

# WORKFORCE WATCH

Several long-held workforce hurdles are improving and economic opportunity exists according to the 17th annual employer survey from the Indiana Chamber of Commerce and its Institute for Workforce Excellence.

The survey was conducted September through October 2024, with 943 Indiana businesses responding; 44% of respondents were CEOs and the remainder senior level leaders.

Among the key takeaways:

- Respondents continue to feel bullish about their economic prospects, with 49% indicating they expect to need to expand the size of their workforce in the next one to two years; 45% expect their workforce to remain relatively stable.
- Respondents indicated that automation is likely to impact their workforce, with 49.6% reporting they expect to make a significant investment and implementation in automation or AI in the next two years compared to 43% last year.
- While workforce continues to be a key challenge, there are some signs that the tight labor market is loosening: 68.3% of



employers indicated that filling workforce positions is a real challenge compared to 74.4% last year.

- Employers also revealed that there has been a positive shift in the number of qualified candidates across the state. Last year, 52.1% of respondents indicated there were not enough qualified candidates to meet their needs; this year that number decreased to 41.3%.
- Regarding available jobs: 62% of respondents left positions unfilled last year due to unqualified talent, down from 67% last year.

View the survey and full analysis at [www.indianachamber.com/education](http://www.indianachamber.com/education).