

Alaant Hiring Index - Spring 2024 Survey Results Summary

1) Number of employees in my organization:

Answer Choice	0%	100%	Responses Ratio
1-10			10%
11-50			33%
51-100			10%
101-200			17%
201+			30%

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

Answer Choice	0%	100%	Responses Ratio
Increased			49%
No change			35%
Decreased			16%

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

Answer Choice	0%	100%	Responses Ratio
Less than 10%			23%
10-25%			41%
26-50%			4%
Over 50%			2%
Uncertain / Not measured			30%

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

Answer Choice	0%	100%	Responses Ratio
Less than 10%			10%
10-25%			14%
26-50%			18%
Over 50%			7%
Uncertain / Not measured			51%

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

Answer Choice	0%	100%	Responses Ratio
Increase			56%
No change			32%
Decrease			12%

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

Answer Choice	0%	100%	Responses Ratio
Yes			23%
No			77%

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

Answer Choice	0%	100%	Responses Ratio
Very optimistic			13%
Optimistic			55%
Unsure			27%
Pessimistic			4%
Very pessimistic			1%

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





Answer Choice	0%	100%	Responses Ratio
Support Roles (Administrative/Clerical/Customer Service)			14%
Professional Roles (HR, Sales, Accounting, Management, etc.)			41%
Information Technology			3%
Healthcare			9%
Science/Biotech			0%
Engineering			6%
Manufacturing/Industrial			7%
Other			20%


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


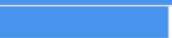
Answer Choice	0%	100%	Responses Ratio
A significant challenge			13%
Challenging			53%
Improving			30%
Easy			4%


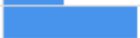

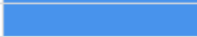
10) The biggest challenge affecting my organization's ability to hire is:			Responses Ratio
Answer Choice	0%	100%	
Labor shortage			23%
Skills gap			35%
Salary/Wage demands			19%
Workers demand for remote/hybrid work options			7%
Corporate finances			6%
Overall business climate			6%
Tax/regulatory burdens			0%
Health care costs			0%
Business development			3%
Supply chain challenges			0%
Other			1%
11) Where is your organization located?			
Answer Choice	0%	100%	Responses Ratio
In the 518 area code			96%
Outside of the 518 region			4%
12) We are most successfully recruiting employees from:			
Answer Choice	0%	100%	Responses Ratio
Within my region			67%
Outside my region			4%
Mix of in/outside region			29%
13) Is your organization open to hiring remote employees to fill job openings?			
Answer Choice	0%	100%	Responses Ratio
Yes			30%
No			56%
Yes, but only if they're local			14%
14) Is a significant portion of your staff (more than 50%) working either remotely or in a hybrid model?			
Answer Choice	0%	100%	Responses Ratio
Yes			44%
No			55%
No Change			1%
15) How has the hybrid/remote work trend affected the ability to hire and retain employees?			
Answer Choice	0%	100%	Responses Ratio
Made it more difficult			32%
No change			37%
Made it less difficult			31%

16) Are you increasing compensation packages to attract and retain employees?			
Answer Choice	0%	100%	Responses Ratio
Yes – only salaries			26%
Yes – salaries and financial incentives (sign-on, referral bonuses)			31%
No			43%

17) Have you considered or implemented a 4 day work week for your company?			
Answer Choice	0%	100%	Responses Ratio
Yes- 4- 10 hour days			10%
Yes- 4- 8 hour days			4%
No- but we are looking into ways to achieve it			14%
No- our business could not support that initiative			72%

18) When you publicly post a job what is your experience as it relates to applicant flow?			
Answer Choice	0%	100%	Responses Ratio
Increase in applicants			40%
Decrease in applicants			12%
Same amount as always			48%

19) Are you incorporating AI into your recruitment process?			
Answer Choice	0%	100%	Responses Ratio
Yes			6%
No			66%
Under consideration			28%

20) In 2024 do you plan to engage outside recruiters to fill open roles?			
Answer Choice	0%	100%	Responses Ratio
Yes- for all roles			10%
Yes- for special roles			21%
Yes- if our own attempts are unsuccessful			38%
No			31%