



# SURVEY OUTLINES CHALLENGES; CHAMBER FORMS WORKFORCE INSTITUTE

Two concerning five-year trends in the Indiana Chamber of Commerce annual employer survey demonstrate the workforce challenges that are impacting Hoosier companies. In response, the Indiana Chamber has formed the Institute for Workforce Excellence, which is “dedicated to helping businesses attract, develop and retain” the talent they need.

“It’s impossible to have any business conversation in 2018 without the workforce issue coming up,” says Indiana Chamber President and CEO Kevin Brinegar. “Our goal for the Institute for Workforce Excellence is to drive a highly skilled and productive workforce by bringing together tools and resources for employers to use in building their own talent pipeline.”

The Institute (see next page) has a number of offerings currently in place. An exclusive partnership with Ivy Tech Community College on the Achieve Your Degree initiative provides a 5% tuition rebate. The Indiana INTERNnet statewide internship matching program can lead to new hires, while Indiana Workforce Recovery guides employers on how they can help workers with opioid or other drug misuse.

Various employee education and training opportunities are also available. Brinegar emphasizes that additional strategic partnerships will lead to more statewide programs and initiatives in 2019.



Introducing a new workforce initiative for employers are (from left) Chamber team members Kevin Brinegar, Jason Bearce and Tom Schuman.

Fred Payne, commissioner of the Indiana Department of Workforce Development, applauds the Indiana Chamber’s efforts to work collaboratively with business, education and other key stakeholders to combat the complicated workforce challenges faced by employers.

“Business engagement is a critical factor in addressing workforce needs of our state. The Indiana Chamber’s new Institute is an excellent vehicle to use business leadership, investment and engagement to help move our workforce forward.”

Paul Perkins agrees.

“The Indiana Chamber, in its role as a convener, is in the optimal position to further assist businesses with their workforce needs and bring clarity to some of the many existing programs,” adds Perkins, president and CEO of Jeffersonville-based Amatrol, the Indiana Chamber’s Workforce Development Policy Committee chairman and Governor’s Workforce Cabinet member. “The Institute for Workforce Excellence will provide valuable resources with the promise of new

initiatives in the year ahead.”

What got the Indiana Chamber’s attention in the 2018 employer survey was, for the first time, more than half of the respondents left jobs unfilled in the past year due to underqualified applicants. The 51% total is the fifth consecutive increase, starting with 39% in 2014.

Also a new high: One-third responded that filling their workforce/talent needs is their biggest challenge. Previously, that number was 20% in 2014 and 29% last year. The 2018 total climbs to 80% when adding in those employers who cite workforce needs as one of their biggest challenges. (In 2014-2017, the percentages ranged from 72% to 79%.)

“The lost business opportunities are real and have a negative impact on these companies, their existing employees and the overall economy,” Brinegar notes.

There were nearly 700 responses in the Indiana Chamber Foundation survey – made possible by the lead sponsorship of Tilson with support from WGU Indiana.

**Workforce Survey Results:** Infographic: Page 14 | Full results: [www.indianachamber.com/education](http://www.indianachamber.com/education)

# INSTITUTE *for* WORKFORCE EXCELLENCE

**The Institute for Workforce Excellence is dedicated to helping businesses attract, develop and retain the talent that will drive a highly skilled and productive workforce. The Institute brings together tools and resources to assist in building your talent pipeline. These currently include:**

## **Policy Development and Advocacy**



The Indiana Chamber of Commerce is the leading broad-based advocacy association in the state, with numerous education and workforce public policy victories. The organization's *Indiana Vision 2025* plan, featuring the Outstanding Talent driver, sets the long-range goals and helps drive the initiatives to achieve progress.

## **Foundation Research**



The Indiana Chamber Foundation has been producing practical policy research since 1981 to improve the state's economic climate. An annual workforce survey identifying the pulse of the business community is accompanied by in-depth study and analysis on the most relevant issues.

## **Indiana INTERNnet**



Developed as a result of Foundation research, Indiana INTERNnet establishes internship connections between students and employers on a statewide basis. The program has been managed by the Indiana Chamber since 2006 – with nearly 90,000 students and more than 8,400 businesses utilizing the service.

## **Wellness Council of Indiana**



The Wellness Council, a part of the Indiana Chamber since 2011, is one of the largest organizations of its type in the country. It focuses on the important topics of workplace and community well-being, providing resources, expert guidance and assessments for employers and community leaders.

## **Indiana Workforce Recovery**

Established in 2018, in conjunction with Gov. Holcomb as part of the state's response to the opioid epidemic, Indiana Workforce Recovery is leading the fight against drug addiction in the workplace. Strategies include communicating best practices to support workplace prevention, early identification, treatment and recovery.

## **Education and Training**

The Indiana Chamber's employee training conferences and regulatory compliance publications reach thousands of Indiana employees each year on important workplace topics. Expanded efforts are including more of the skills needed for employees to be successful in today's work environment.

## **Achieve Your Degree**



A partnership with Ivy Tech Community College offers a 5% tuition rebate for employees of Indiana Chamber member companies. Employees can begin or finish their postsecondary education, helping to address company needs and bolster the workforce.

## **Best Places to Work in Indiana**

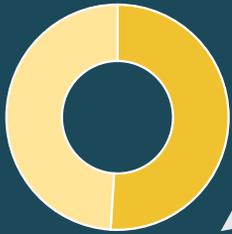
The program honoring outstanding workplace cultures began in 2006. Honorees are recognized, using the designation to enhance recruiting and retention efforts. All participants receive value feedback from their employees and a benchmark comparison to other leading organizations.



[www.indianachamber.com/workforce](http://www.indianachamber.com/workforce)

# 2018 WORKFORCE SURVEY

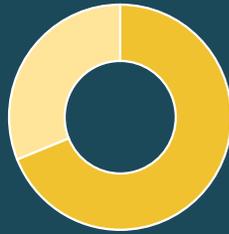
In the 11th version of the Indiana Chamber of Commerce's Employer Workforce Survey, nearly 700 responses from business leaders in a wide variety of industries demonstrated increasing concerns about filling their talent pipelines.



**51%**



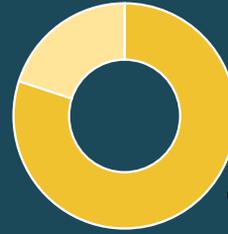
Just over half of employers reported leaving a position open until an appropriate candidate was found.



**62%**



More than six in 10 indicated the supply of qualified applicants does not meet demand.



**80%**



All but 20% reported filling talent needs is their biggest (or among their biggest) challenge.



73% of companies handle workforce training needs internally

**"It is not lack of education – it is lack of willingness to do the job or show up, etc."**

**"Our employees are either trained in-house or cross train one another."**

Only **1/3**

of respondents indicated they partner with educational institutions to develop talent

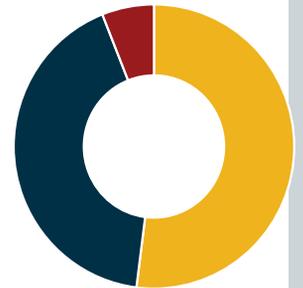
## Lack of awareness



A majority (73%) of respondents have not used the state's WorkOne employment system. Over 40% were unaware of the state's new Next Level training grants.

## Drug consequences

Questions were asked about workplace drug testing policies. About half test applicants for opioids or illegal drugs. The most common results of failed drug test are termination (52%) or a referral for treatment (42%).



The Indiana Chamber's Annual Employer Workforce Survey was made possible by Tilson with support from WGU Indiana and conducted in partnership with Walker.