

▶ ALAANT

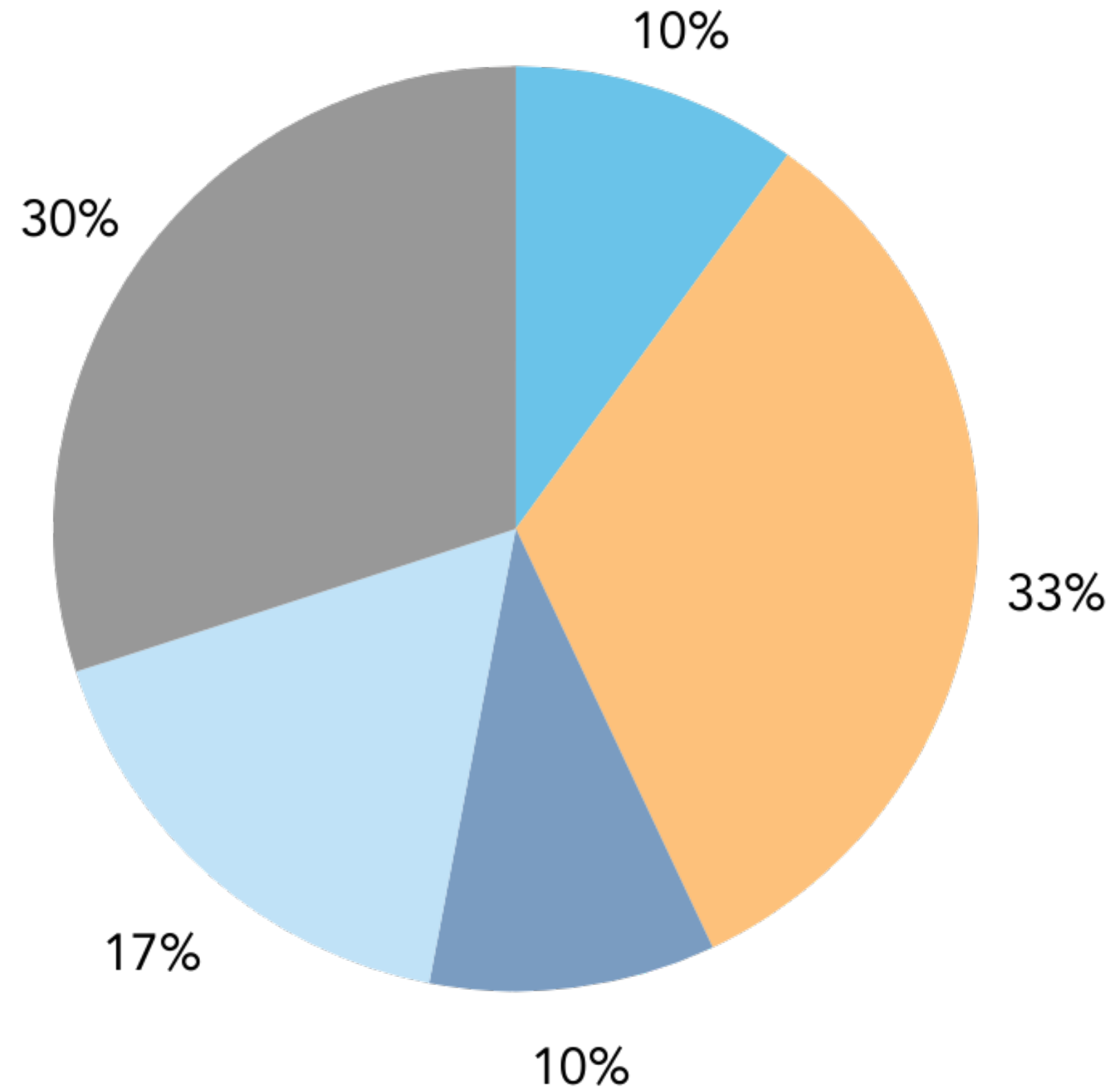
# Spring Hiring Index Results

June 18, 2024

# 1) Number of employees in my organization:



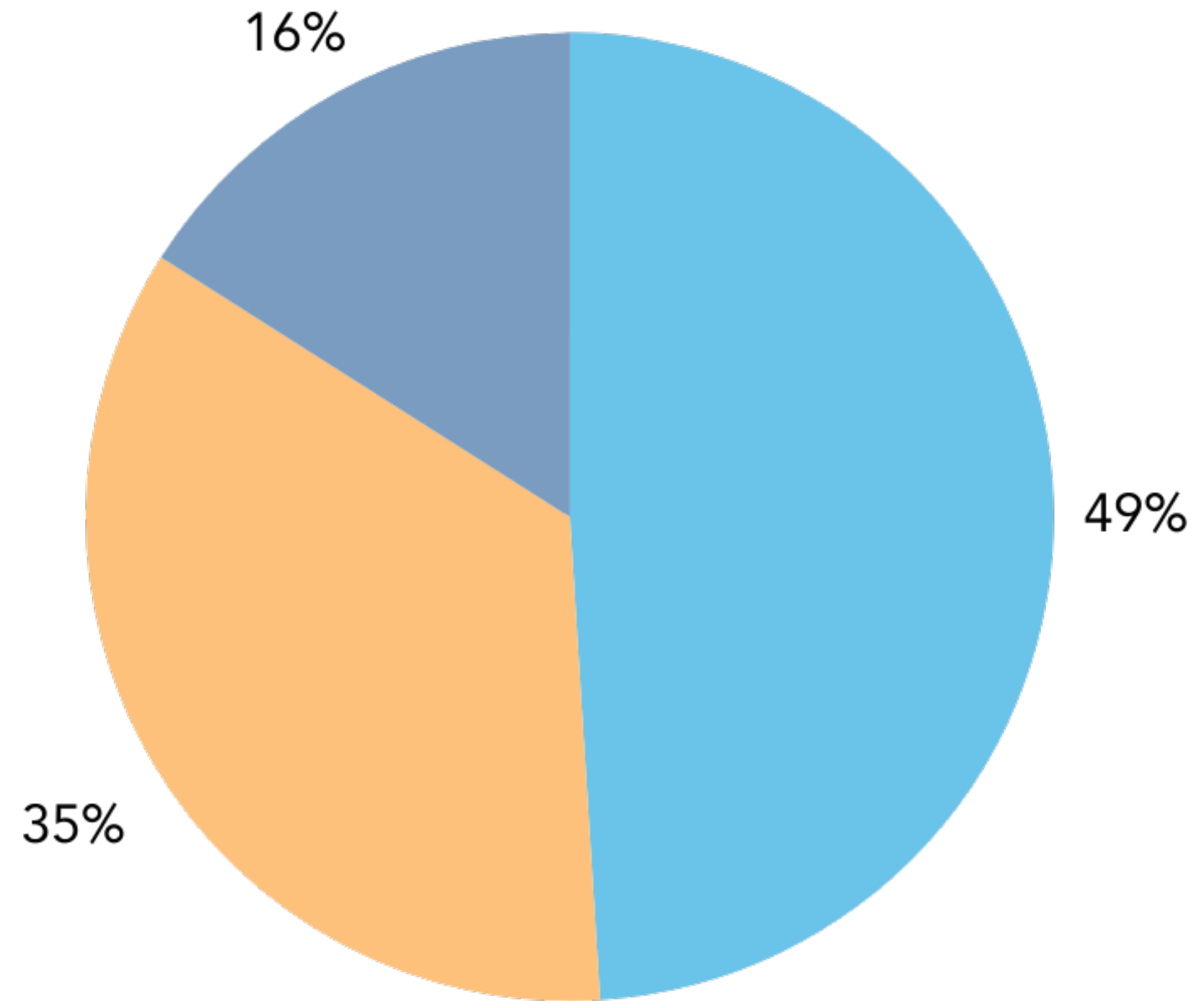
- 1-10
- 11-50
- 51-100
- 101-200
- 201+ - 30%



## 2) In my organization, hiring YTD, as compared to 2023, has:



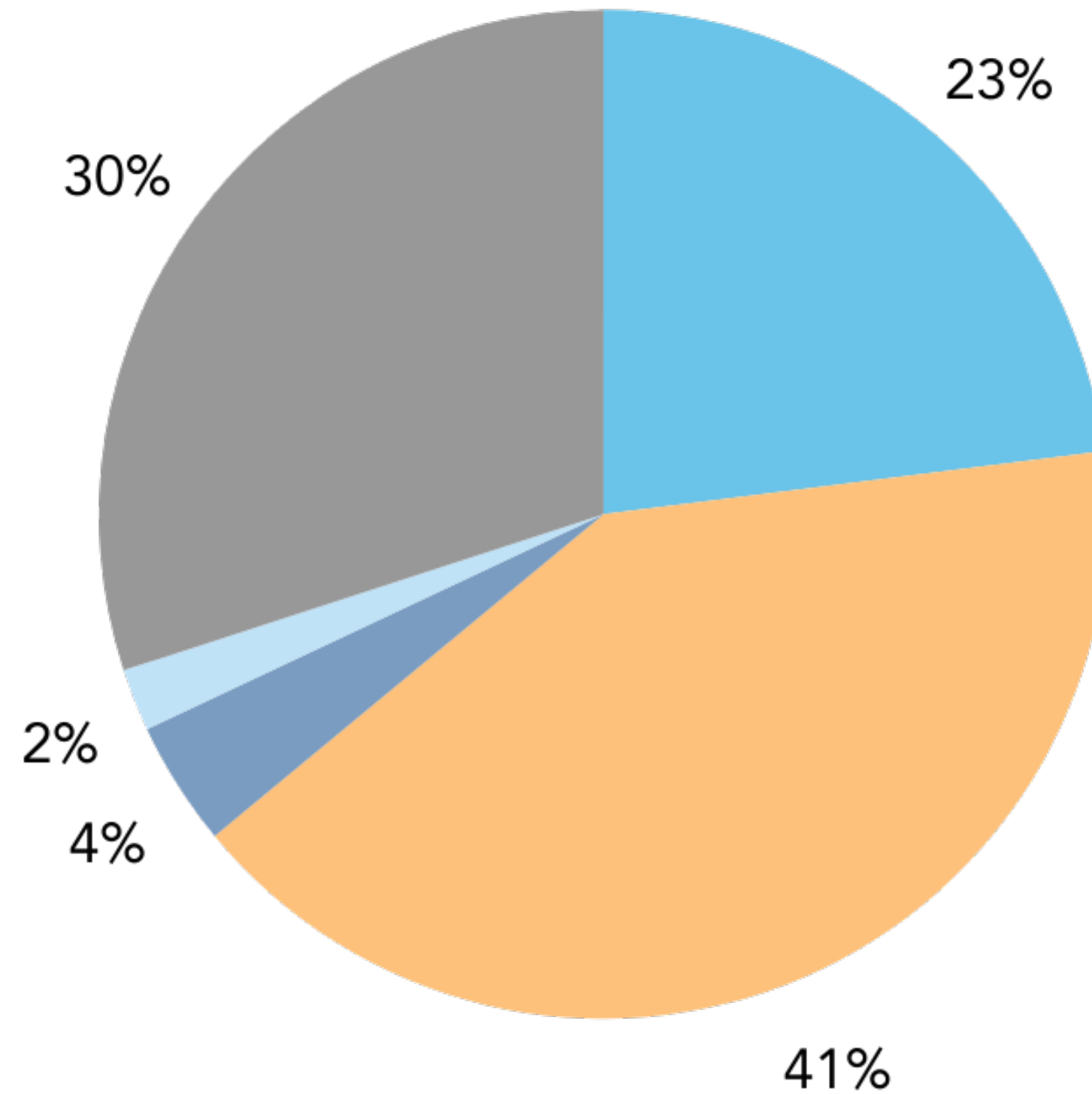
- Increased
- No change
- Decreased



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



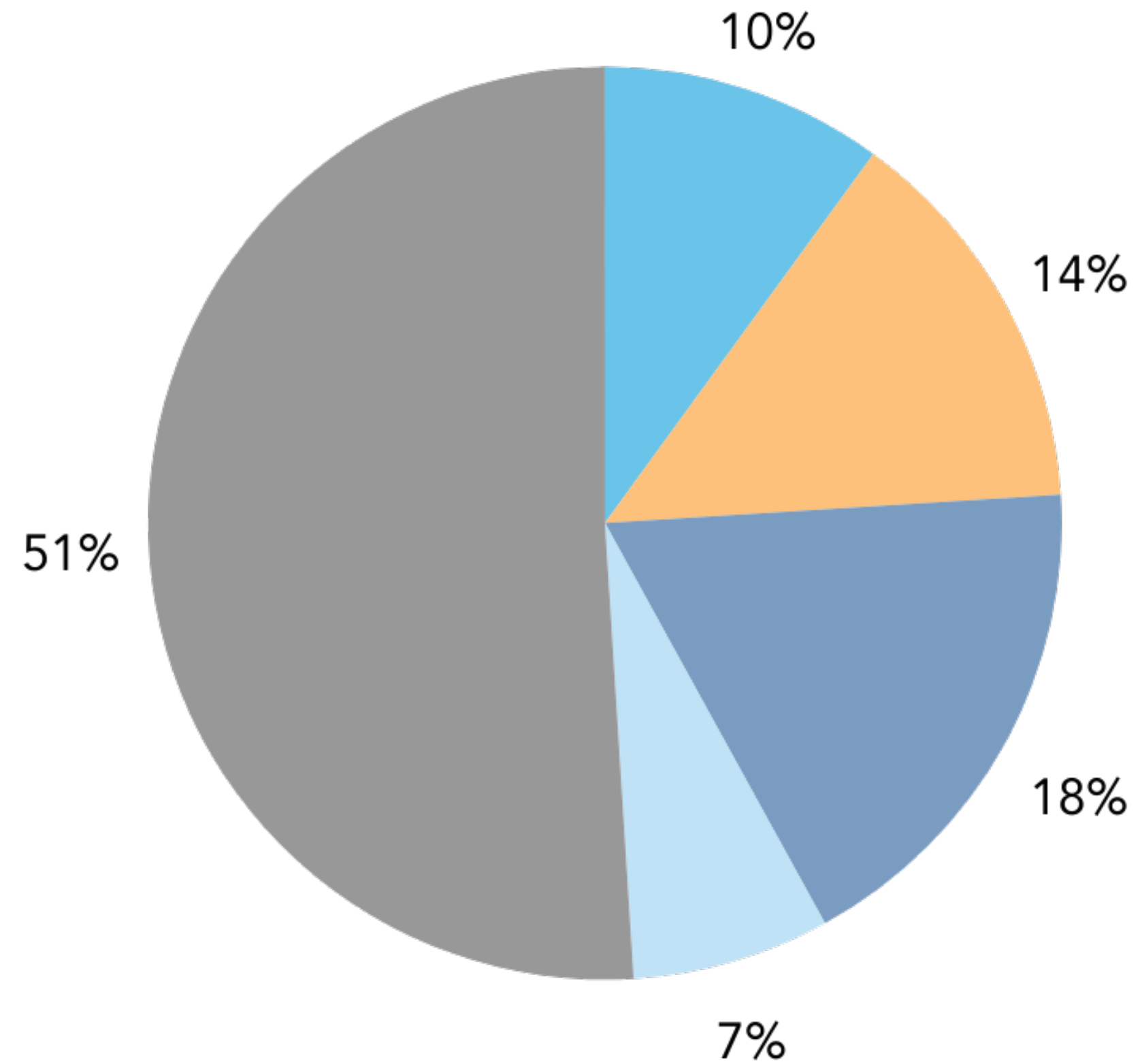
- Less than 10%
- 10-25%
- 26-50%
- Over 50%
- Uncertain / Not measured



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



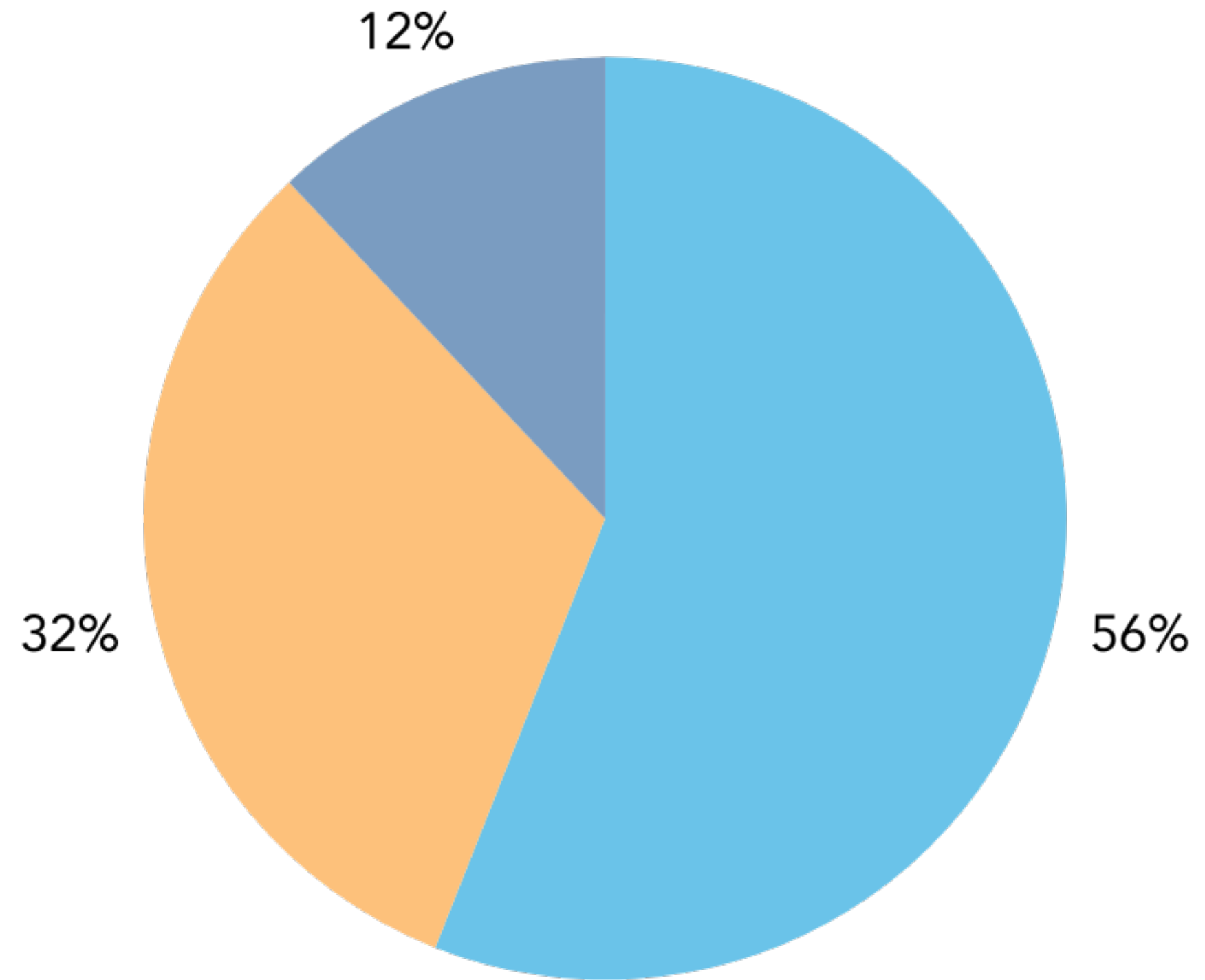
- Less than 10%
- 10-25%
- 26-50%
- Over 50%
- Uncertain / Not measured



## 5) For 2024, in my organization we expect hiring to:



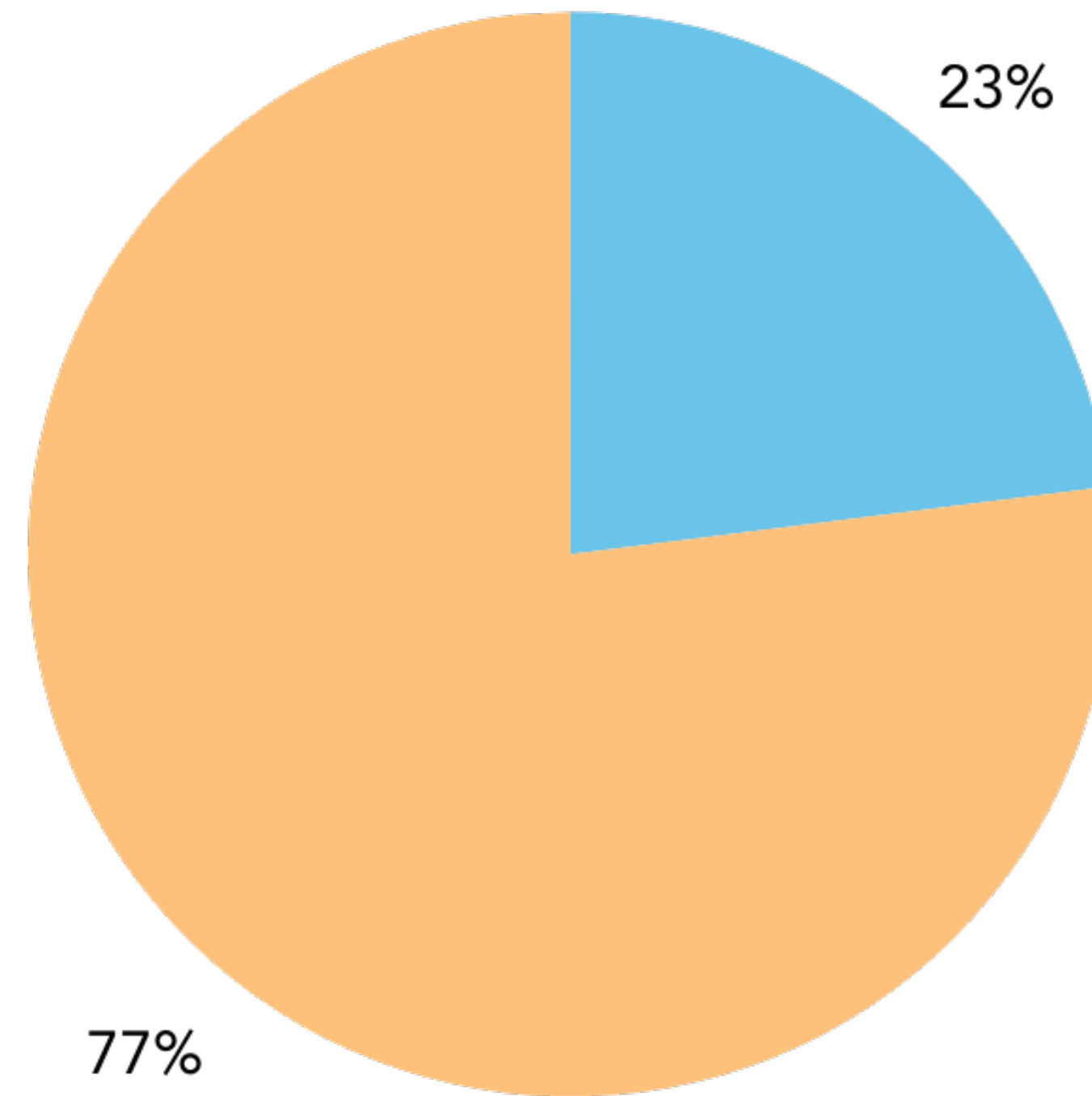
- Increase
- No change
- Decrease



## 6) Are concerns about the current economy reducing hiring plans?



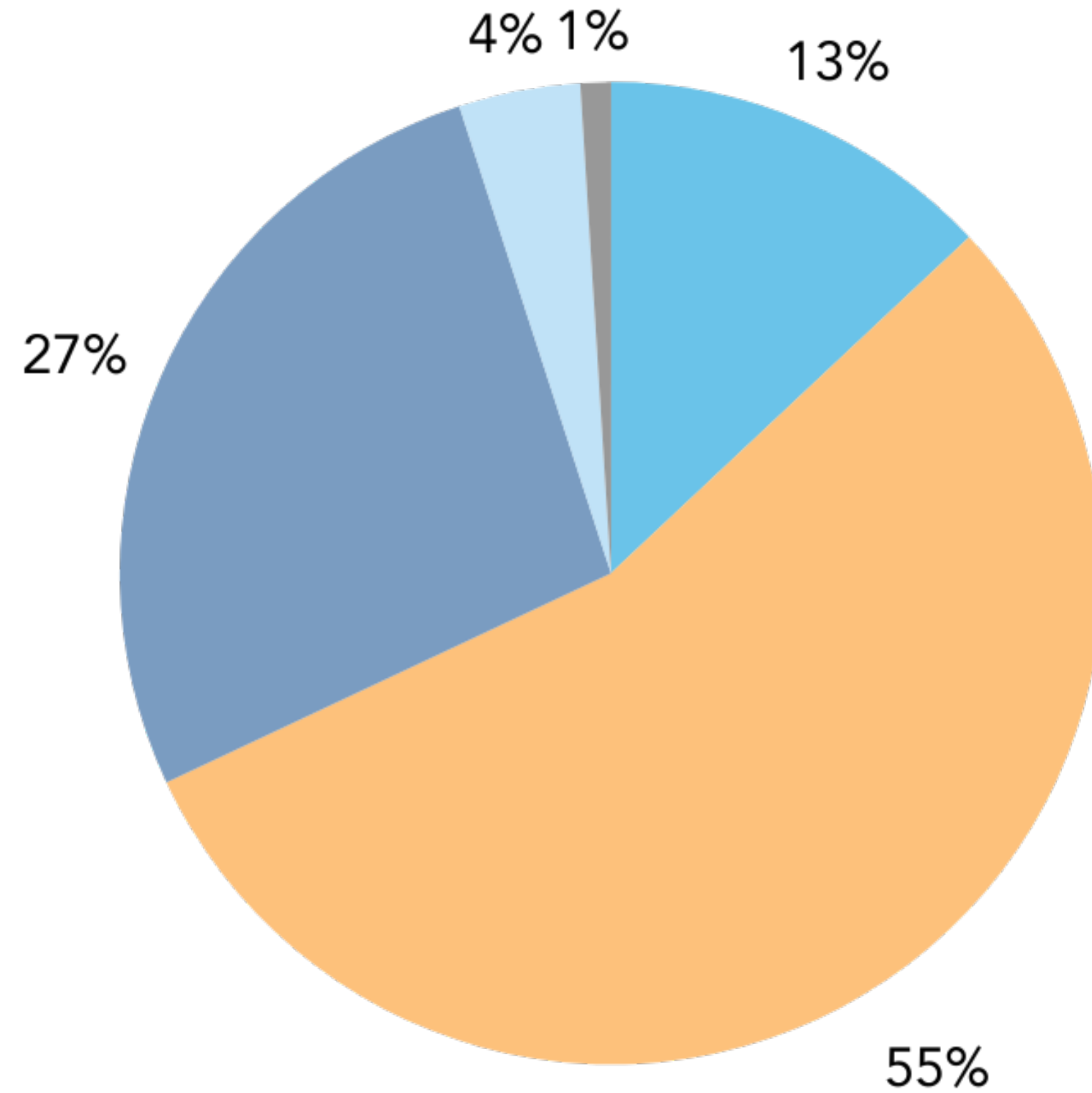
- Yes
- No



## 7) For 2024, my organization's expectations for job growth can best be described as:



- Very optimistic
- Optimistic
- Unsure
- Pessimistic
- Very pessimistic

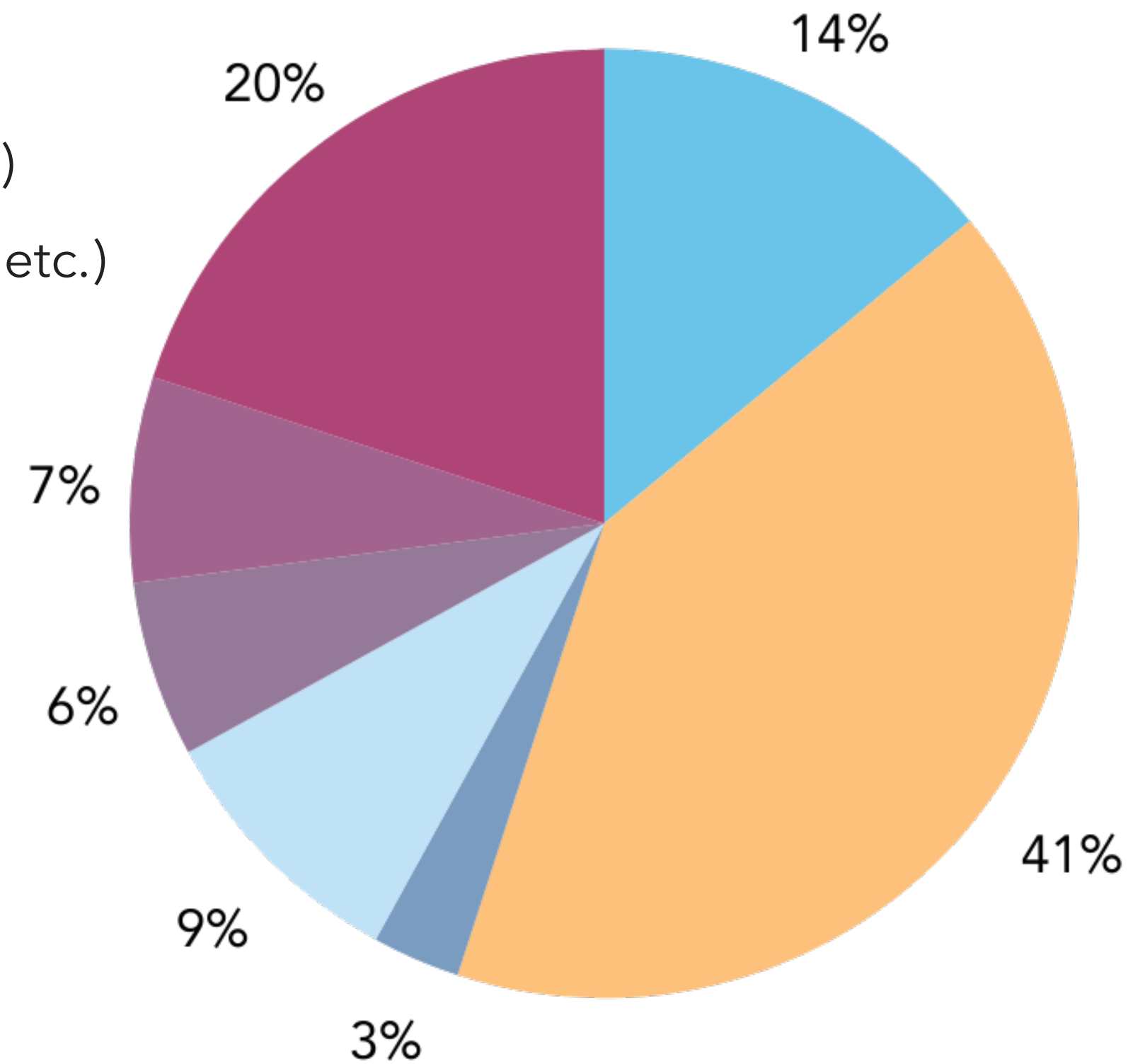




## 8) In my organization, the area showing the fastest-growing number of job opportunities is:



- Support Roles (Administrative/Clerical/Customer Service)
- Professional Roles (HR, Sales, Accounting, Management, etc.)
- Information Technology
- Healthcare
- Engineering
- Manufacturing/Industrial
- Other





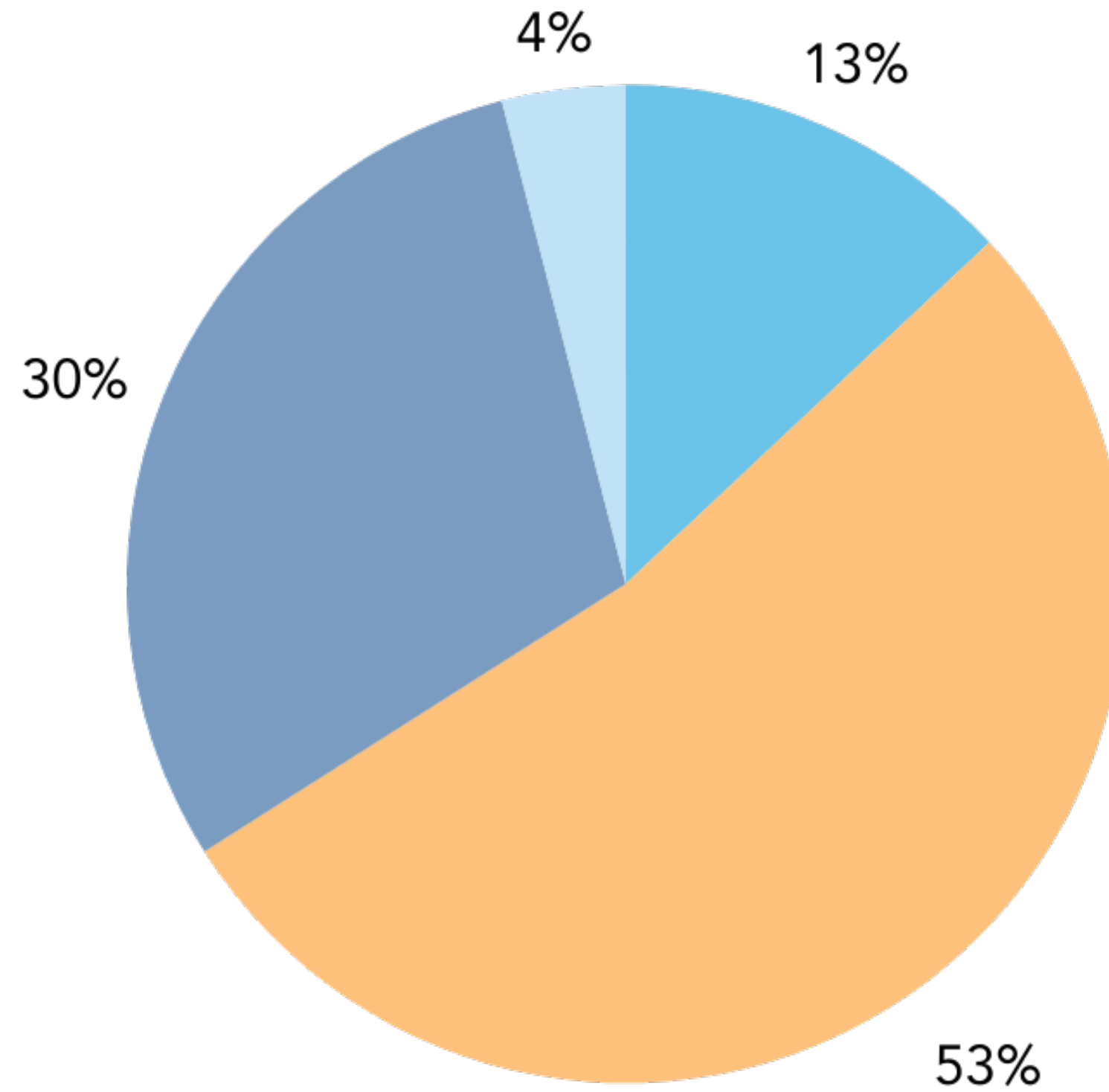
## 8) "Other" includes:

- Mental Health and Addictions
- Food Service Workers and Cooks
- Sales; Labor Force Like Warehousing and Delivery
- Cybersecurity Specialists
- Hospitality And Service
- Plumbers, HVAC Techs and Installers, Electricians
- Human Services, Advocacy
- Youth Roles & Drivers
- Direct Support Professionals Who Provide Hands on Care
- Technical Architectural Staff and Administrative Personnel.
- Filling Scientific and Economic Development Administrator Titles  
Are Growing
- Education, Human Services
- Sales

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



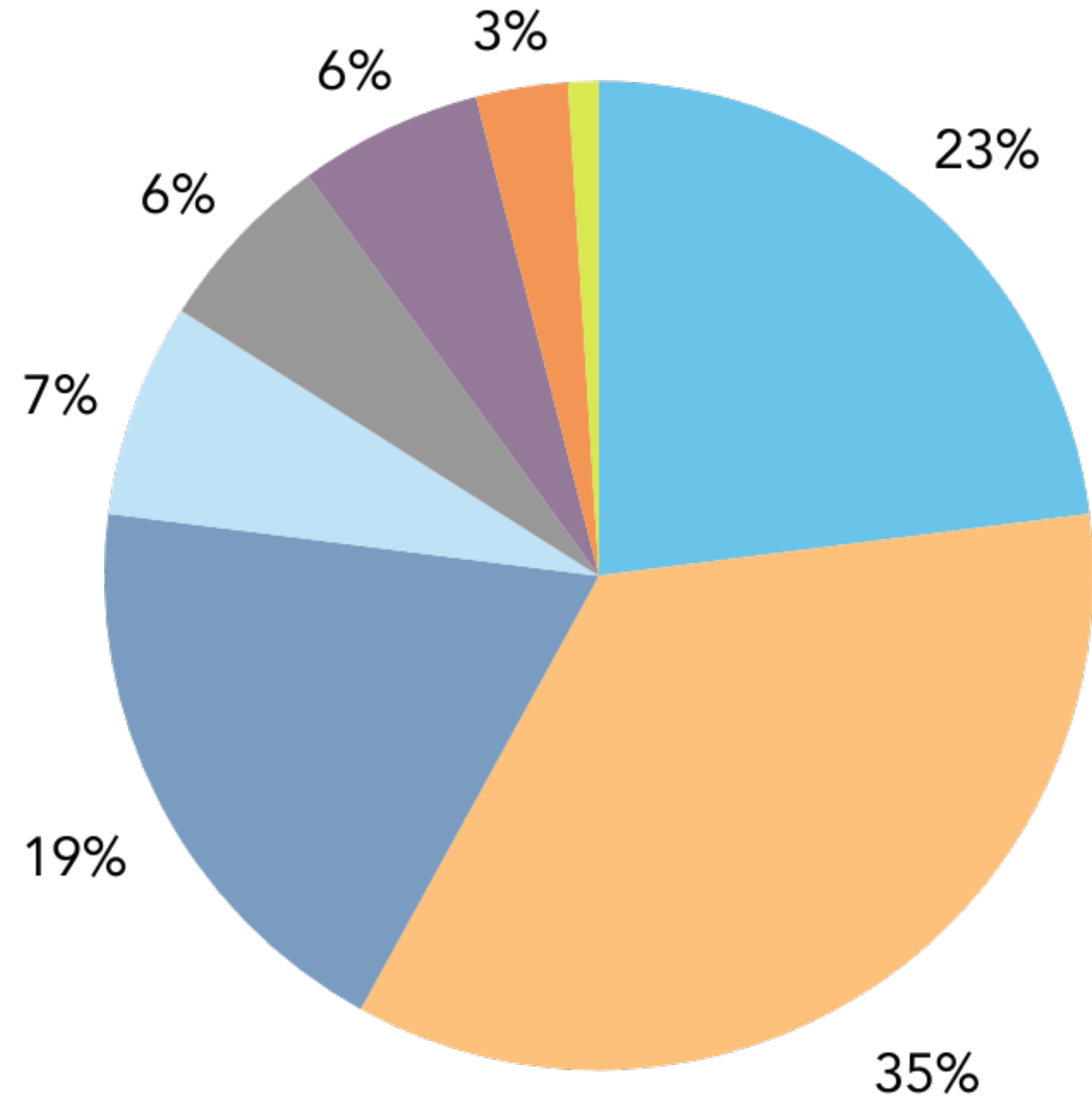
- A significant challenge
- Challenging
- Improving
- Easy



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



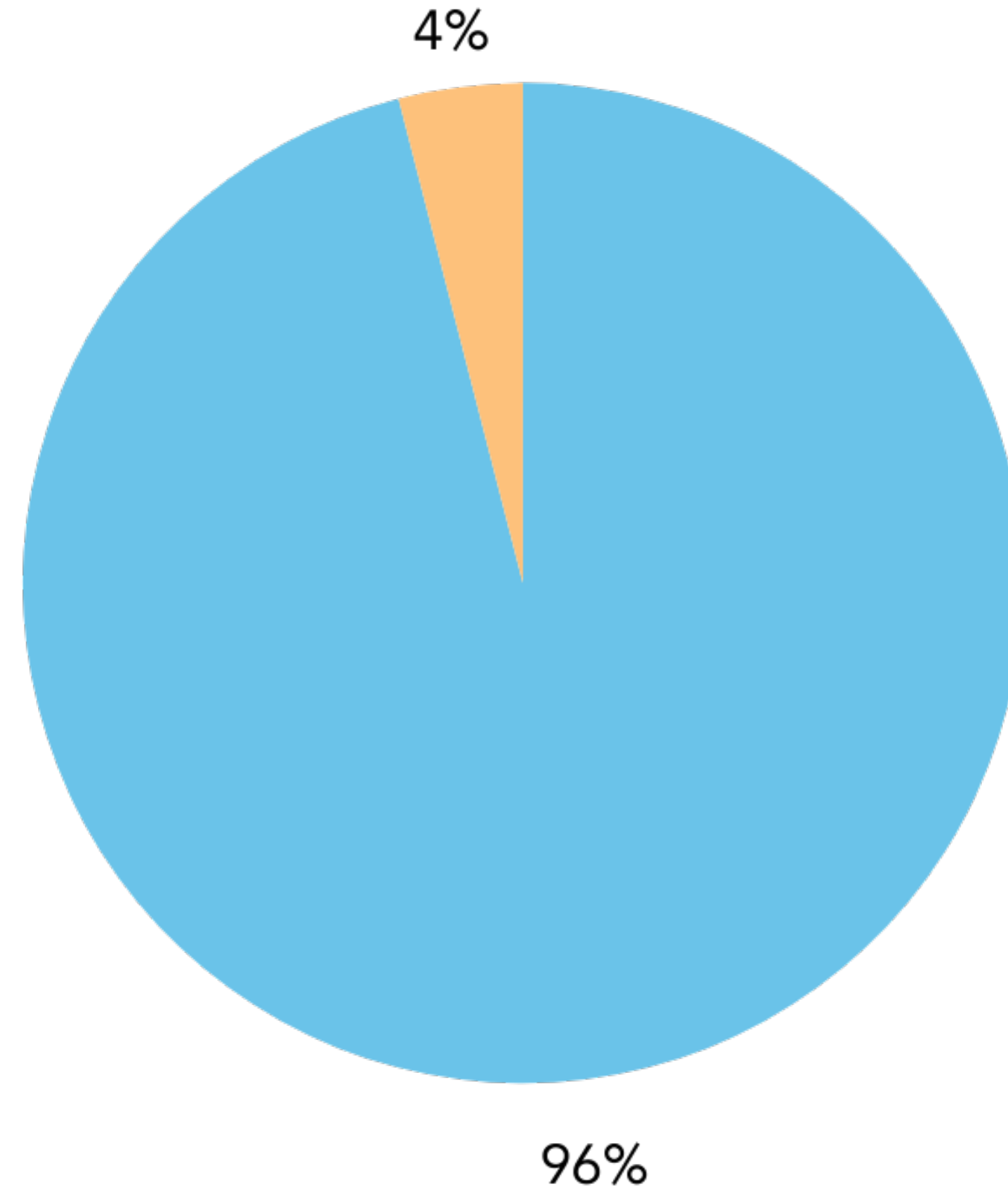
- Labor shortage
- Skills gap
- Salary/Wage demands
- Workers demand for remote/hybrid work options
- Corporate finances
- Overall business climate
- Business development
- Other



# 11) Where is your organization located?



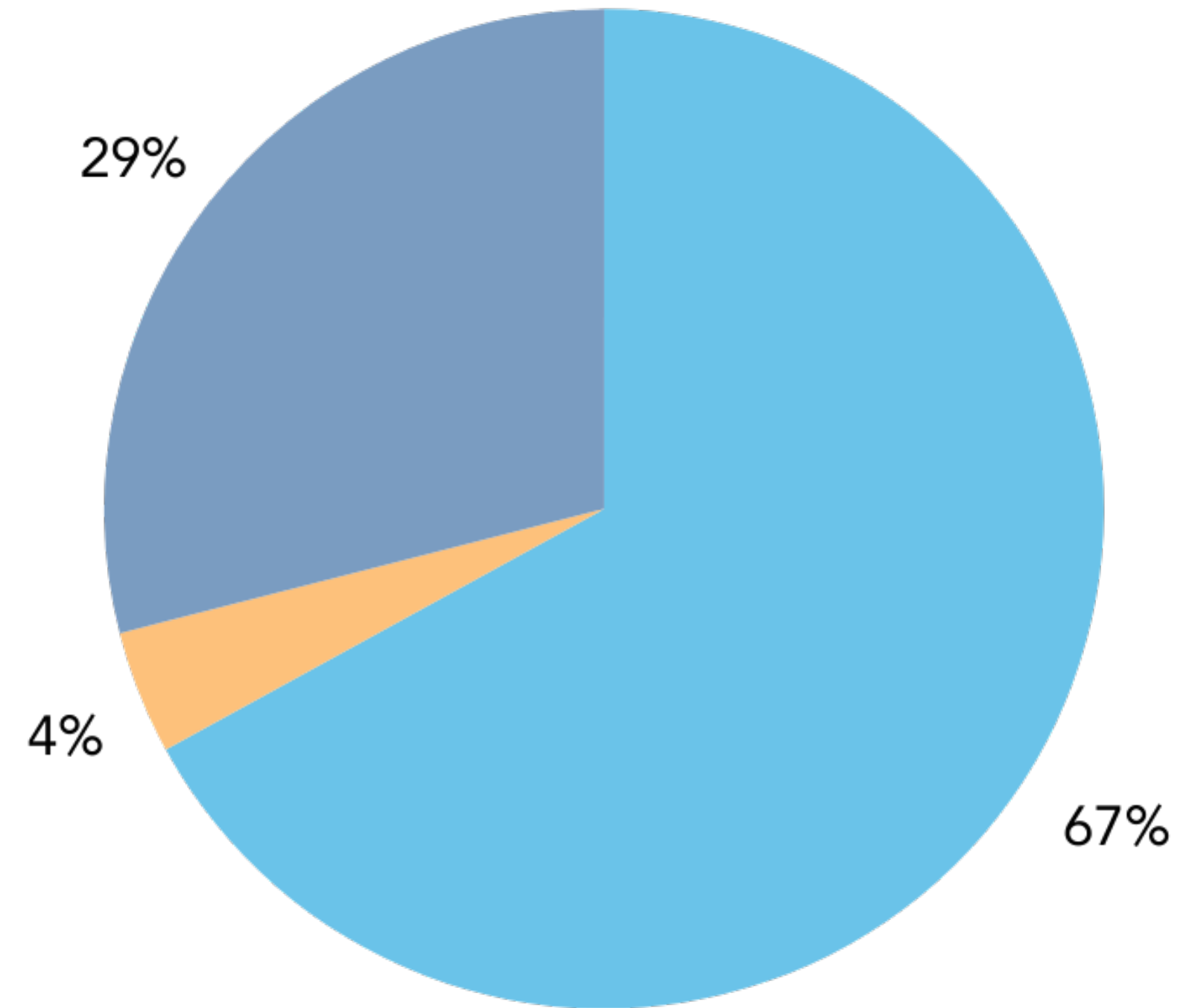
- 518 area code
- Outside of the 518 region



## 12) We are most successfully recruiting employees from:



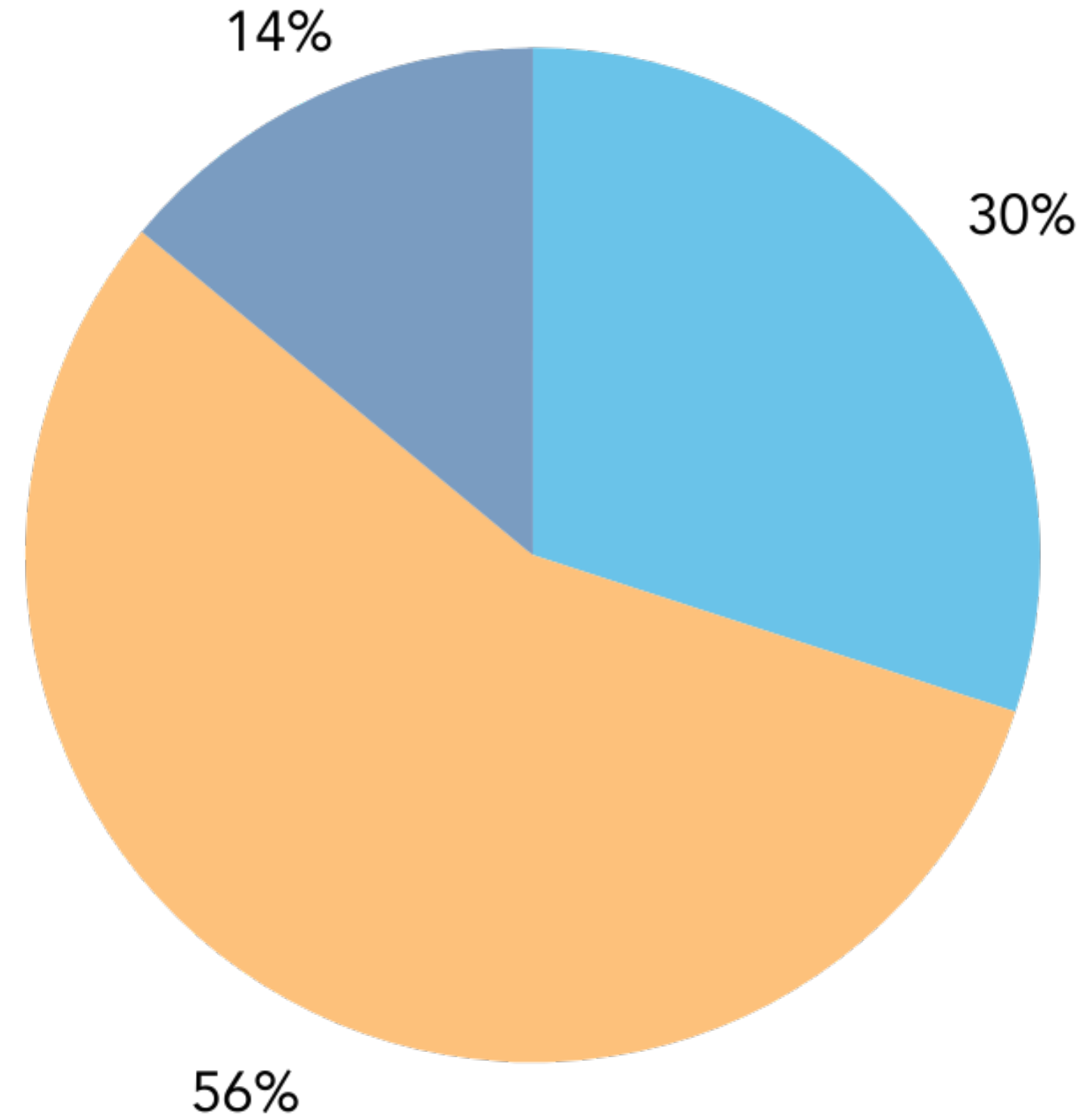
- Within my region
- Outside my region
- Mix of in/outside region



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



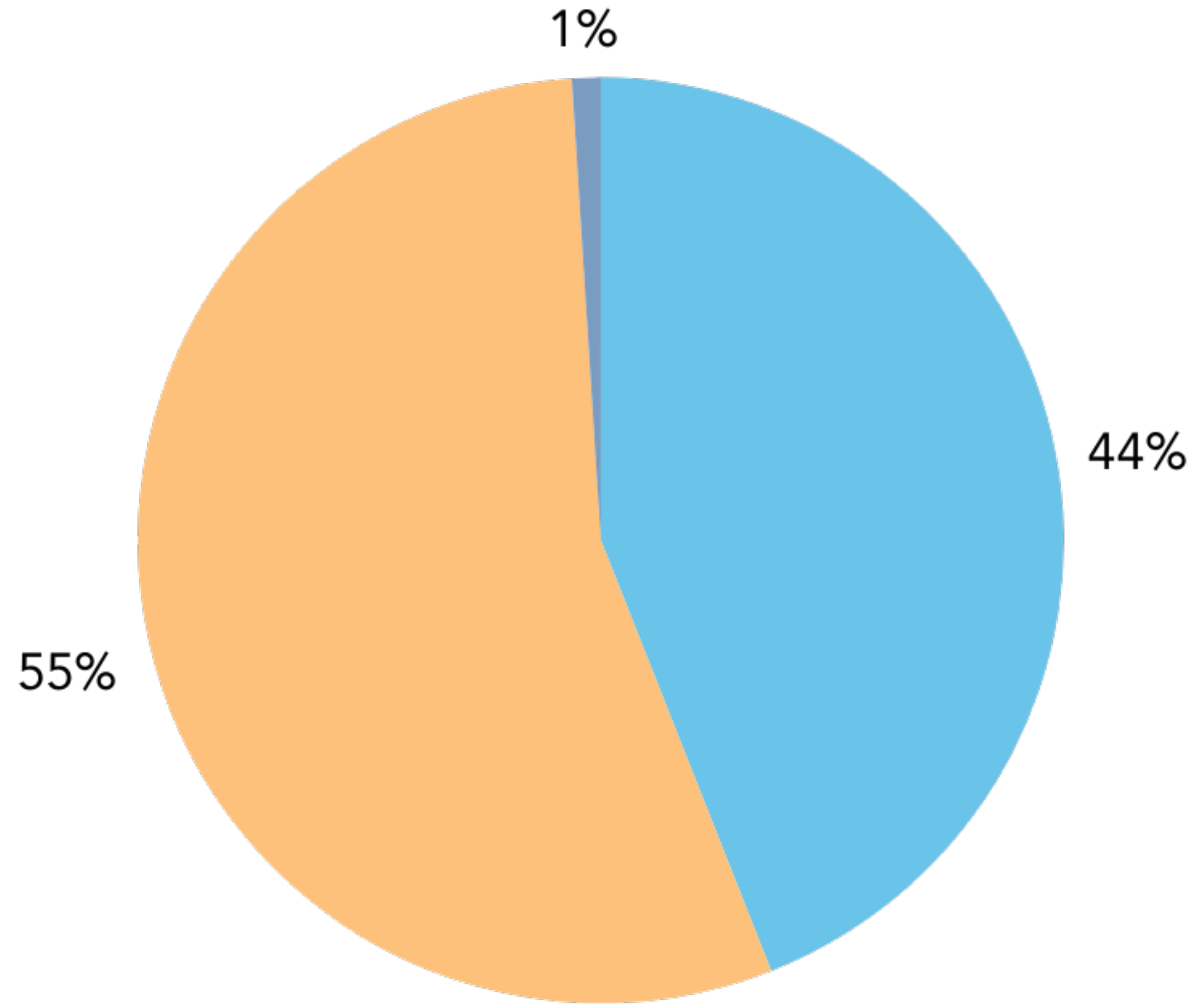
- Yes
- No
- Yes, but only if they're local



# 14) Is a significant portion of your staff (more than 50%) working either remotely or in a hybrid model?



- Yes
- No
- No Change

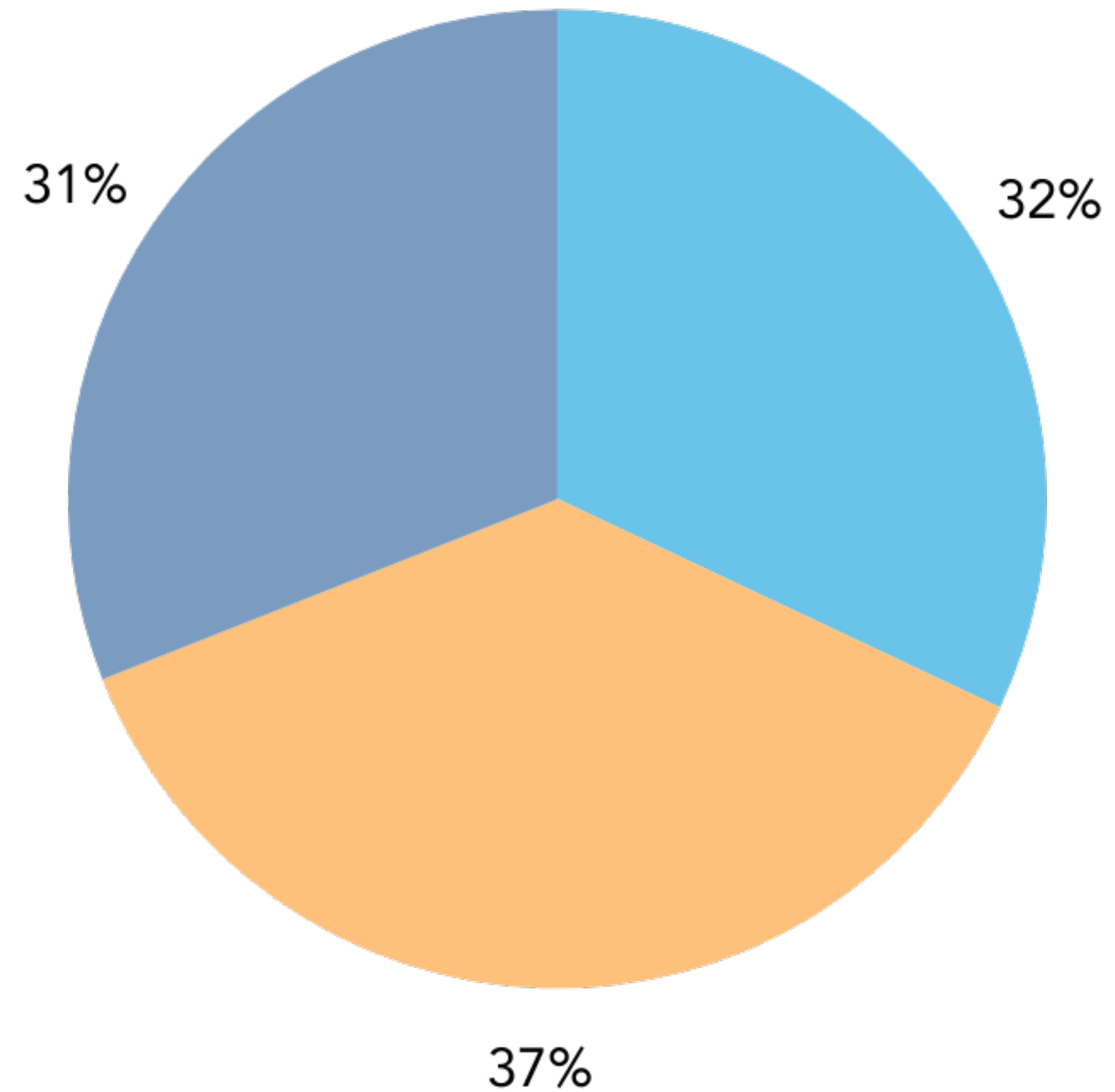




# 15) How has the hybrid/remote work trend affected the ability to hire and retain employees?



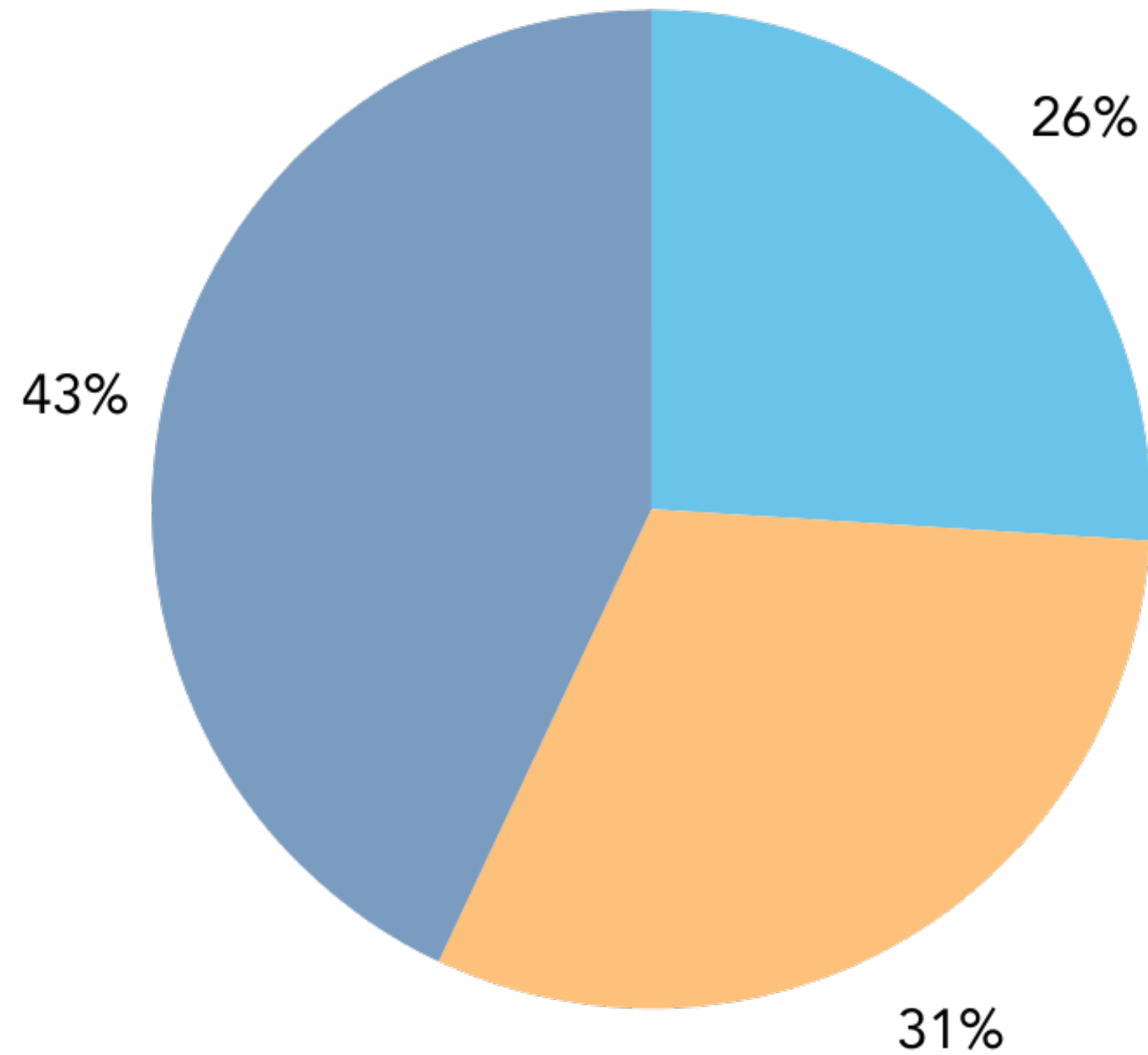
- Made it more difficult
- No change
- Made it less difficult



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



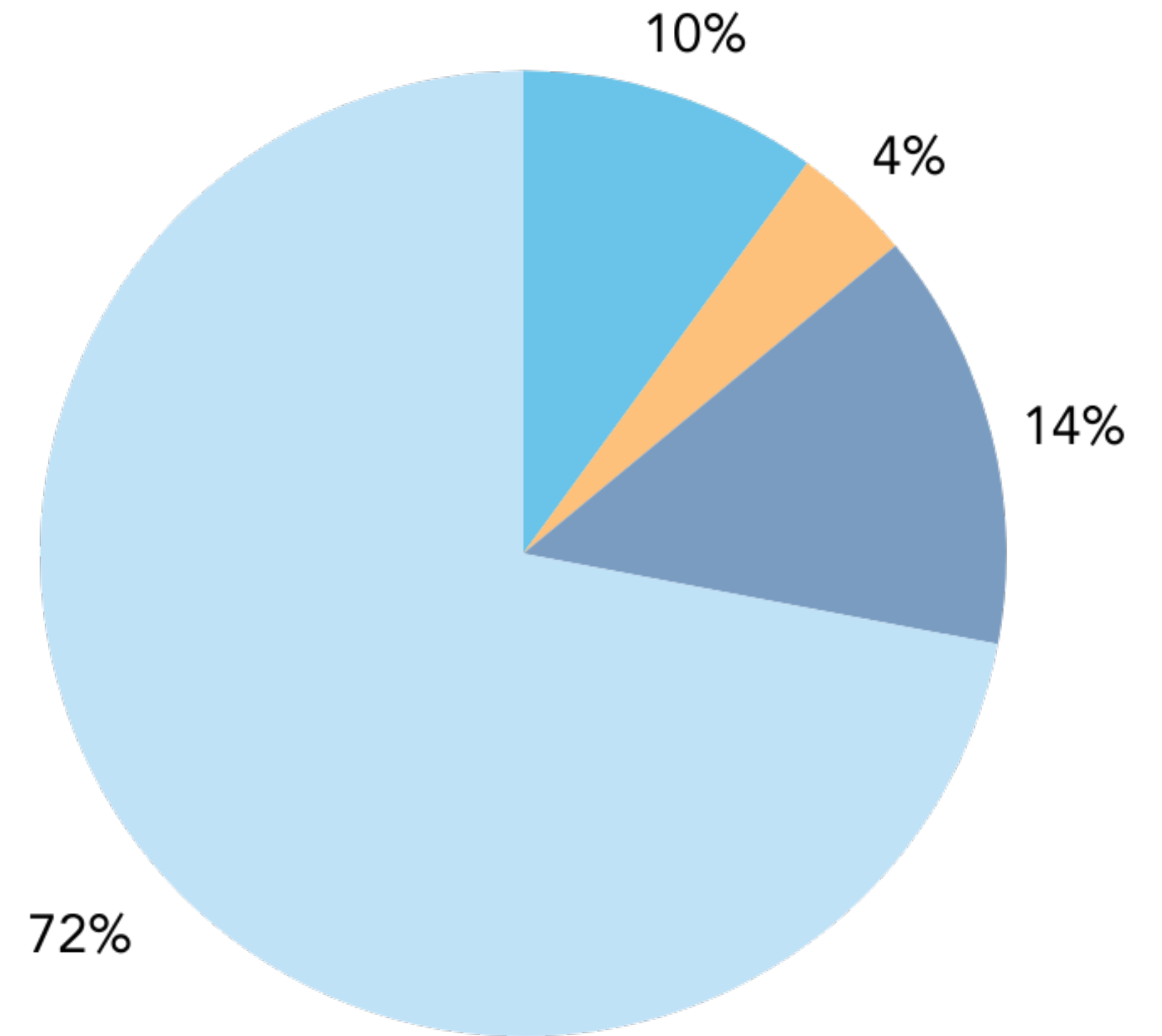
- Yes - only salaries
- Yes - salaries and financial incentives (sign-on, referral bonuses)
- No



# 17) Have you considered or implemented a 4 day work week for your company?



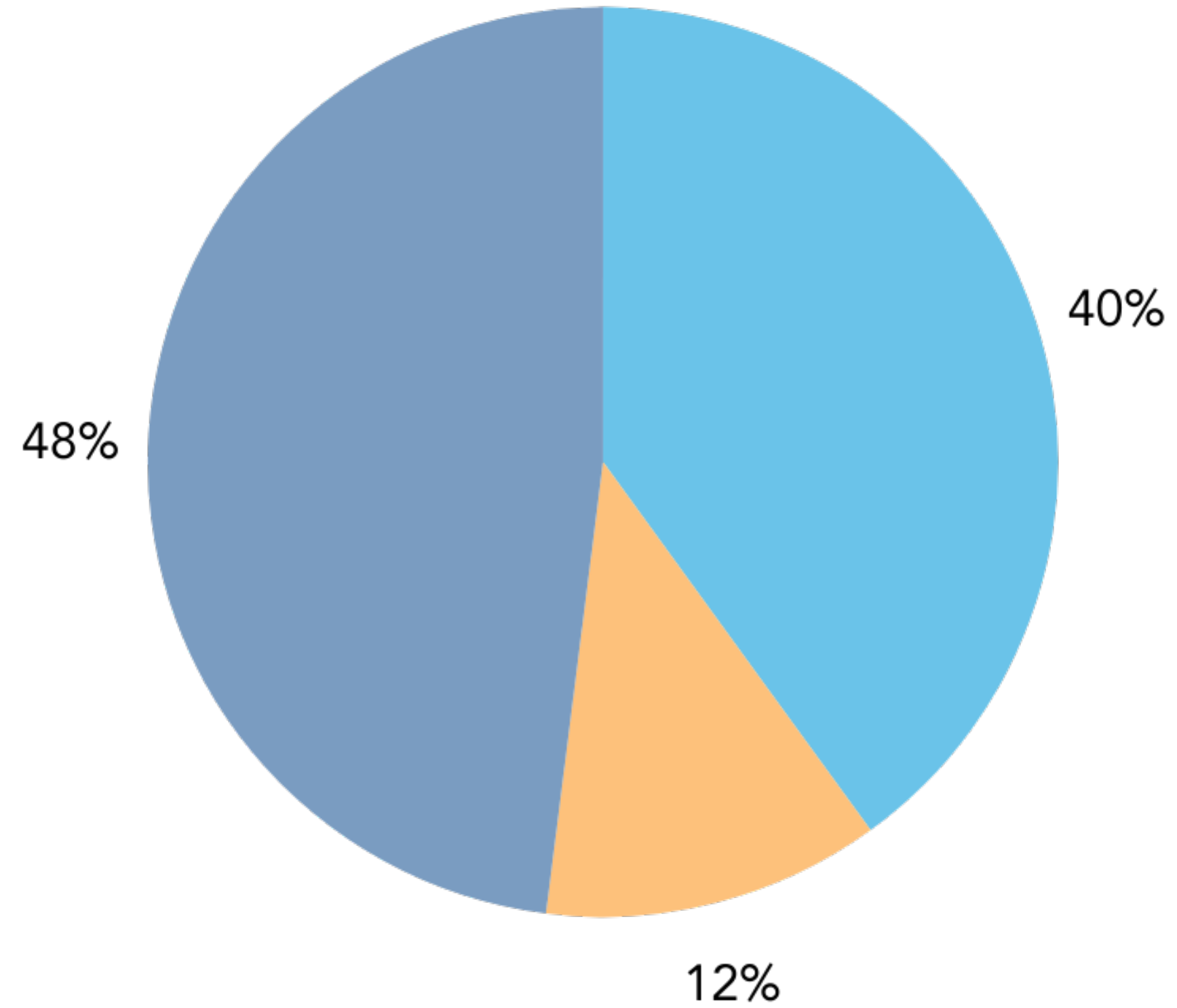
- Yes- 4- 10 hour days
- Yes- 4- 8 hour days
- No- but we are looking into ways to achieve it
- No- our business could not support that initiative



# 18) When you publicly post a job what is your experience as it relates to applicant flow?



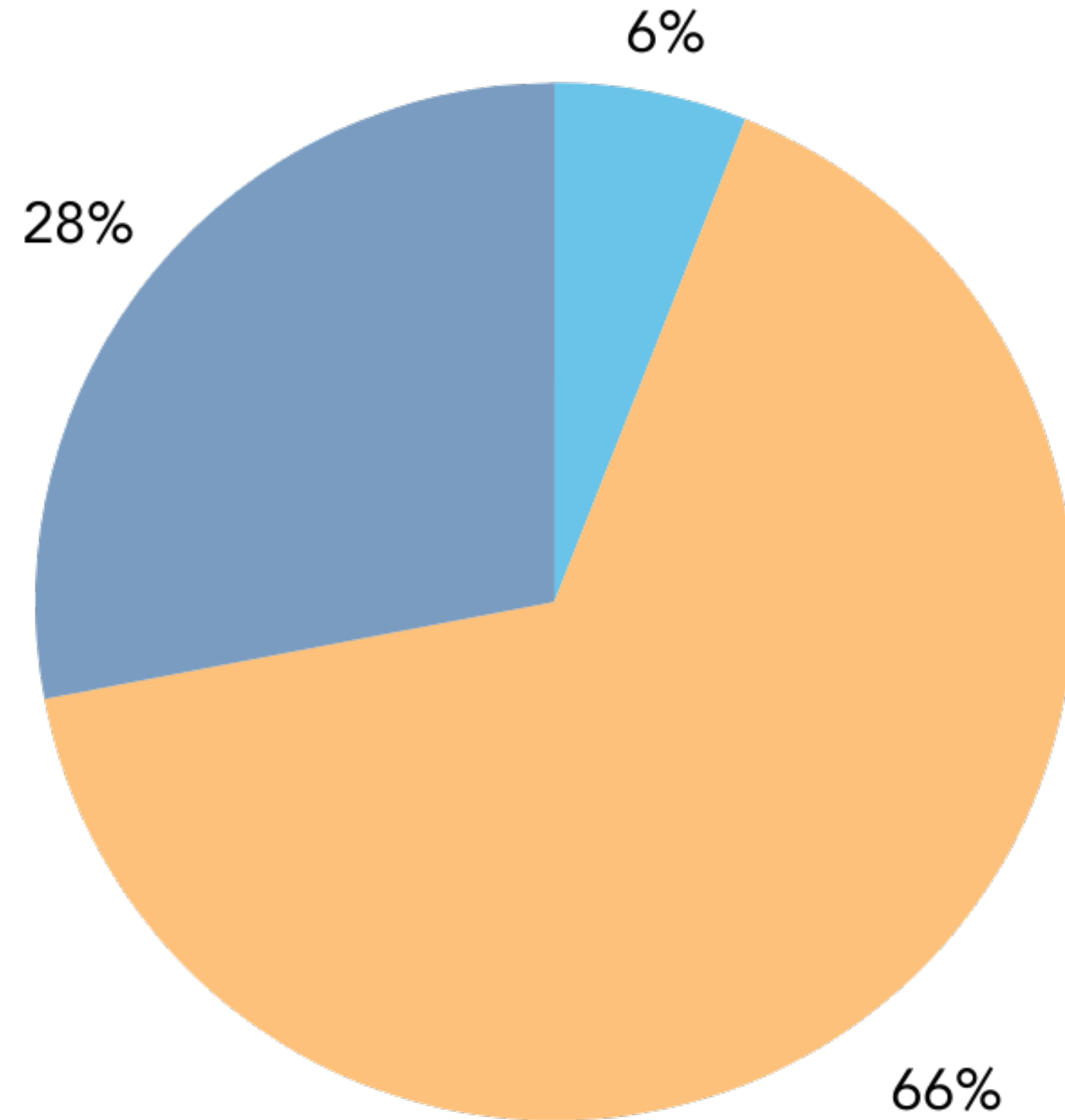
- Increase in applicants
- Decrease in applicants
- Same amount as always



# 19) Are you incorporating AI into your recruitment process?



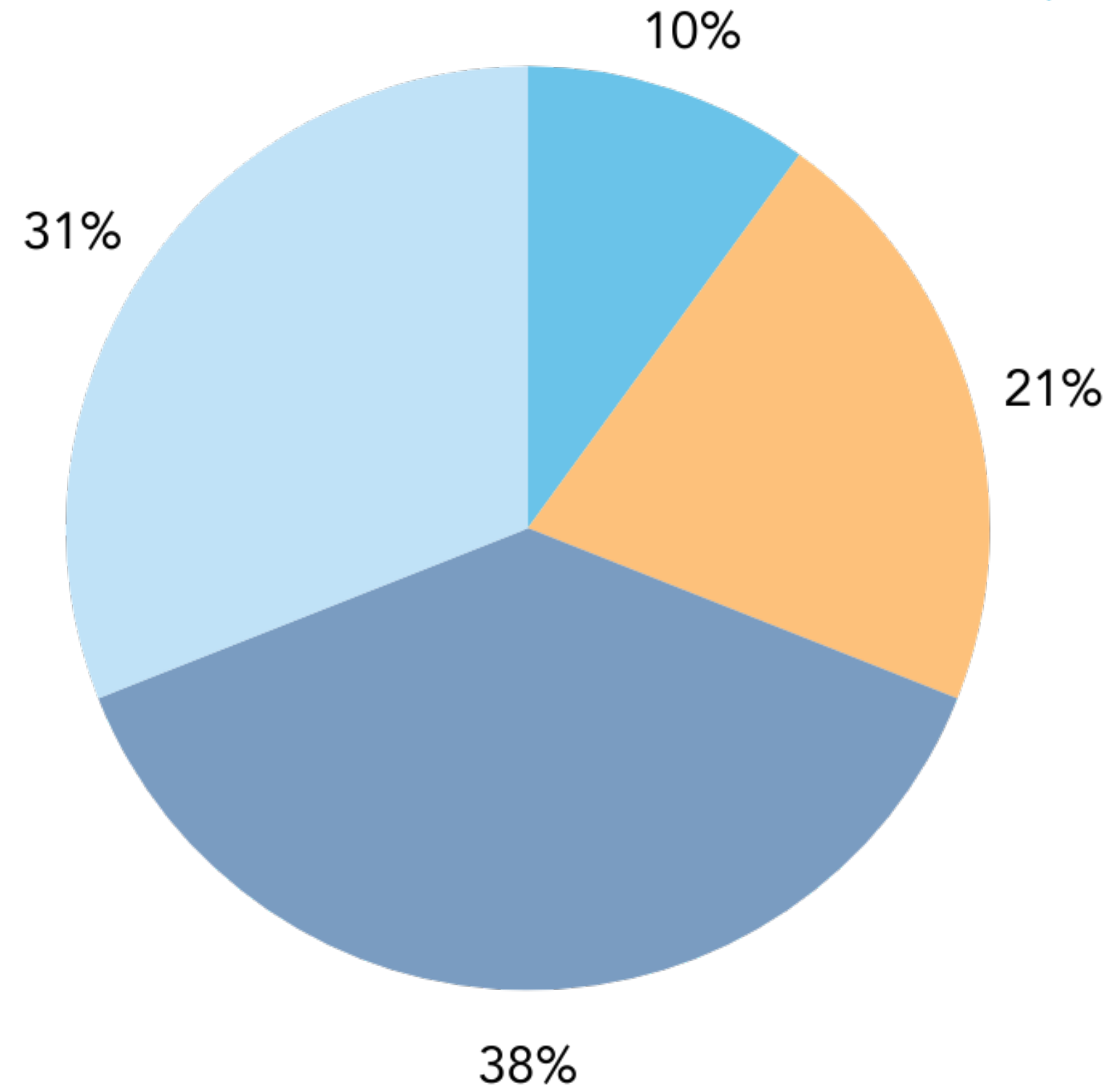
- Yes
- No
- Under consideration



## 20) In 2024 do you plan to engage outside recruiters to fill open roles?



- Yes- for all roles
- Yes- for special roles
- Yes- if our own attempts are unsuccessful
- No



# Thank You!



**Download the full results  
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Alaant Hiring Index now!**



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