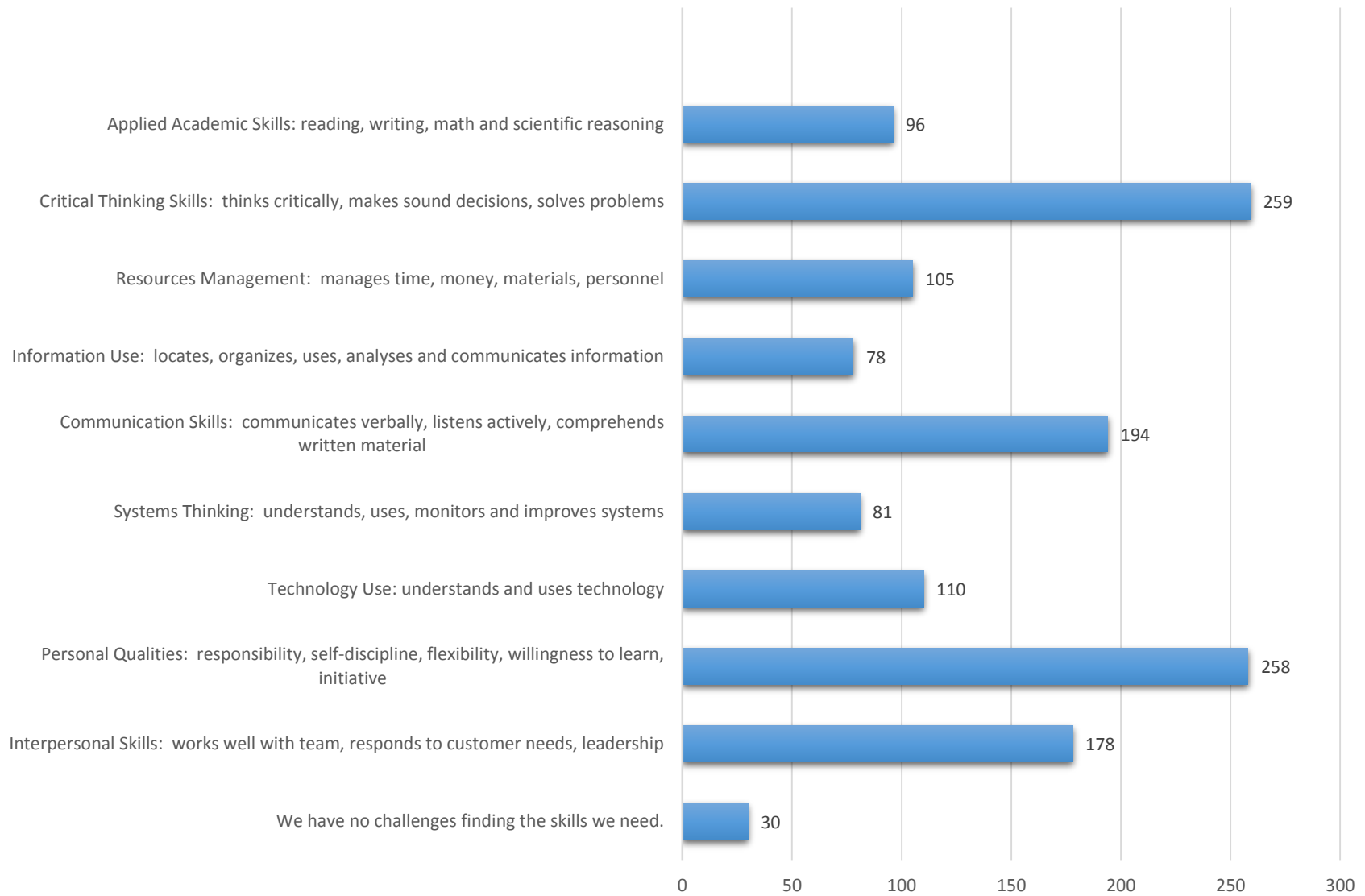
Distribution of Respondents by Sector



Relative to other issues your company faces, please rate the challenge of fulfilling your workforce.



Which of the following skills are the most challenging to find among your job applicants and new hires? (choose all that apply)



Who is training the largest percentage of your workforce?

Ivy Tech Community College – 8%

Out of state college/university – 3%

Vincennes University – 3%

Regional training providers outside traditional higher education institutions – 4%

Public, in-state college/university – 28%

Proprietary colleges – 1%

WGU (Western Governor's University) – 1%

Local K-12 systems – 32%

Private, in-state college/university – 5%

Other – 16%

What percentage (estimate) of your workforce in Indiana will be eligible for retirement within the next 5 years?

0-5 percent – 44%

6-10 percent – 31%

11-20 percent – 15%

20 percent or more – 10%

In the past year has your company left any job(s) unfilled due to under-qualified applicants?

43% – Yes

57% – No

What is the minimum skill level necessary for these unfilled jobs?

Low Skill (high school diploma or equivalent; less than high school diploma) – 34%

Certification or licensure – 27%

Associate's Degree – 12%

Bachelor's Degree – 23%

Graduate Degree – 2%

Doctoral Degree – 2%

Are jobs left unfilled due to failed drug tests?

23% – Yes

77% – No

In the past year, what job titles have you left unfilled due to underqualified applicants?

Truck Driver

Extruder Operators Maintenance Technician

Teller

Loan Officer

Installer

Machine Operator

Diesel Mechanic

Sr. Refrigeration Engineer

Journeyman

Plumber

HVAC Technician

Business Development Manager

Direct Support Professional

Controls Engineer

Emergency Medical Technicians

Product Engineer

Sales Associate

Electrical Lineman

Heavy Equipment Operator

OTR Driver

Physician Assistant

Warehouse Associate

RN, CNA

Dental Assistant

Media Planner/Buyer

IT Consultant

Maintenance Supervisor

Machinist

Accountant

Training Specialist

Architect

Personal Care Attendant

Case Manager

Sheet Metal Operator

Pharmacy Technician

Upholsterer

In the next 12 to 24 months, do you expect the size of your workforce to:

Increase – 58%

Stay About the Same – 38%

Decrease – 4%

In the past two years, have any job candidates turned down job offers due to job location/quality of life issues?

77% – No

23% – Yes

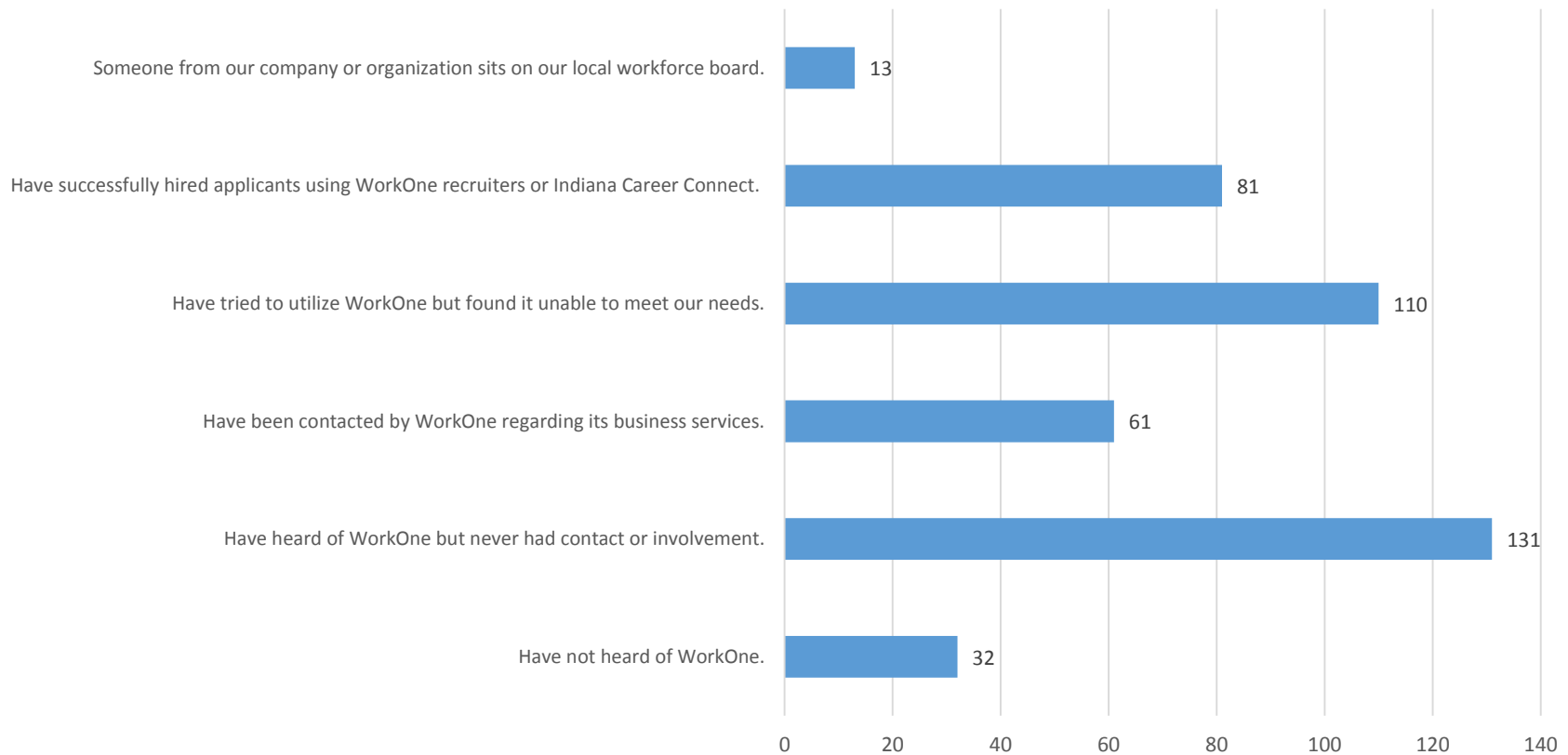
With which organizations does your company have affiliation/partnership? (choose all that apply)

Regional Works Council – 41%

Career and Technical Education (CTE) Center – 41%

Other organizations that connect employers to educators – 50%

Describe the level of involvement your company or organization has had with the public workforce system, WorkOne.



Is your company or organization involved with your local schools? (choose all that apply)

	High Schools	Community Colleges	Four-Year Universities	Total
No	127	100	92	319
Not currently, but would like to be	36	41	22	99
Yes, with job shadowing	65	28	31	124
Yes, with internships	64	75	130	269
Yes, with externships (for educators)	9	8	6	23
Yes, with co-op programs	30	20	21	71
Yes, with apprenticeships/pre-apprenticeships	16	26	5	47
Yes, in an advisory capacity	49	33	36	118
Yes, with classroom presentations	74	42	45	161
Yes, with curriculum development	17	19	17	53
Yes, serving on panels/conferences to discuss employment needs	53	48	30	131
Yes, providing financial support and/or scholarships	38	32	36	106
Yes, conducting mock interviews	46	26	31	103
Yes, providing industry tours	66	38	29	133
Yes, attending career fairs	67	90	102	259
Other	6	0	1	7

If your company does NOT have an internship program, please select why:

Cost – 12%

No supervisors/mentors – 7%

No qualified candidates – 7%

Need more information on how to start an internship program – 19%

Time to hire/manage – 36%

Other – 20%

Do you use an assessment in your hiring process?

Yes, WorkKeys®/National Career Readiness Certification (NCRC) – 5%

Yes, Predictive Index – 8%

Yes, other – 26%

Yes, Angela Duckworth's Grit Scale – 1%

No – 60%

Regions of the state are considering the re-establishment of a "Work Ethic Certificate" to be issued by high schools based on a student's demonstrated commitment to attendance, discipline, teamwork and other "soft skills." Would your company value such a credential in the hiring process?

Yes, we definitely would – 45%

Probably, but would like to learn more – 35%

Probably not – 20%

How much do you spend annually (total expenditures) on in-house or contracted training for your current employees?

Less than \$100 per employee – 22%

\$101 – \$500 per employee – 41%

\$501 - \$1,000 per employee – 23%

More than \$1,000 per employee – 14%

Do you have a tuition reimbursement program?

59% – Yes

41% – No

If yes, how often are these programs used by employees?

Almost always (80-100% of the time offered) – 14%

Occasionally (20-79% of the time offered) – 37%

Almost never (0-19% of the time offered) – 49%