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INDIANA CHAMBERSM

LEADING BUSINESS | ADVANCING INDIANA

10th Annual Employer Survey

WGU INDIANA™



Program Overview

- Indiana Chamber Foundation partnered with Walker Information late 2016 to begin the planning and design of the program
- Survey was fielded January-February 2017
- 1,129 responses were received
- 72% of responses were for-profit; 22% not-for-profit; and 6% government
- 36% of responses from companies with 6-49 employees; 28% with 100-499 employees
- 37% of responses were from owners and CEOs; 29% were from HR
- Manufacturing/advanced manufacturing comprised 20% of the responses; Education and Educational Services, 11%; Professional, Scientific, Tech Services, 9%; Health Care/Social Assistance, 8%

Key Findings

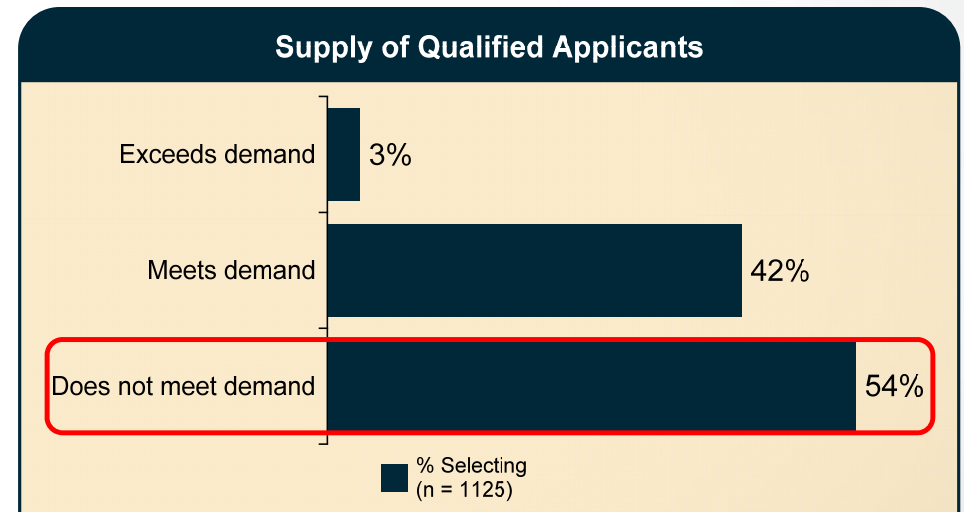
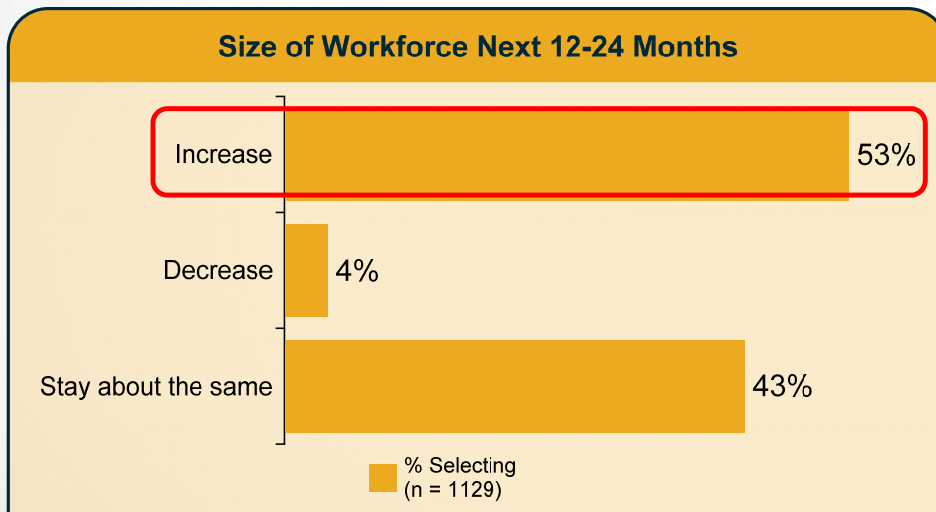
- Continuing trend 1: Left jobs unfilled due to under-qualified applicants: 39%, 43% and 45% previous three years. 47% this year
- Continuing trend 2: Filling workforce biggest (20%-24%-27%-29%) or next biggest challenge. Combine the two and the last four years: 72%, 74%, 76%, 79%
- Those expecting to increase size of workforce in next 12-24 months (53%), have even bigger challenges: 59% say supply of qualified applicants does not meet demand (compared to 54% overall) and 85% say filling workforce/talent needs is a challenge
- Two-thirds require less than a bachelor's degree for their unfilled jobs (points to continuing importance of middle skill jobs)

Key Findings (Continued)

- Applicants not willing to accept pay offered (45% agree or strongly agree). Lack of minimal educational requirements was only 27%
- Only 26% very likely or extremely likely to add high-wage jobs in next two years
- Training: Most (72%) done internally, only 40% partner with educational institutions, 48% have tuition reimbursement programs but few employees take advantage
- Drug testing: Only 47% test for safety-sensitive positions, only 56% test in cases of suspects misuse/abuse; 41% say supervisors/managers know how to detect prescription drug misuse/abuse but very few willing to pay for supervisor training in this area

Workforce Recruitment

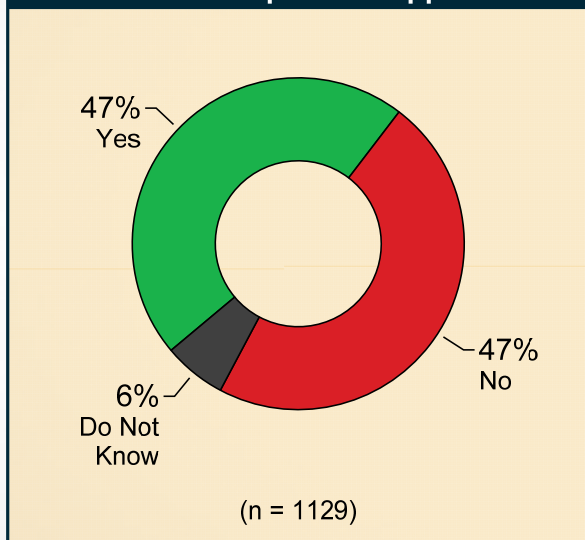
While 53% say their workforce size would increase, 54% need more qualified applicants.



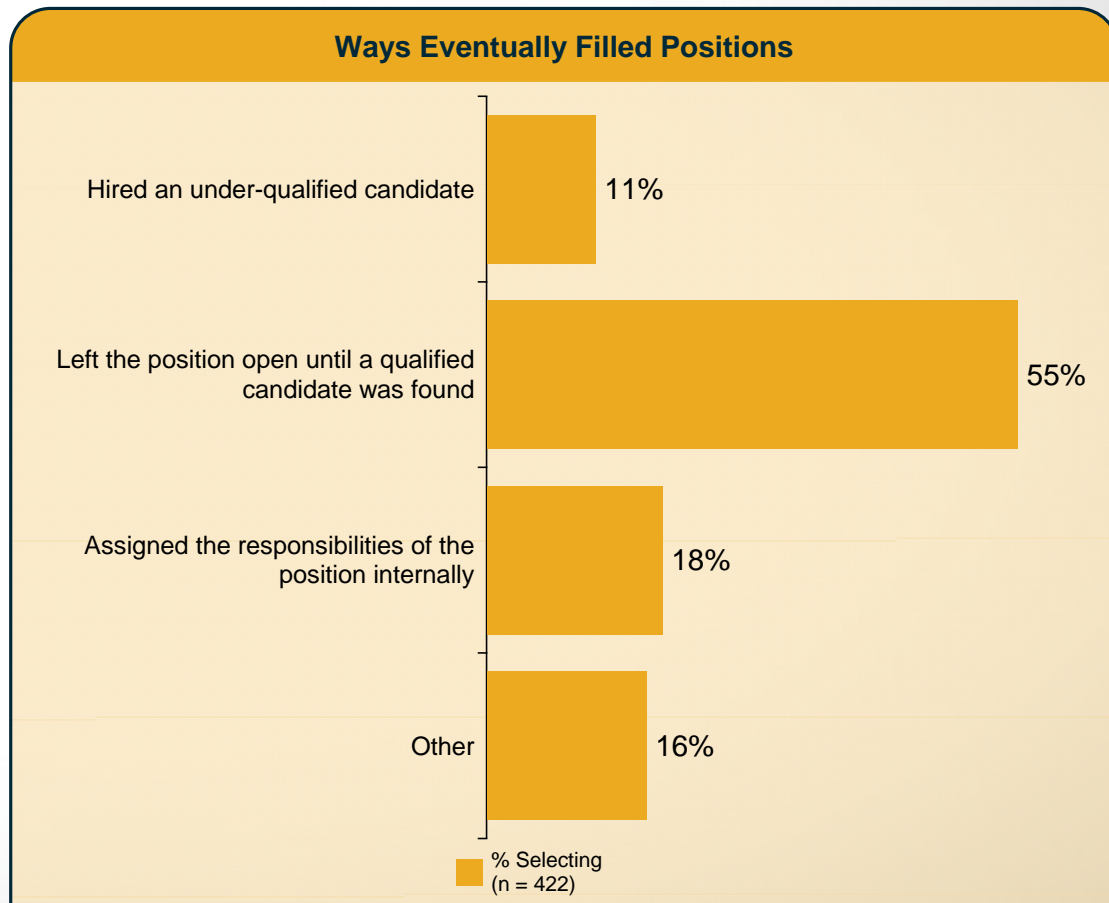
Workforce Recruitment

Almost half of the employers left jobs unfilled and they do not tend to hire under-qualified candidates.

Left Jobs Unfilled in Indiana Past Year Due to Under-qualified Applicants

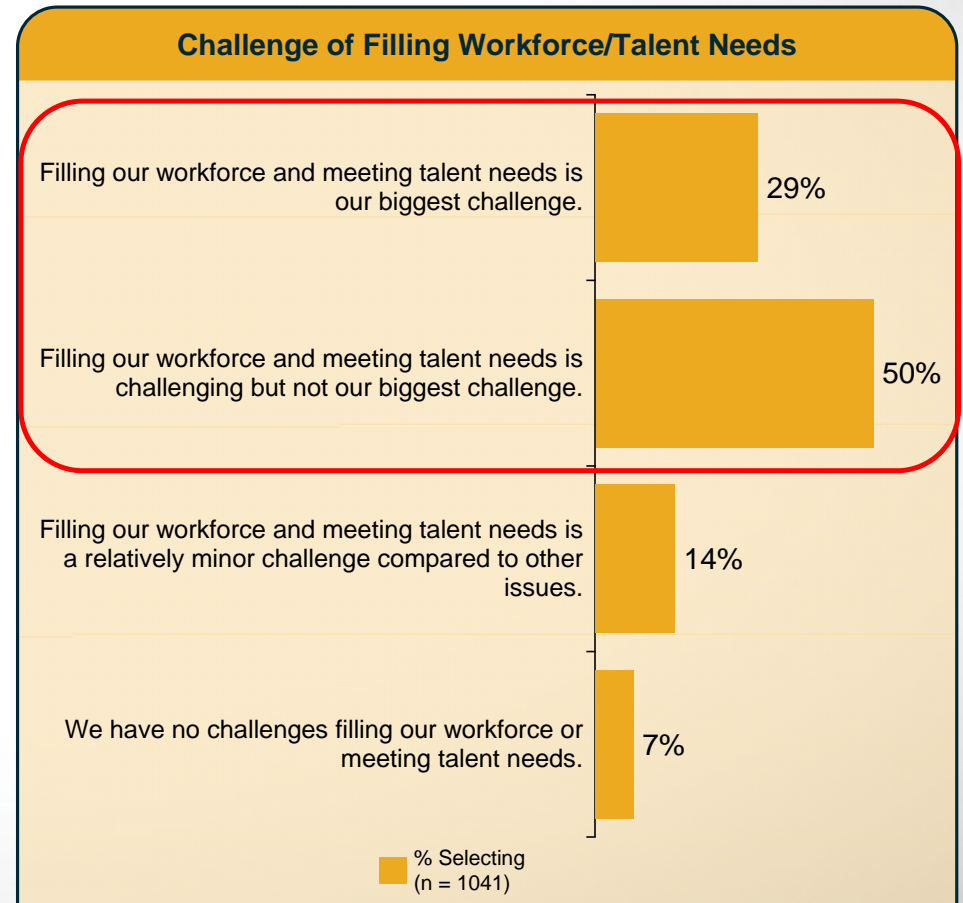
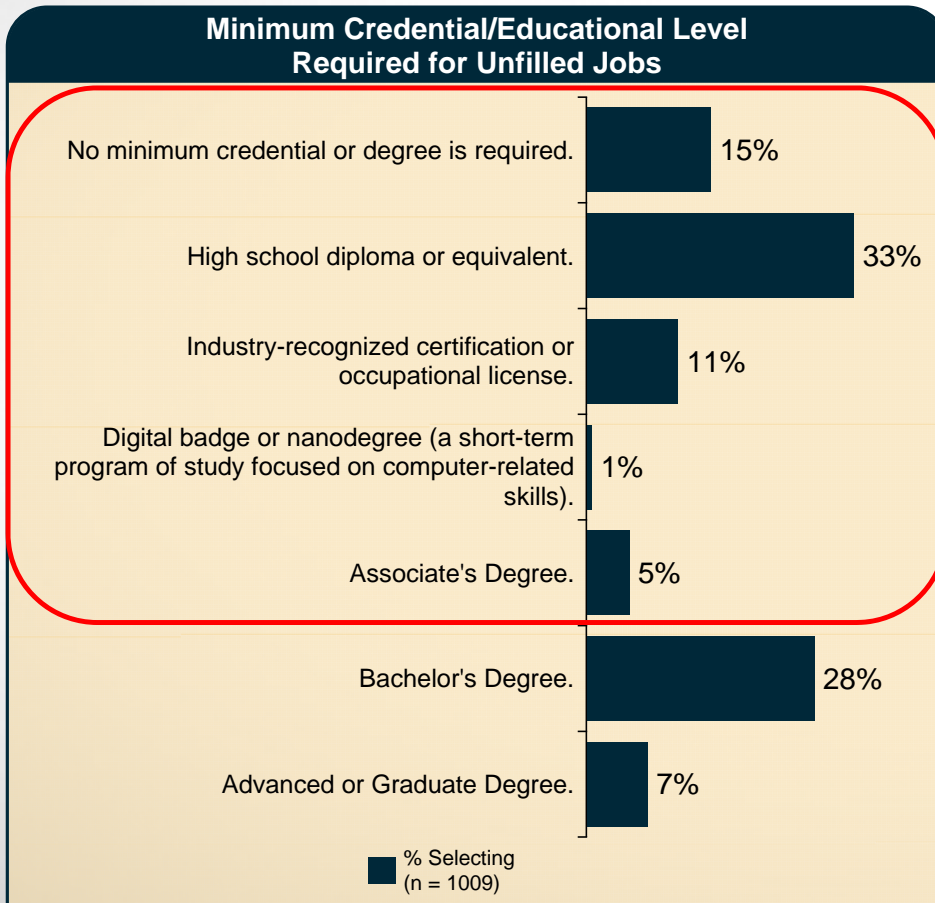


Ways Eventually Filled Positions



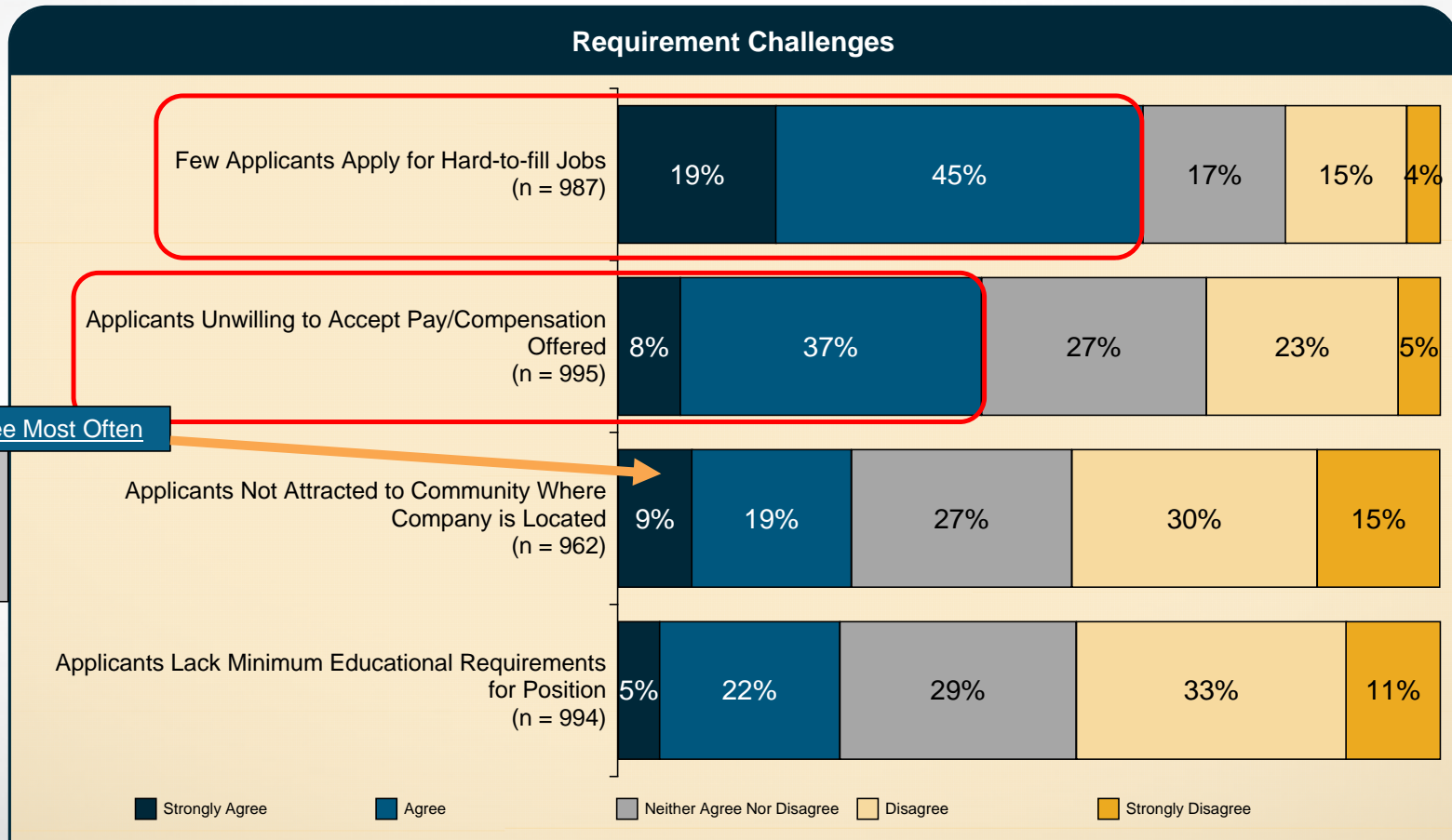
Workforce Recruitment

Two in three employers (65%) required less than a bachelor's degree for their unfilled jobs. 79% indicate challenges with filling workforce/talent needs.



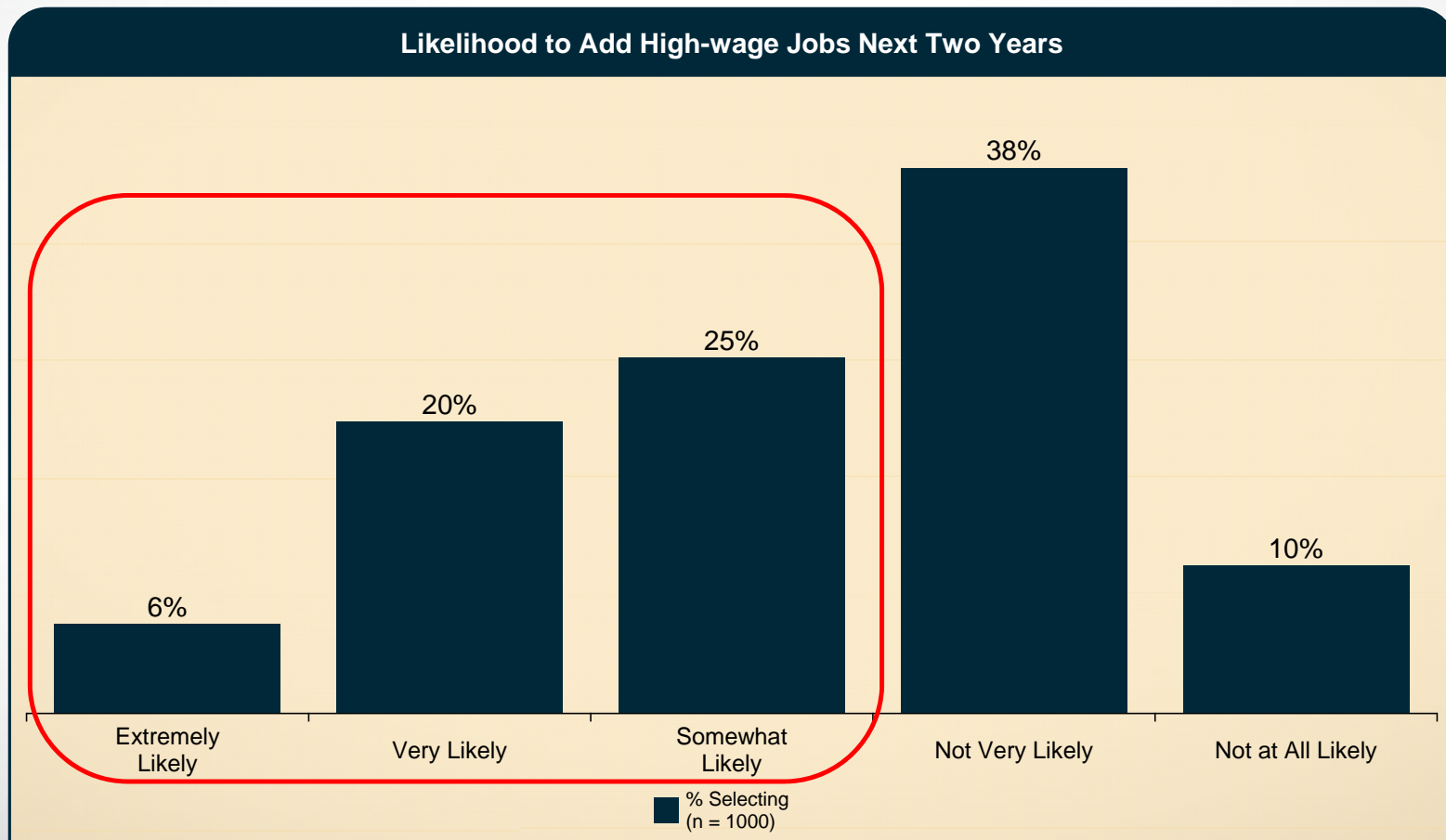
Workforce Recruitment

Lacking enough applications and candidates not accepting the offered pay are the two biggest challenges.



Workforce Recruitment

Approximately half of respondents are at least “Somewhat Likely” to add high-wage jobs



Biggest Challenge with Unfilled Positions

Employers' specific comments regarding why filling jobs is challenging include:

- Offering sufficient benefits/compensation and matching salary expectations
- Finding candidates with formal training; having money to offer appropriate training
- Finding candidates willing to work the expected hours
- Lack of entry level candidates available, or those available aren't skilled/interested
- Finding candidates who can pass a drug screening/other qualifying tests



Greatest Challenge Filling High Demand/High Wage Jobs

Their comments about the challenges of filling high demand, high wage jobs include:

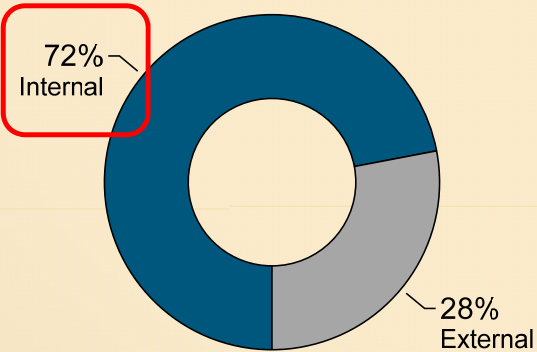
- Finding someone with appropriate skill/experience/knowledge
- Finding someone with a strong work ethic
- Once they find the right candidate, having the candidate accept the offered wages
- Attracting talent to certain locations; relocating talent



Workforce Training and Tuition Reimbursement Offered Now

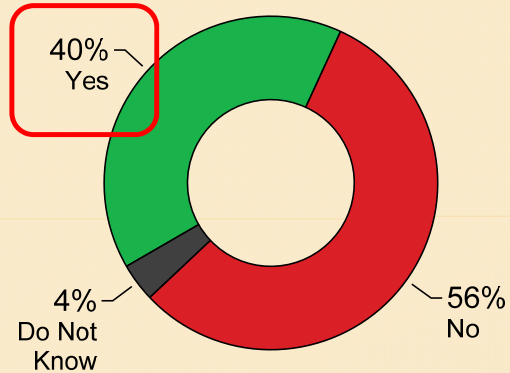
72% of employee training is conducted internally and only 40% partner with educational institutions for training.

Percentage of Employee Training



(n = 901)

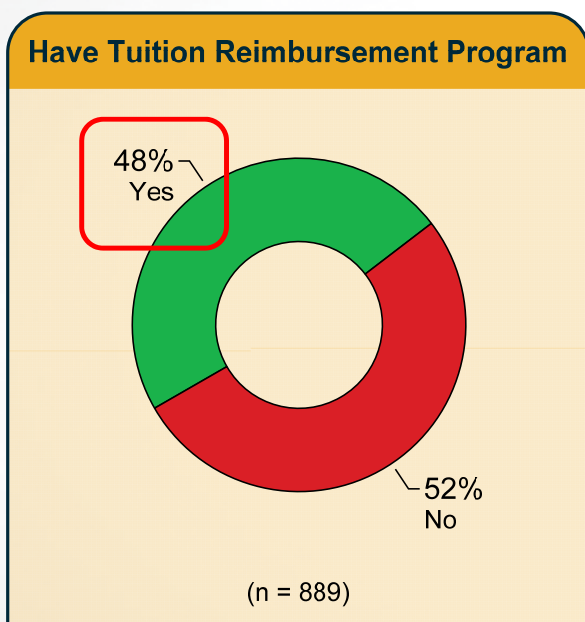
Partner With Educational Institutions



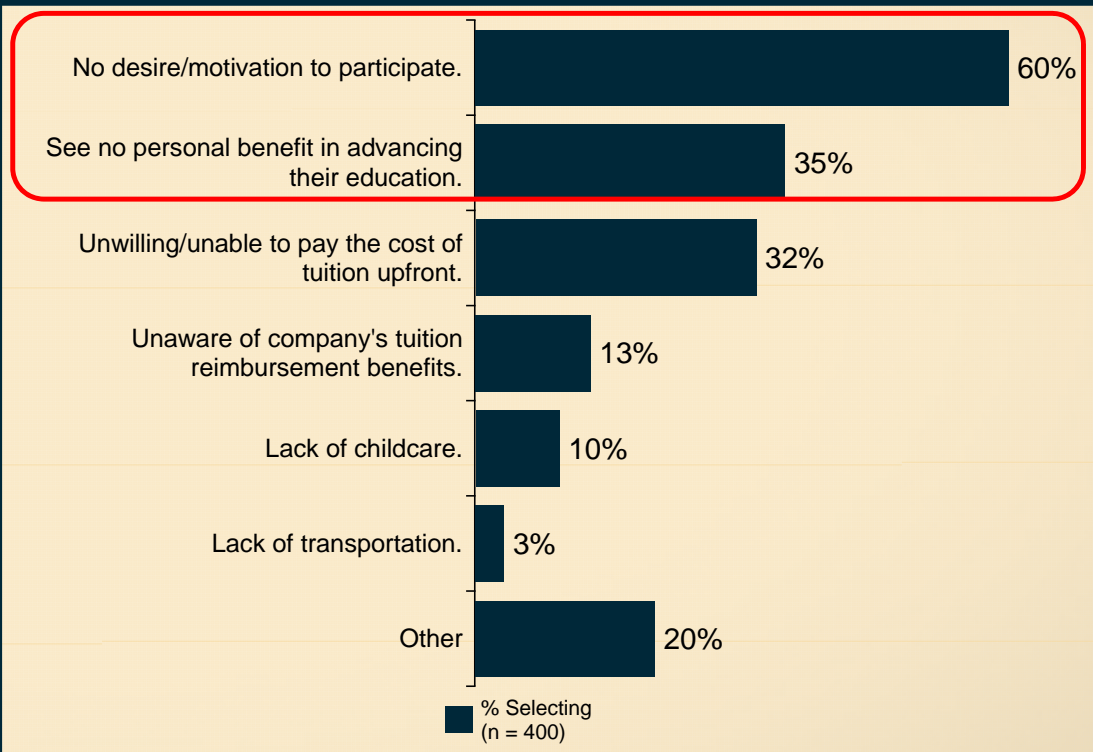
(n = 888)

Workforce Training and Tuition Reimbursement Offered Now

Employers see lack of motivation and benefit as the reason for only having a slight increase in the usage of tuition reimbursement.



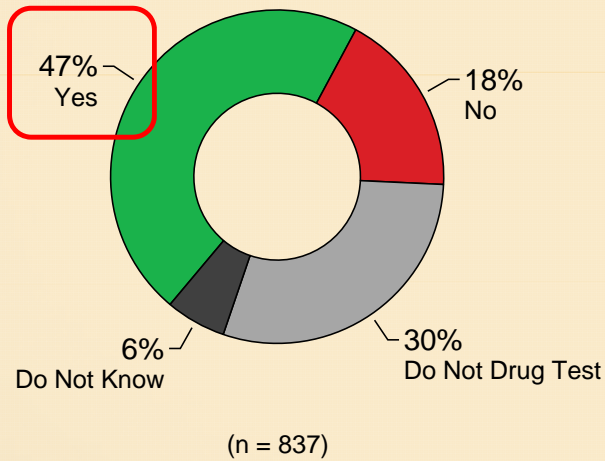
Employers: Reasons Tuition Reimbursement Benefits Are Not Used



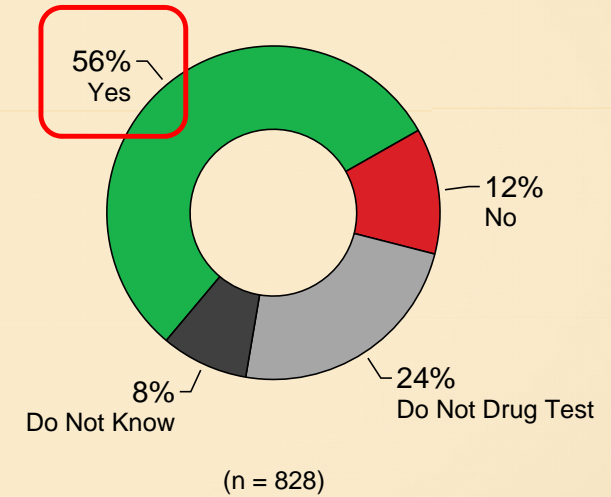
Drug Testing for Misuse/Abuse of Prescription Opiates

Drug testing policy is mixed; more frequent (56%) under suspected use.

Drug Test Employees in Safety-sensitive Position

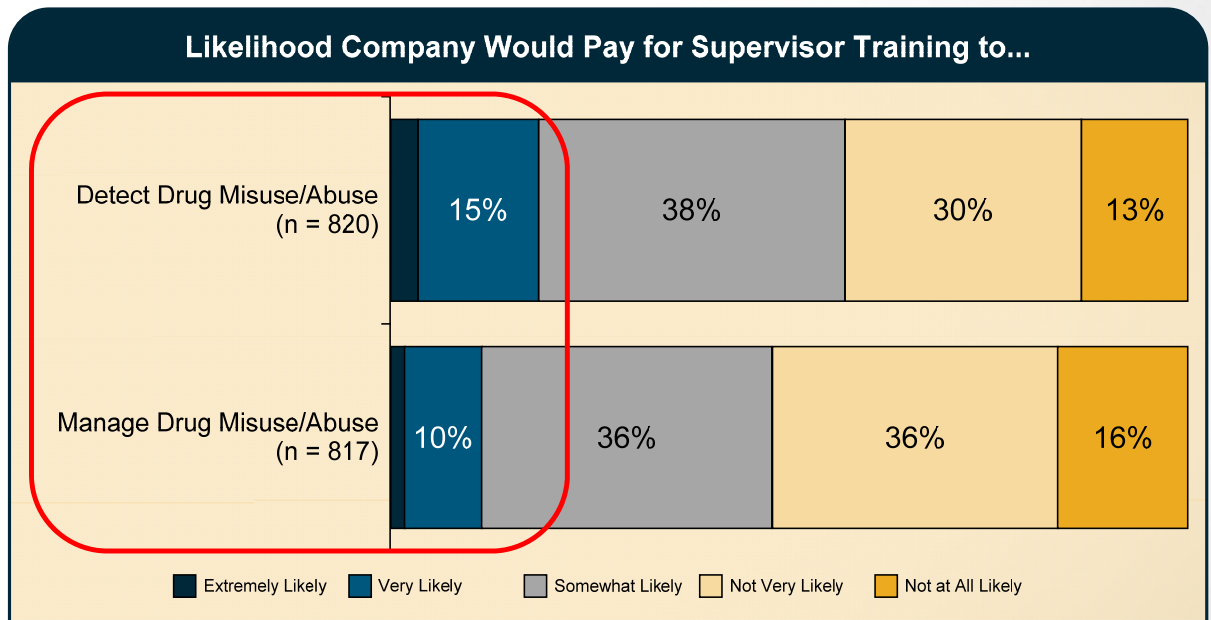
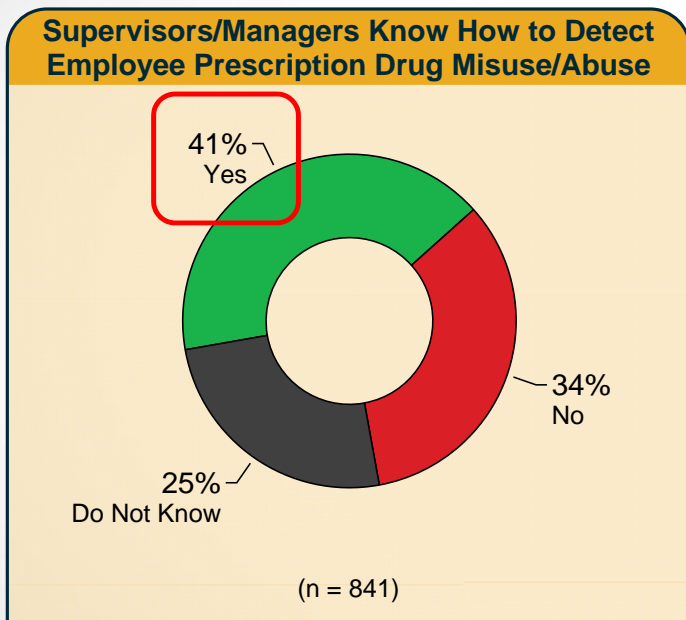


Drug Test Employees Suspected of Misuse/Abuse of Prescription Opiates



Drug Abuse Training

34% indicate that they do not know how to detect misuse/abuse, few indicate that they are likely to pay for supervisor training on either detection (19%) or misuse management (11%).



Takeaways

- Meeting workforce needs is an ongoing and increasing challenge
- Lower skilled workforce is in demand but disconnect between workforce desires and employer offerings
- Most training is conducted internally and very few use tuition reimbursement
- Drug testing not prevalent for safety sensitive positions and managers do not seem prepared to detect or handle drug use

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