



Alaant Hiring Index – Fall 2021

Respondents: 98 Human Resource and Hiring Managers from Capital Region Companies

	Fall 2021 (in %)	Spring 2021 (in %)	Fall 2020 (in %)
Number of employees:			
1-10	18	14	24
11-50	27	22	14
51-100	8	14	14
101-200	11	13	11
201+	36	37	37
Hiring for 2021, as compared to 2020, has:			
Increased			
No Change	82	51	36
Decreased	13	29	33
	5	20	31
If hiring has increased this year, by how much?			
<10%	29	41	NA
10-25%	45	46	NA
26-50%	8	9	NA
>50%	5	4	NA
Hasn't changed	13		
If hiring has decreased this year, by how much?			
<10%	2	50	NA
10-25%	7	20	NA
26-50%	9	17	NA
>50%	2	13	NA
Hasn't changed	80		

Over the next 6 months, I expect hiring to:			
Increase	76	60	54
No change	22	32	43
Decrease	2	8	3
For 2022 (the next year), my expectations for job growth can best be described as:			
Very optimistic	19	13	14
Optimistic	48	57	47
Unsure	27	21	35
Pessimistic	4	7	4
Very pessimistic	2	2	0
The field showing the fastest-growing number of opportunities is:			
Information Technology	28	33	28
Healthcare	40	35	29
Health and Safety	2	4	13
Science	2	5	4
Engineering	7	7	4
Other	21	16	22
Over the next 6 months, I expect hiring to be:			
A significant challenge	28	29	6
Challenging	58	49	49
Improving	13	20	40
Easy	1	0	5
Very Easy	0	2	0
The biggest challenge affecting my ability to hire is:			
Corporate finances	1	3	9
Overall business climate (incl. COVID-19)	19	11	47
Tax/regulatory burdens	0	0	1
Healthcare costs	0	0	1
Business development	4	5	4
Skills gap	19	11	21
Salary/Wage demands	15	11	17
Labor shortage	41	56	NA
Supply chain challenges	0	NA	NA

I am most successfully recruiting employees from:			
Within my region	67	70	64
Outside my region	3	1	7
Mix of in/outside region	30	29	29
Are you actively considering remote employees to fill job openings?			
Yes	47	36	57
No	53	64	43
Would you be more open to hiring remote employees if they were local to your area?			
Yes	54	NA	NA
No	46	NA	NA
Have you altered your recruiting process amid the current job market?			
Yes	78	NA	NA
No	22	NA	NA
Is a significant portion of your staff (>50%) telecommuting?			
Yes	38	42	56
No	59	53	33
No Change	3	5	11
If yes, how has productivity been affected?			
Increased	31	35	24
Remained the same	67	52	64
Decreased	2	13	12
How has the hybrid/remote work trend affected your ability to retain employees?			
Made it more difficult	23	NA	NA
No change	49	NA	NA
Made it less difficult	28	NA	NA

Has your organization returned to a regular in-office schedule?			
Yes	55	47	NA
No	45	53	NA
If not, when do you expect to?			
At the start of the new year	4	42 (later in 2021)	NA
Sometime in 2022	14	2 (sometime in 2022)	NA
We expect to remain a hybrid workforce	67	50 (we expect to remain hybrid)	NA
We expect to remain fully remote	15	6 (we expect to remain fully remote)	NA
What is the most important factor in deciding to bring employees back to the office?			
Decline in COVID cases	17	14	NA
Rise in vaccinations	12	4	NA
Loosening of federal/state/local restrictions	10	21	NA
Business productivity	17	25	NA
Comfort level of employees	18	36	NA
No change	26	NA	NA