

## Constant Contact Survey Results

**Campaign Name:** Alaant Hiring Index - Spring 2023

**Survey Starts:** 479

**Survey Submits:** 109

**Export Date:** 05/30/2023 09:28 AM

### MULTIPLE CHOICE

1) Number of employees in my organization:

Answer Choice	0%	100%	Number of Responses	Responses Ratio
1-10			18	16%
11-50			25	22%
51-100			14	12%
101-200			17	15%
201+			35	32%
<b>Total Responses</b>			<b>109</b>	<b>100%</b>

### MULTIPLE CHOICE

2) In my organization, hiring YTD, as compared to 2022, has:

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Increased			60	55%
No change			26	23%
Decreased			23	21%
<b>Total Responses</b>			<b>109</b>	<b>100%</b>

### MULTIPLE CHOICE

3) If hiring has increased this year, by how much?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
< 10%			32	45%
10-25%			32	45%
26-50%			3	4%
Over 50%			3	4%
<b>Total Responses</b>			<b>70</b>	<b>100%</b>

### MULTIPLE CHOICE

4) If hiring has decreased this year, by how much?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
< 10%			22	64%
10-25%			7	20%
26-50%			5	14%
Over 50%			0	0%
<b>Total Responses</b>			<b>34</b>	<b>100%</b>

MULTIPLE CHOICE

5) For 2023, in my organization we expect hiring to:

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Increase			63	57%
No change			39	35%
Decrease			7	6%
<b>Total Responses</b>			<b>109</b>	<b>100%</b>

MULTIPLE CHOICE

6) Are concerns about a possible recession reducing hiring plans?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Yes			27	25%
No			81	75%
<b>Total Responses</b>			<b>108</b>	<b>100%</b>

MULTIPLE CHOICE

7) For 2023, my organization's expectations for job growth can best be described as:

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Very optimistic			16	14%
Optimistic			52	48%
Unsure			39	36%
Pessimistic			1	0%
Very pessimistic			0	0%
<b>Total Responses</b>			<b>108</b>	<b>100%</b>


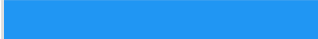
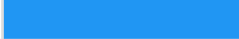

MULTIPLE CHOICE

8) In my organization, the area showing the fastest-growing number of job opportunities is:

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Information Technology			19	18%
Healthcare			17	16%
Health and Safety			2	1%
Science			2	1%
Engineering			10	9%
Other			55	52%
<b>Total Responses</b>			<b>105</b>	<b>100%</b>









MULTIPLE CHOICE

9) Over the next 6 months, my organization expects hiring to be:

Answer Choice	0%	100%	Number of Responses	Responses Ratio
A significant challenge			16	14%
Challenging			49	45%
Improving			37	34%
Easy			5	4%
<b>Total Responses</b>			<b>107</b>	<b>100%</b>


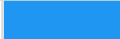
MULTIPLE CHOICE

10) The biggest challenge affecting my organization's ability to hire is:

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Corporate finances			9	8%
Overall business climate			10	9%
Tax/regulatory burdens			2	1%
Health care costs			0	0%
Business development			8	7%
Skills gap			9	8%
Salary/Wage demands			32	29%
Labor shortage			33	30%
Supply chain challenges			0	0%
Other			4	3%
<b>Total Responses</b>			<b>107</b>	<b>100%</b>

MULTIPLE CHOICE

11) Where is your organization located?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
In the 518 area code			89	82%
Outside of the 518 region			19	17%
<b>Total Responses</b>			<b>108</b>	<b>100%</b>

MULTIPLE CHOICE

12) We are most successfully recruiting employees from:

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Within my region			63	58%
Outside my region			7	6%
Mix of in/outside region			37	34%
<b>Total Responses</b>			<b>107</b>	<b>100%</b>

MULTIPLE CHOICE

13) Is your organization open to hiring remote employees to fill job openings?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Yes			40	36%
No			50	45%
Yes, but only if they're local			19	17%
<b>Total Responses</b>			<b>109</b>	<b>100%</b>

MULTIPLE CHOICE

14) Are you increasing compensation packages to attract and retain employees?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Yes – only salaries			35	32%
Yes – salaries and financial incentives (sign-on, referral bonuses)			41	37%
No			32	29%
<b>Total Responses</b>			<b>108</b>	<b>100%</b>

MULTIPLE CHOICE

15) Is a significant portion of your staff (>50%) working either remotely or in a hybrid model?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Yes			59	55%
No			42	39%
No Change			5	4%
<b>Total Responses</b>			<b>106</b>	<b>100%</b>

MULTIPLE CHOICE

16) How has the hybrid/remote work trend affected the ability to hire and retain employees?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Made it more difficult			30	28%
No change			39	36%
Made it less difficult			38	35%
<b>Total Responses</b>			<b>107</b>	<b>100%</b>

MULTIPLE CHOICE

17) Will an in-office work policy be mandated in 2023?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Yes, we already have			29	27%
Yes, we will during the year			6	5%
No, we will remain hybrid/remote			60	56%
We are still discussing our policy			11	10%
<b>Total Responses</b>			<b>106</b>	<b>100%</b>