Indiana Chamber of Commerce, 2015 Employer Survey Results

Sponsored by WGU Indiana

Distribution of Respondents by Sector

- Defense
- Education
- Energy/Utilities/Construction
- Financial Services/Business Services
- Installation/Maintenance/Repair
- Manufacturing/Advanced Manufacturing
- Philanthropic
- Retail/Hospitality/Tourism
- Transportation/Distribution/Logistics
- Health Care/Life Sciences
- Technology/Computer Science/IT

526 Respondents: 36% 1-49 employees, 40% 50-249 employees, 11% 250-499 employees, 13% 500+ employees
Relative to other issues your company faces, please rate the challenge of fulfilling your workforce.

- We have no challenges filling our workforce: 46
- Filling our workforce is a relatively minor challenge compared to other issues: 92
- Filling our workforce is challenging but not our biggest challenge: 263
- Filling our workforce is our biggest challenge: 125
We have no challenges finding the skills we need.

Interpersonal Skills: works well with team, responds to customer needs, leadership

Personal Qualities: responsibility, self-discipline, flexibility, willingness to learn, initiative

Technology Use: understands and uses technology

Systems Thinking: understands, uses, monitors and improves systems

Information Use: locates, organizes, uses, analyses and communicates information

Communication Skills: communicates verbally, listens actively, comprehends written material

Resources Management: manages time, money, materials, personnel

Applied Academic Skills: reading, writing, math and scientific reasoning

Critical Thinking Skills: thinks critically, makes sound decisions, solves problems

We have no challenges finding the skills we need.

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%
- Vincennes University – 3%
- Public, in-state college/university – 28%
- WGU (Western Governor’s University) – 1%
- Private, in-state college/university – 5%
- Out of state college/university – 3%
- Regional training providers outside traditional higher education institutions – 4%
- Proprietary colleges – 1%
- Local K-12 systems – 32%
- 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.

- Someone from our company or organization sits on our local workforce board: 13
- Have successfully hired applicants using WorkOne recruiters or Indiana Career Connect: 81
- Have tried to utilize WorkOne but found it unable to meet our needs: 110
- Have been contacted by WorkOne regarding its business services: 61
- Have heard of WorkOne but never had contact or involvement: 131
- Have not heard of WorkOne: 32
Is your company or organization involved with your local schools? (choose all that apply)

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