

2020 Employer Survey





SKILLFUL

A MARKLE INITIATIVE



Background

- **13th** annual survey
- **937** responses
- **55%** of responses from **Owner/Management**
- **38%** of responses from **HR/Operations**

Leading Industries of Respondents

Manufacturing: **24%**

Business Services, Engineering, IT: **15%**

Construction: **8%**

Healthcare, Social Assistance: **7%**

Finance, Insurance, Real Estate: **7%**

of Indiana Employees

5 or less: **9.2%**

6 to 19: **17.1%**

20 to 49: **21.5%**

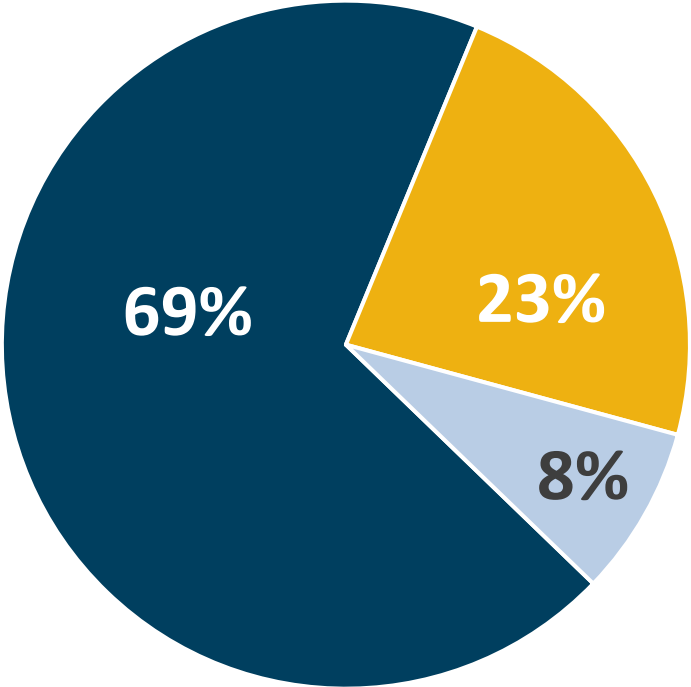
50 to 99: **18.0%**

100 to 499: **23.4%**

500 to 999: **4.7%**

1,000 or more: **6.2%**

Organization Type



- For Profit
- Non Profit
- Other

Impact of COVID-19

COVID-19: Changes Due to Pandemic?

Shifted to remote work:	41%
Reduced employee hours:	24%
Laid off/furloughed employees:	24%
Shifted employees to other job roles:	20%
Hired more employees:	15%

COVID-19: Changing Training Strategy

Increased online training:	47%
Increased time allowed for training:	20%
Increased investment in training:	17%
Increased on-the-job training:	12%

COVID-19: Size of Workforce (in the last 6 months)

Stayed Same:	60%
Decreased:	22%
Increased:	18%

COVID-19: If Workforce **DECREASED**, Will You Return to Pre-Pandemic Numbers?

NO.	35%
YES... in 6-12 months	30%
YES... but not within next year	22%
YES... within 6 months	12%

COVID-19: If Workforce **STAYED THE SAME**, Will You Maintain Throughout Next Year?

YES... will stay at same level

65%

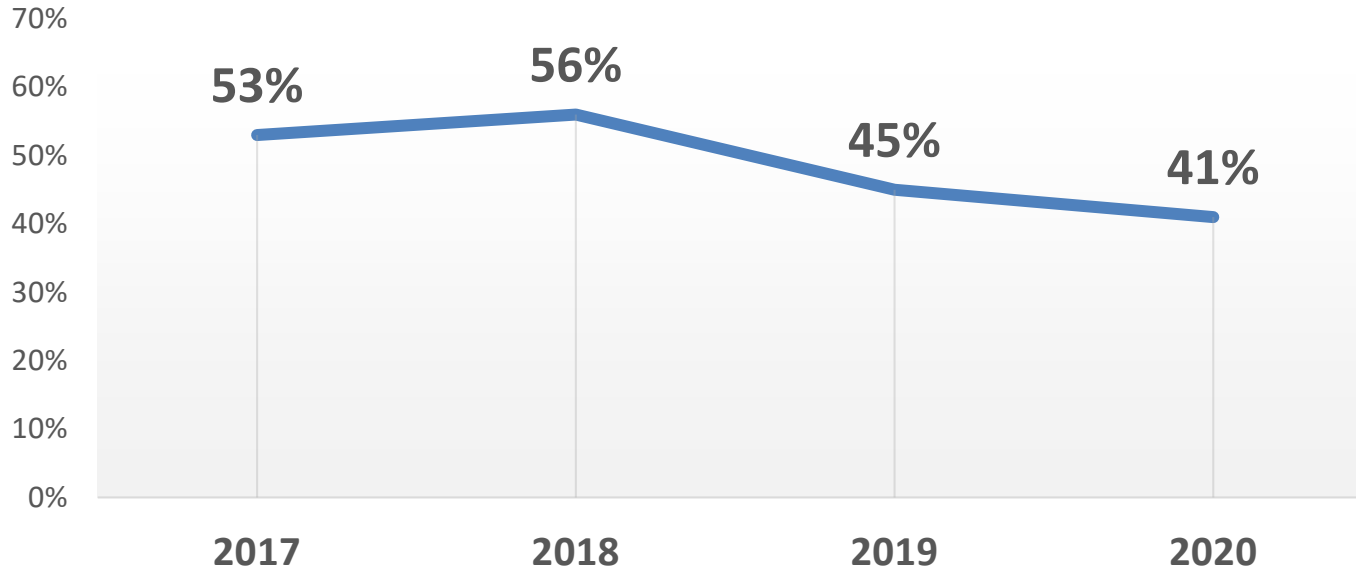
YES... will increase hiring

26%

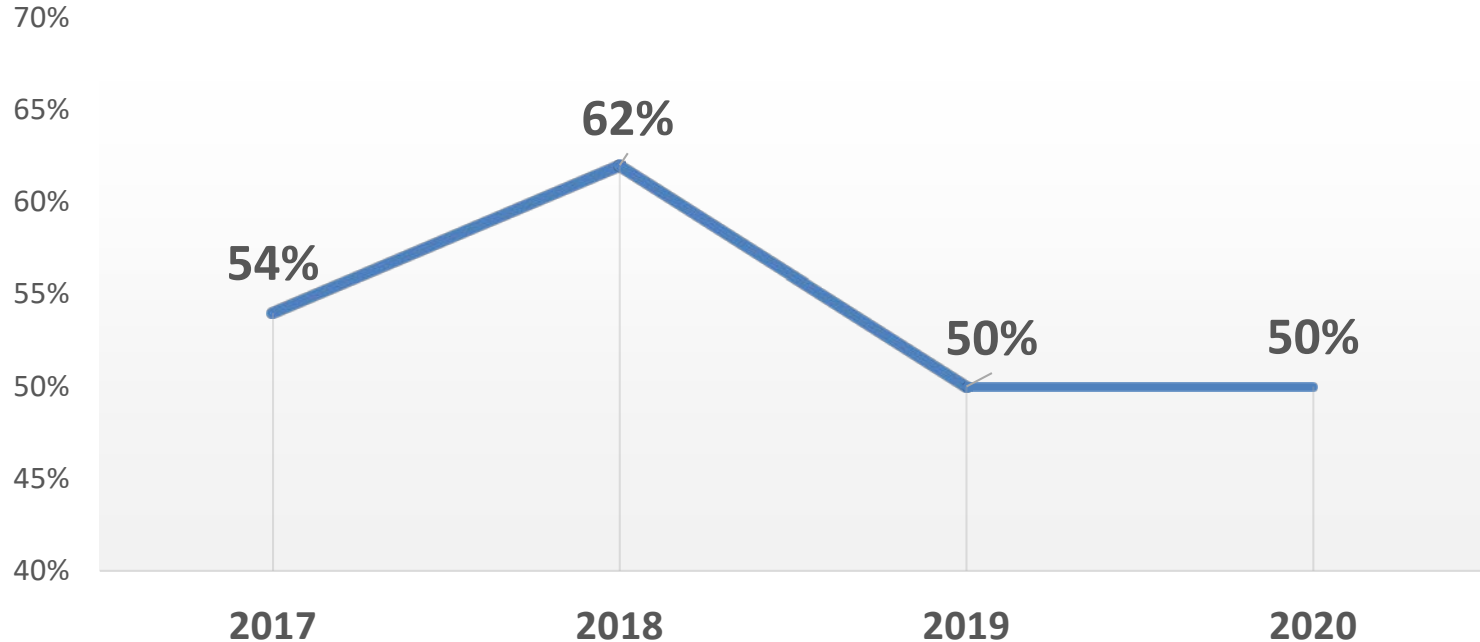
COVID-19: Going Forward

Employees perform additional job functions:	43%
Expanding remote work:	22%
Retraining employees/new technology:	18%
Automating/replacing job functions:	12%

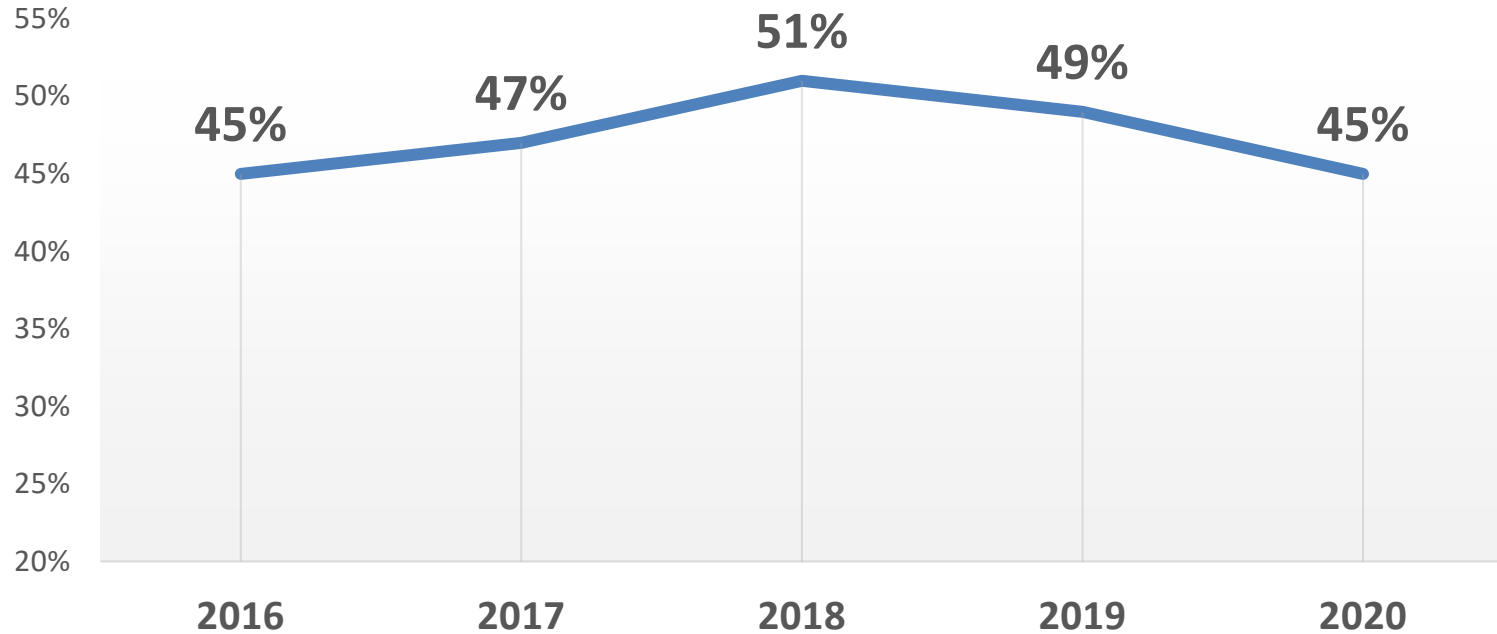
Increase Size of Workforce Next 1-2 Years



Supply of Applicants Does Not Meet Needs

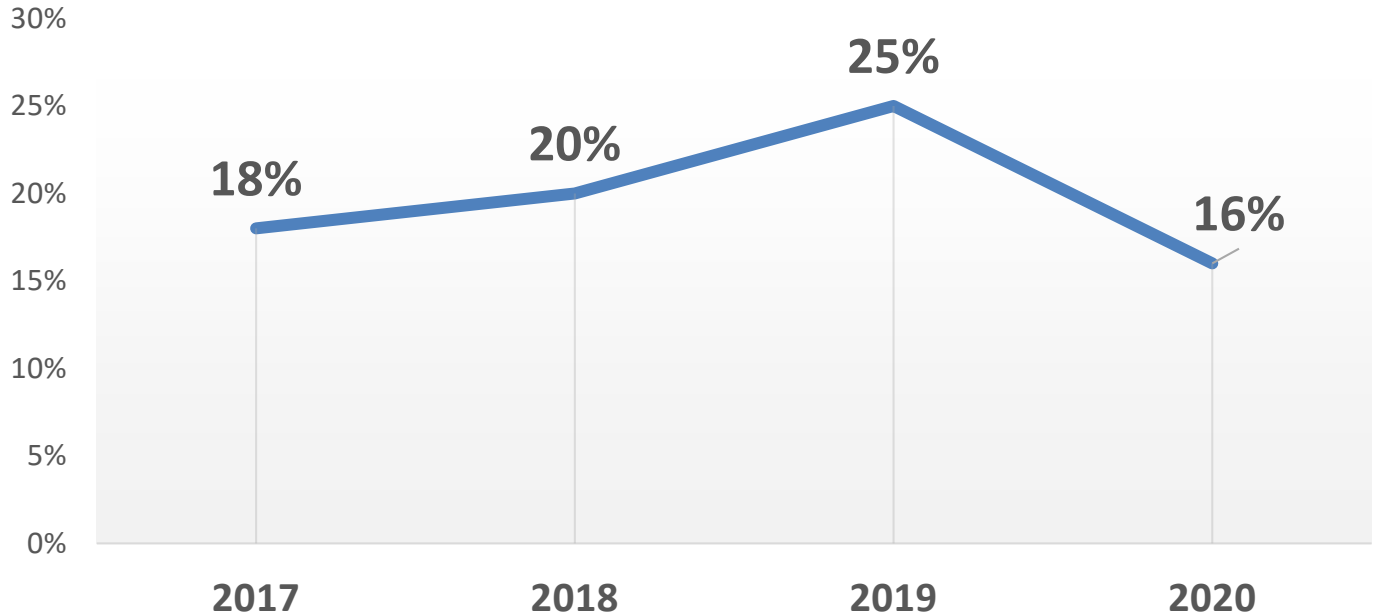


Left Jobs Open in Past Year Due to Underqualified Applicants



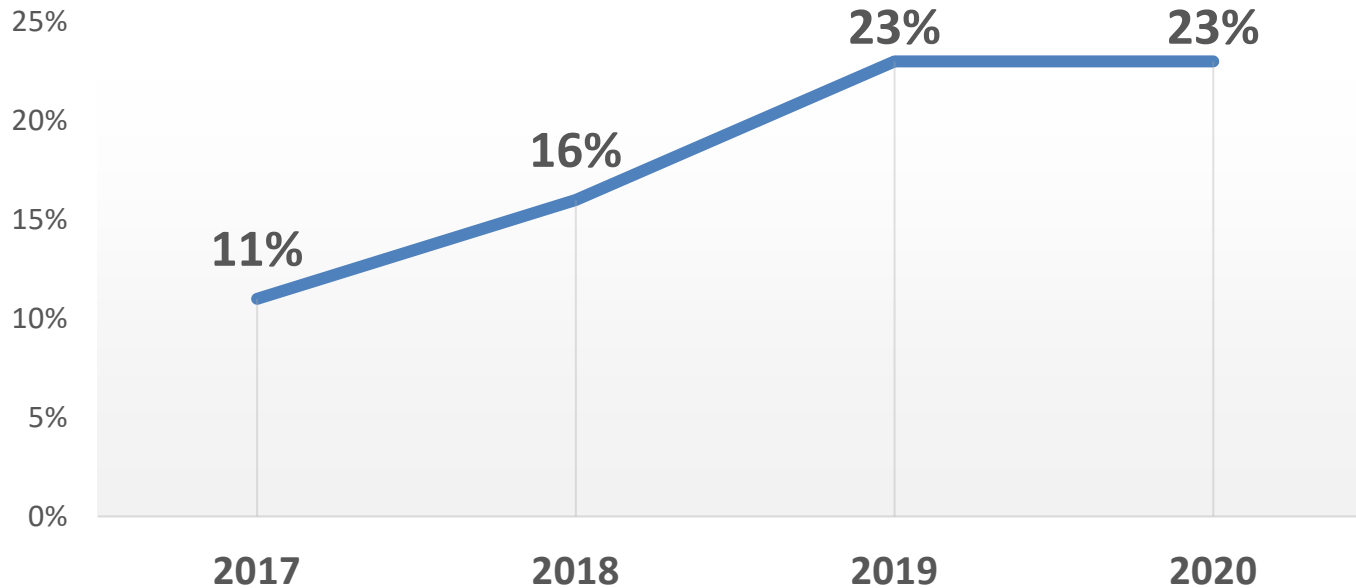
How Are You Filling Open Positions?

Assigning Responsibilities Internally

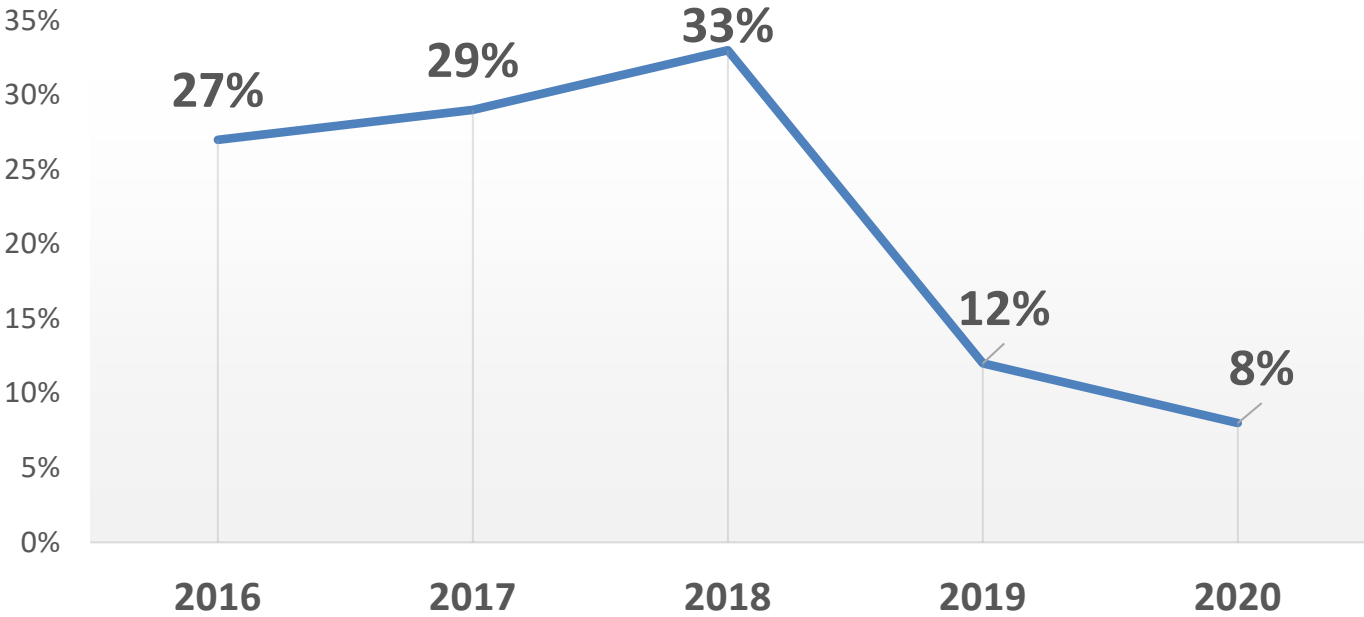


How Are You Filling Open Positions?

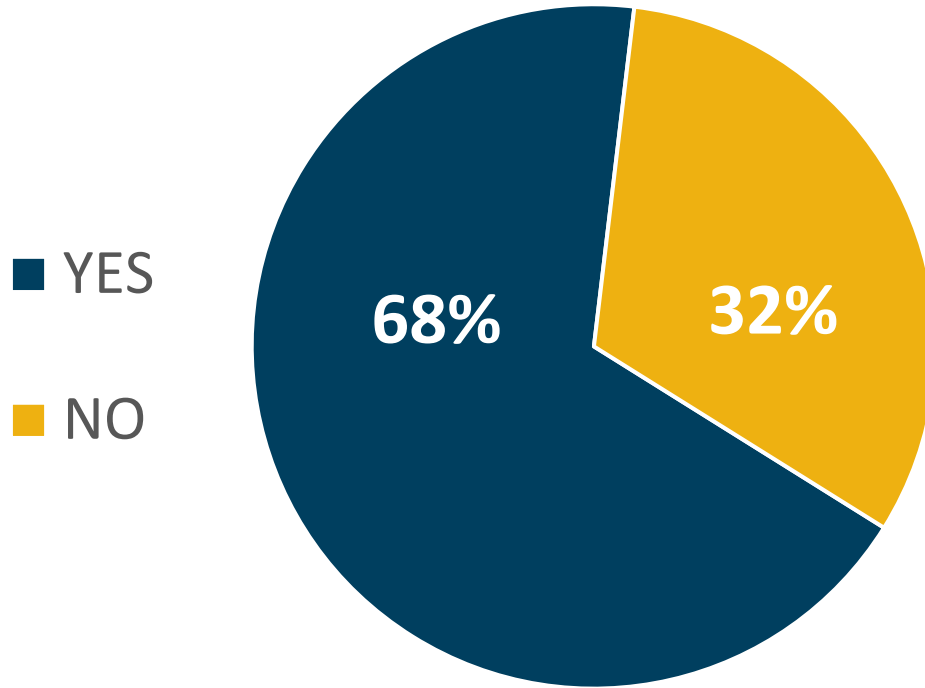
Hiring Underqualified Applicants



Filling Workforce/Talent Needs... Is Our BIGGEST Challenge



Is meeting your talent needs a challenge?



Encouraging Trends

Future Talent: Work-Based Learning

	2020	2019
College Internships	55%	38%
Student Site Visits	32%	22%
Job Shadowing	29%	24%
High School Internships	26%	20%
Apprenticeships	18%	11%
None of the Above	24%	40%

Current Employees: Skill-Up Support

	2020	2019
Flexible Work Hours	53%	41%
Tuition Support/Reimbursement	51%	42%
Partner to Develop Talent	43%	34%

Hiring Based on Competencies/Skills vs. Education Level/Credential

2020: 49%

2019: 30%

Awareness of “Next Level Jobs” Grants

2020: **54%**

2019: **38%**

TALENT DIVERSITY

Would **NOT** consider hiring employees who are:
**ex-felons, physical/mental disabilities,
or recipients of government benefits.**

2020: **6%**

2019: **18%**

Terminate Employees as Consequence of Failed Drug Test?

2020: **27%**

2019: **30%**

2018: **52%**

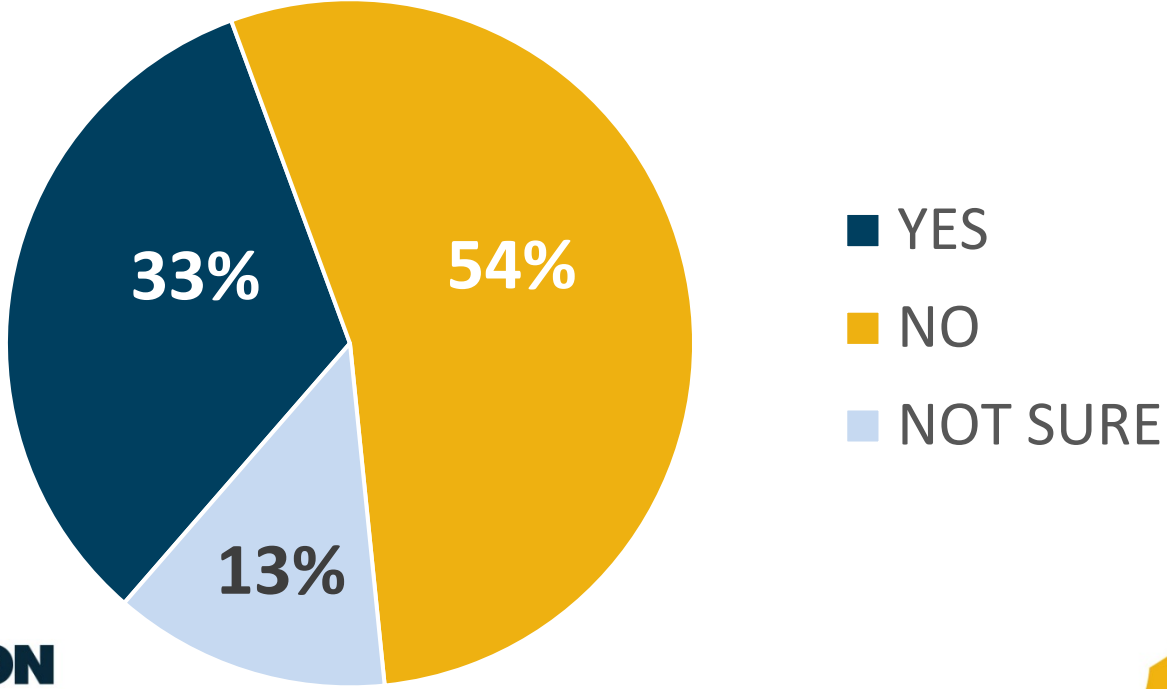
Challenges & Opportunities

Provide Career Awareness/Exploration Opportunities to Local K-12 Students

2020: **33%**

2019: **34%**

Human Resources Staff Offers Career Coaching to Employees



Employee Family/Childcare Support

Paid Maternity Leave	33%
Paid Paternity Leave	19%
Childcare Subsidy/Reimbursement	3%
Onsite Childcare	2%
Offsite Childcare Partnership	2%

Support Work Share Program?

Support:	60%
Neither Support/Oppose:	18%
Oppose:	5%

Top 5 Priorities



Economic Recovery and Modernization

Legal Liability Protections

Enhanced legal liability protections for Hoosier businesses if an employee, customer or other person contracts the COVID-19 virus after returning to work or visiting the business.

2021 Priority

Economic Recovery and Modernization

Cigarette Tax Increase

Raising the state's cigarette tax to discourage smoking and vaping, plus shore up the state's finances.

2021 Priority

Economic Recovery and Modernization

Work Share Program

Adopt a work share program that will allow employers to maintain a skilled stable workforce during economic downturns, like what has happened during the current pandemic.

2021 Priority

Economic Recovery and Modernization

Incentives for Remote Workers

Increasing incentives for attracting remote workers to Indiana to help mitigate the projected losses to its workforce over the next decade (due in large part to Baby Boomers retiring).

2021 Priority

Economic Recovery and Modernization

Digital Economy

State efforts to further prepare Indiana for the digital economy, including continuing to bring high speed broadband to all corners of the state.

2021 Priority

Continued Long-Term Priorities



Workforce Development

- Support requiring Indiana high school seniors to complete the Free Application for Federal Student Aid (FAFSA) – with an opt-out option – to ensure that more Hoosier students have the opportunity to earn industry-recognized credentials and degrees with reduced or no debt

Workforce Development

- Support strengthening Indiana's school accountability system to increase college and career readiness for students and greater transparency for parents and policymakers

Health Care

- Support continued efforts to make health care costs more transparent and affordable. We need to find a method that does not drive up costs or potentially erode plan networks any further

Labor Relations

- Support unemployment insurance trust fund solvency while not overly burdening businesses



INDIANA CHAMBERSM

LEADING BUSINESS | ADVANCING INDIANA