
2020 Indiana Chamber Employer Workforce Survey

October 20, 2020



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%**

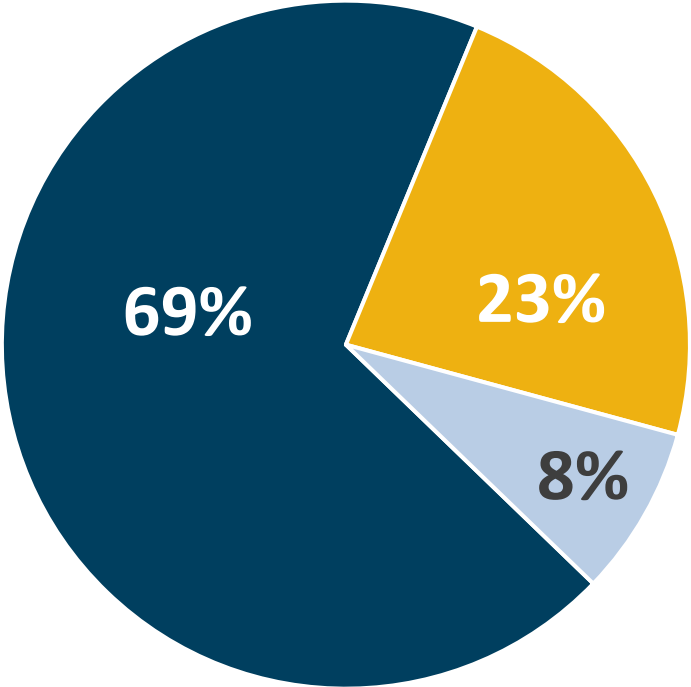
50 to 99: **18.0%**

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%

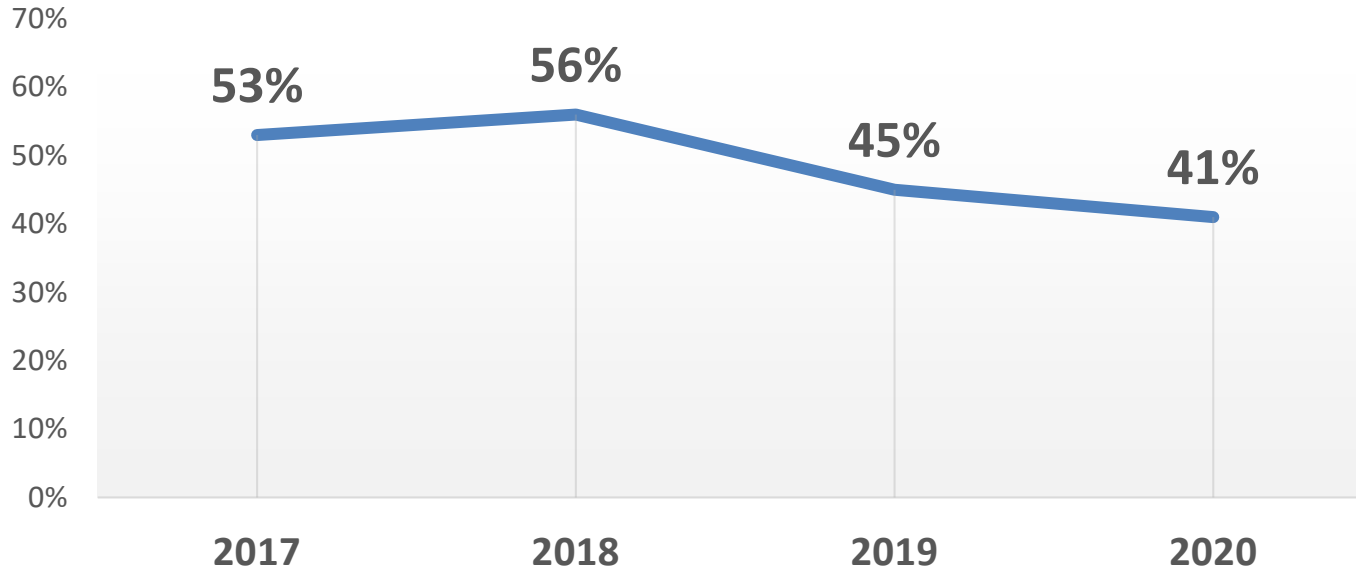
YES... will increase hiring

26%

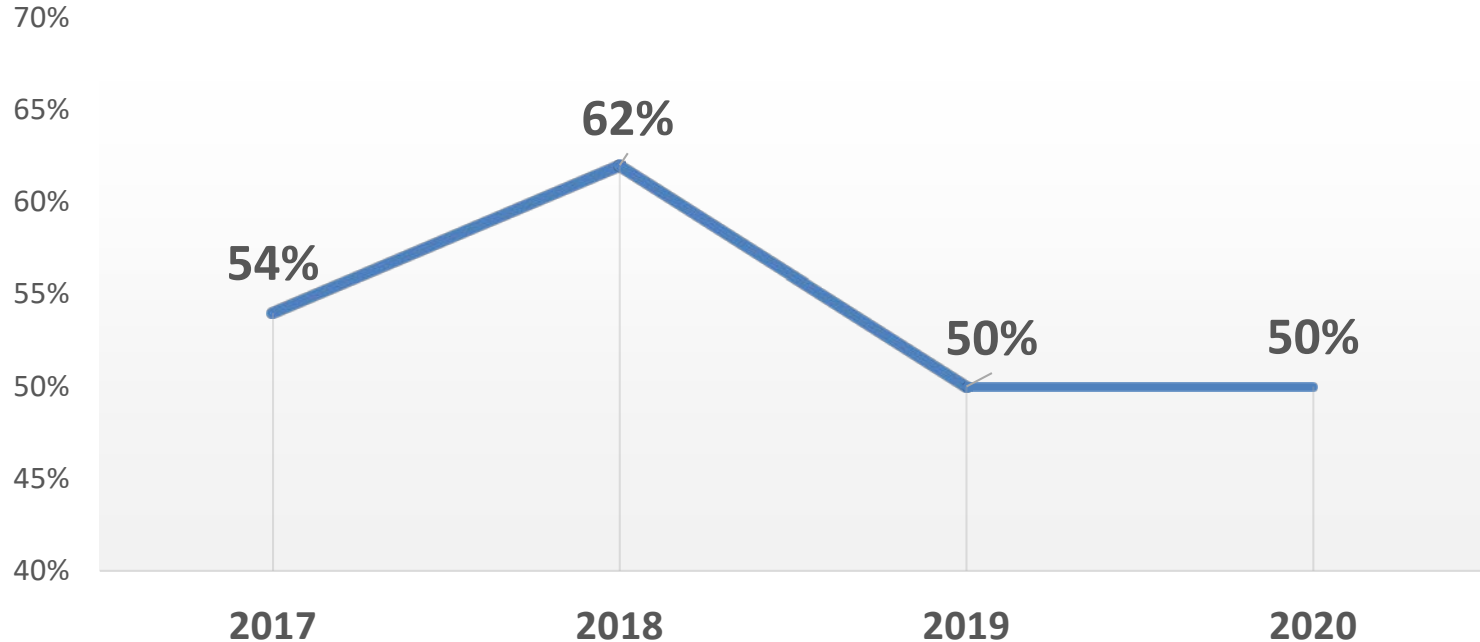
COVID-19: Going Forward

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

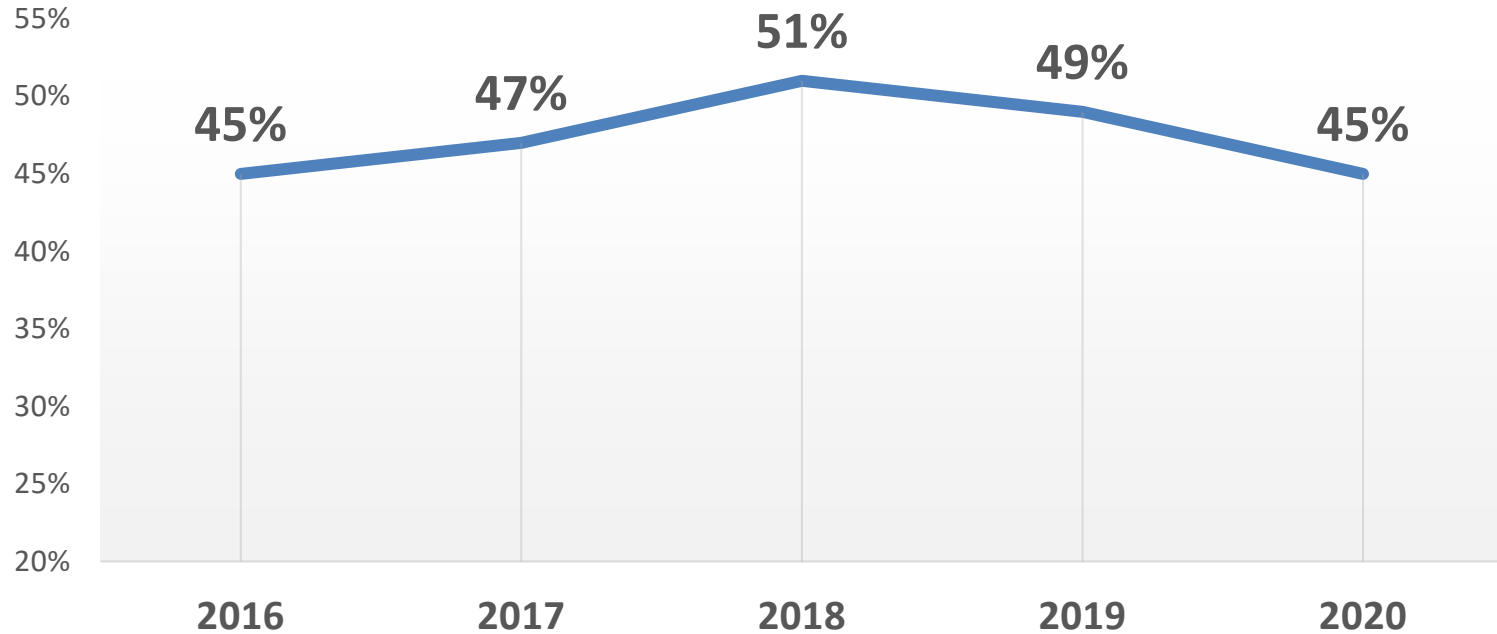
Increase Size of Workforce Next 1-2 Years



Supply of Applicants Does Not Meet Needs

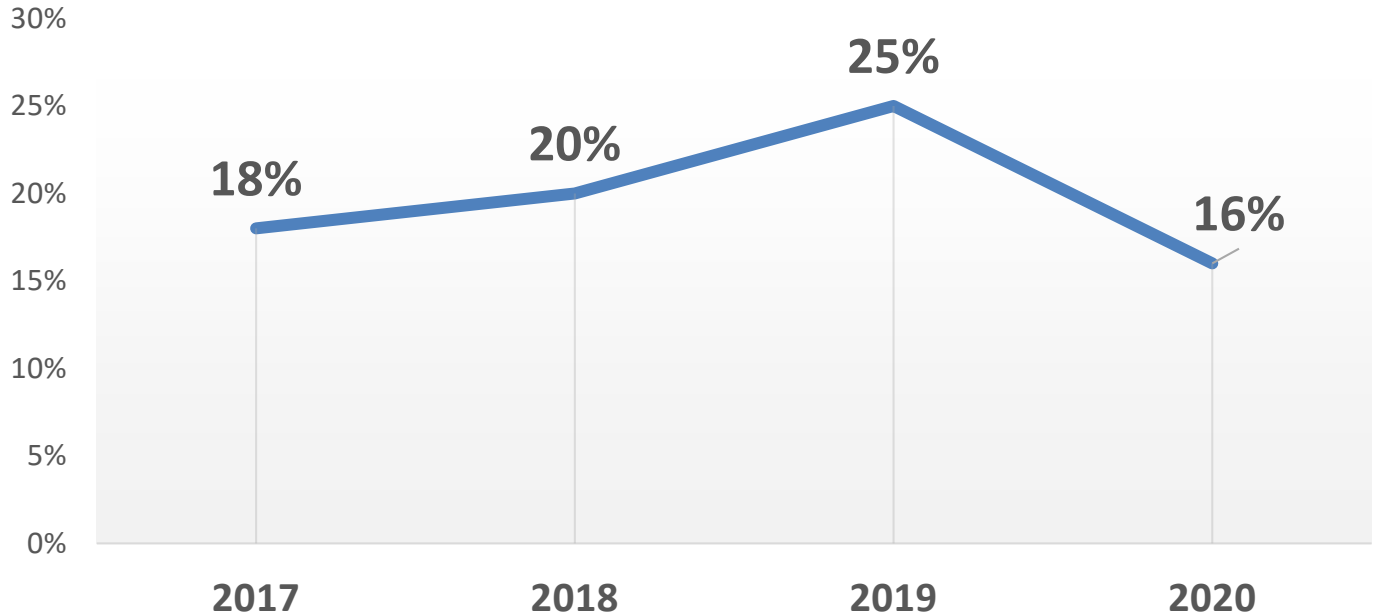


Left Jobs Open in Past Year Due to Underqualified Applicants



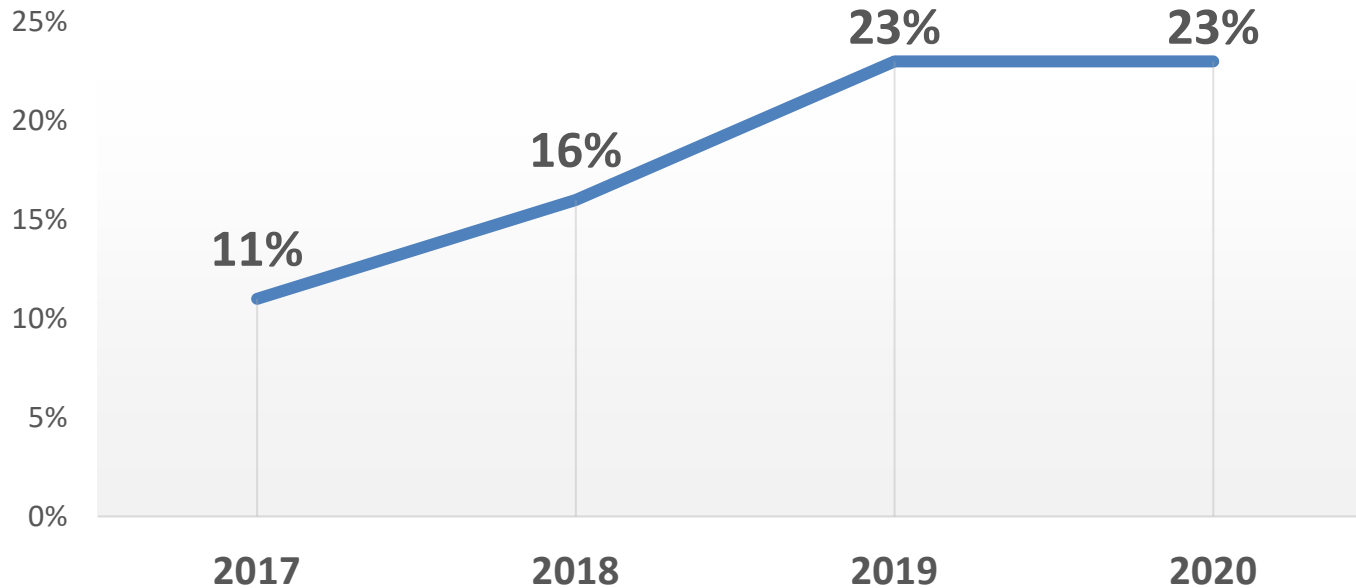
How Are You Filling Open Positions?

Assigning Responsibilities Internally

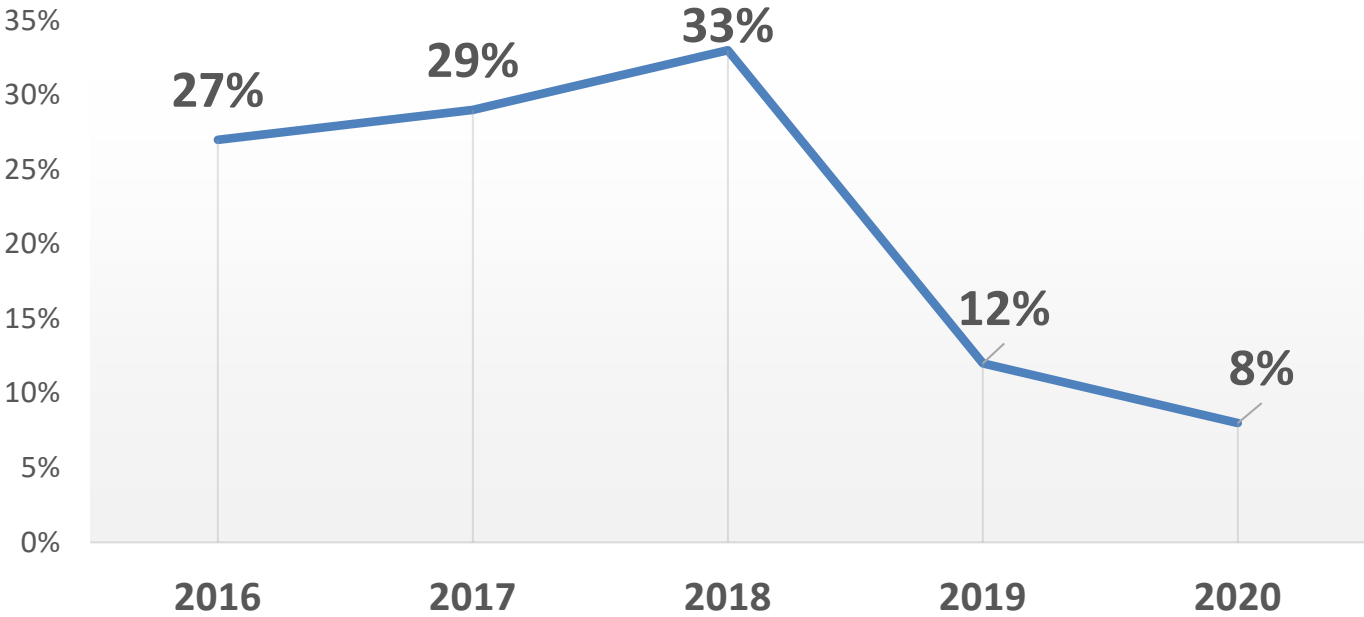


How Are You Filling Open Positions?

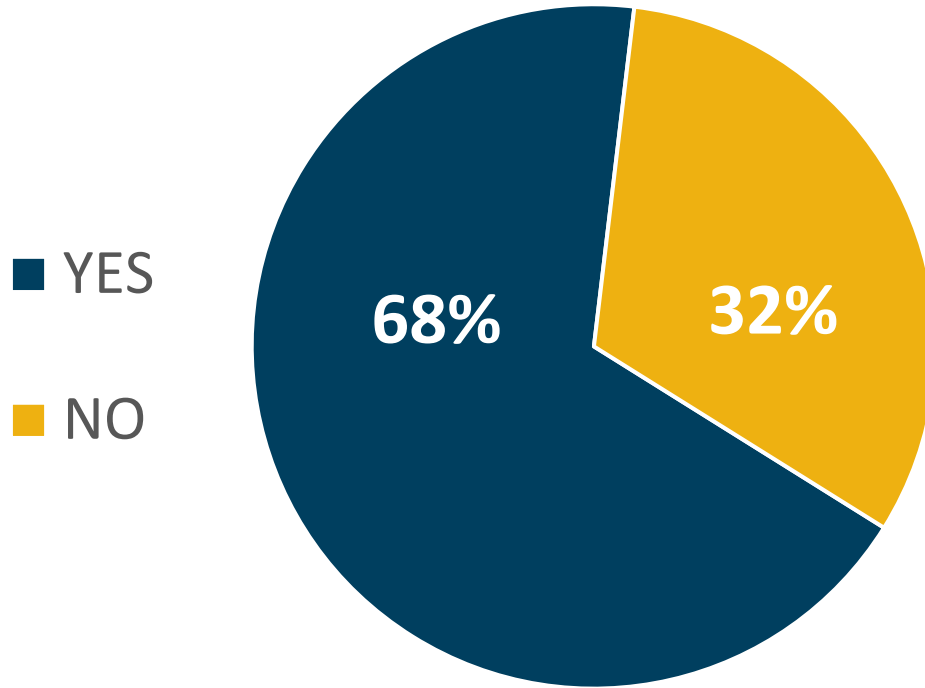
Hiring Underqualified Applicants



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%**

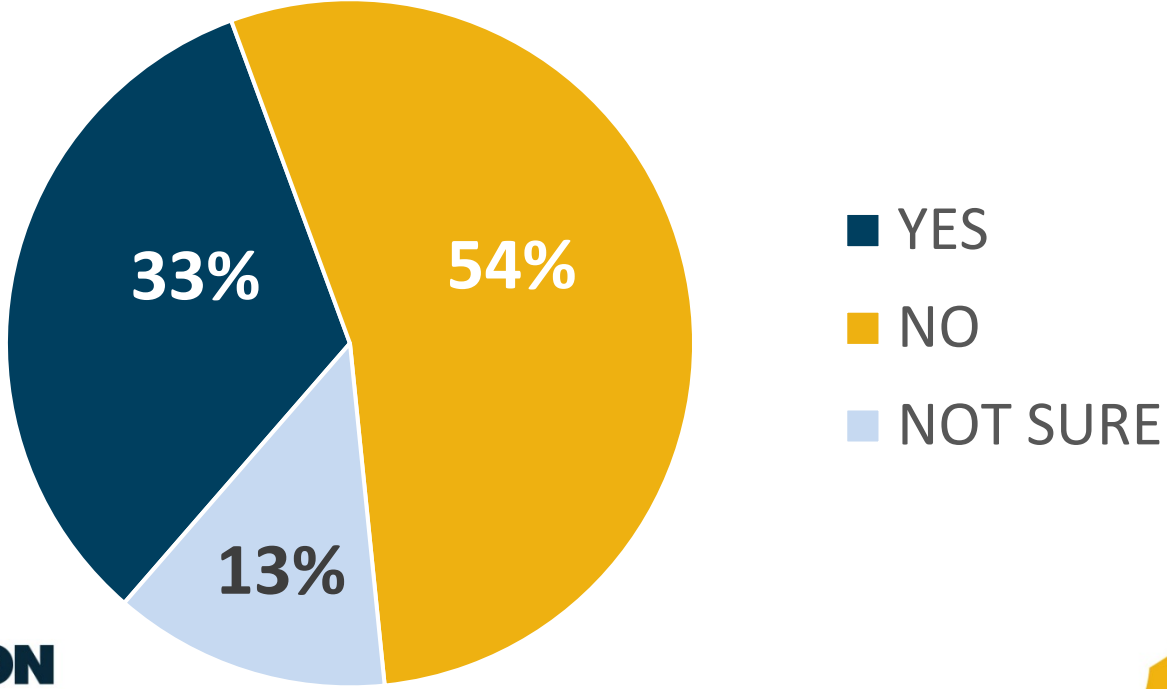
Challenges & Opportunities

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%



INDIANA CHAMBERSM

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