



2013 Employer Workforce Skills Survey

A total of 335 employers took part in the sixth year of the statewide survey. More than half of the respondents have fewer than 50 employees and nearly one-third are in manufacturing or advanced manufacturing industries.

The majority (59%) do not expect the size of their workforce to change in the next 12 to 24 months. Thirty-six percent anticipate adding employees during that time.

Provided a list of job skills, employers identified the following challenges:

- 71% of employees lacking applied skills (problem solving, communication, work ethic, professionalism)
- 36% falling short on academic skills (math, reading, writing, English, etc.)
- 35% missing computer-related skills, 25% needing job-specific skills requiring on-the-job training and 21% requiring certification for job-specific skills

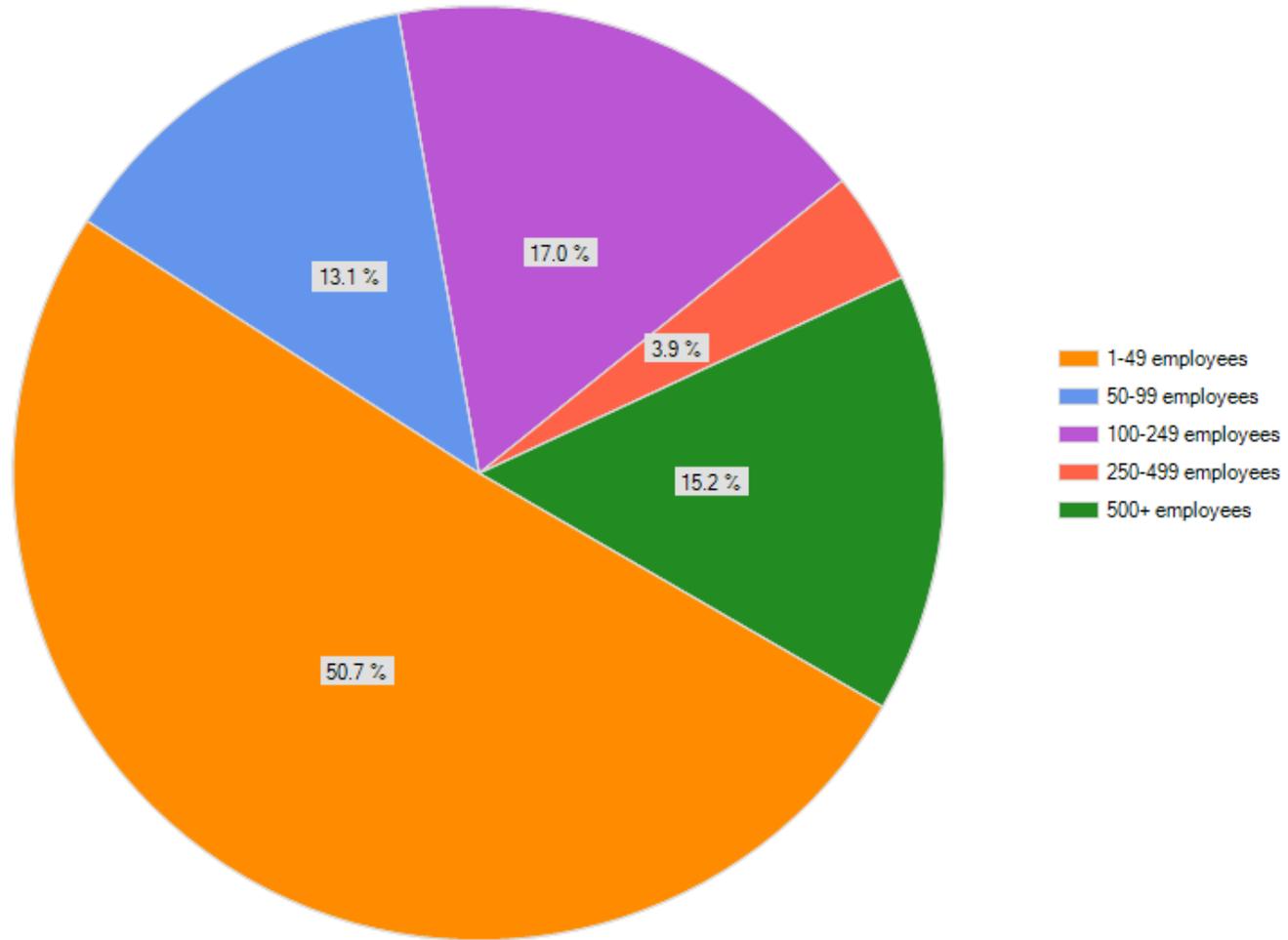
In the survey, employers report that they offer incentives for training/education in the form of tuition assistance (55%), paid time off or training during work hours (50%), convenient training

Asked what would be most beneficial to their workforce needs, 63% of employers cited matching funds, tax credits or other incentives with 37% indicating better information regarding the labor supply, specialized skills and credentials.

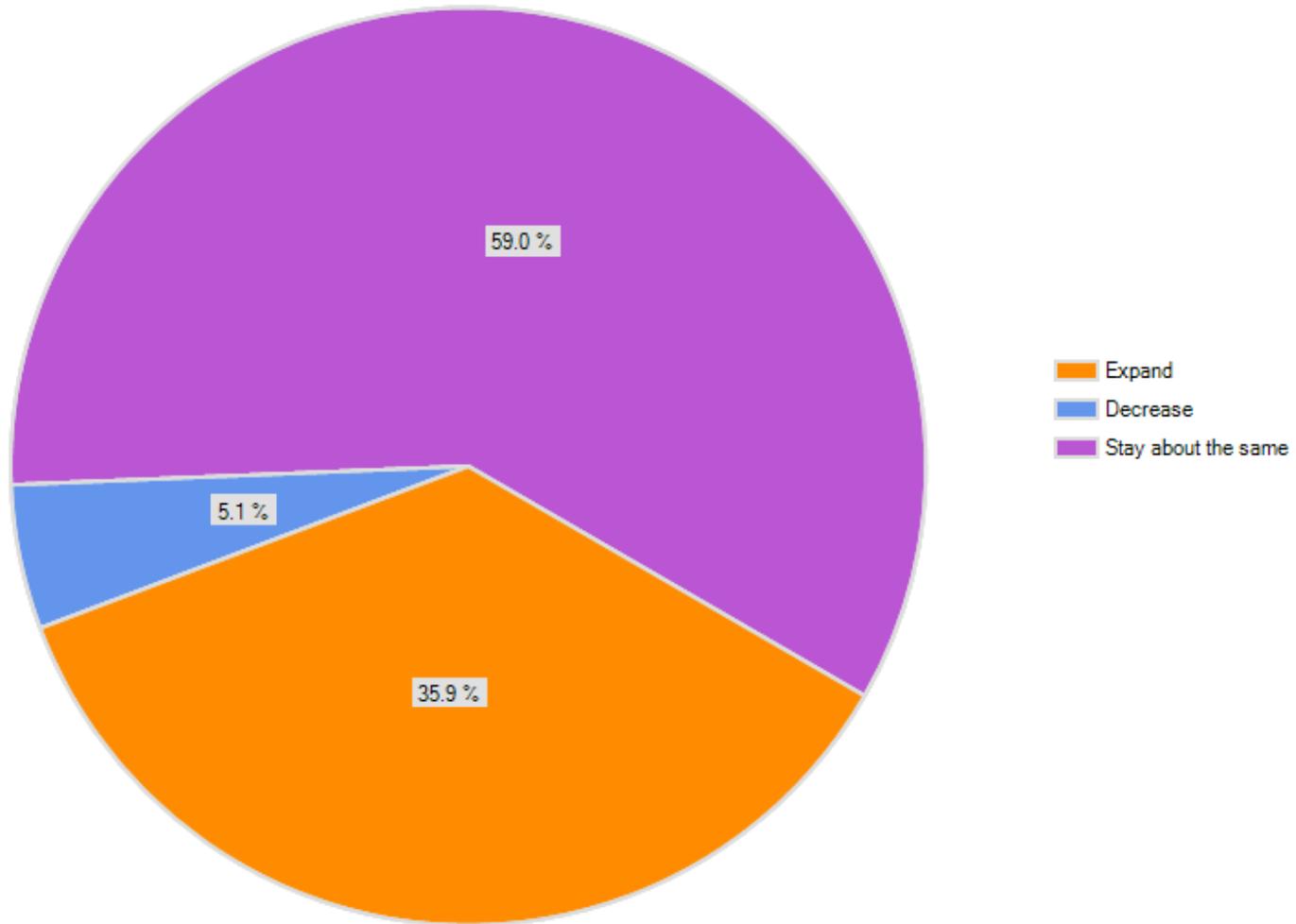
Other notable study findings:

- Nearly half of the respondents had either never been involved with (36%) or heard of (12%) the state's WorkOne workforce system
- Three-quarters rate the impacts of the skills deficits on their organization as somewhat (57%) or definitely (19%) a problem
- Economic conditions have caused 31% of companies to decrease training, compared to 10% increasing those efforts. The same level of training has been maintained by 54% of organizations
- 51% say most of their employees would benefit from additional training
- 54% utilize their own staff to facilitate training
- 40% list work experience as the most preferred indicator of readiness for entry-level employment

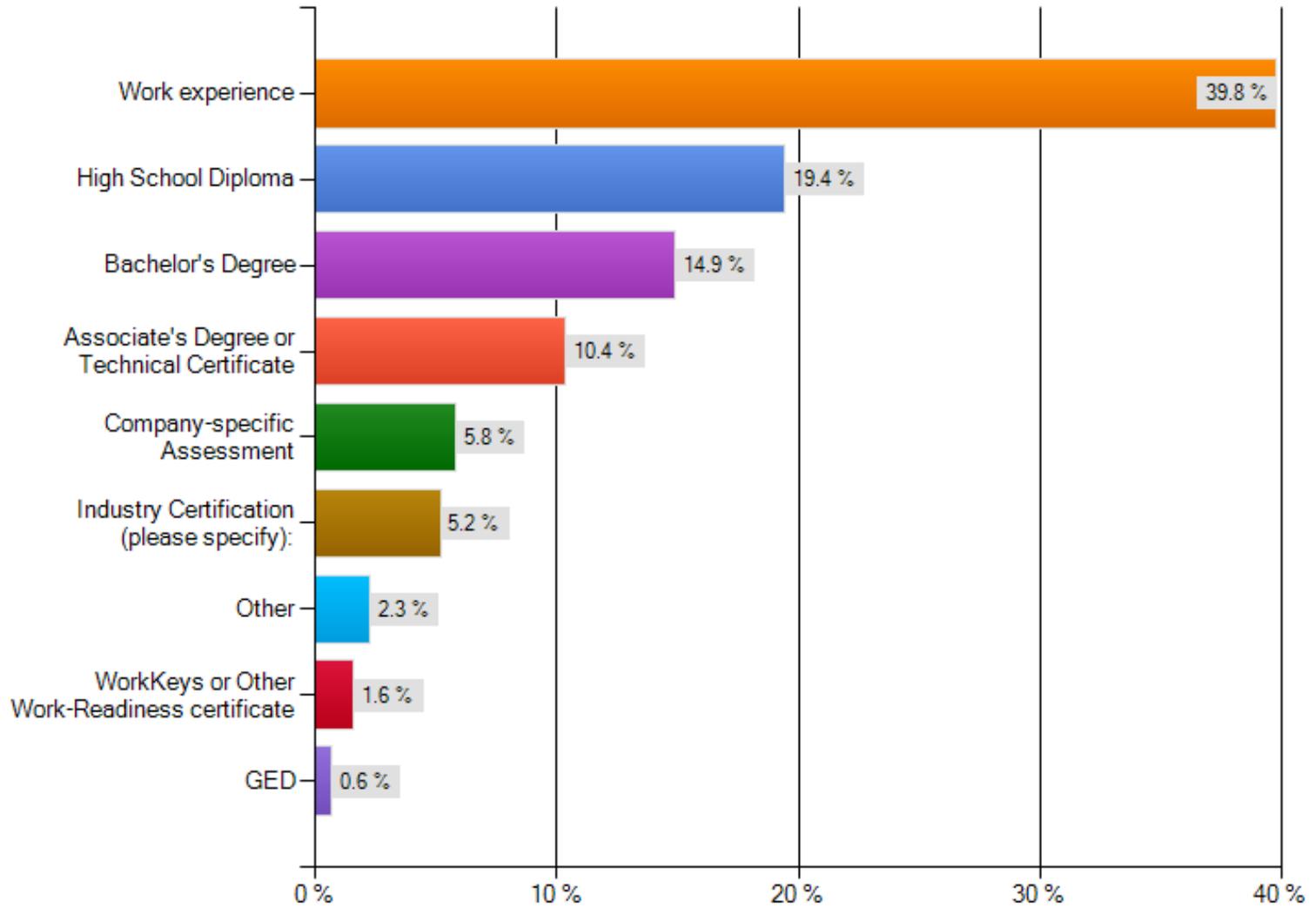
How many people do you employ?



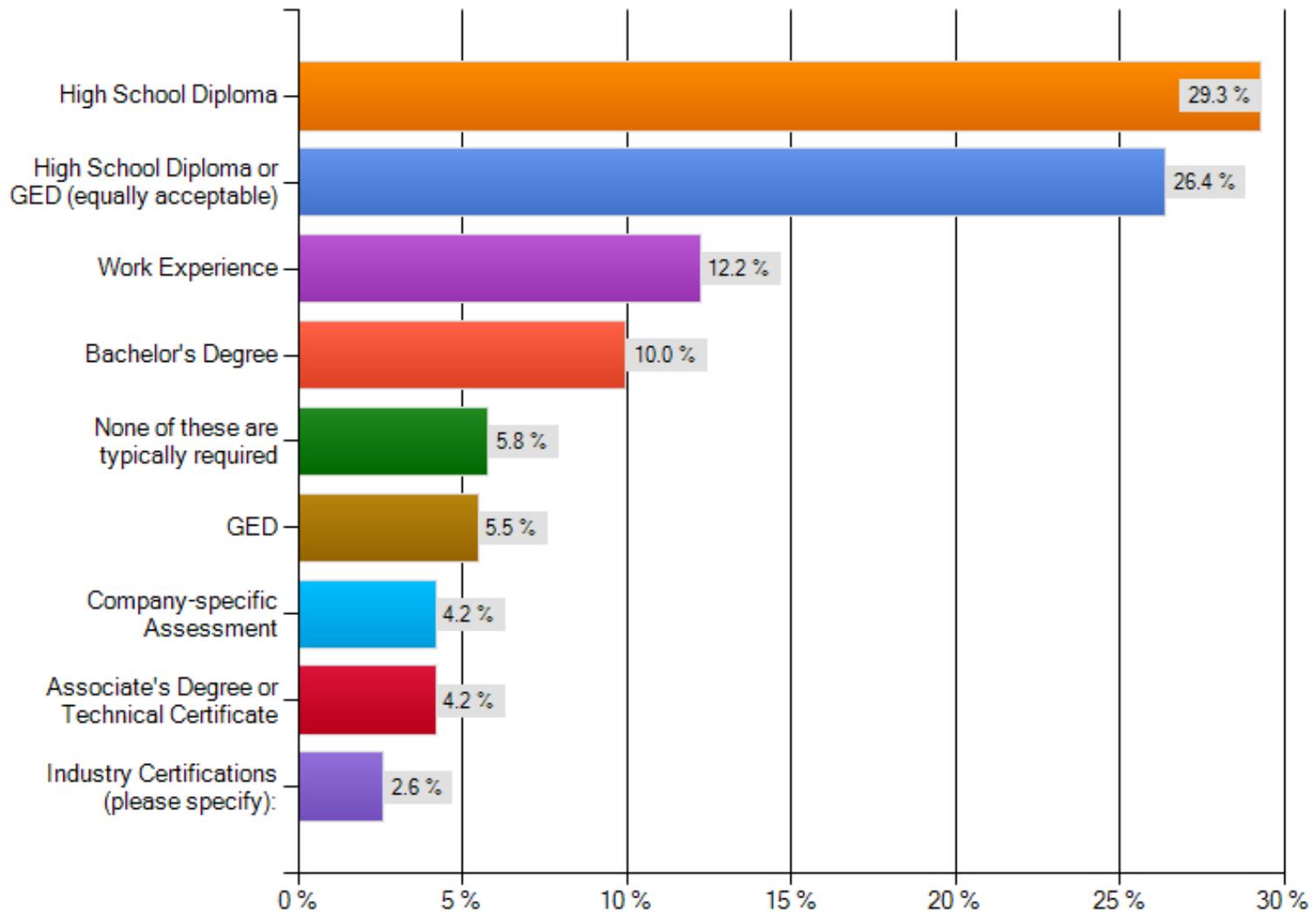
In the next 12-24 months, do you expect the size of your workforce will:



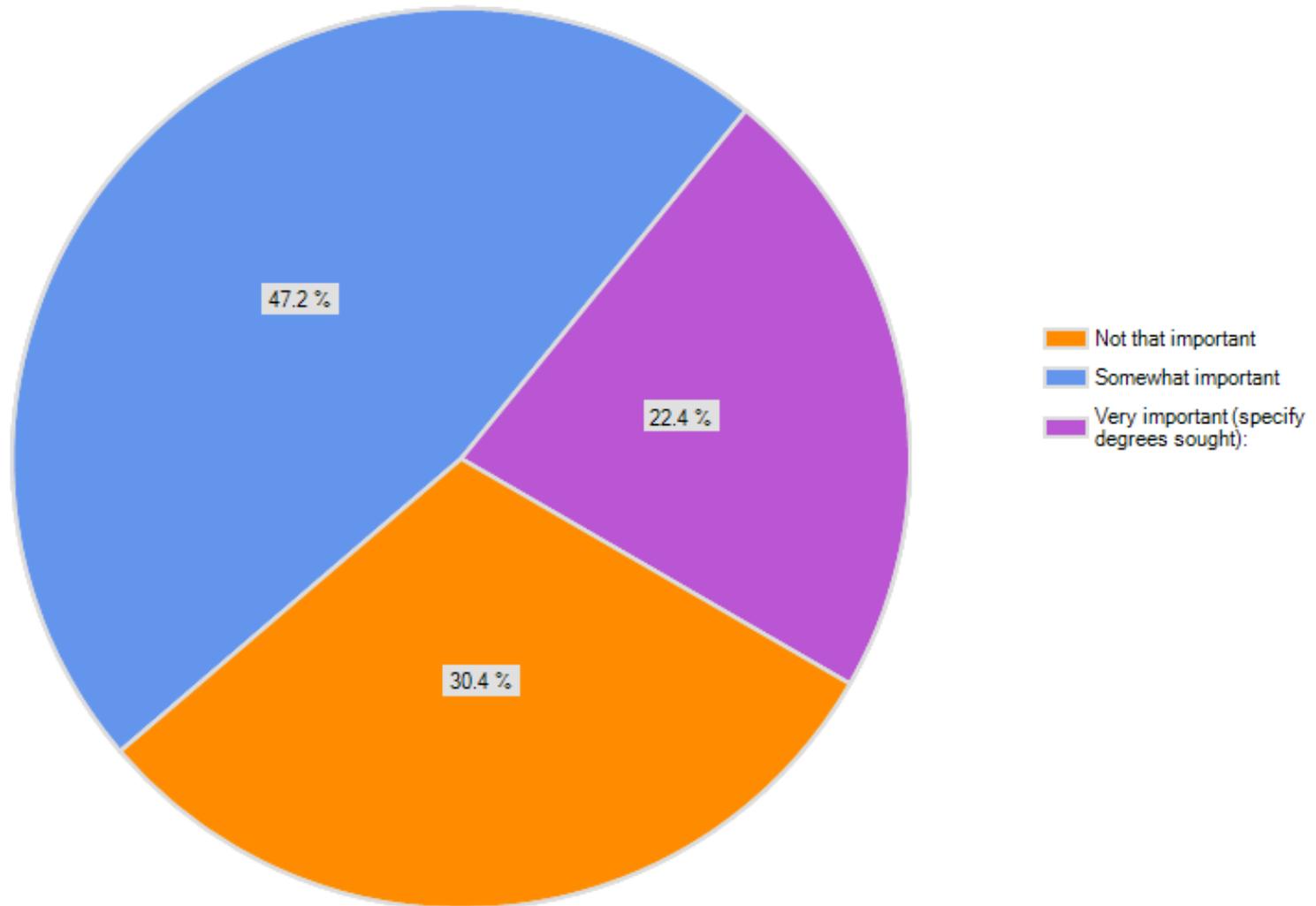
Which of the following is the MOST PREFERRED (or best) indicator of work-readiness for entry-level employment with your company or organization?



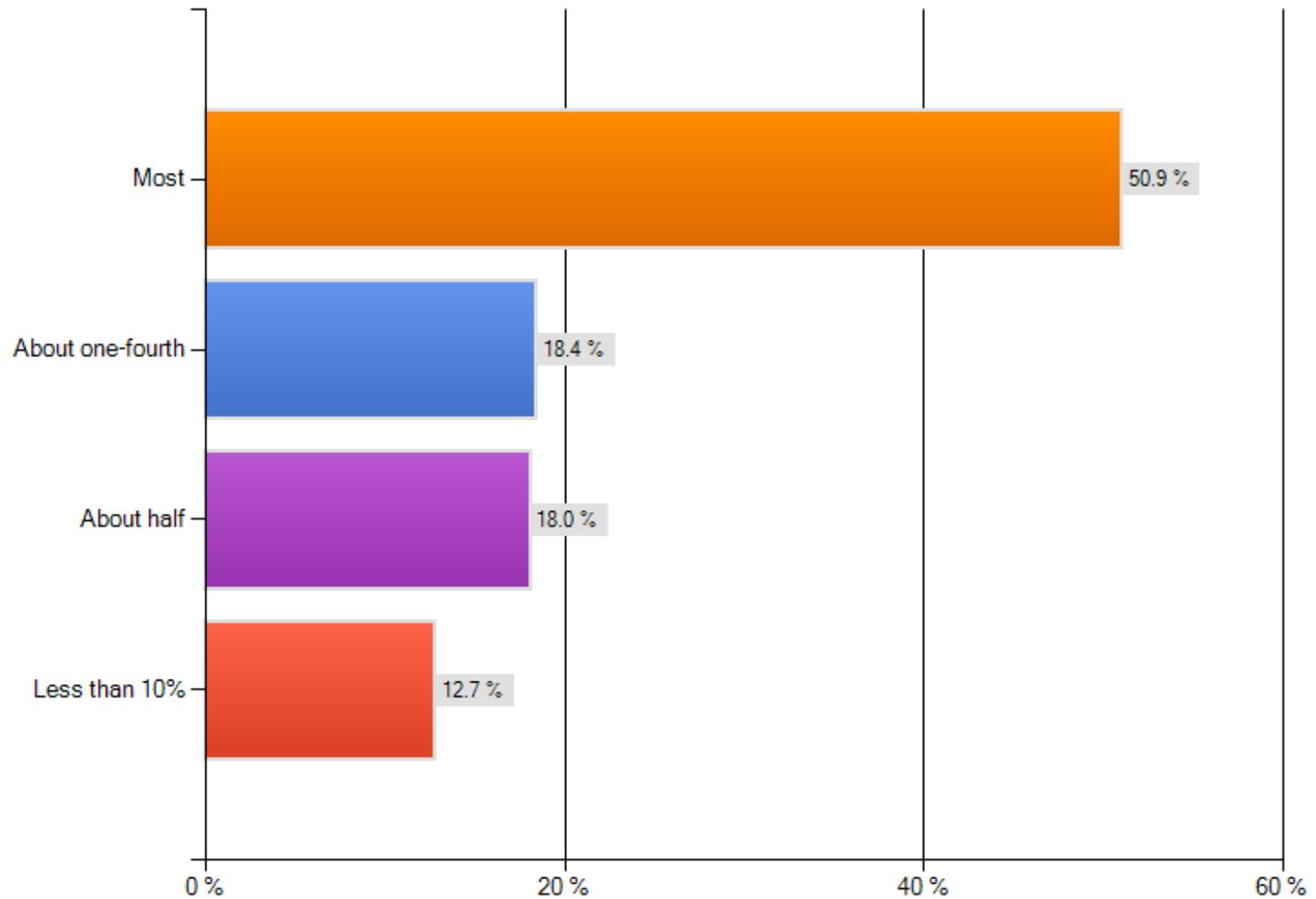
Which of the following is typically the MINIMUM REQUIREMENT for entry-level employment with your company or organization?



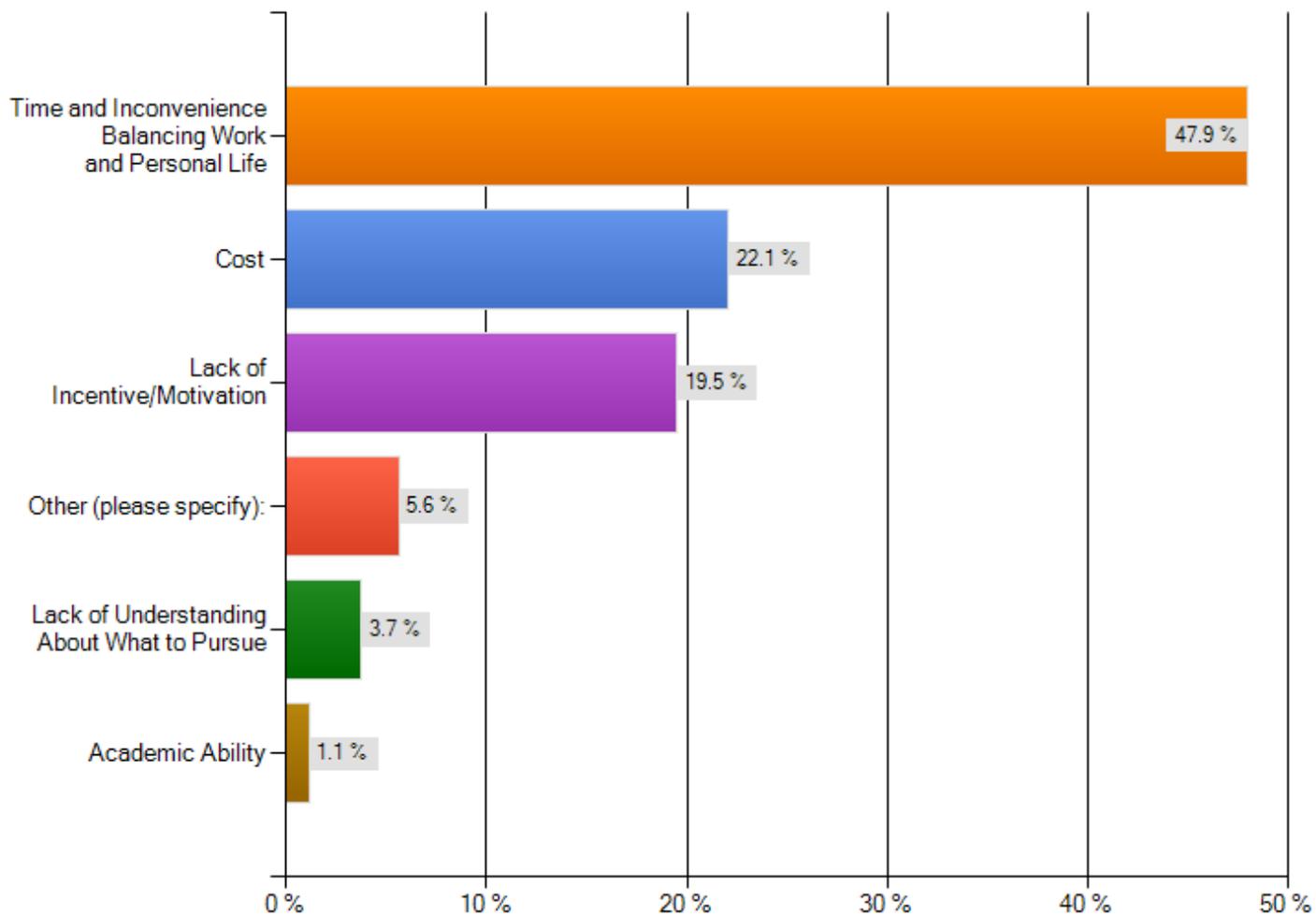
If your company or organization typically seeks candidates with bachelor's degrees, how important is it for the degree to be in a specific area of study?



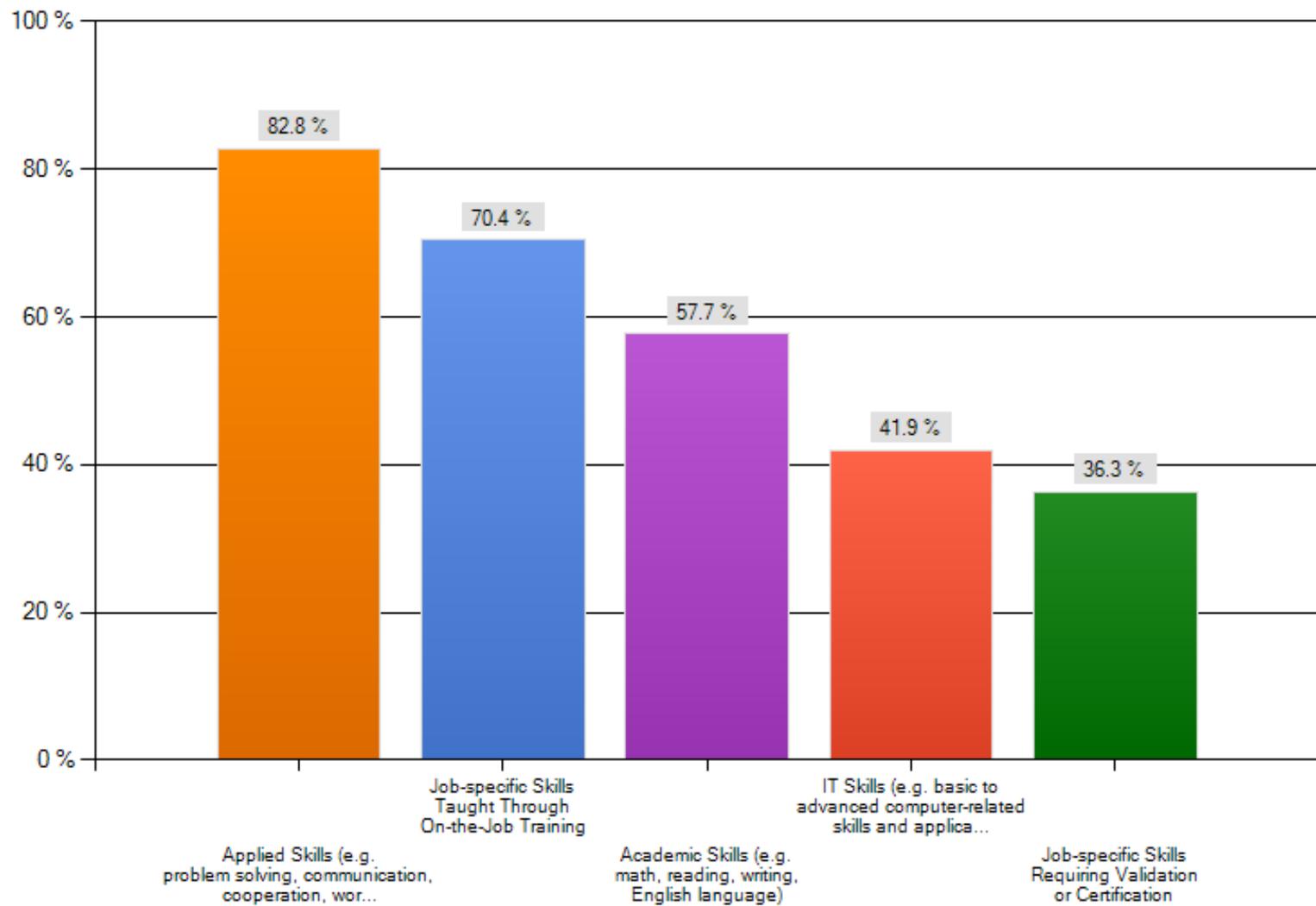
What percentage of your employees do you feel would benefit from additional training for their job or continuing their education?



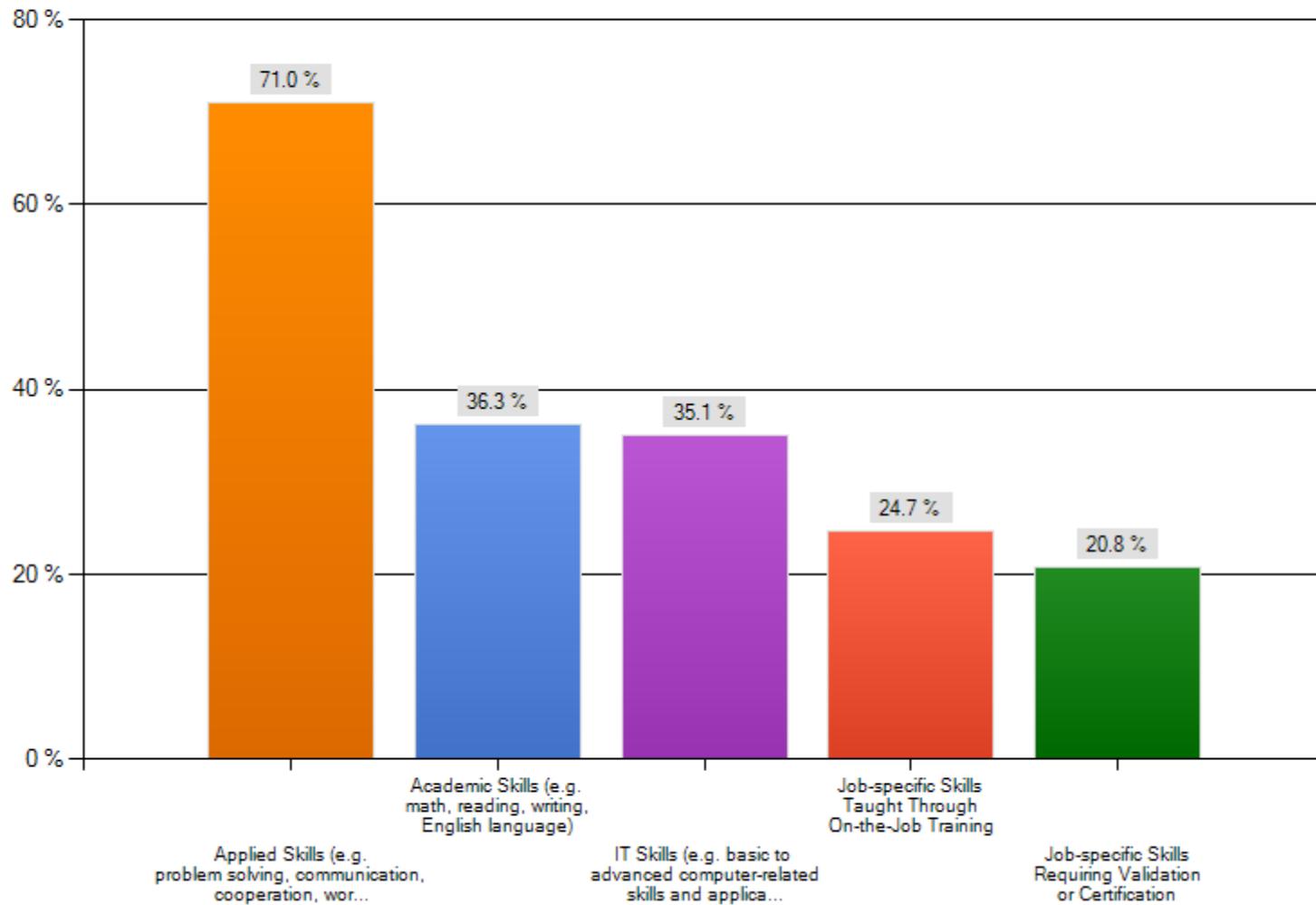
What do you believe is the number one barrier that hinders employees from getting additional training for their job or continuing their education?



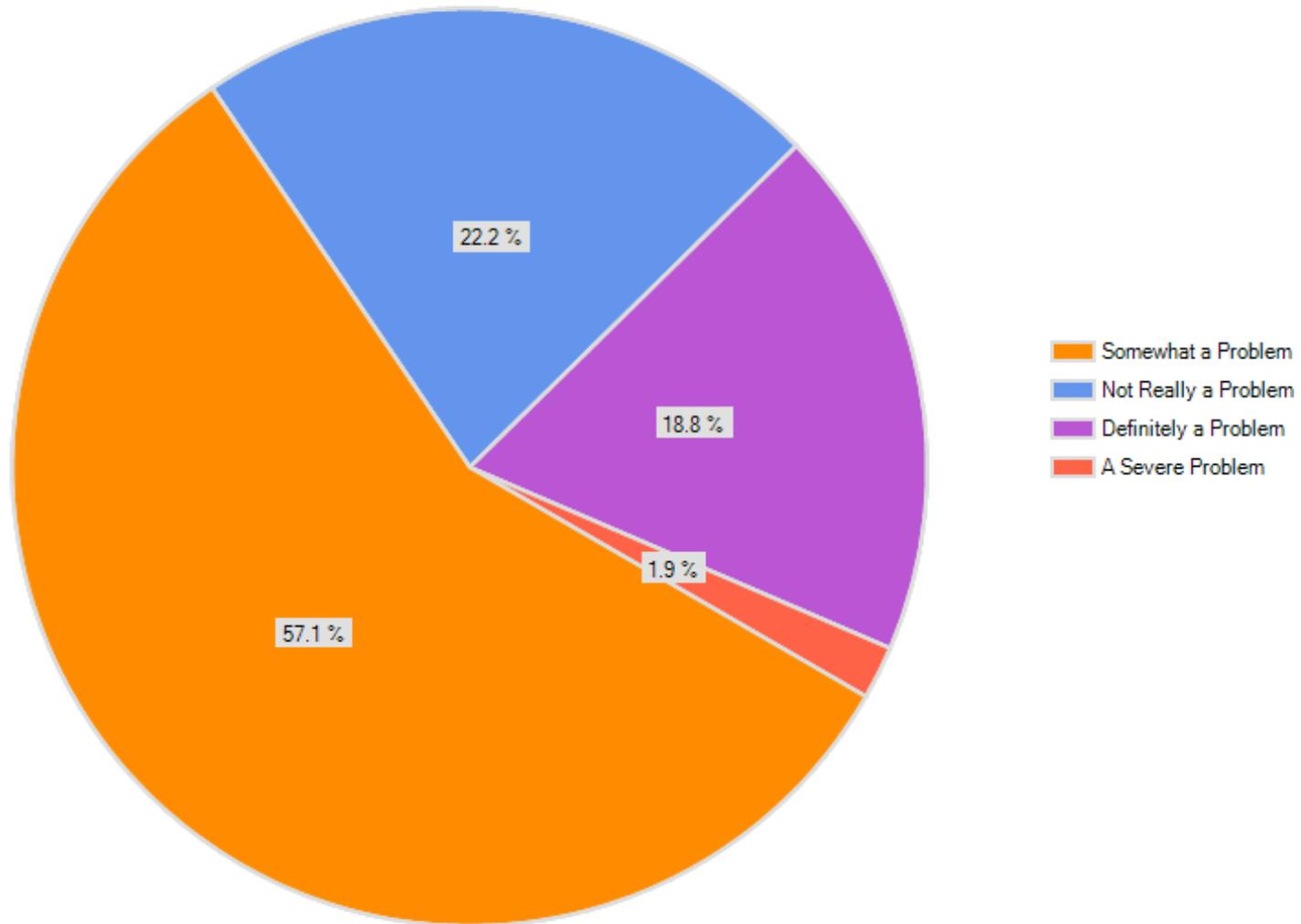
Which of the following skills are needed by your employees in the workplace? (choose all that apply)



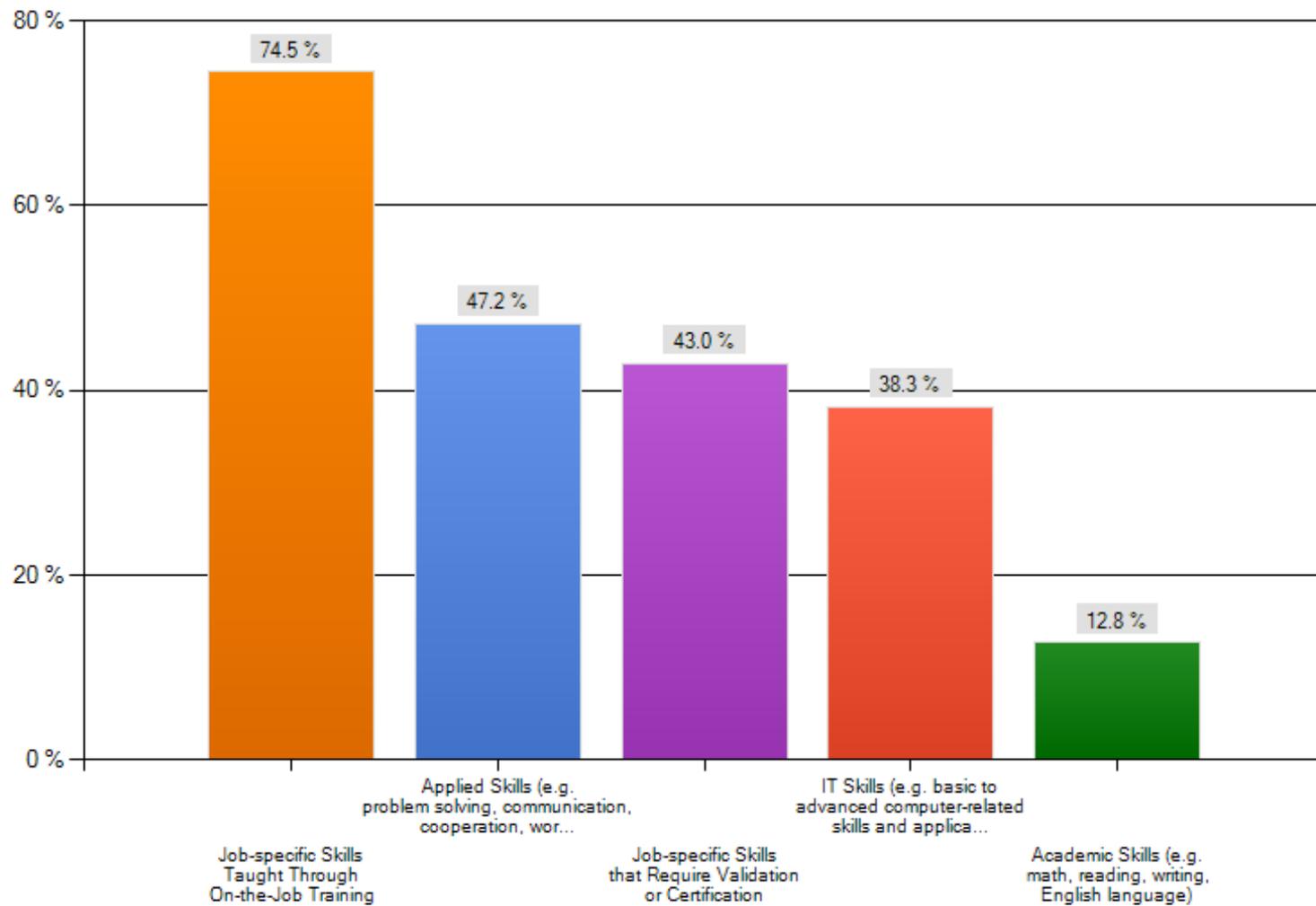
Of these same skills, which do you feel are deficits for some employees? (choose all that apply)



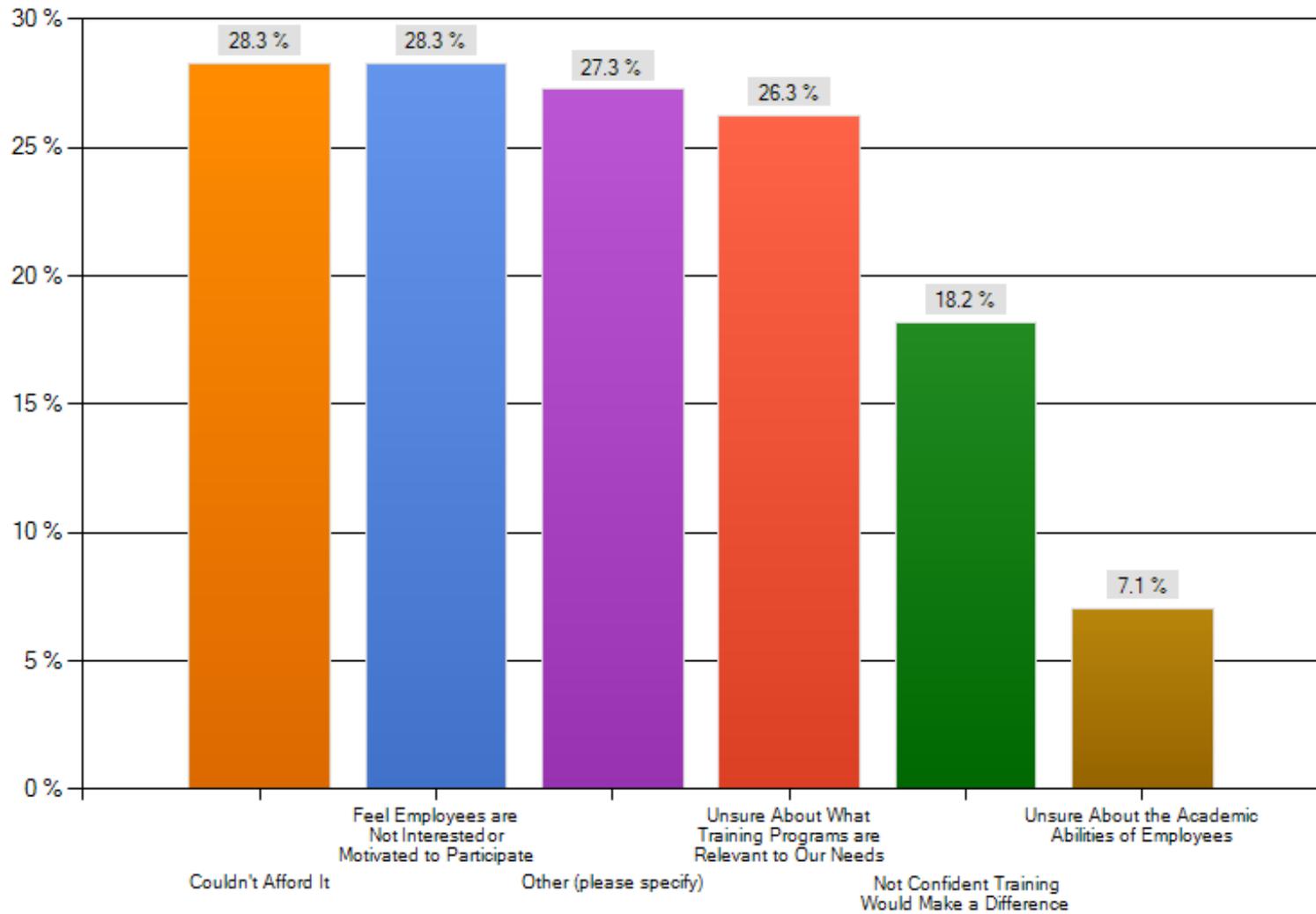
How would you rate the overall impact of these skill deficits on your company or organization?



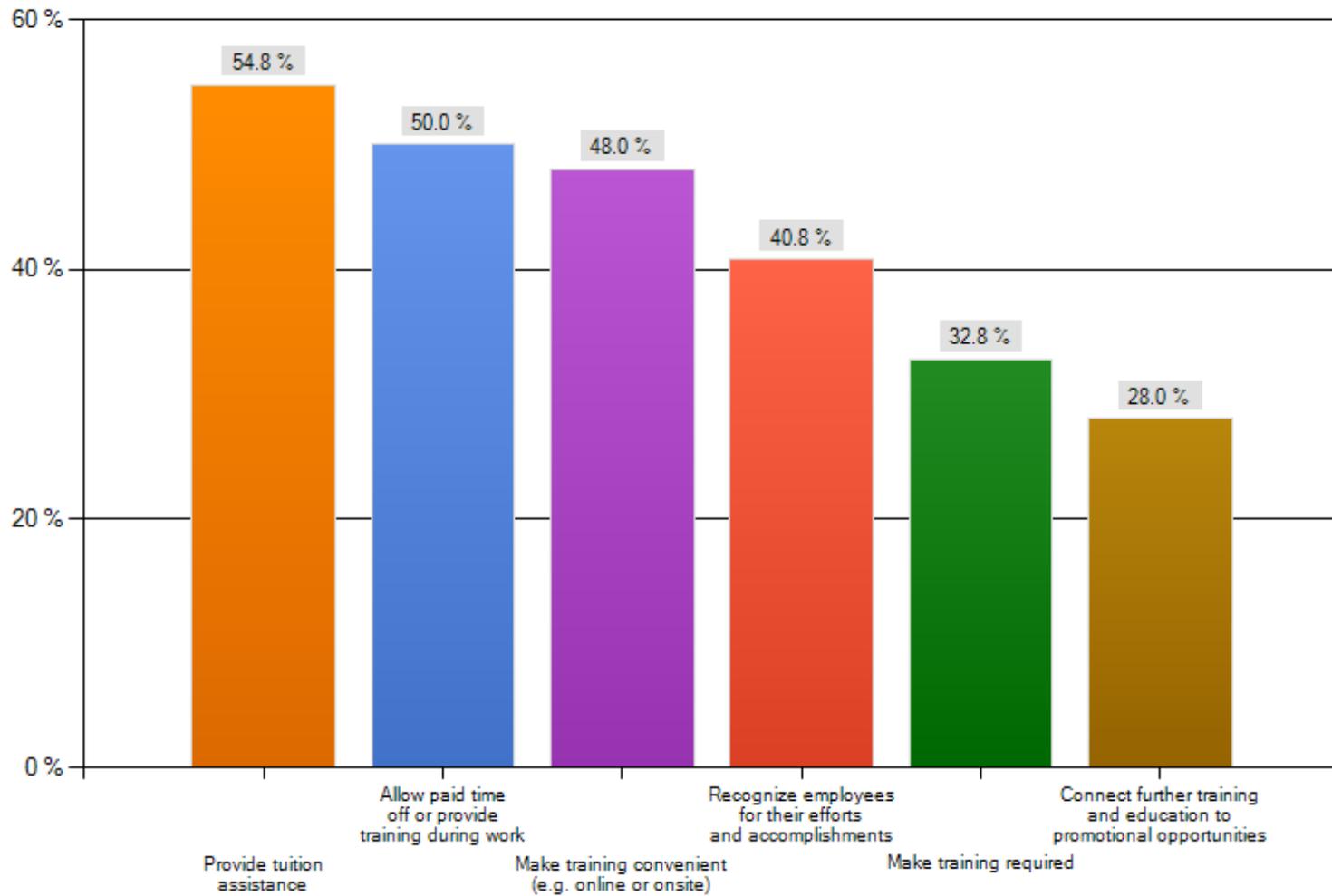
For which of these skills has training been offered or considered in the past 12-24 months? (choose all that apply)



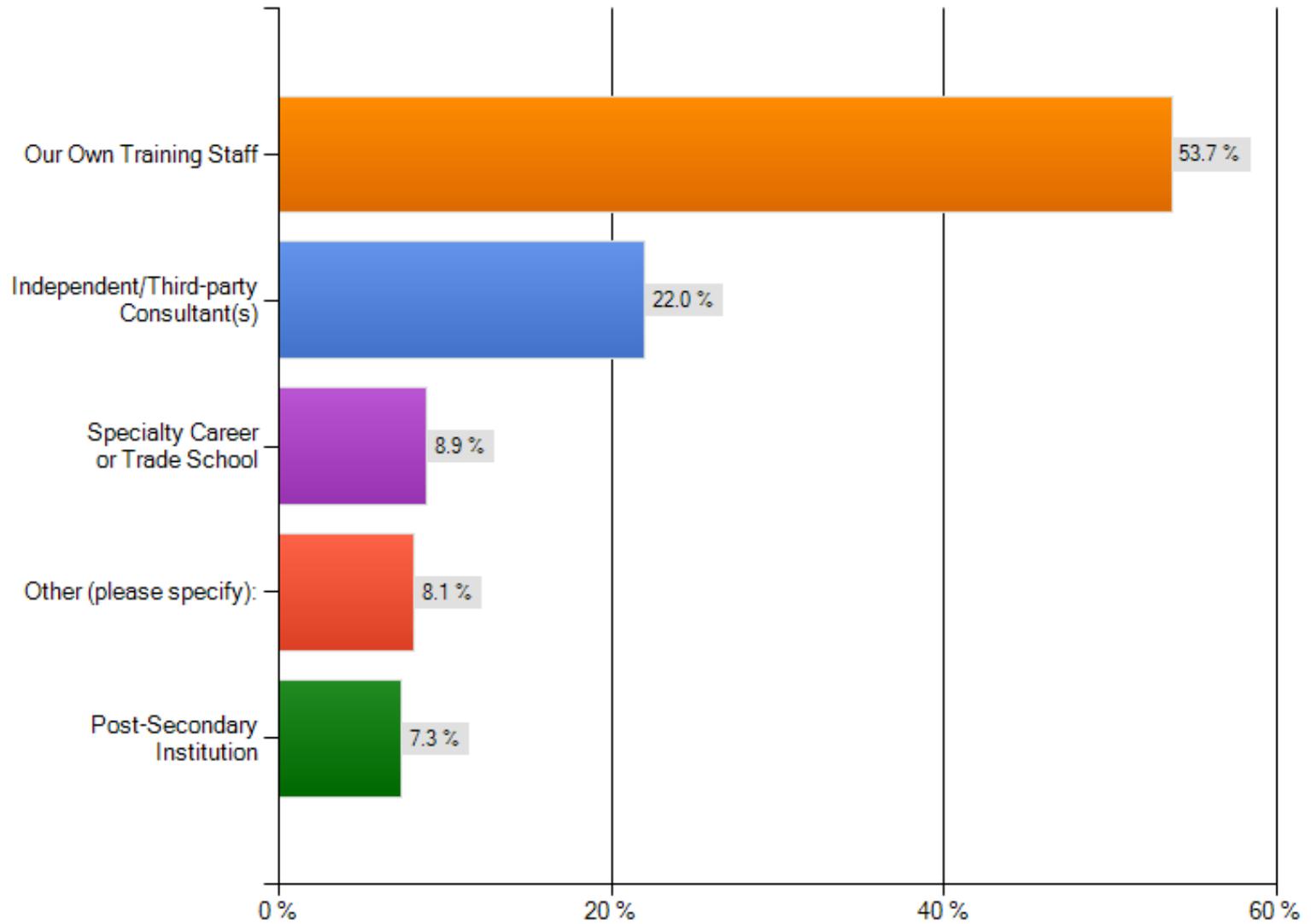
If no training has been offered in the past 12-24 months, why? (choose all that apply)



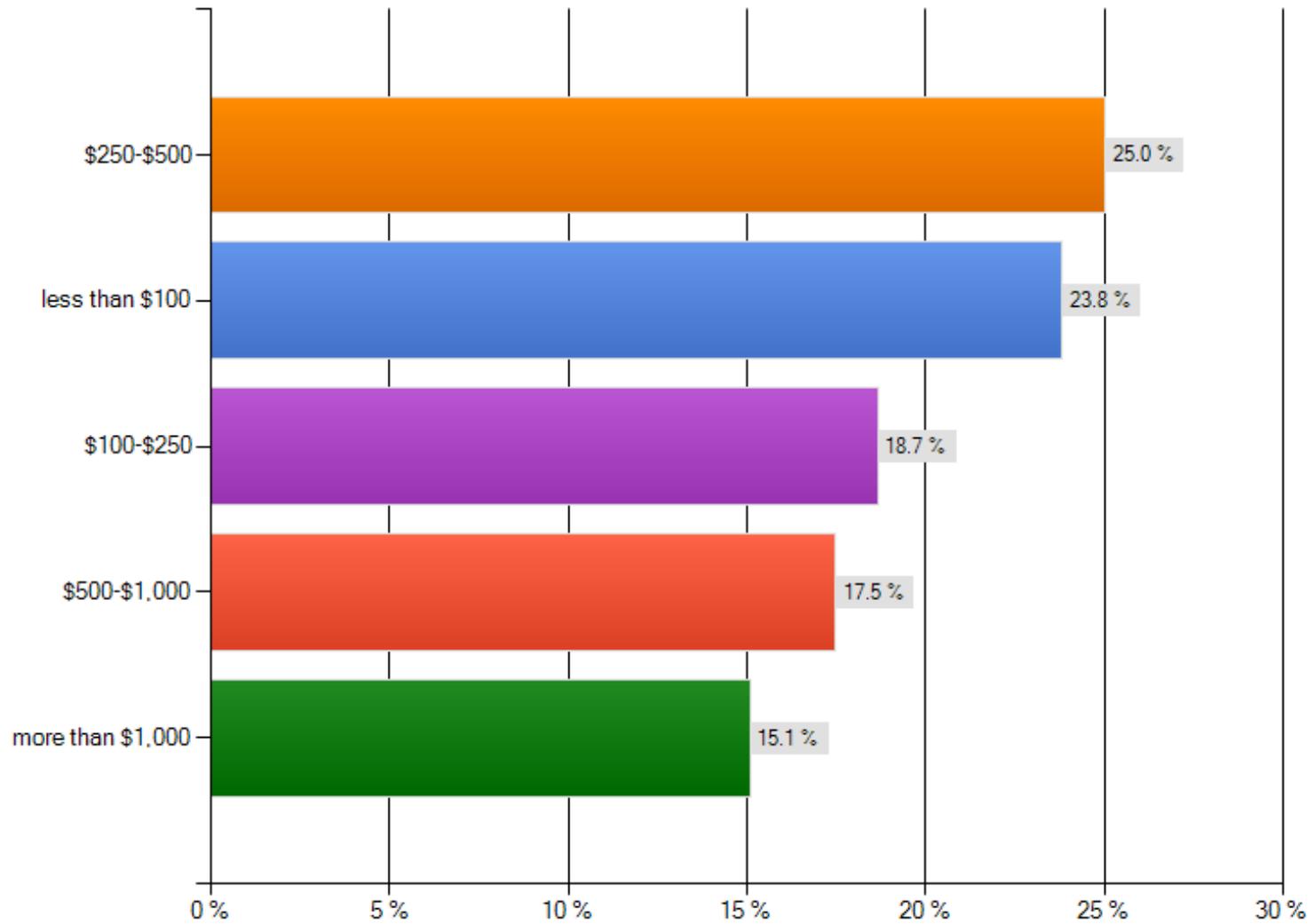
How are employees incentivized to participate in job-related training or continuing education? (choose all that apply)



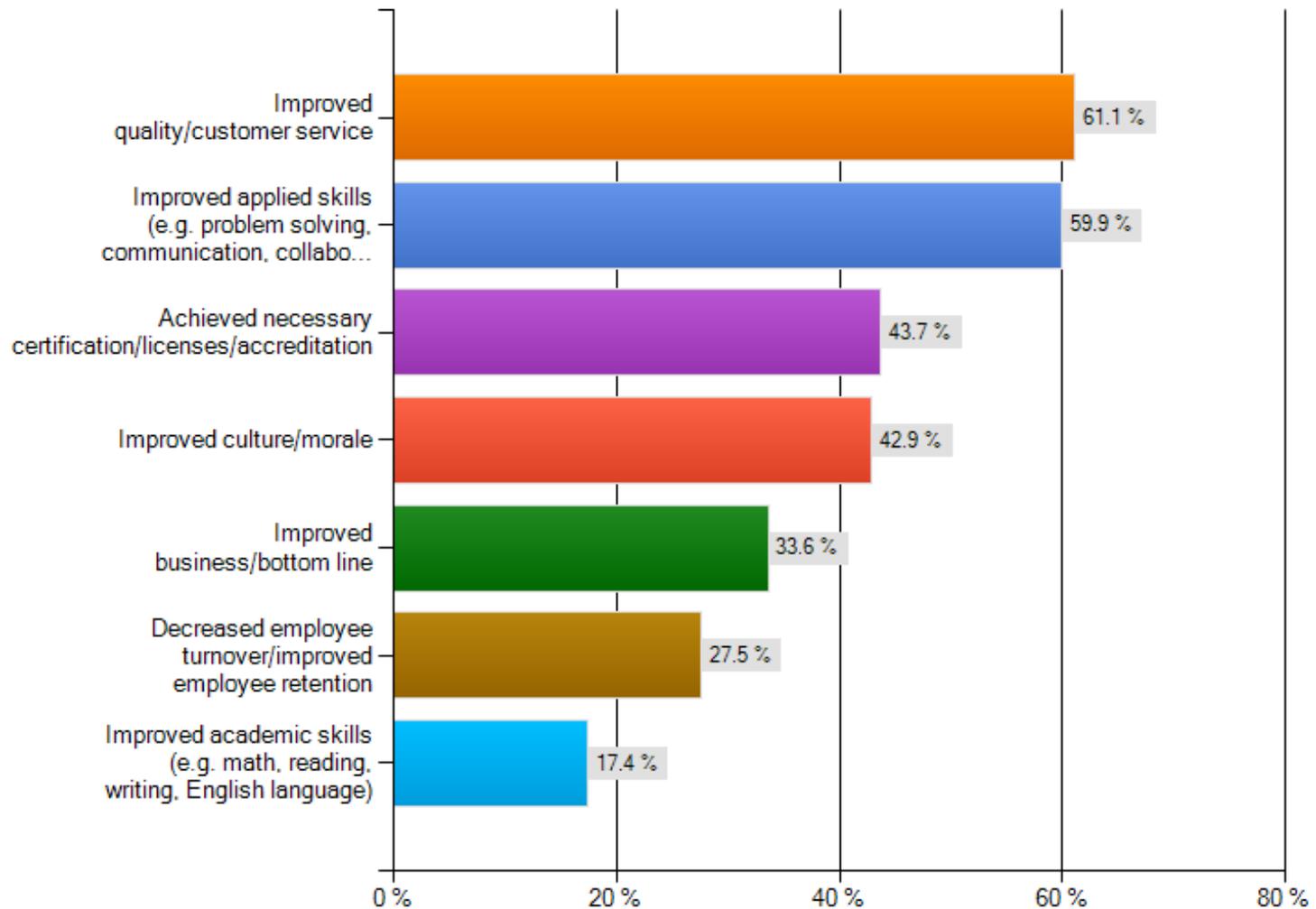
Who typically facilitates training for your organization? (choose one)



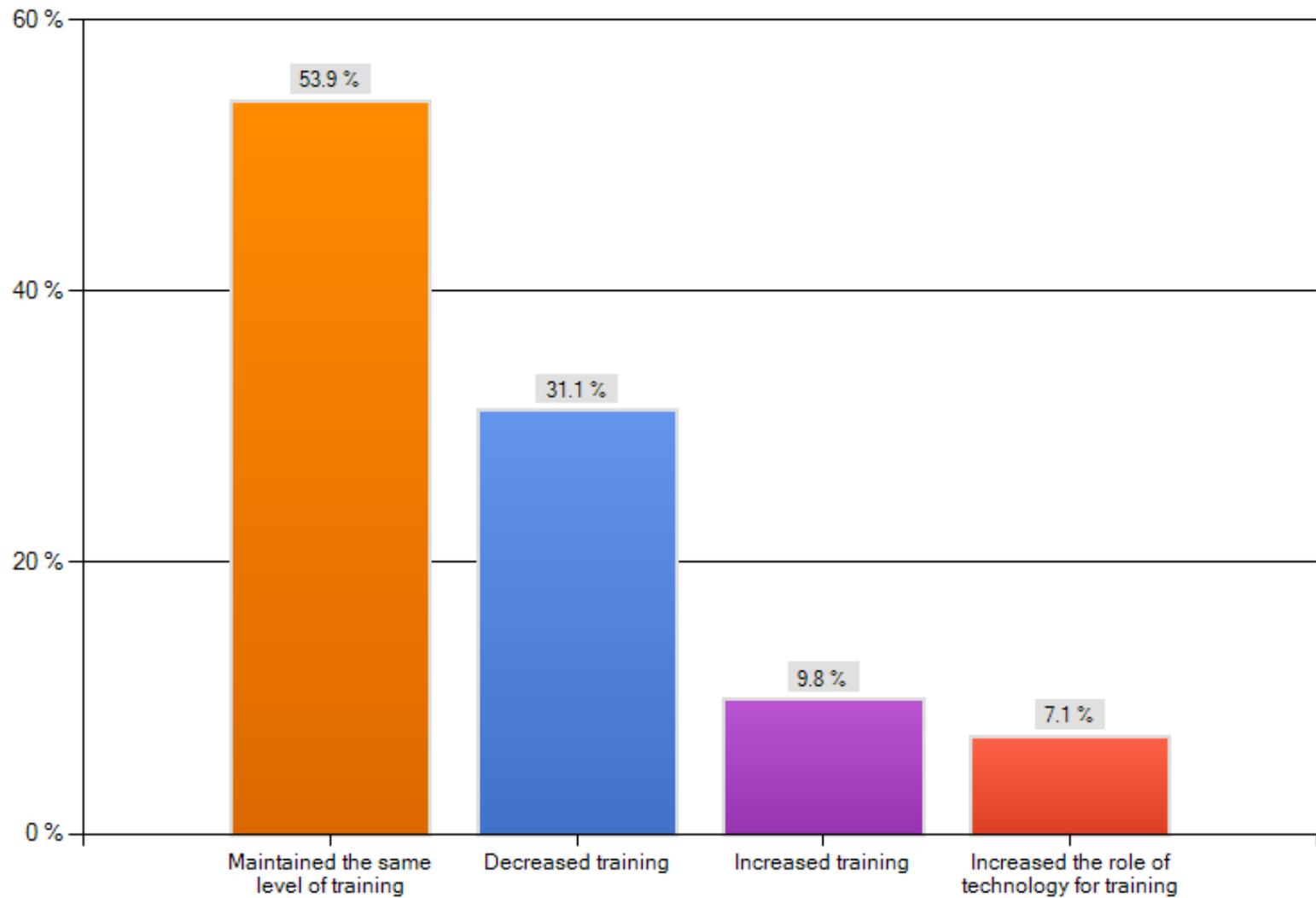
What is the typical amount spent or budgeted on annual training per employee?



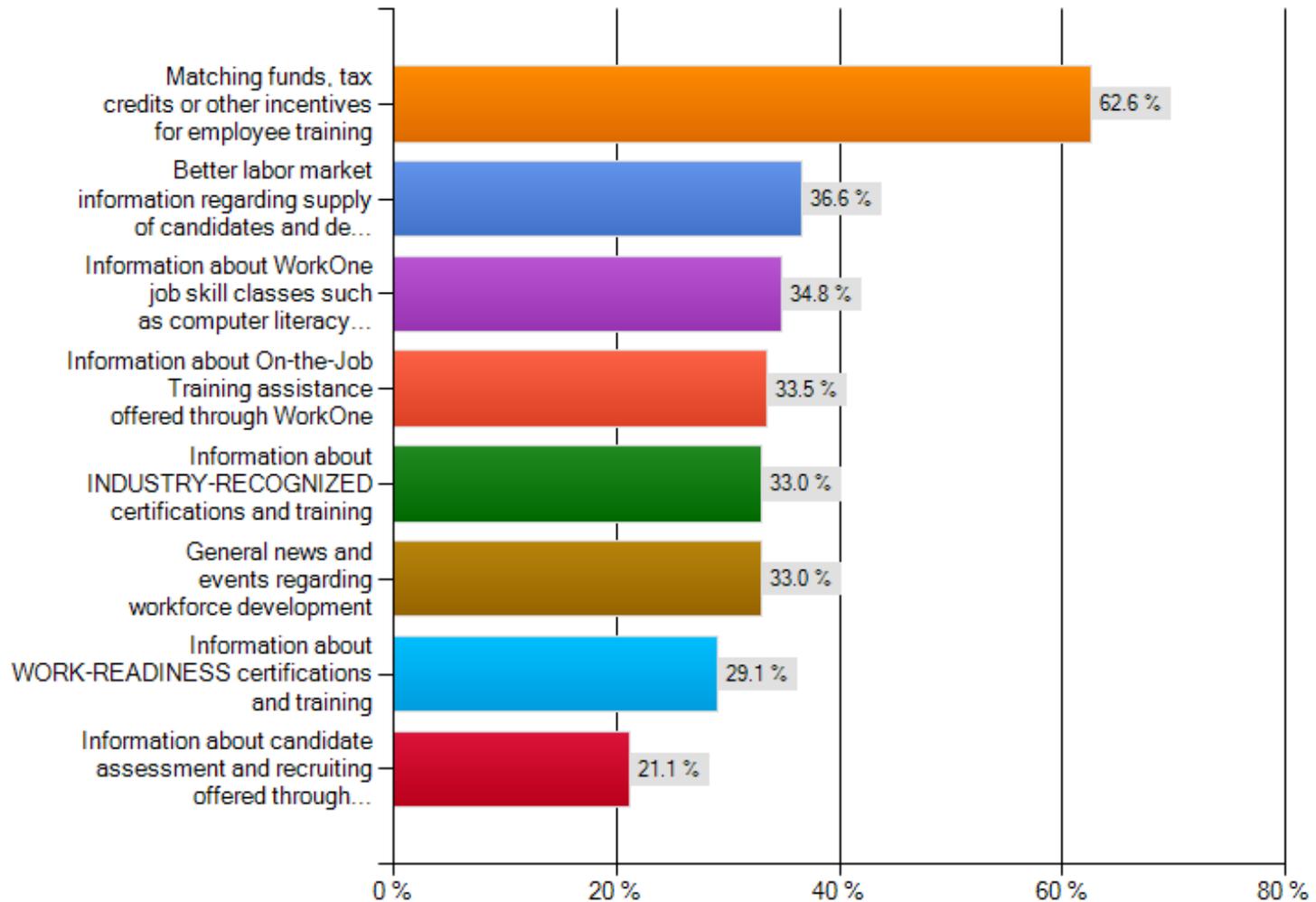
What outcomes have your employees or company/organization overall experienced as a result of training? (choose all that apply)



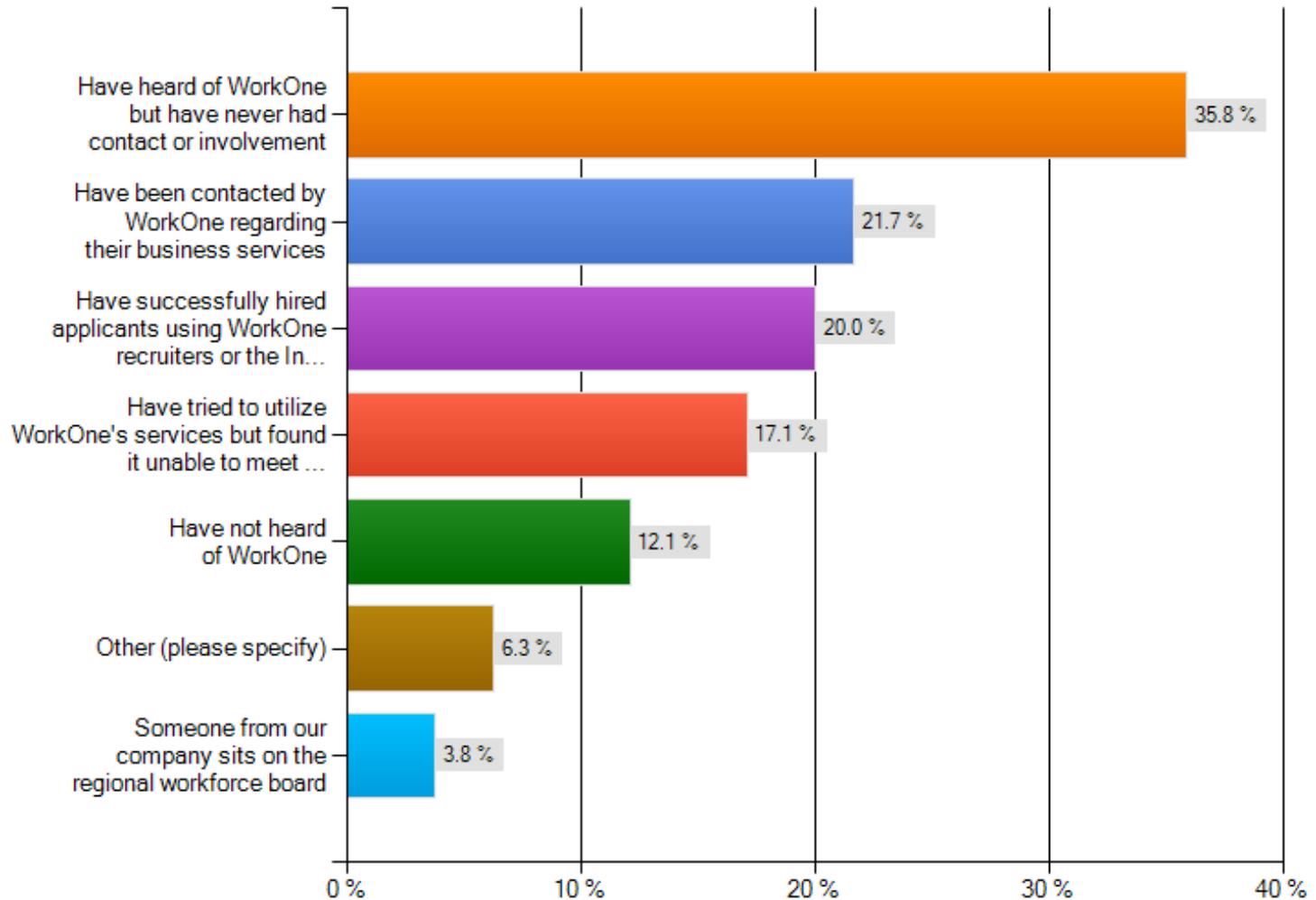
How has recent training activity been affected by economic conditions? (choose all that apply)



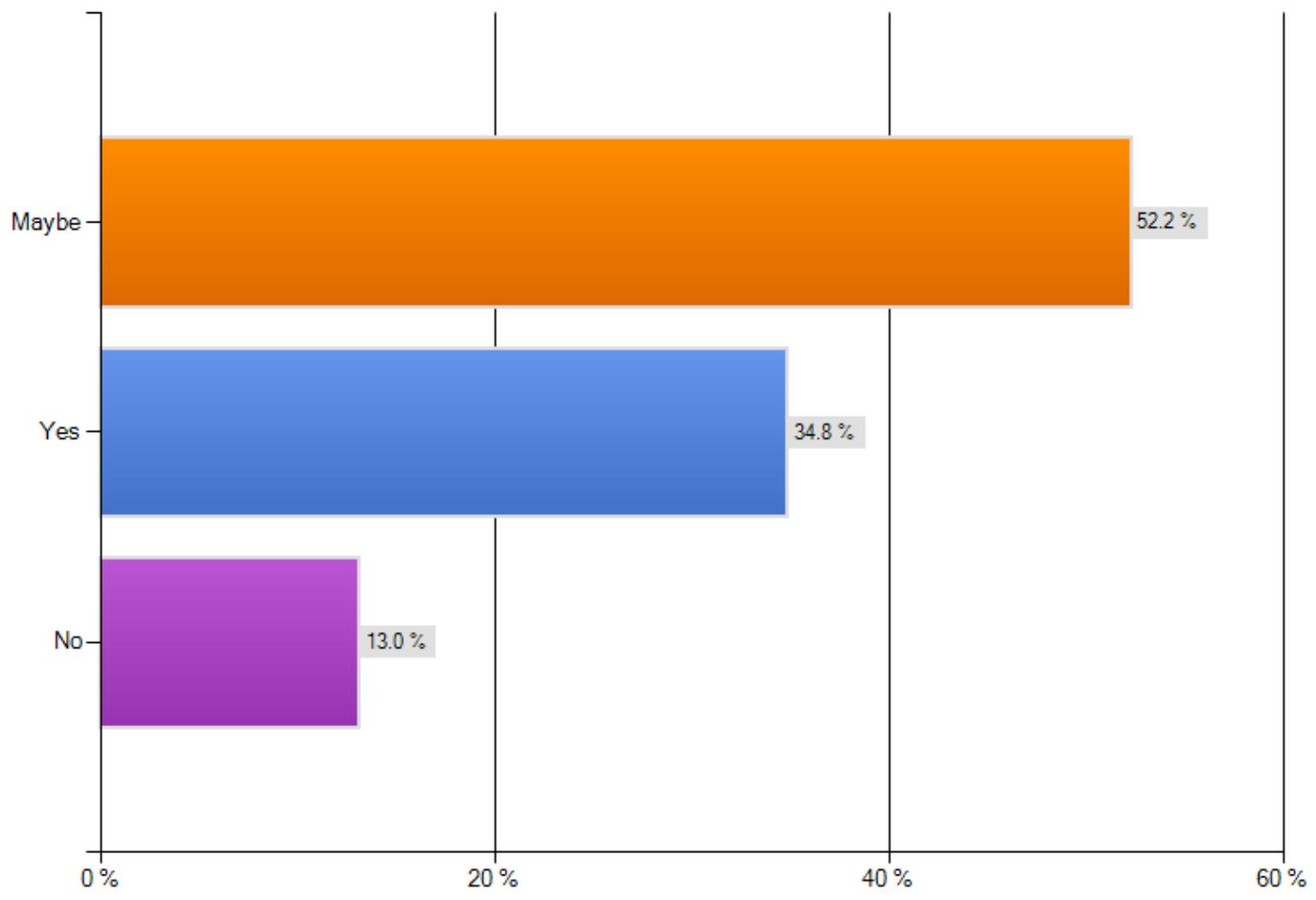
Which of the following would be most beneficial to your workforce needs? (choose all that apply)



Describe your company's level of involvement with the public workforce system, WorkOne: (choose all that apply)



Would your decision to hire a candidate be influenced if he or she had participated in work-readiness training and earned a certificate endorsed by (Ready Indiana, WorkOne or others)?



If a work-readiness training program was offered to job seekers or incumbent workers through WorkOne, which of the following should be addressed in the curriculum? (choose up to five)

