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

- Expand: 35.9%
- Stay about the same: 59.0%
- Decrease: 5.1%
Which of the following is the MOST PREFERRED (or best) indicator of work-readiness for entry-level employment with your company or organization?

- Work experience: 39.8%
- High School Diploma: 19.4%
- Bachelor's Degree: 14.9%
- Associate's Degree or Technical Certificate: 10.4%
- Company-specific Assessment: 5.8%
- Industry Certification (please specify): 5.2%
- Other: 2.3%
- WorkKeys or Other Work-Readiness certificate: 1.6%
- GED: 0.6%
Which of the following is typically the MINIMUM REQUIREMENT for entry-level employment with your company or organization?

- High School Diploma: 29.3%
- High School Diploma or GED (equally acceptable): 26.4%
- Work Experience: 12.2%
- Bachelor's Degree: 10.0%
- None of these are typically required: 5.8%
- GED: 5.5%
- Company-specific Assessment: 4.2%
- Associate's Degree or Technical Certificate: 4.2%
- Industry Certifications (please specify): 2.6%
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?

- Not that important: 30.4%
- Somewhat important: 47.2%
- Very important (specify degrees sought): 22.4%
What percentage of your employees do you feel would benefit from additional training for their job or continuing their education?

- Most: 50.9%
- About one-fourth: 18.4%
- About half: 18.0%
- Less than 10%: 12.7%
What do you believe is the number one barrier that hinders employees from getting additional training for their job or continuing their education?

- Time and Inconvenience: Balancing Work and Personal Life: 47.9%
- Cost: 22.1%
- Lack of Incentive/Motivation: 19.5%
- Other (please specify): 56%
- Lack of Understanding About What to Pursue: 3.7%
- Academic Ability: 1.1%
Which of the following skills are needed by your employees in the workplace? (choose all that apply)

- Applied Skills (e.g., problem solving, communication, cooperation, work)
  - 82.8%

- Job-specific Skills Taught Through On-the-Job Training
  - 70.4%

- Academic Skills (e.g., math, reading, writing, English language)
  - 57.7%

- IT Skills (e.g., basic to advanced computer-related skills and applications)
  - 41.9%

- Job-specific Skills Requiring Validation or Certification
  - 36.3%
Of these same skills, which do you feel are deficits for some employees? (choose all that apply)

- Academic Skills (e.g. math, reading, writing, English language): 71.0%
- IT Skills (e.g. basic to advanced computer-related skills and applications): 36.3%
- Job-specific Skills Taught Through On-the-Job Training: 35.1%
- Job-specific Skills Requiring Validation or Certification: 24.7%
- Applied Skills (e.g. problem solving, communication, cooperation, work experience): 20.8%
How would you rate the overall impact of these skill deficits on your company or organization?

- Somewhat a Problem: 57.1%
- Not Really a Problem: 22.2%
- Definitely a Problem: 18.8%
- A Severe Problem: 1.9%
For which of these skills has training been offered or considered in the past 12-24 months? (choose all that apply)

- Job-specific Skills Taught Through On-the-Job Training: 74.5%
- Applied Skills (e.g., problem solving, communication, cooperation, working together): 47.2%
- Job-specific Skills that Require Validation or Certification: 43.0%
- IT Skills (e.g., basic to advanced computer-related skills and applications): 38.3%
- Academic Skills (e.g., math, reading, writing, English language): 12.8%
If no training has been offered in the past 12-24 months, why? (choose all that apply)

- Couldn't Afford It: 28.3%
- Feel Employees are Not Interested or Motivated to Participate: 28.3%
- Unsure About What Training Programs are Relevant to Our Needs: 27.3%
- Unsure About the Academic Abilities of Employees: 26.3%
- Other (please specify): 18.2%
- Not Confident Training Would Make a Difference: 7.1%
How are employees incentivized to participate in job-related training or continuing education? (choose all that apply)

- Provide tuition assistance: 54.8%
- Allow paid time off or provide training during work: 50.0%
- Make training convenient (e.g., online or onsite): 48.0%
- Recognize employees for their efforts and accomplishments: 40.8%
- Make training required: 32.8%
- Connect further training and education to promotional opportunities: 28.0%
What is the typical amount spent or budgeted on annual training per employee?

- $250-$500: 25.0%
- less than $100: 23.8%
- $100-$250: 18.7%
- $500-$1,000: 17.5%
- more than $1,000: 15.1%
What outcomes have your employees or company/organization overall experienced as a result of training? (choose all that apply)

- Improved quality/customer service: 61.1%
- Improved applied skills (e.g. problem solving, communication, collaboration): 59.9%
- Achieved necessary certification/licenses/accreditation: 43.7%
- Improved culture/morale: 42.9%
- Improved business/bottom line: 33.6%
- Decreased employee turnover/improved employee retention: 27.5%
- Improved academic skills (e.g. math, reading, writing, English language): 17.4%
How has recent training activity been affected by economic conditions? (choose all that apply)

- Maintained the same level of training: 53.9%
- Decreased training: 31.1%
- Increased training: 9.8%
- Increased the role of technology for training: 7.1%
Which of the following would be most beneficial to your workforce needs? (choose all that apply)

- Matching funds, tax credits or other incentives for employee training: 62.6%
- Better labor market information regarding supply of candidates and demand: 36.6%
- Information about WorkOne job skill classes such as computer literacy: 34.8%
- Information about On-the-Job Training assistance offered through WorkOne: 33.5%
- Information about INDUSTRY-RECOGNIZED certifications and training: 33.0%
- General news and events regarding workforce development: 33.0%
- Information about WORK-READINESS certifications and training: 29.1%
- Information about candidate assessment and recruiting offered through...: 21.1%
Describe your company’s level of involvement with the public workforce system, WorkOne: (choose all that apply)

1. Have heard of WorkOne but have never had contact or involvement - 35.8%
2. Have been contacted by WorkOne regarding their business services - 21.7%
3. Have successfully hired applicants using WorkOne recruiters or the In… - 20.0%
4. Have tried to utilize WorkOne's services but found it unable to meet … - 17.1%
5. Have not heard of WorkOne - 12.1%
6. Other (please specify) - 6.3%
7. Someone from our company sits on the regional workforce board - 3.8%
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)?

- Maybe: 52.2%
- Yes: 34.8%
- No: 13.0%
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)

- Problem Solving/Decision Making Skills: 72.5%
- Teamwork/Interpersonal Skills: 57.6%
- Dependability/Responsibility/Self-Discipline: 59.9%
- Written or Verbal Communication Skills: 56.3%
- Personal and Work Ethics/Honesty/Integrity: 55.1%
- Flexibility/Adaptability/Willingness to Change: 45.7%
- Planning and Organization/Attention to Detail: 44.1%
- Taking Initiative/Enthusiasm/Motivation: 40.1%
- Time Management: 38.9%