

New Workforce Survey, Similar Concerning Results

An annual Indiana Chamber of Commerce statewide workforce survey, with 2015 results released in early June, reinforces a common theme: Indiana companies are prepared to grow, but nearly three-quarters of the 526 respondents report that filling their workforce is challenging.

Economic prospects are bright. Fifty-eight percent of respondents expect the size of their workforce to increase in the next 12 to 24 months and another 38% anticipate stable employee counts. These mirror 2014 numbers (57% and 39%, respectively) and reinforce a shift from 2013 when just 36% foresaw growth and 59% looked at no changes in employee numbers.

As far as finding those employees, 74% note the challenge – with 24% reporting that “filling our workforce is our biggest challenge.” These results are a slight increase from 2014 findings of 72% indicating a challenge and 19% labeling it their biggest issue. Forty-three percent report they have left jobs unfilled in Indiana due to under-qualified candidates (a 4% increase over 2014).

“The continued positive outlook from Indiana employers is encouraging,” contends Indiana Chamber of Commerce President and CEO Kevin Brinegar. “But despite various programs and local examples of strong education-business connections, it’s clear that much more work remains to provide workers with the skills they need for today’s and tomorrow’s jobs.”

The survey, in its eighth year, is provided to Indiana Chamber

members and customers throughout the state. The largest respondent groups were organizations with between 50 and 249 employees (40%), 1 to 49 employees (36%) and manufacturing/advanced manufacturing industries (38%). The 2015 effort was sponsored by WGU Indiana.

“It’s important to hear the voice of Indiana employers – and for educators and workforce development professionals to partner with businesses to help meet their needs,” confirms Dr. Allison Barber, chancellor of WGU Indiana. “Addressing the skills gap and preparing both students and current members of the workforce for the next phase of their careers is an essential role for all involved in this profession.”

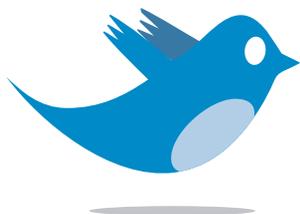
Additional key results from the 2015 survey:

- Critical thinking skills and personal qualities (responsibility, work ethic, willingness to learn) were cited as the most challenging to find among job applicants and new hires at 56% and 55%, respectively.
- While business-education partnerships have increased, a large gap remains. In response to a question asking about different types of engagement with local K-12 and postsecondary schools, 99 (28%) organizations indicate they are not involved currently but would like to be.
- Despite an increasing state and national focus on experiential learning opportunities for students, more than 200 respondents said they do not have an internship program. Lack of time to hire and manage interns (36%) and the need for more information on starting an internship initiative (19%) were the top reasons given.

RESOURCES: Survey results at www.indianachamber.com/education | Indiana INTERNnet at www.indianaintern.net | IndianaSkills.com at www.IndianaSkills.com

What’s Chirping on Tweet Street?

The Indiana Chamber has over 13,200 followers. Are you on the list? Here are some examples of recent activity:



@IndianaChamber

Congrats to all 100 companies on the #BPWIN15 list! #1’s @EgineeringLLC, @PLTWorg, @sikichllp, @EdwardJones rankings <http://tiny.cc/p5muxe>

Thanks to @purdumitch for addressing our board members at today’s Spring Board events in French Lick.

@CtrforAmerica has free guides to help you with best practices for hiring military veterans <http://ow.ly/NxzFA> #HR

“On a scale of 1 to 10, how weird are you?” CEOs discuss their favorite interview questions <http://ow.ly/NuuPn> (via @BusinessInsider)

Tell your story and apply now for the 2015 Community of the Year Award <http://tiny.cc/95fiyx> | apply by 6/15 at <http://www.indianachamber.com/community>

The House voted yesterday to permanently restore and expand the tax credit for business research <http://ow.ly/NfHD1> (via @TheHill)

What others are saying to – or about – the Indiana Chamber:

@JWMarriottIndy: Great evening ahead w/@IndianaChamber’s 2015 Best Places to Work in Indiana Awards! #BPWIN15

@gerrydick: Congrats to all IN Best Places to Work companies. Lots of fun honoring you last night at #bptw2015 @JWMarriottIndy! @IndianaChamber @IIB

@clintkugler: Grateful for the opportunity to share the @PromiseIndiana story w/ the @IndianaChamber Board today. @INCollegeChoice

@IHACConnect: Have you heard about our new pricing tool, careINSight? Read about it in this month’s BizVoice bit.ly/1e3iriG @IndianaChamber

@HulmanCoSafety: Upcoming Safety educational opportunities through @IndianaChamber <http://ow.ly/NlaPI>

@HHISBDC: The Immigration Guide for Indiana Employers: ow.ly/NvU3C (Indiana Chamber)