



**MOMENTUM**

**2015**

State of the  
Workforce Survey

**OPINION RESEARCH SPECIALISTS, LLC**

**SPRINGFIELD, MISSOURI**

**(417) 889-4506**

# 2016 State of the Workforce Survey

Online survey of organizations within a  
**7-county region** in Southwest Missouri

Survey conducted Oct 2015 – Jan 2016

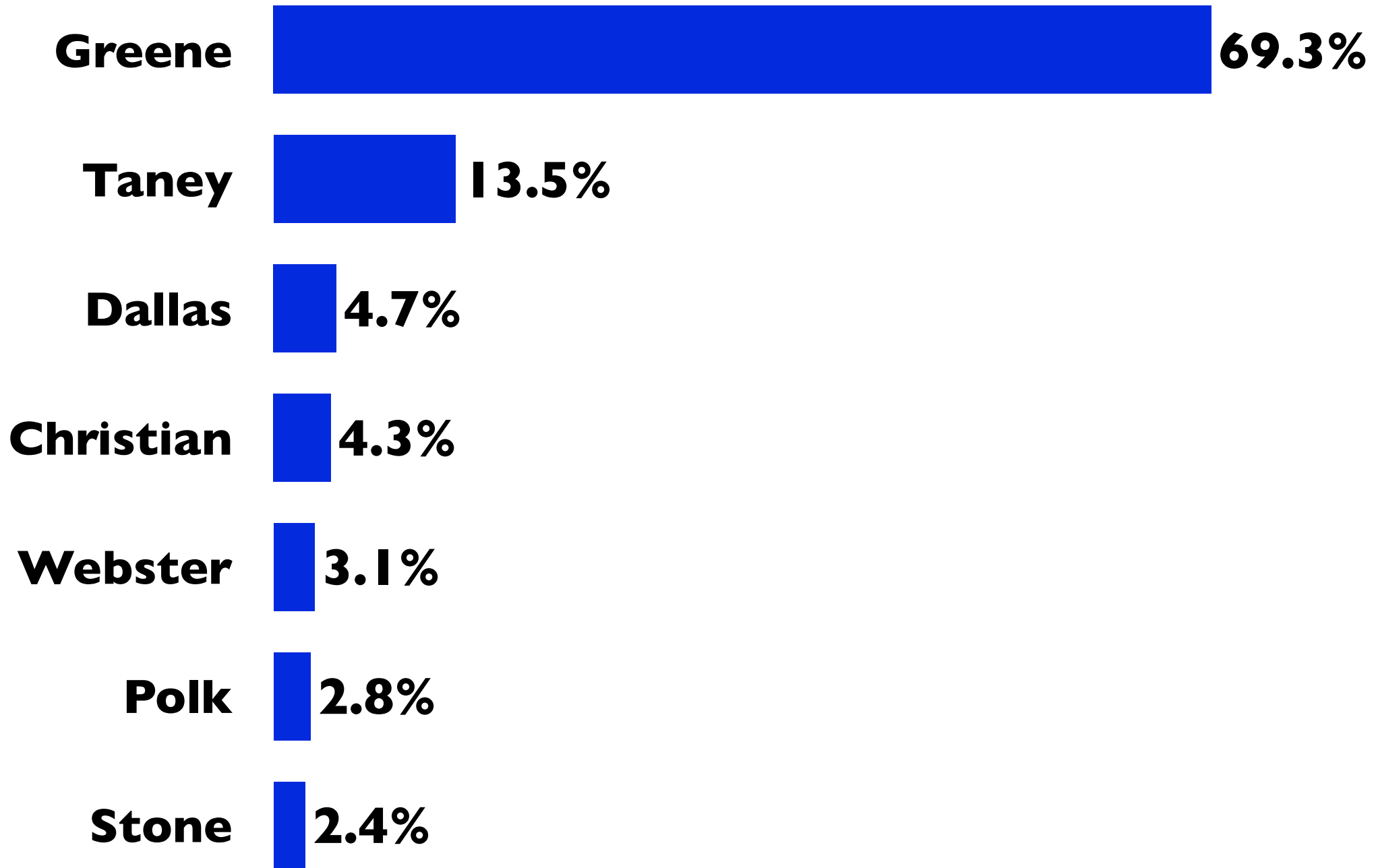
Total of **423** completed surveys

Margin of error  **$\pm 5.0\%$**

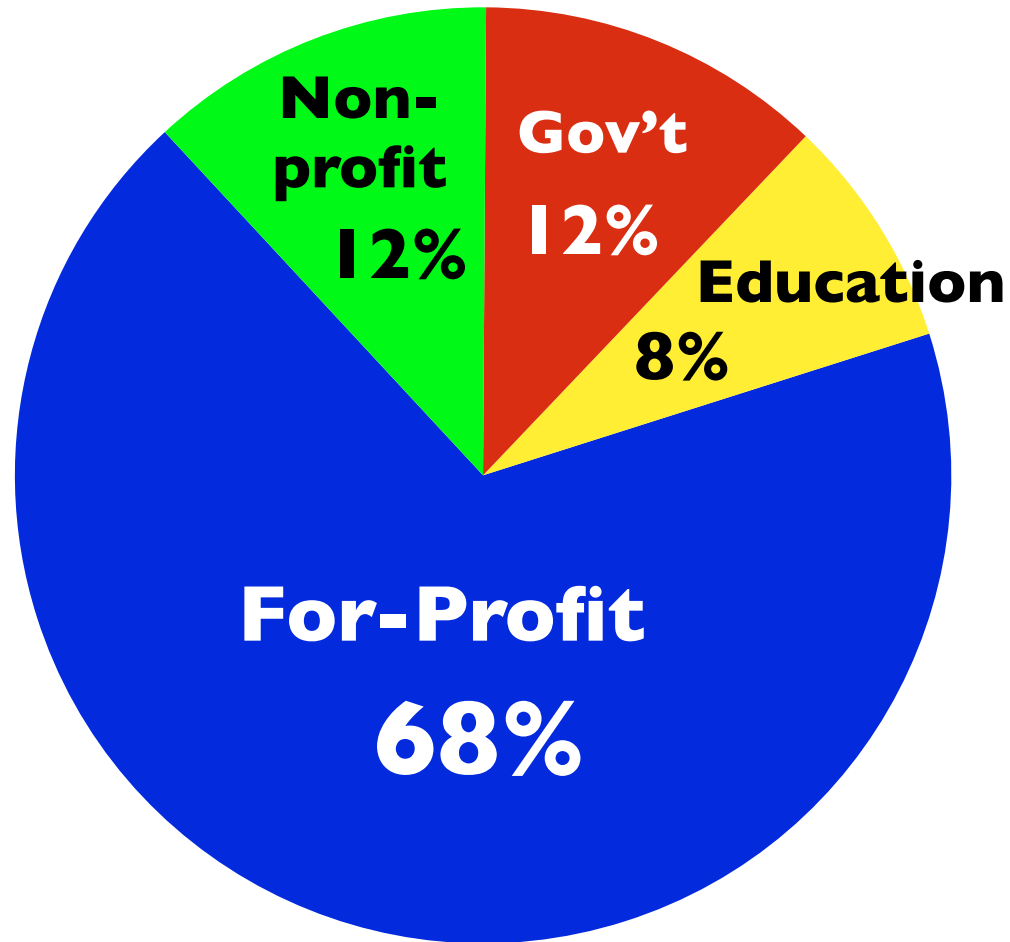


**DEMOGRAPHICS**

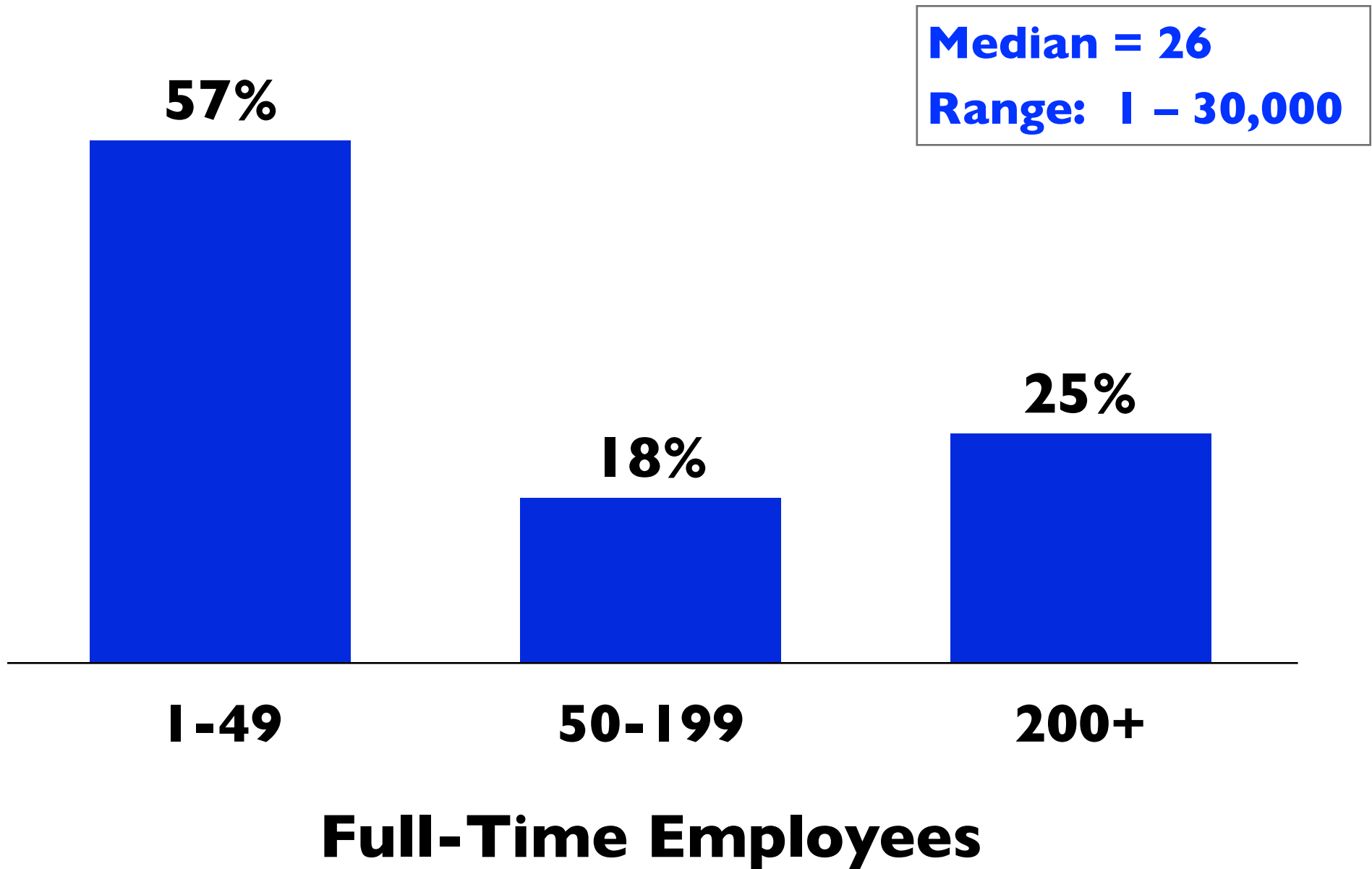
# County Location of Participating Organizations



# Participating Organizations by Sector



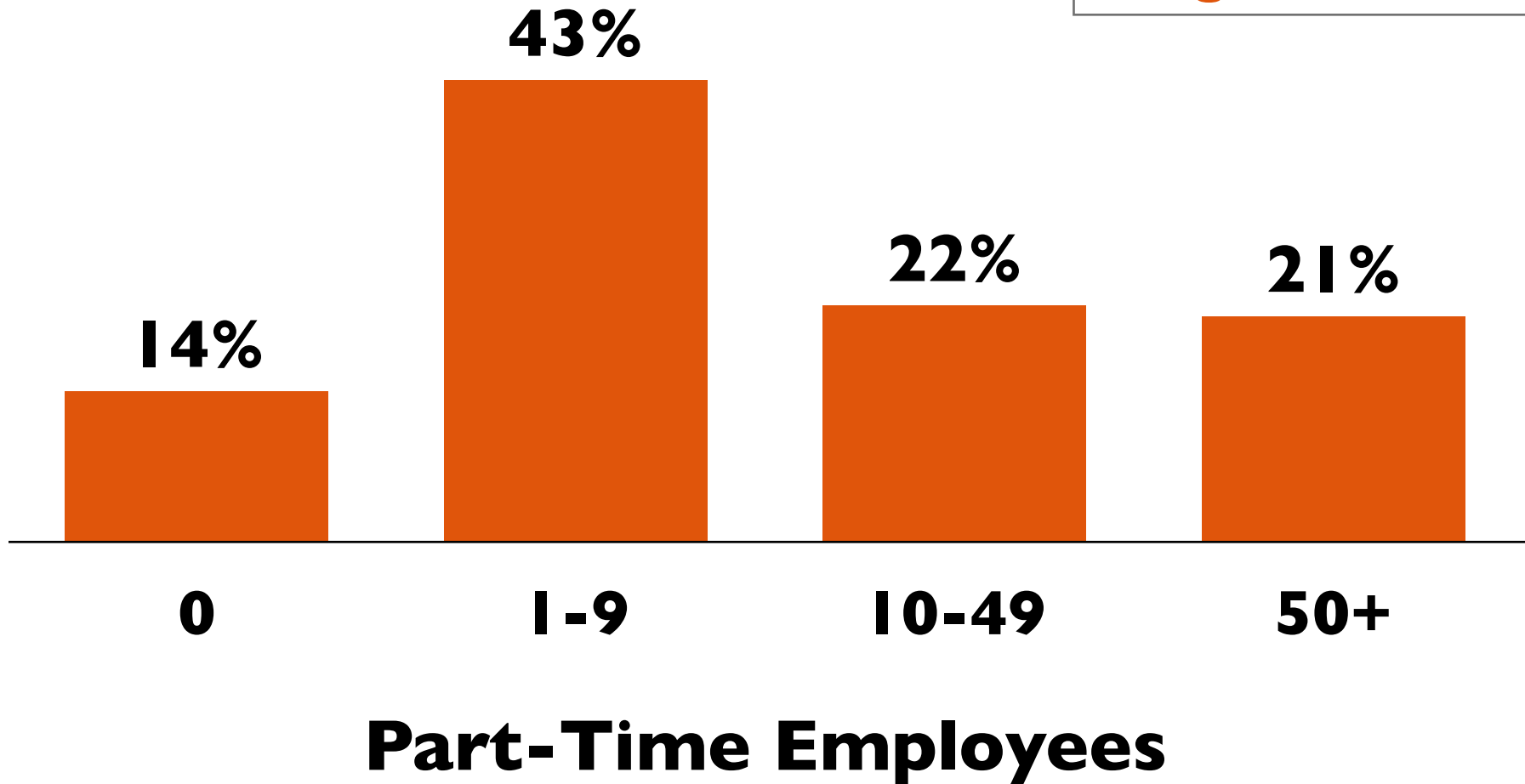
# Participating Organizations by Number of Full-Time Employees



# Participating Organizations by Number of Part-Time Employees ( $< 30$ hours)

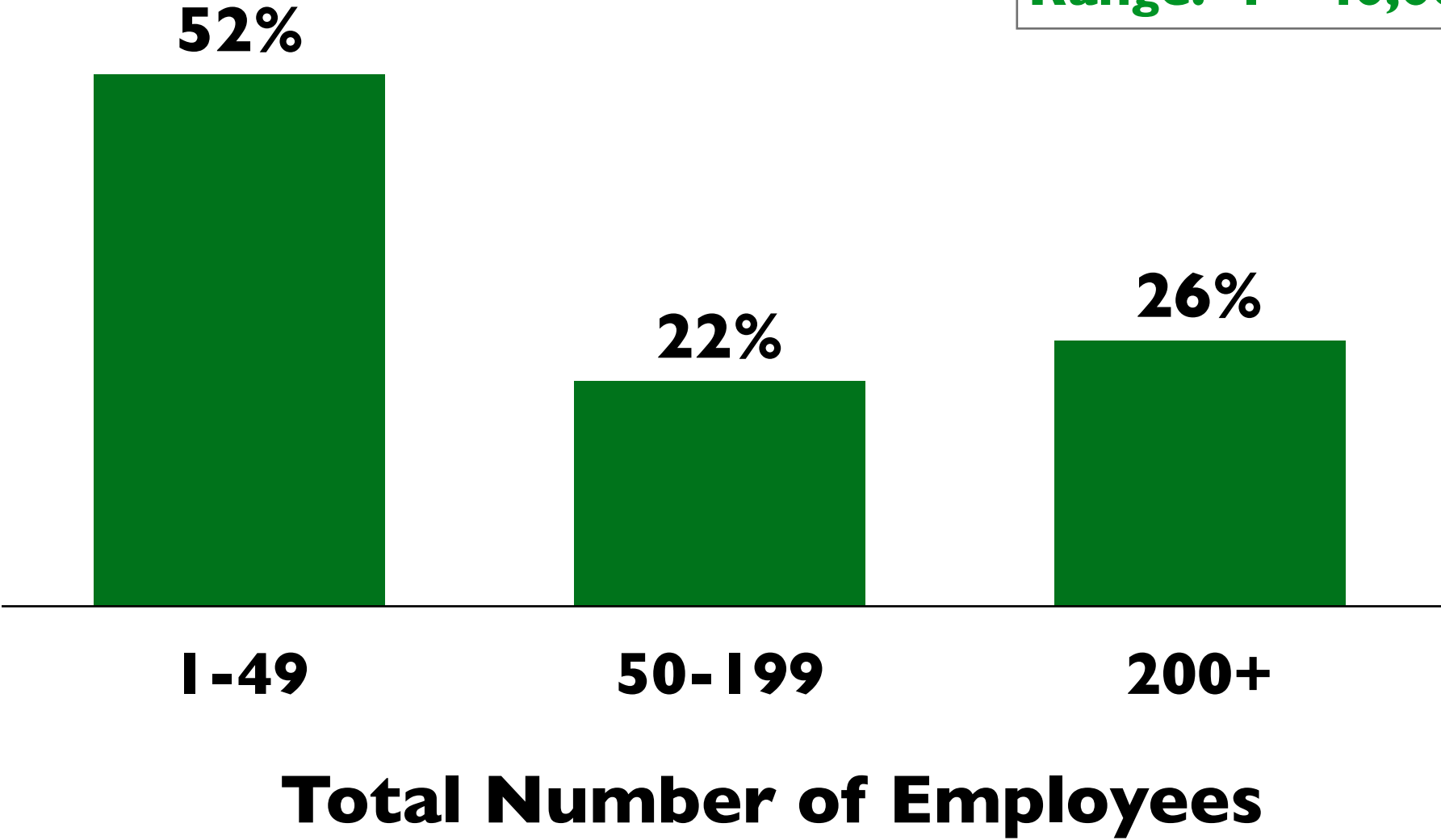
**Median = 5**

**Range: 0 – 25,000**



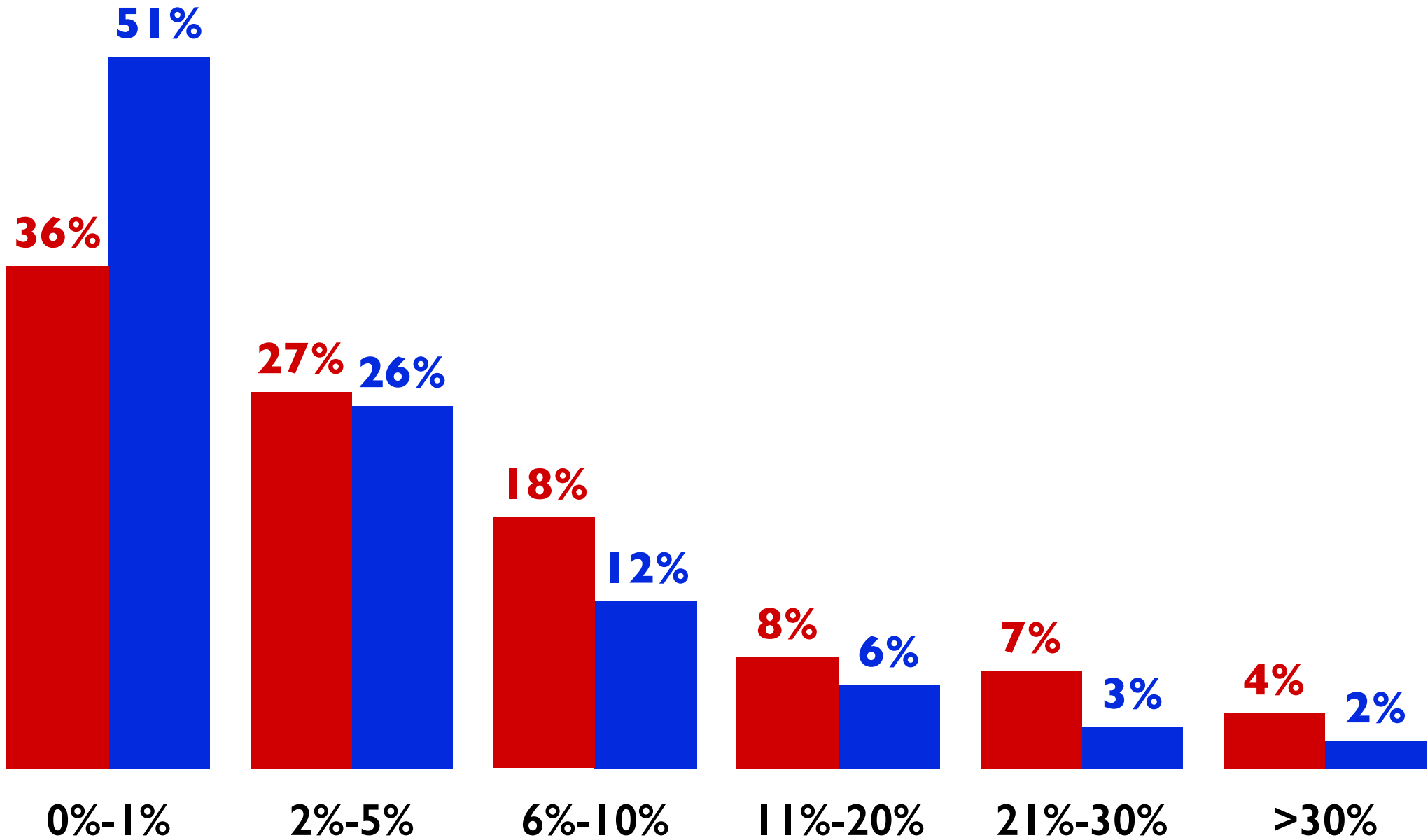
# Participating Organizations by Number of Full- and Part-Time Employees

**Median = 45**  
**Range: 1 – 40,000**



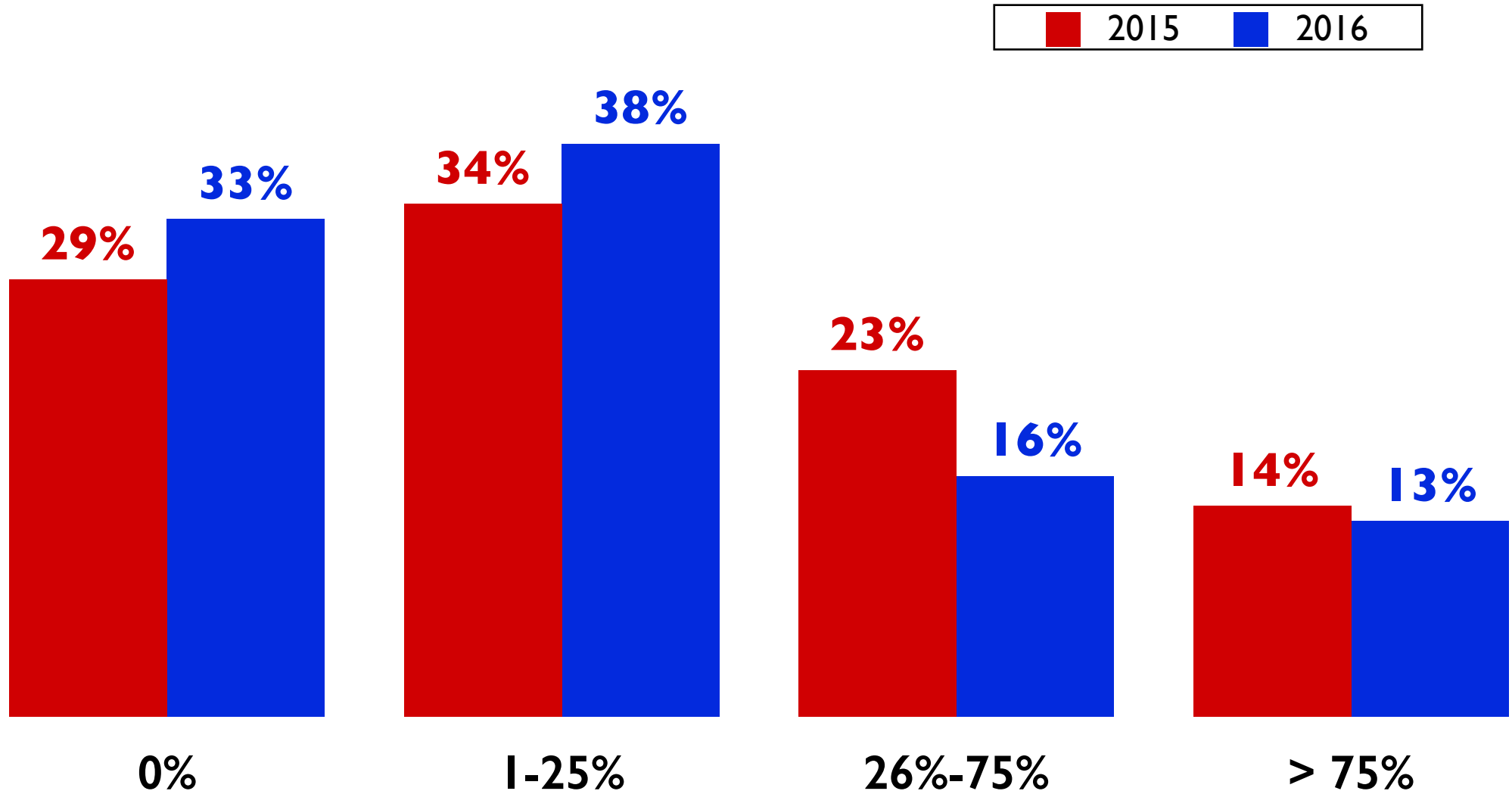


# Percentage of Employees **Eligible to Retire** and **Estimated to Actually Retire** in Next Two Years

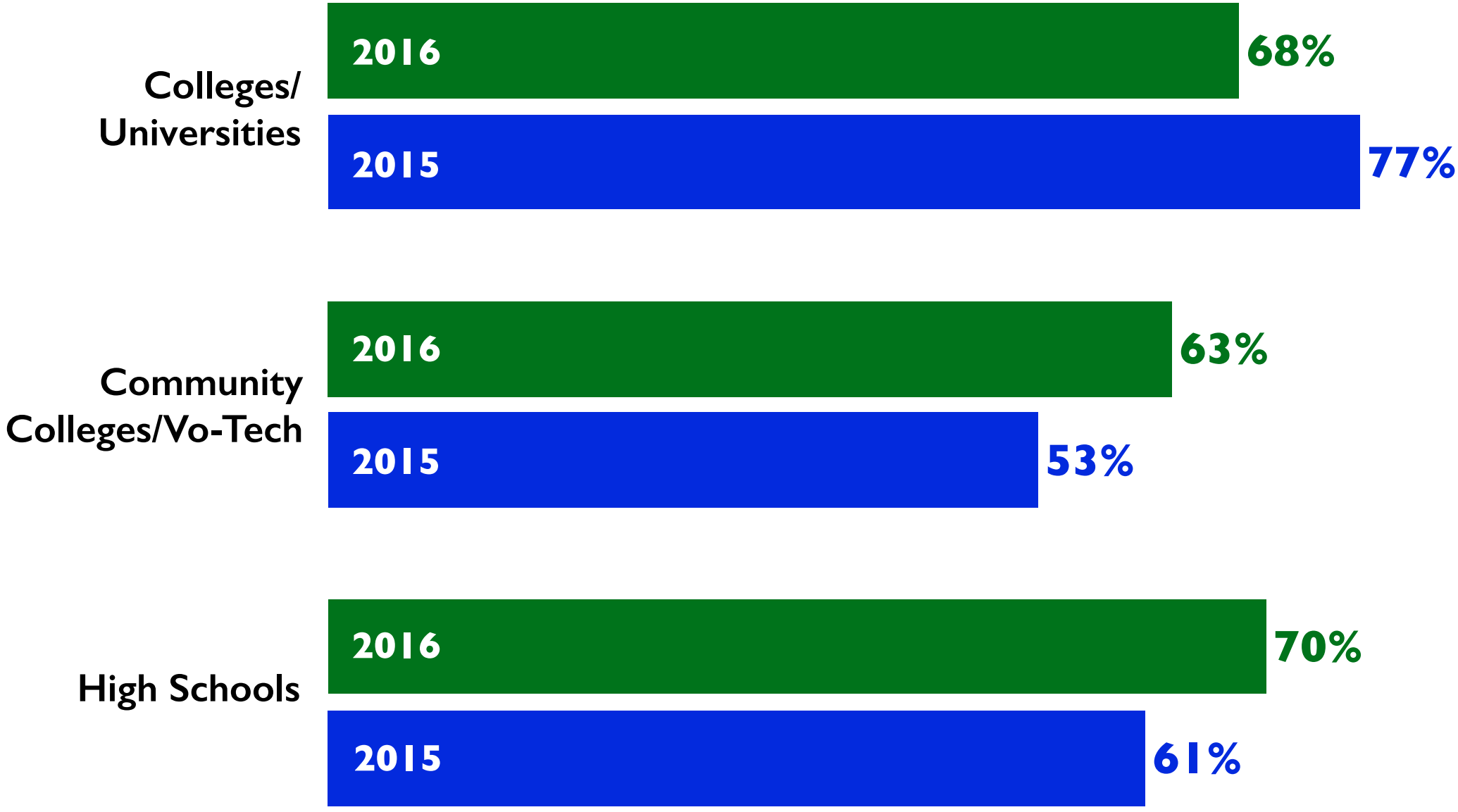


**EDUCATION-  
RELATED  
QUESTIONS**

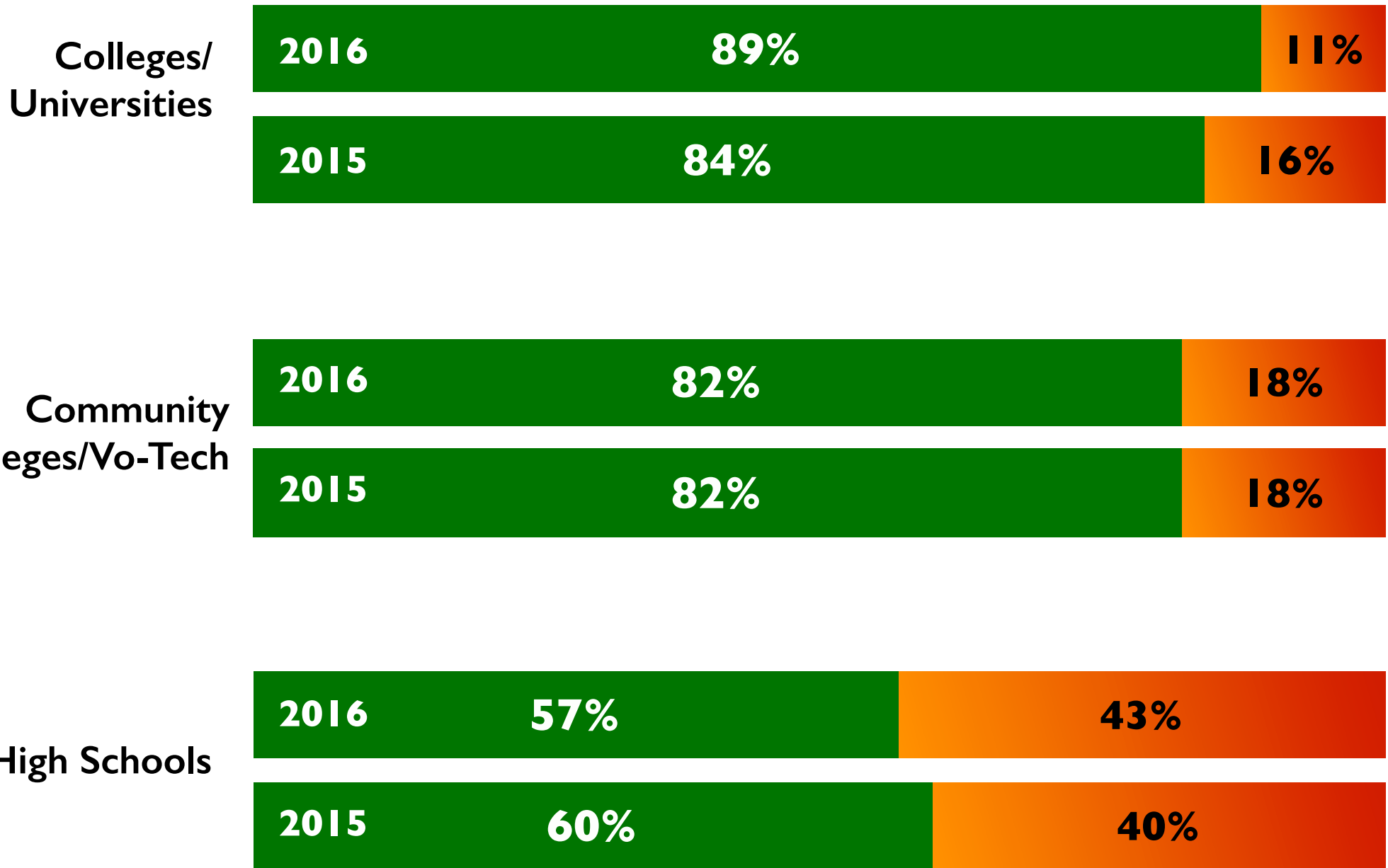
# Percentage of Positions/Jobs in Organization Requiring a STEM Background (Science, Technology, Engineering, or Mathematics)



# Percentage of Organizations Hiring Graduates From the Following Local Educational Institutions in the Past Few Years



# Overall Level of Preparation of Graduates

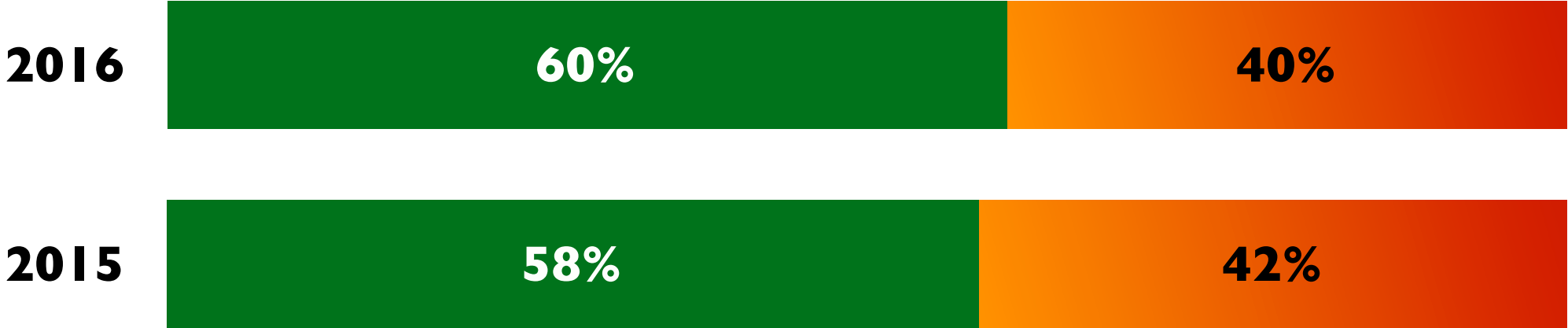


Met Expectations (Grade A or B)



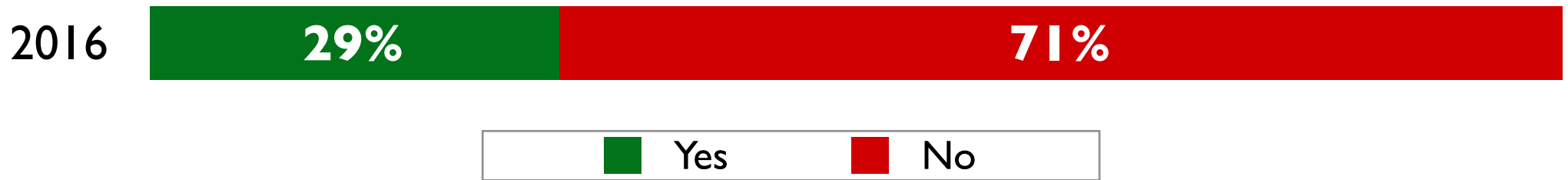
Needs Improvement (Grade C, D, or F)

# Evaluating the Overall Performance of Area Schools in Providing the Knowledge/Skills Necessary to Compete in Today's Workforce

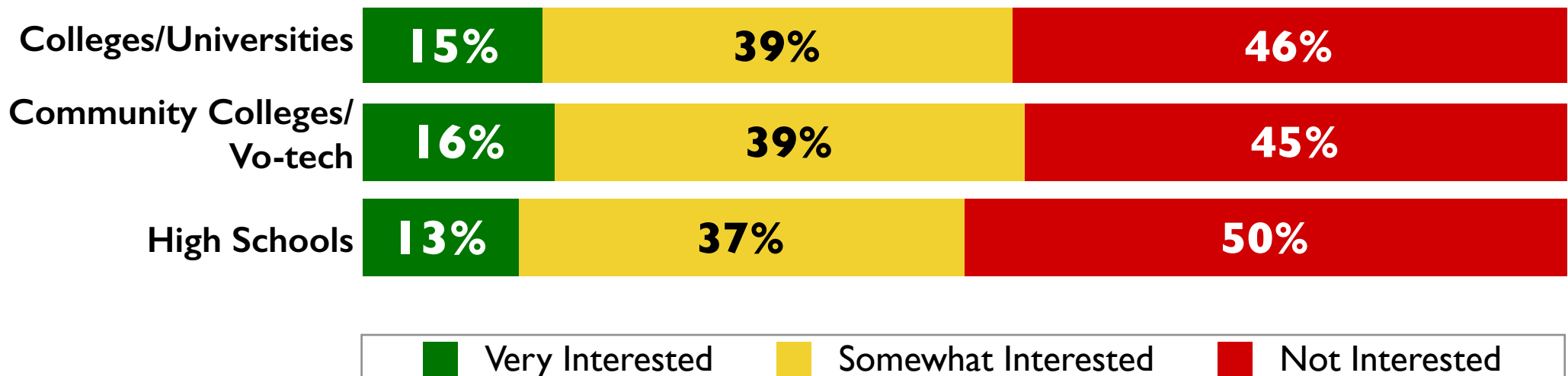


■ Met Expectations (Grade A or B)    ■ Needs Improvement (Grade C, D, or F)

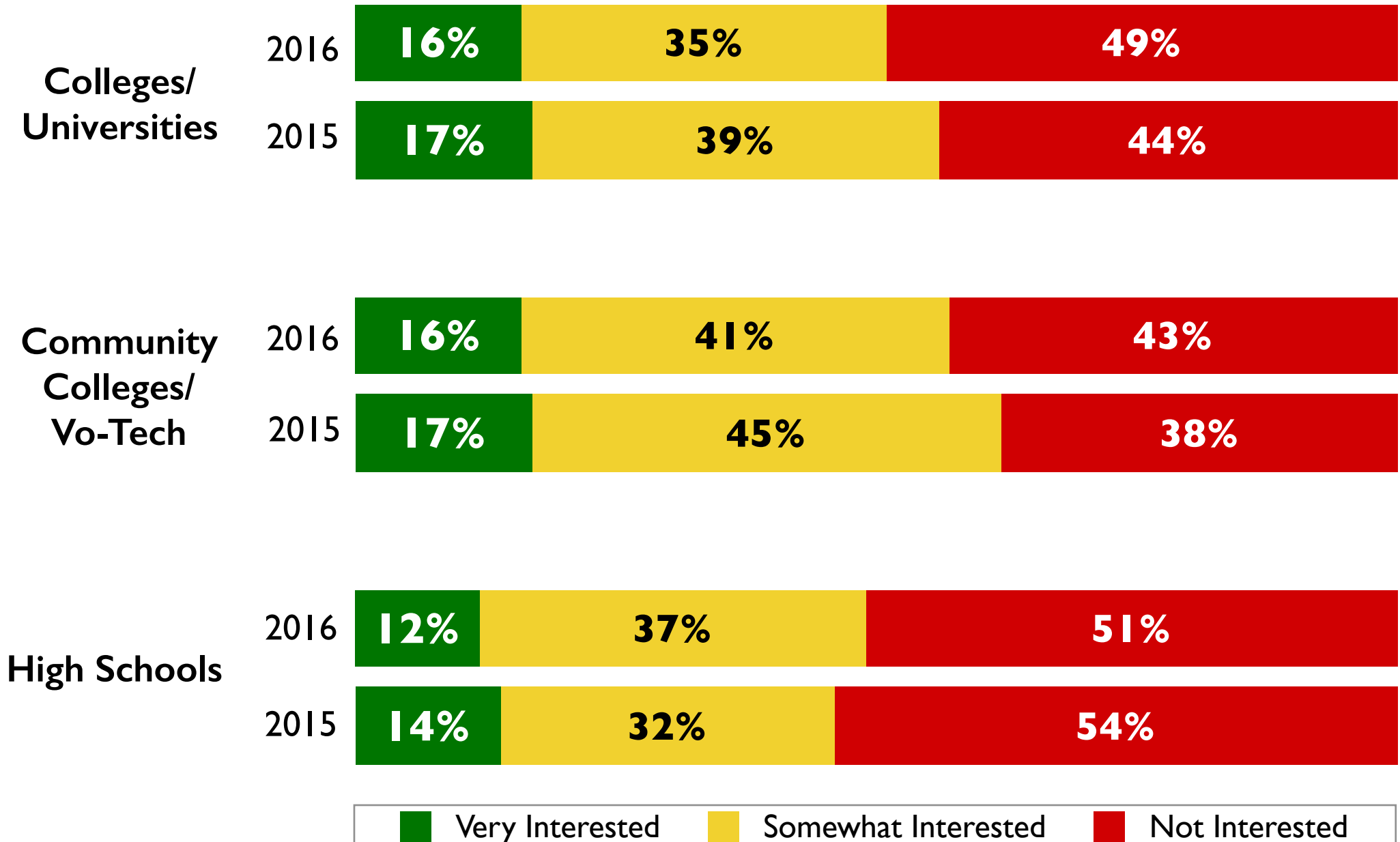
# Currently Partner With Area Schools to Design Curriculum, Develop Training Programs, and/or Sponsor an Apprenticeship Program to Help Students Acquire the Skills Necessary to Succeed in Industry



## IF NO, Level of Interest in Partnering With Area Schools to Sponsor an APPRENTICESHIP Program (2016)



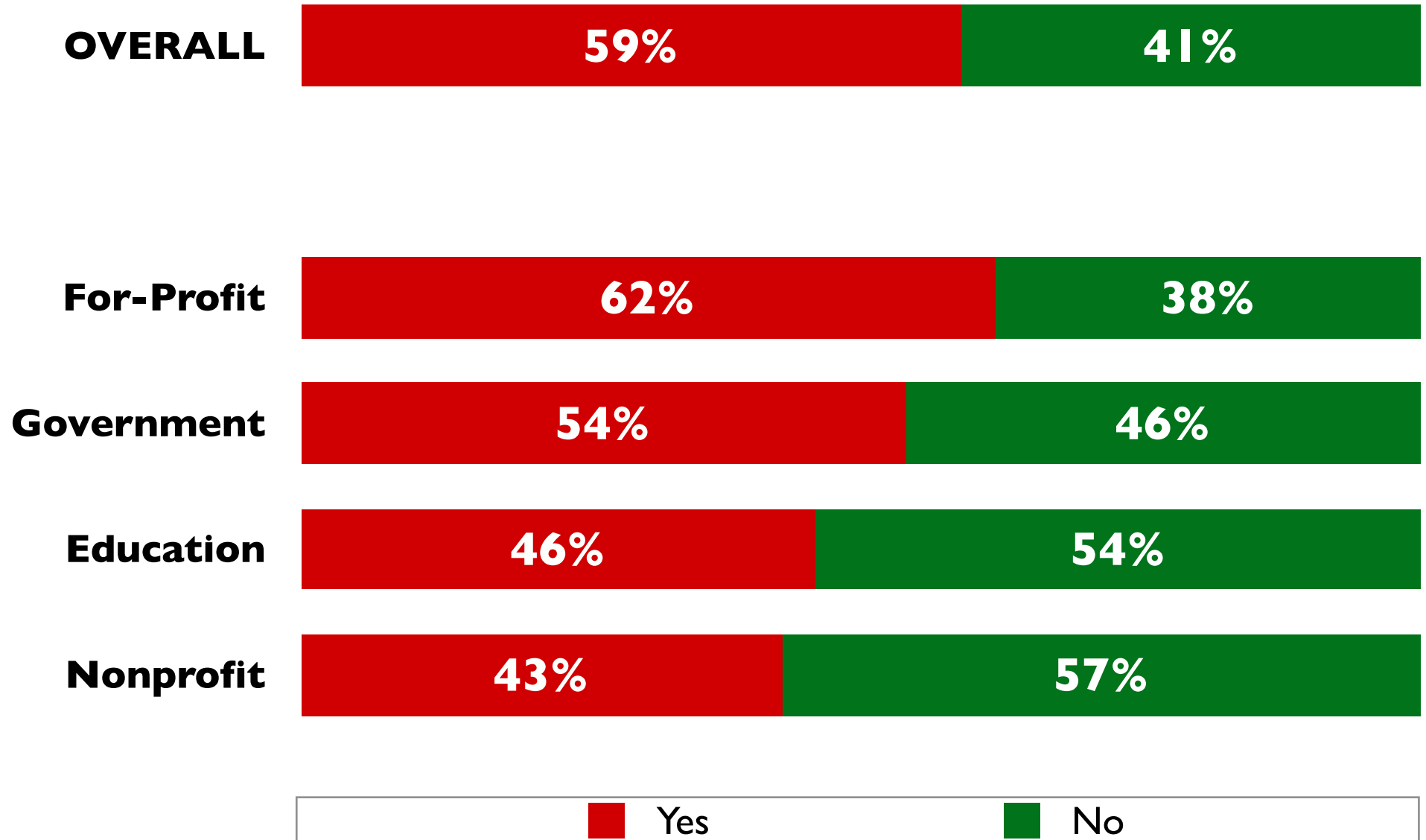
# **IF NO, Level of Interest in Partnering With Area Schools to Design CURRICULUM/TRAINING Programs**



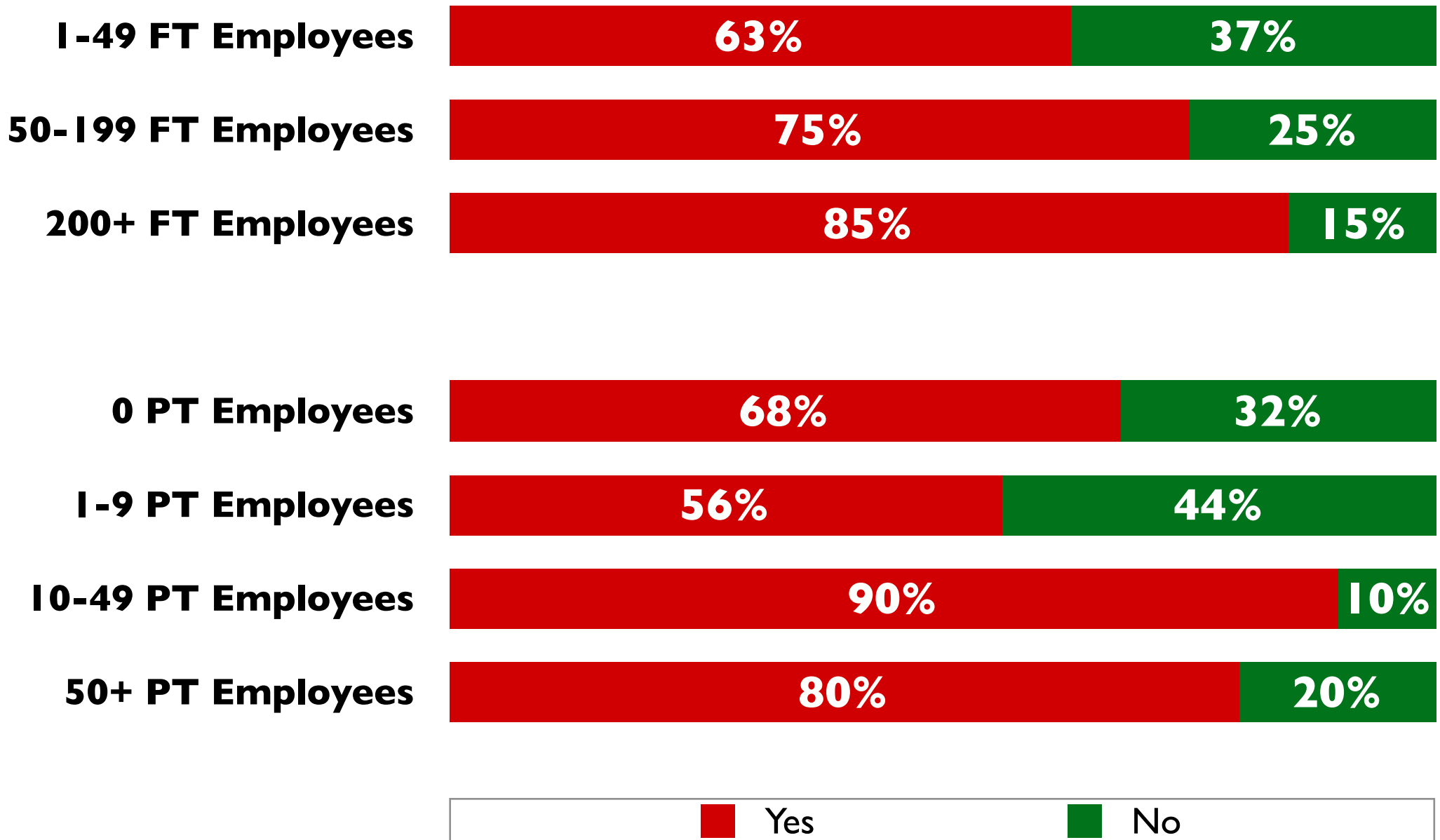


**EMPLOYMENT-  
RELATED  
QUESTIONS**

# Percentage of Organizations Having Difficulty Filling Positions Over the Past 12 Months by Industry



# Percentage of Organizations Having Difficulty Filling Positions Over the Past 12 Months by **Employer Size**



# How Organizations Filled Positions When Having Difficulty Finding Qualified Applicants

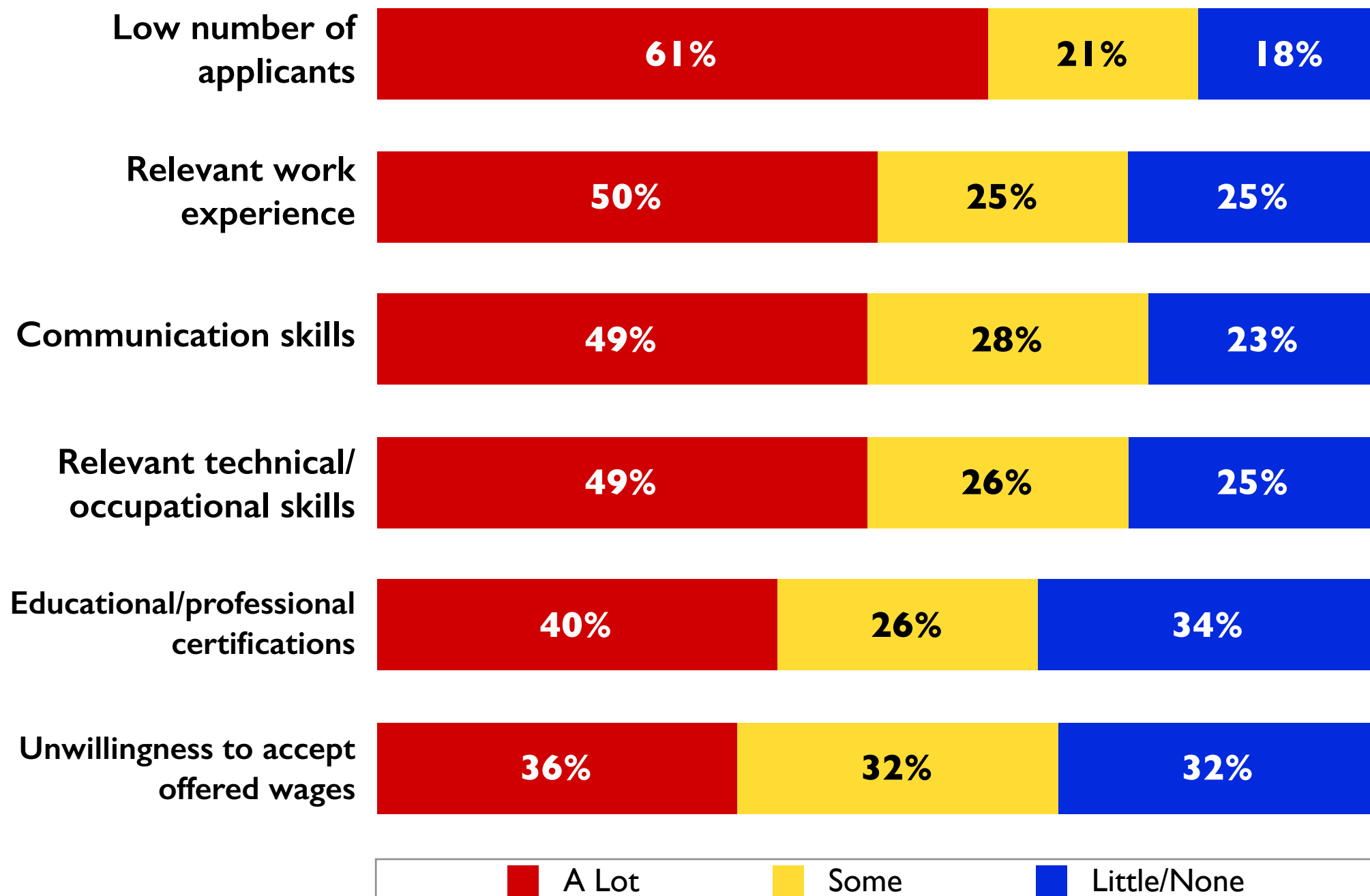
|   |     |
|---|-----|
| Increased recruiting efforts within the region        | 52% |
| Did not fill the job opening                          | 36% |
| Targeted recruiting to fill identified gaps           | 30% |
| Recruited from outside the region                     | 30% |
| Hired less qualified applicants                       | 27% |
| Used temporary labor or outsourced work               | 24% |
| Increased pay/compensation to attract more applicants | 23% |
| Overtime for existing skilled workers                 | 21% |
| Targeted internal training programs                   | 17% |
| Incentives to retain skilled workers                  | 15% |
| External skills training                              | 6%  |
| Moved some operations out of the region               | 1%  |

# **Job Outlook:**

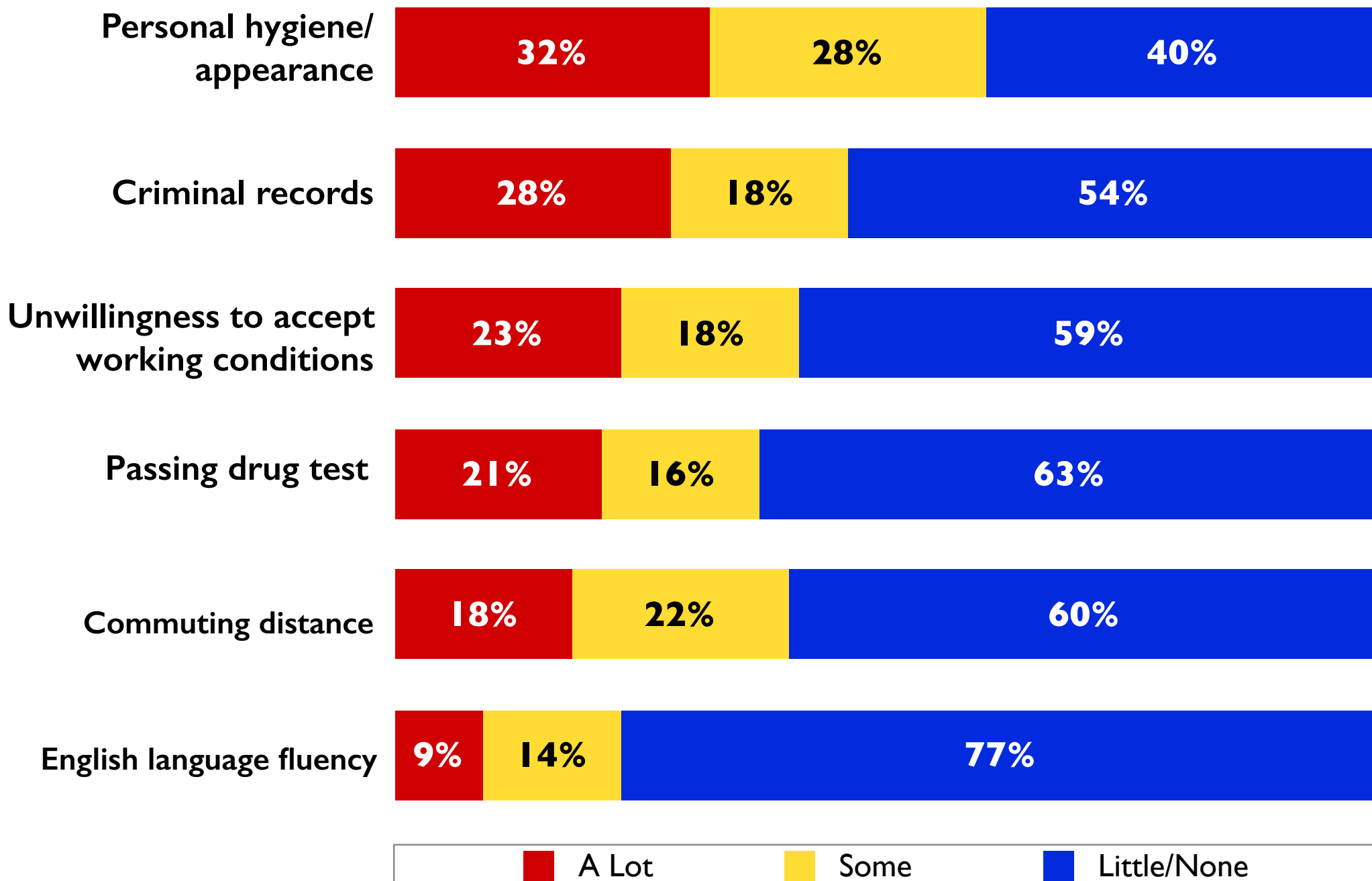
## **Jobs in Highest Demand in Next Five-to-Ten Years**

| <b>Occupational Fields</b>                     | <b>2015</b> | <b>2016</b> |
|--|-------------|-------------|
| <b>Business, Management and Administration</b> | <b>1st</b>  | <b>1st</b>  |
| <b>Marketing, Sales and Service</b>            | <b>2nd</b>  | <b>2nd</b>  |
| <b>Information Technology/Computer Science</b> | <b>3rd</b>  | <b>3rd</b>  |

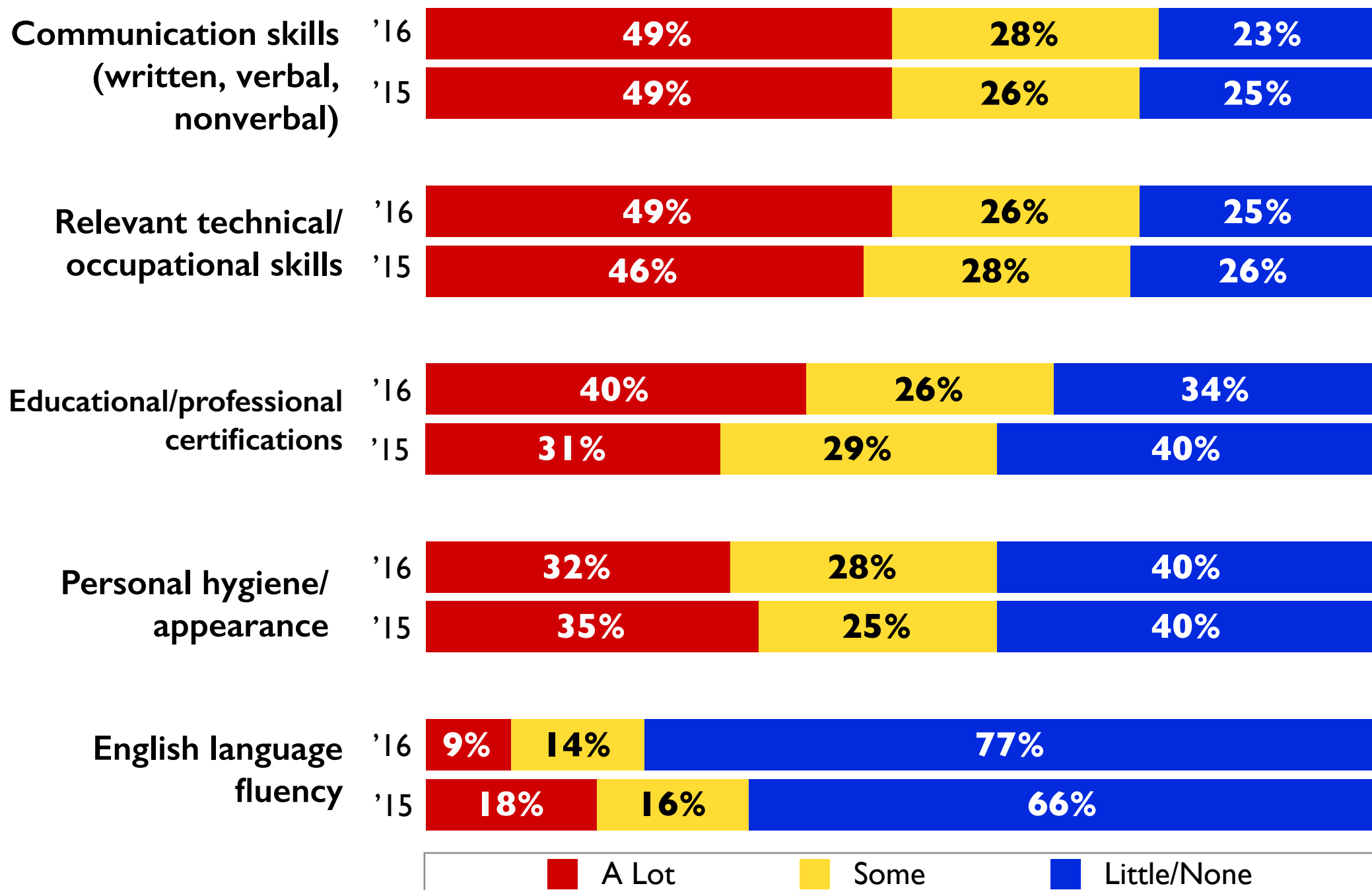
# Amount of Concern Employers Have Regarding the Following Deficiencies of **Job Applicants**—2016



# Amount of Concern Employers Have Regarding the Following Deficiencies of **Job Applicants**—2016 (Cont'd)

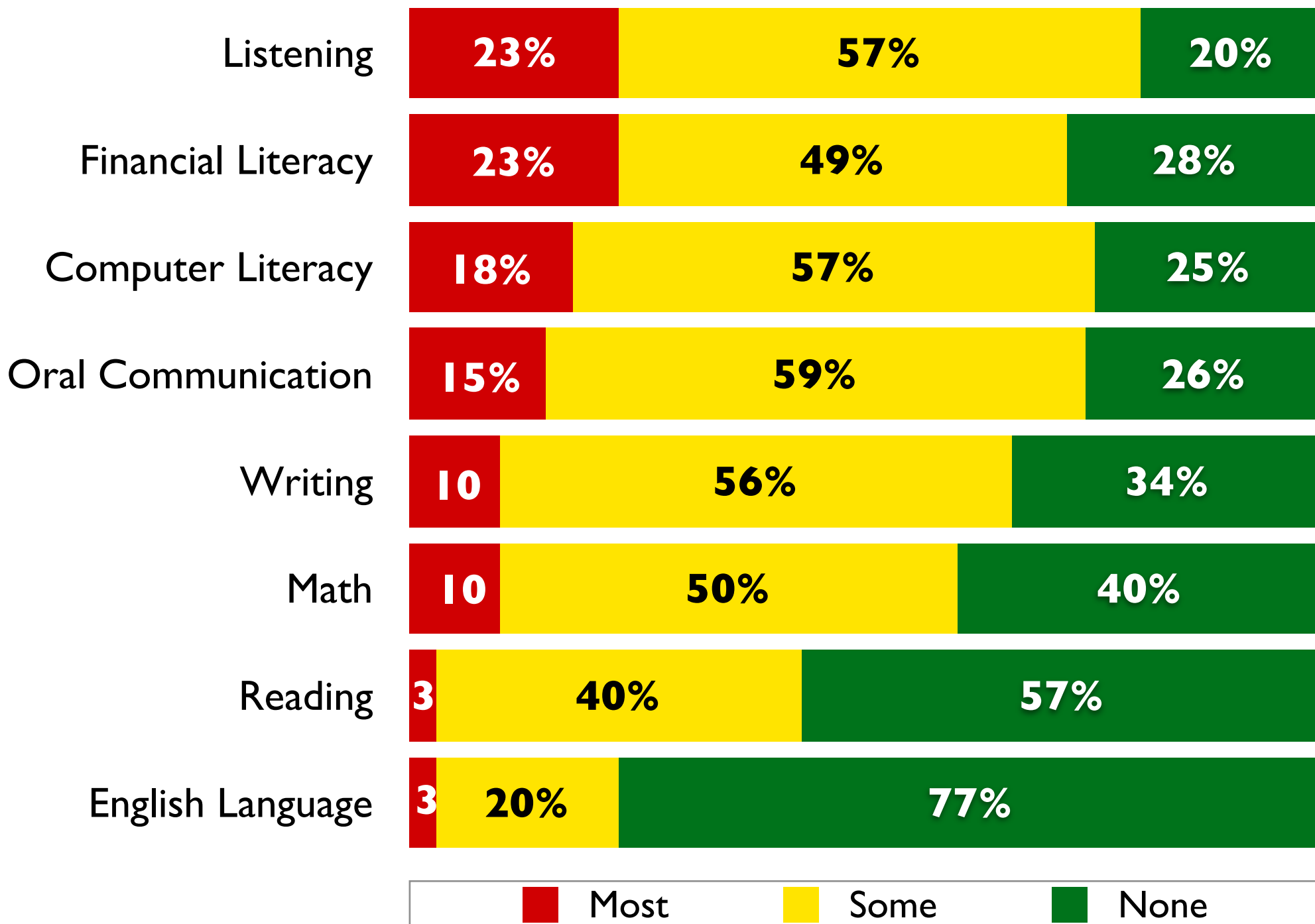


# Amount of Concern Employers Have Regarding the Following Deficiencies of Job Applicants: 2015 – 2016

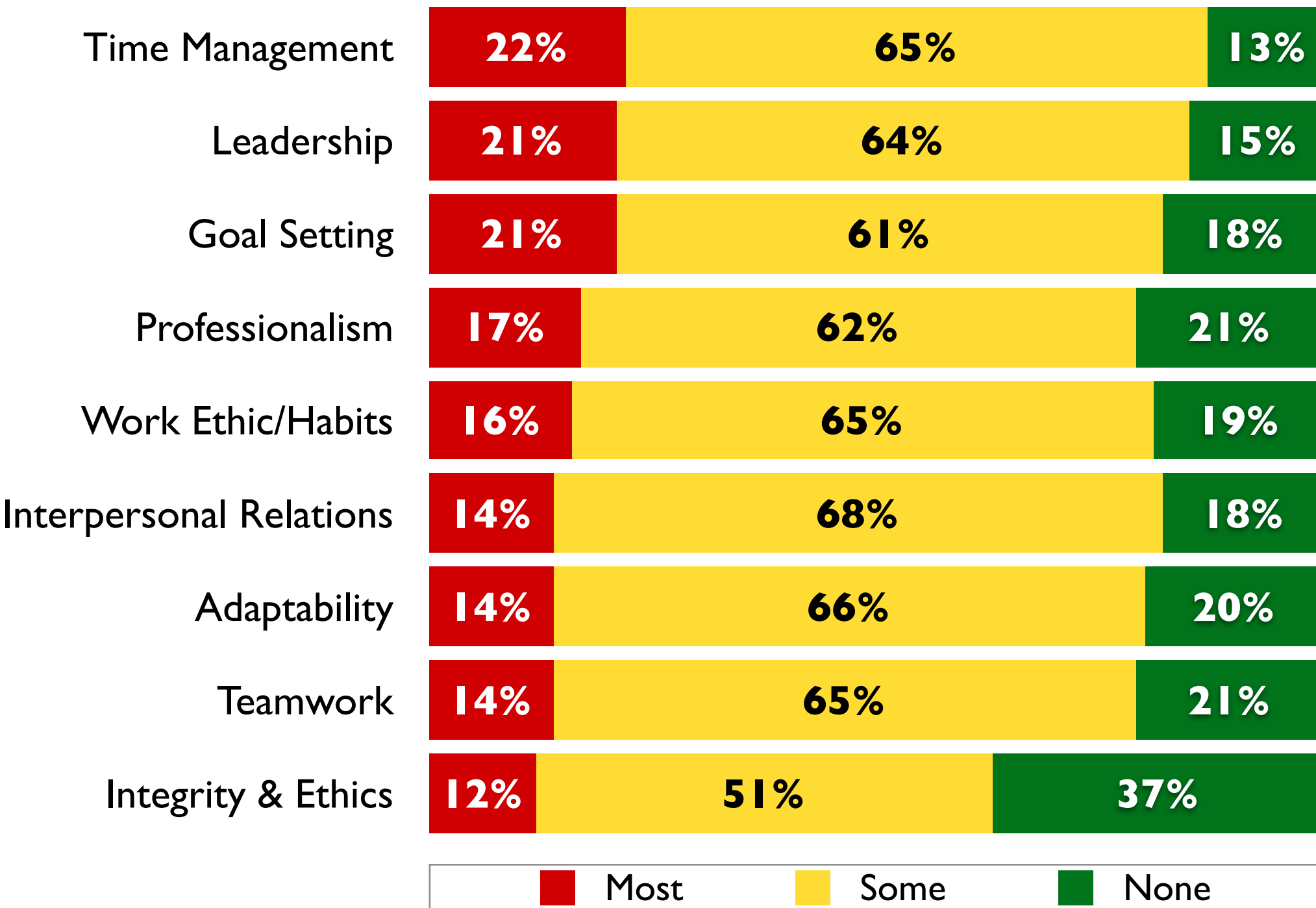




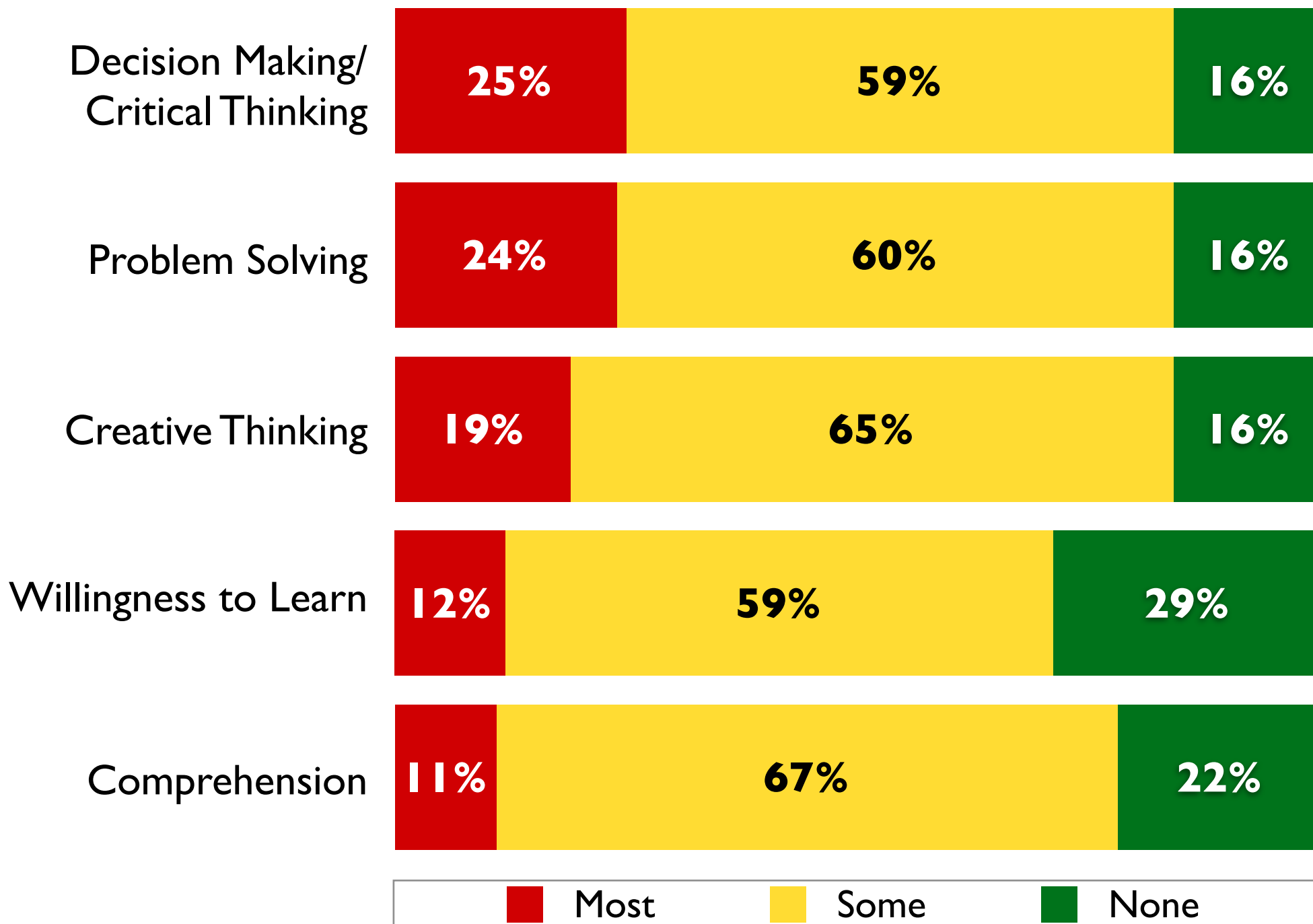
# Basic Skills: Employees Needing Improvement—2016



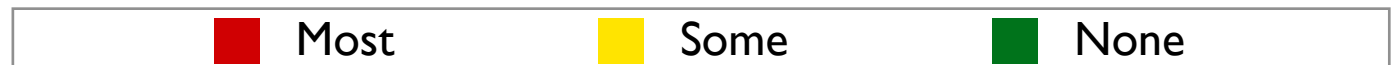
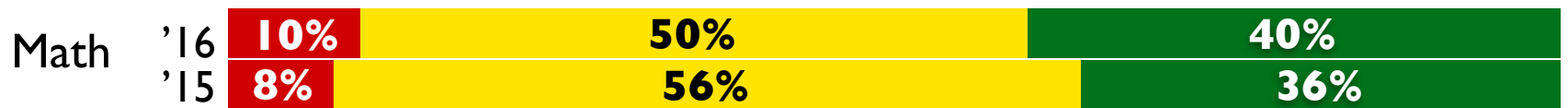
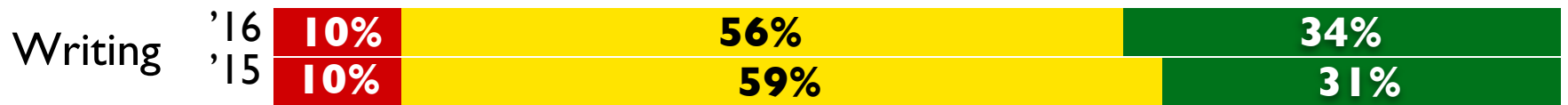
# Soft Skills: Employees Needing Improvement—2016



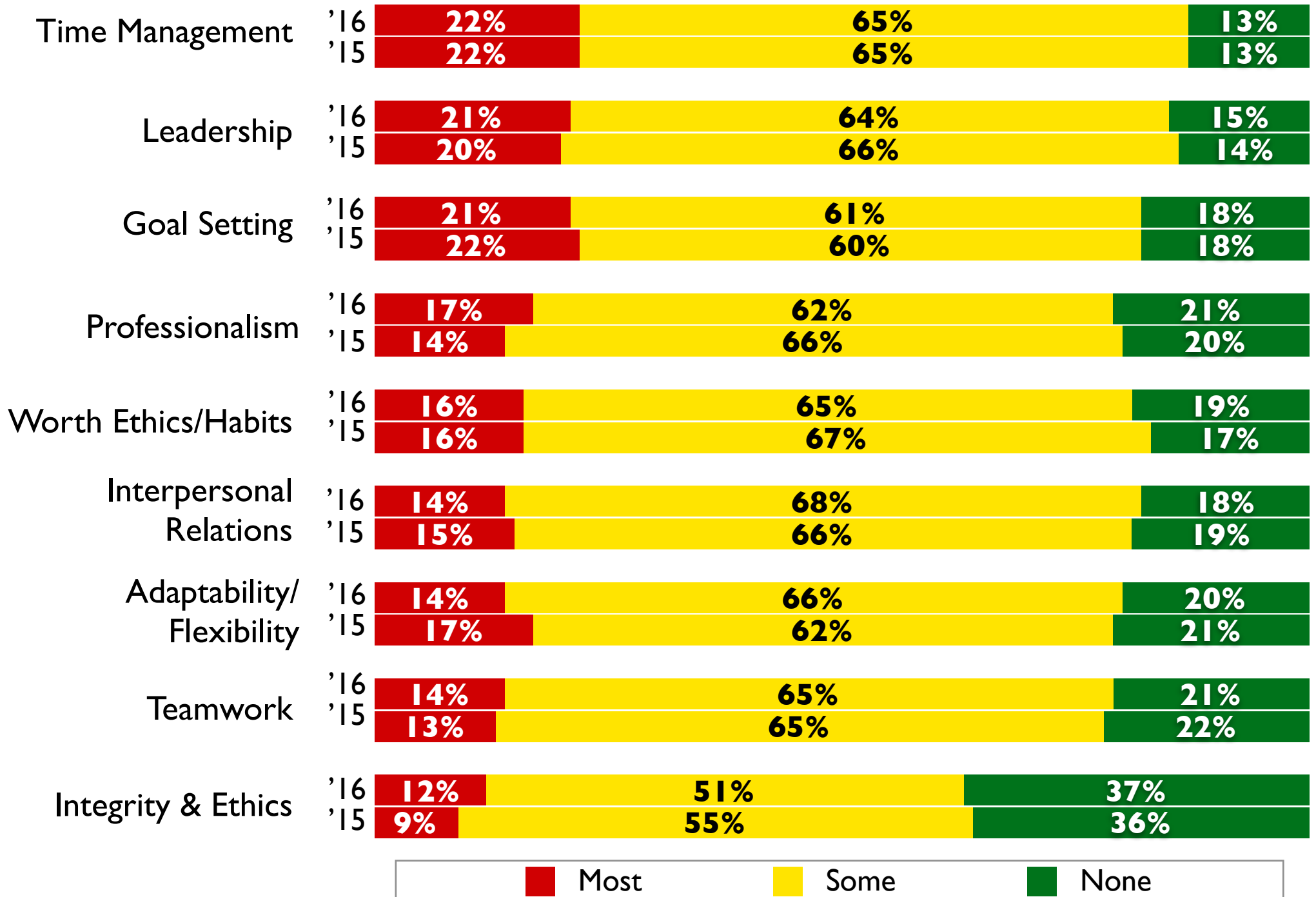
## Thinking Skills: Employees Needing Improvement—2016



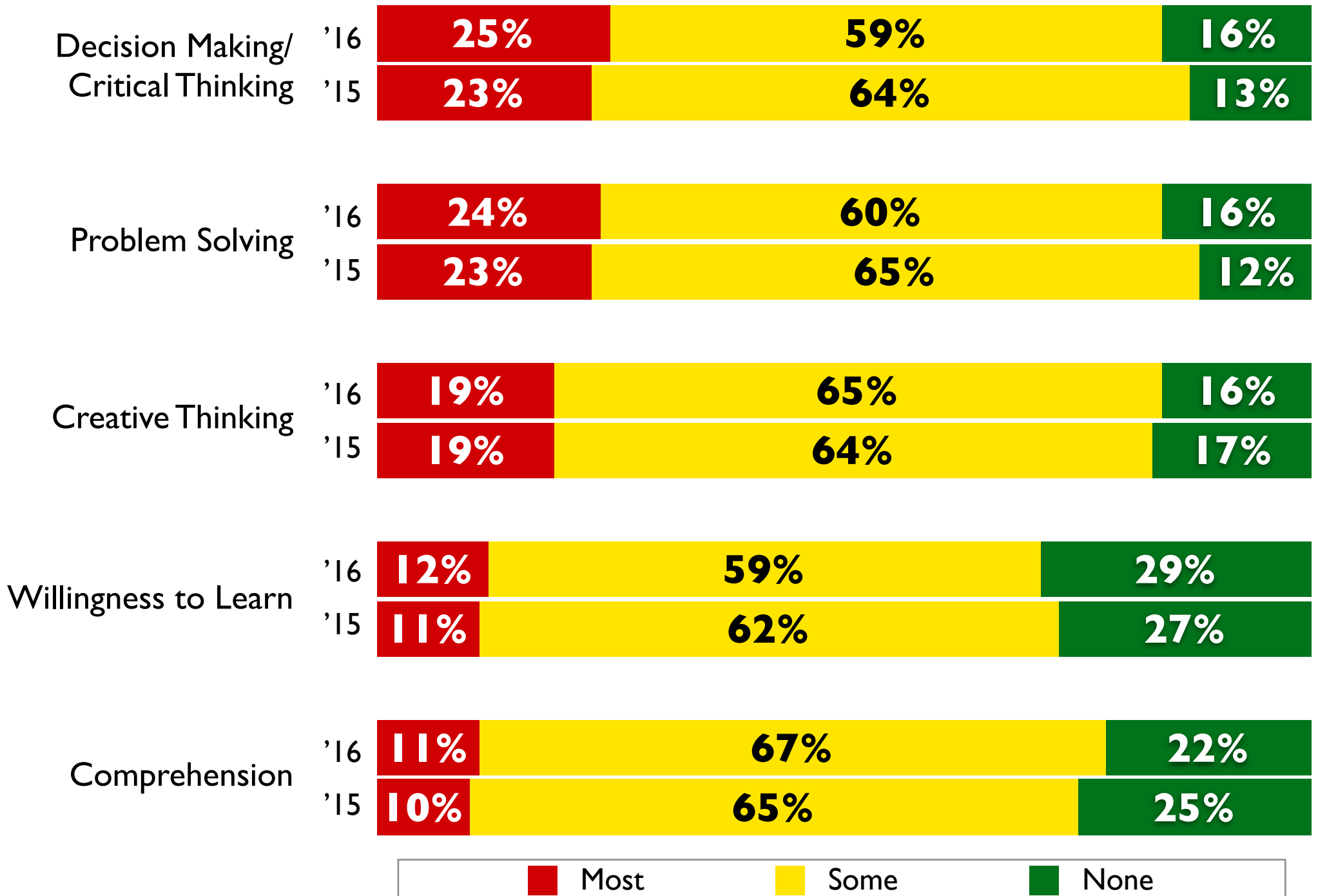
# Basic Skills: Employees Needing Improvement: 2015 – 2016



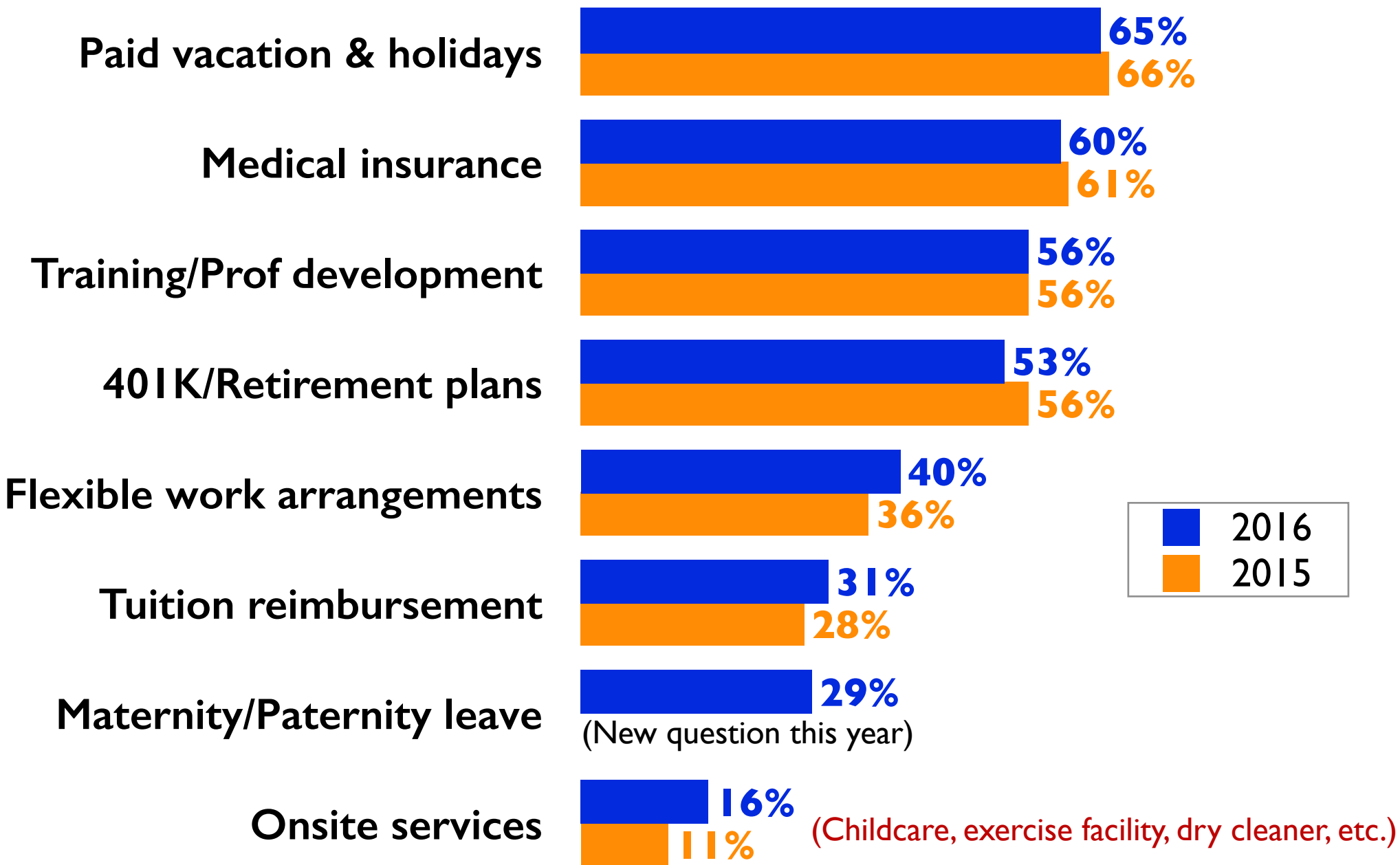
# Soft Skills: Employees Needing Improvement: 2015 – 2016



# Thinking Skills: Employees Needing Improvement: 2015 – 2016

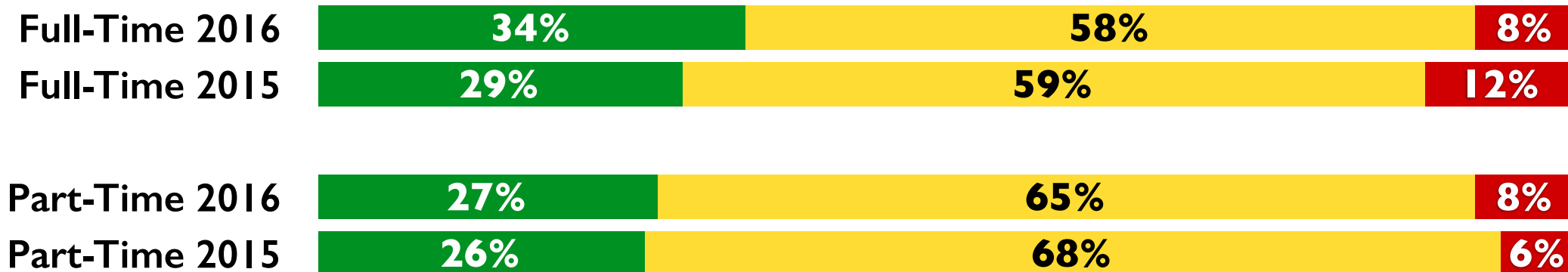


# Benefits and Training Opportunities Offered to Full-Time Employees

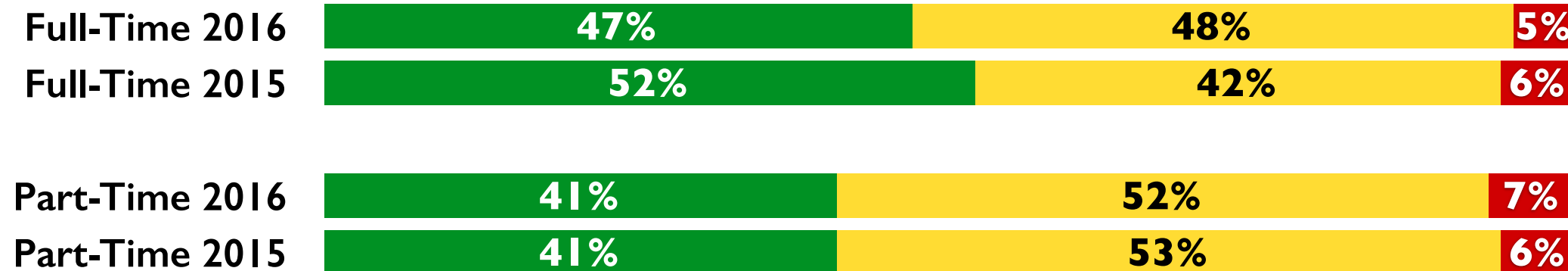


# Organizational Hiring Plans: 2015 – 2016

## Next 12 Months



## Next 3-5 Years





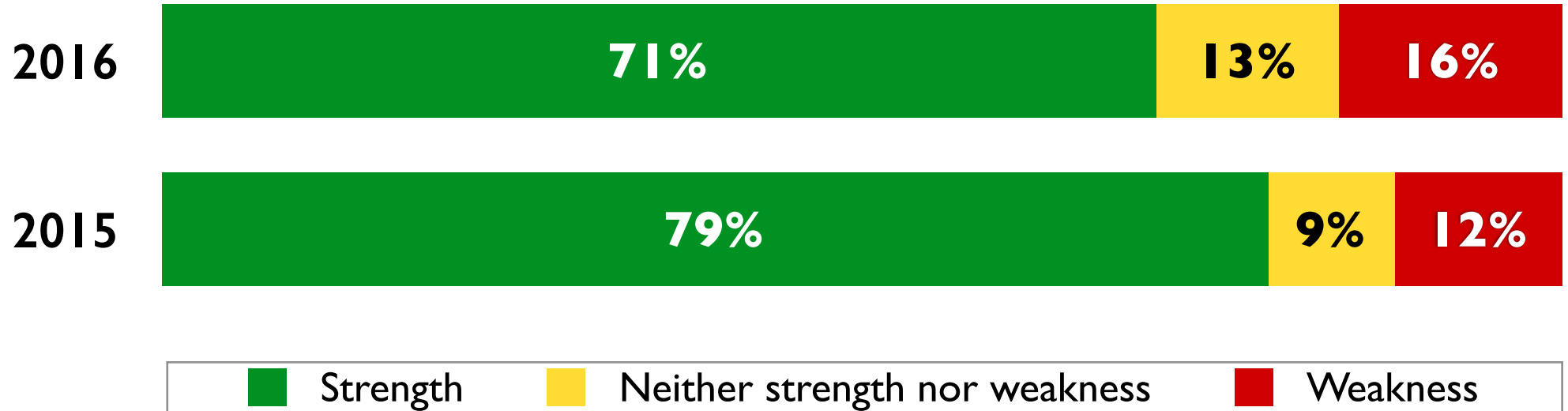
# How Organizations Retain Employees

|   |     |
|---|-----|
| Offer good working conditions               | 82% |
| Offer competitive pay / compensation        | 70% |
| Offer training                              | 67% |
| Offer flexible work schedules               | 54% |
| Employee recognition and reward programs    | 53% |
| Promote career growth opportunities         | 49% |
| Employee wellness programs                  | 40% |
| Offer tuition reimbursement benefits        | 30% |
| Reduce minimum qualifications for vacancies | 12% |

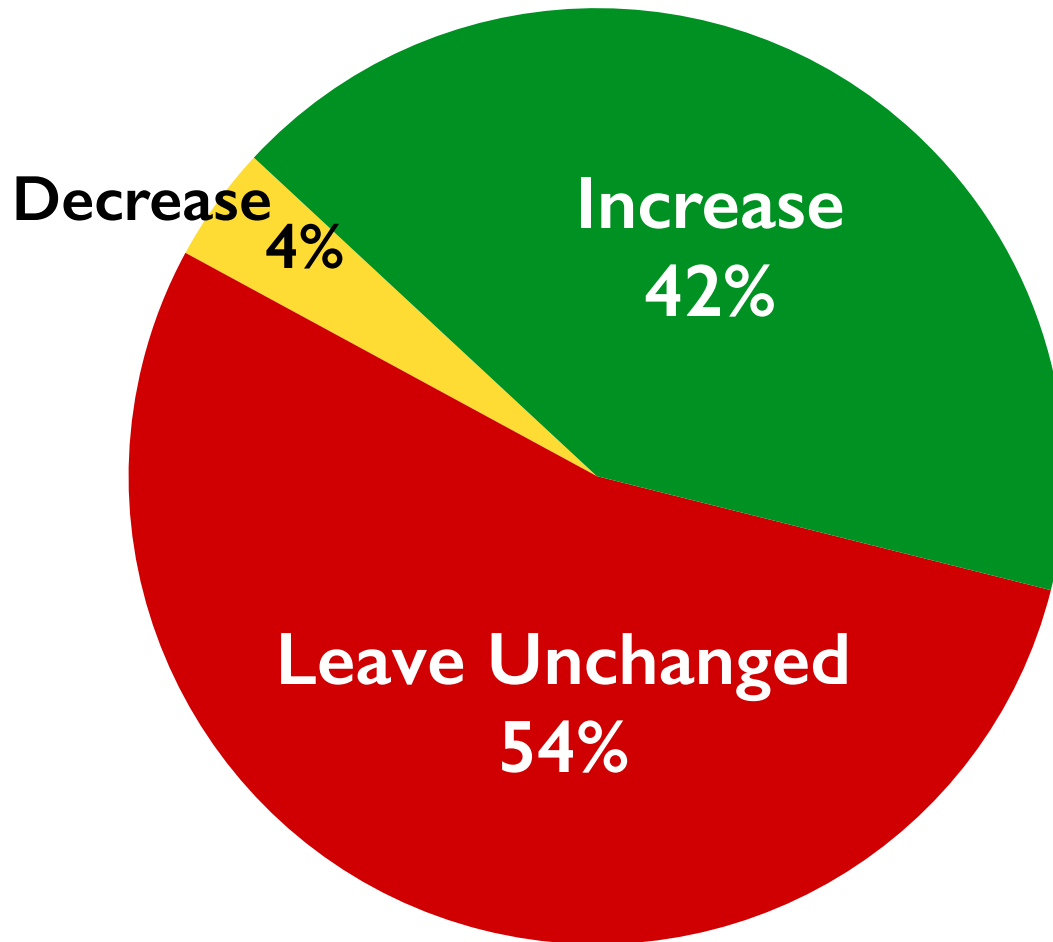
# **Anticipating the Organizational Impact of the New Overtime Rule**

|  |            |
|--|------------|
| <b>Remain about the same / No changes</b>            | <b>33%</b> |
| <b>Don't know / Not sure</b>                         | <b>33%</b> |
| <b>Convert some salaried employees to hourly pay</b> | <b>32%</b> |
| <b>Increase the number of part-time employees</b>    | <b>11%</b> |
| <b>Decrease the number of full-time employees</b>    | <b>9%</b>  |
| <b>Increase the number of full-time employees</b>    | <b>4%</b>  |
| <b>Decrease the number of part-time employees</b>    | <b>2%</b>  |

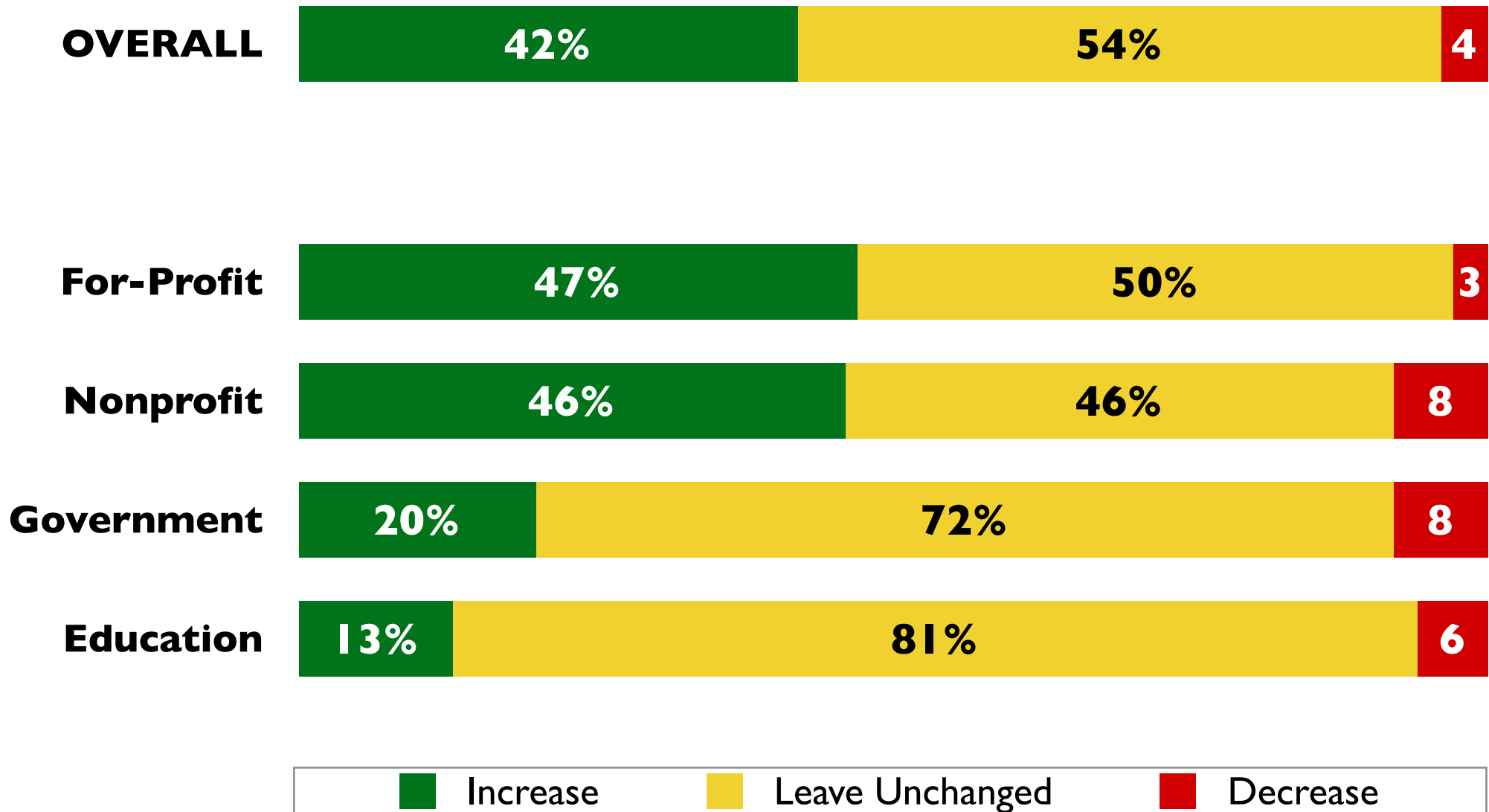
# Impact of Community Quality of Life on Attracting and Retaining Workers



# Employment Expectations Over Next 6 to 12 Months

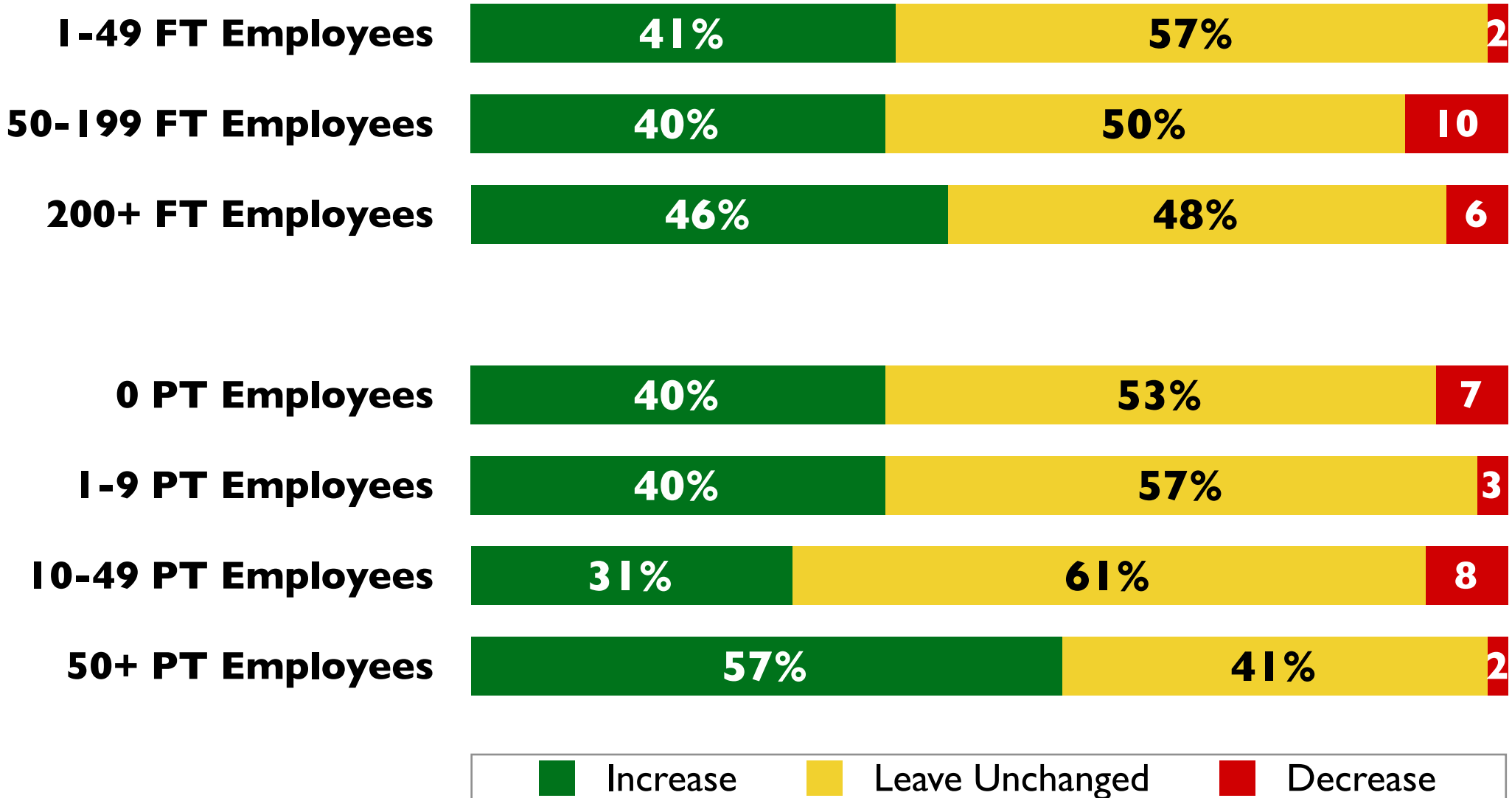


# Employment Expectations Over Next 6 to 12 Months

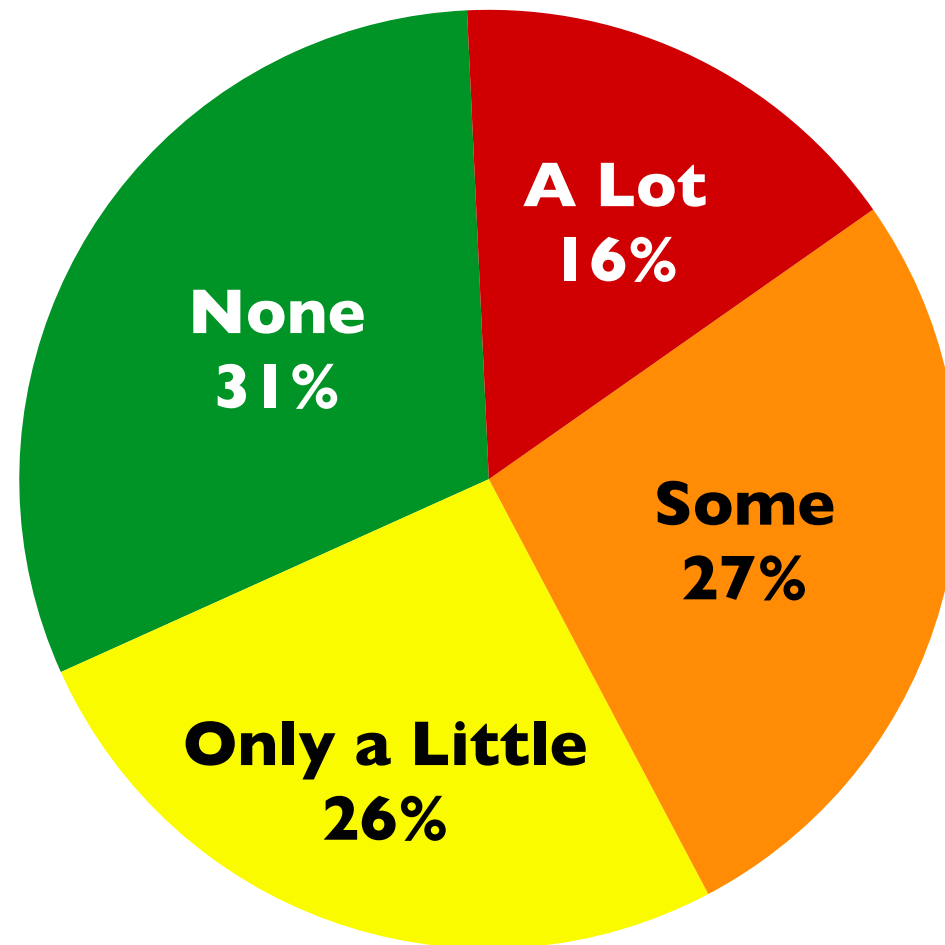


# Employment Expectations

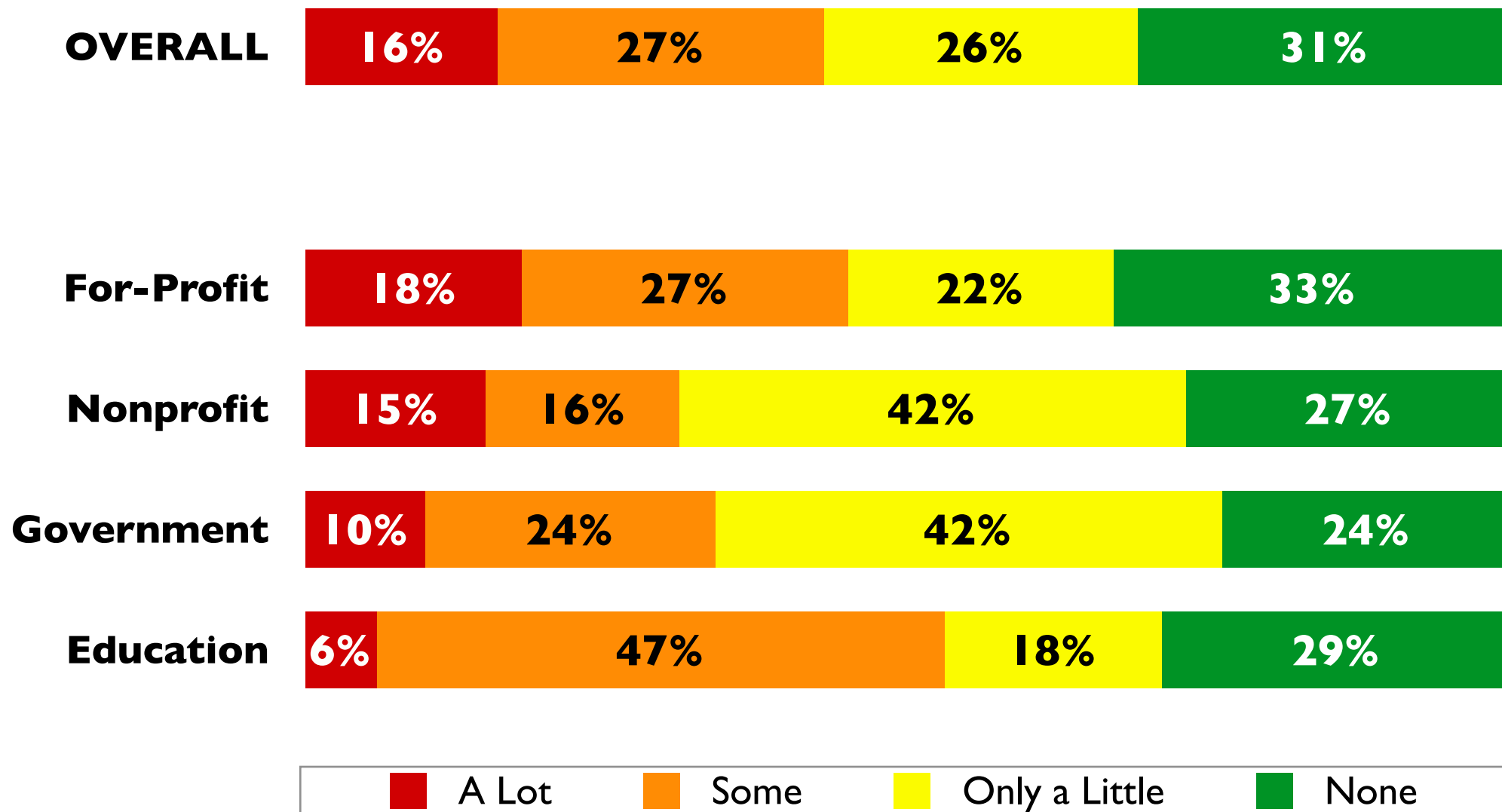
## Over Next 6 to 12 Months by Employer Size



# **Extent to Which Organizations are Reluctant to Hire Additional Employees Due to “Uncertainty” of How New Governmental Regulations Will Impact Their Organization**

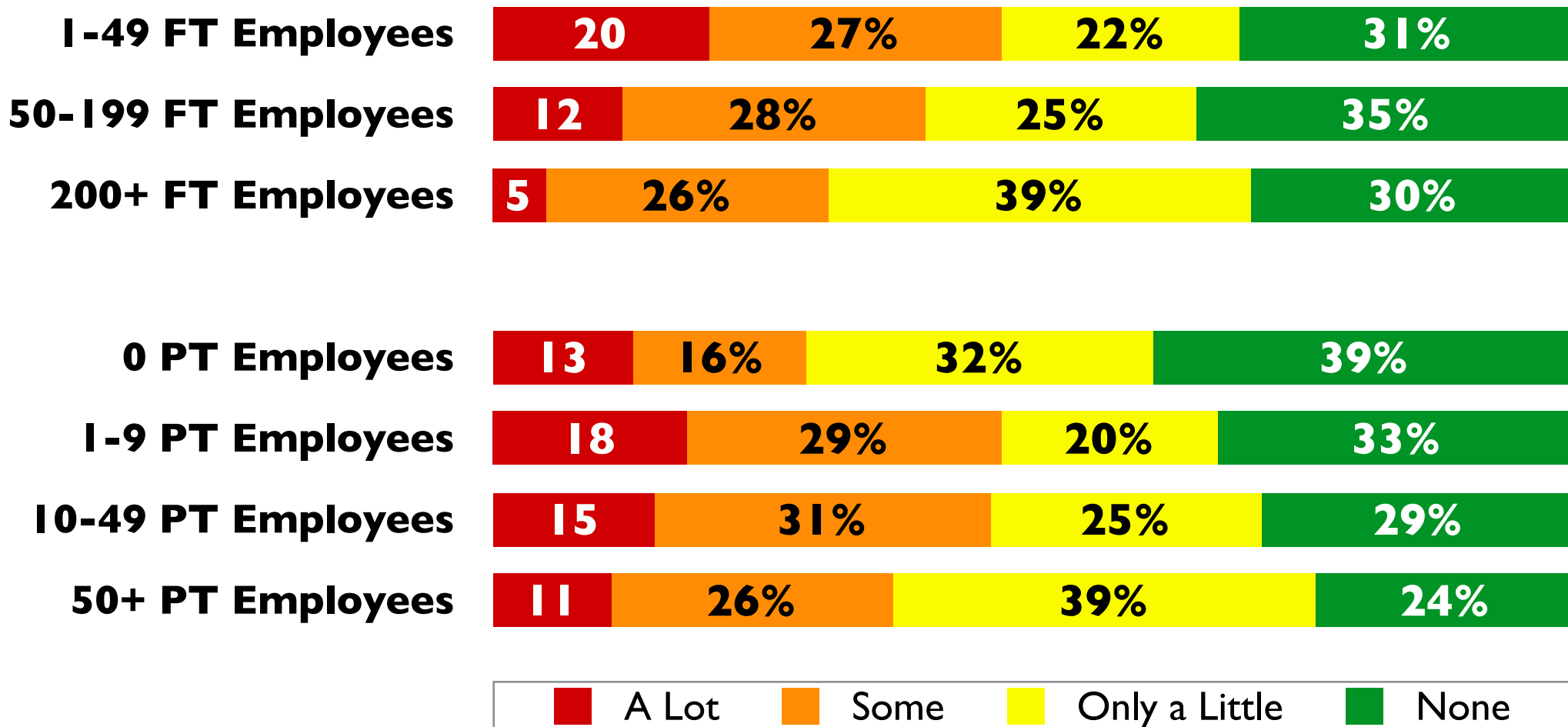


# Extent to Which Organizations are Reluctant to Hire Additional Employees Due to “Uncertainty” of How New Governmental Regulations Will Impact Their Organization **by Industry**



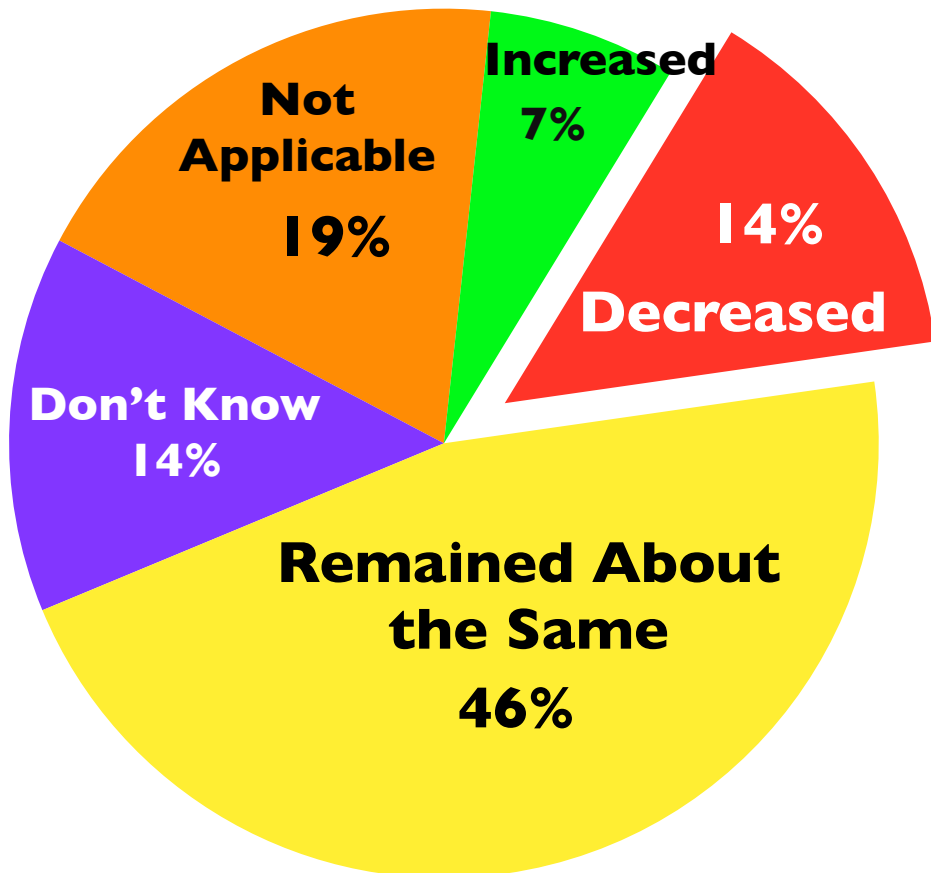


# Extent to Which Organizations are Reluctant to Hire Additional Employees Due to “Uncertainty” of How New Governmental Regulations Will Impact Their Organization by Employer Size

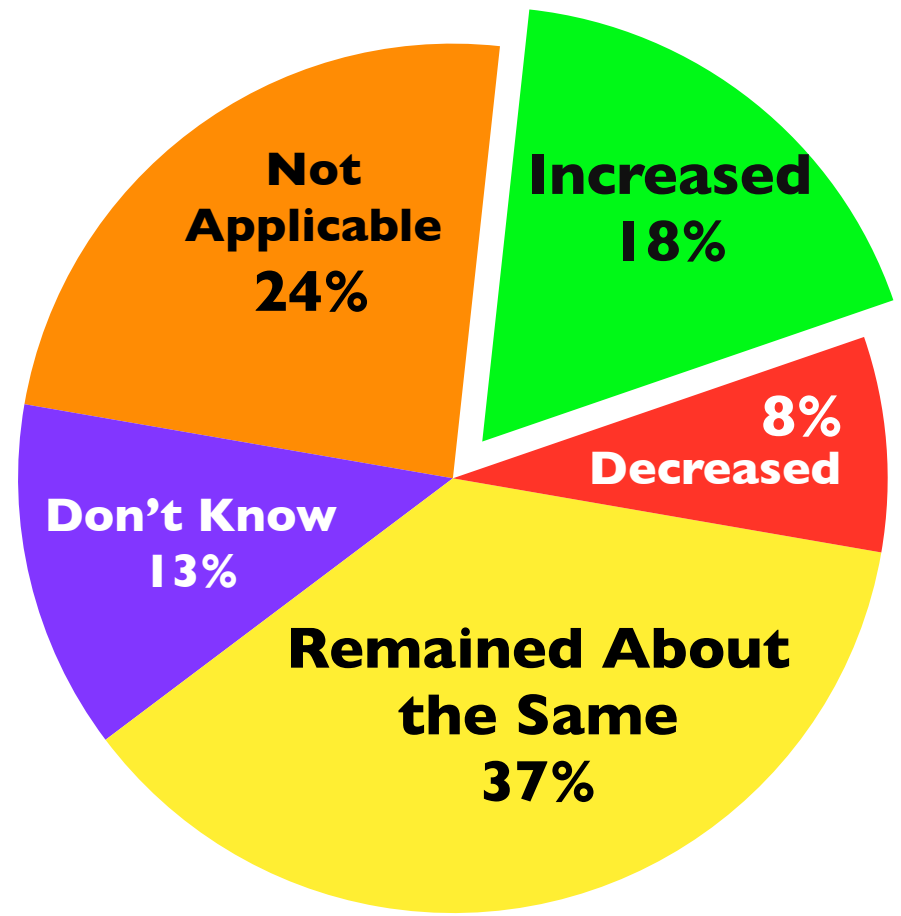


# Impact of the Affordable Care Act on Employment Levels — 2016

## Full-Time Employees



## Part-Time Employees



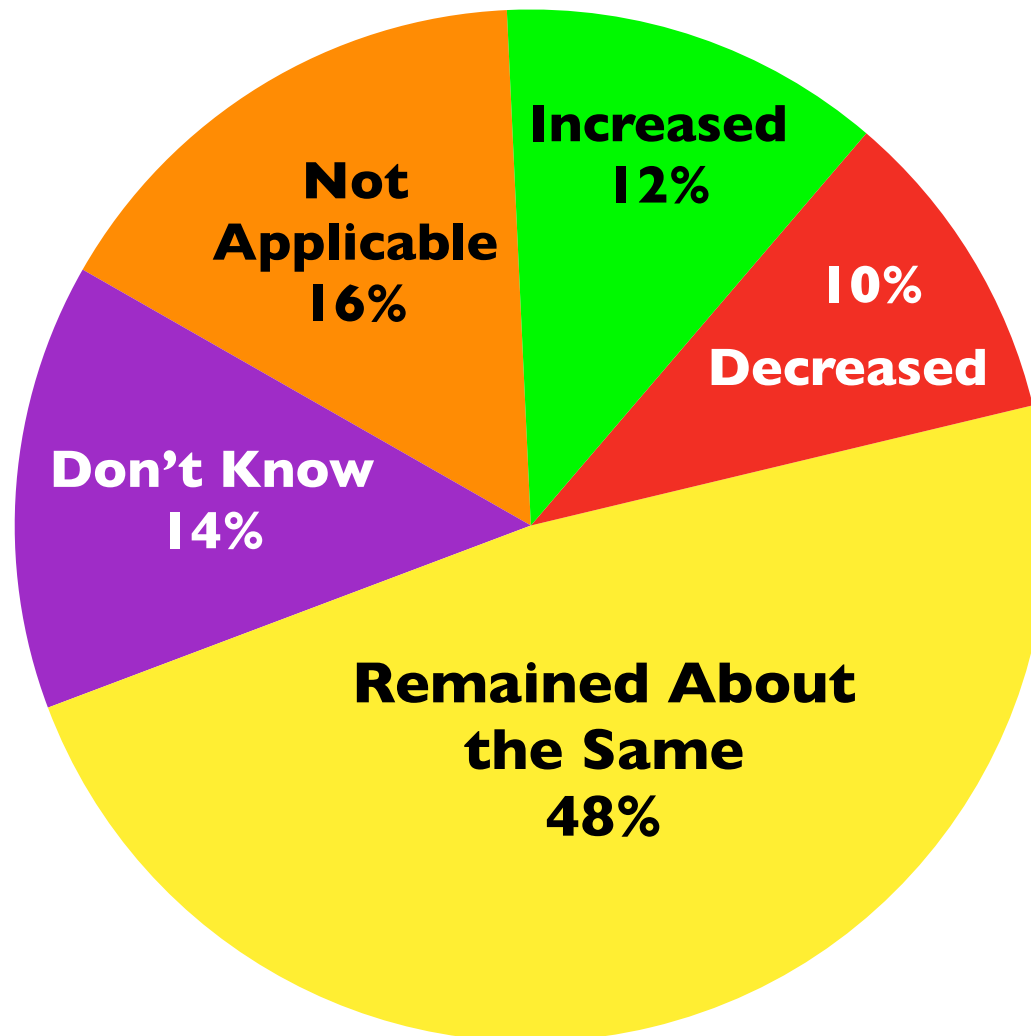
# Impact of the ACA on Employment Levels of Full-Time Employees by Industry

| Impact                | For-Profit | Nonprofit | Government | Education |
|-----------------------|------------|-----------|------------|-----------|
| Increased             | 7%         | 8%        | 0%         | 29%       |
| Decreased             | 15%        | 15%       | 0%         | 18%       |
| Stayed About the Same | 48%        | 46%       | 55%        | 18%       |
| Don't Know            | 11%        | 19%       | 21%        | 23%       |
| Not Applicable        | 19%        | 12%       | 24%        | 12%       |

# Impact of the ACA on Employment Levels of Part-Time Employees by Industry

| <b>Impact</b>                | <b>For-Profit</b> | <b>Nonprofit</b> | <b>Government</b> | <b>Education</b> |
|------------------------------|-------------------|------------------|-------------------|------------------|
| <b>Increased</b>             | <b>19%</b>        | <b>19%</b>       | <b>3%</b>         | <b>35%</b>       |
| <b>Decreased</b>             | <b>8%</b>         | <b>0%</b>        | <b>10%</b>        | <b>12%</b>       |
| <b>Stayed About the Same</b> | <b>37%</b>        | <b>42%</b>       | <b>42%</b>        | <b>23%</b>       |
| <b>Don't Know</b>            | <b>11%</b>        | <b>23%</b>       | <b>17%</b>        | <b>18%</b>       |
| <b>Not Applicable</b>        | <b>25%</b>        | <b>16%</b>       | <b>28%</b>        | <b>12%</b>       |

# How the Affordable Care Act Has Impacted the Number of Employees Offered Health Insurance



# Impact of the ACA on Number of Employees Offered Health Insurance by Industry

| <b>Impact</b>                | <b>For-Profit</b> | <b>Nonprofit</b> | <b>Government</b> | <b>Education</b> |
|------------------------------|-------------------|------------------|-------------------|------------------|
| <b>Increased</b>             | <b>9%</b>         | <b>27%</b>       | <b>0%</b>         | <b>41%</b>       |
| <b>Decreased</b>             | <b>13%</b>        | <b>4%</b>        | <b>7%</b>         | <b>6%</b>        |
| <b>Stayed About the Same</b> | <b>51%</b>        | <b>42%</b>       | <b>48%</b>        | <b>23%</b>       |
| <b>Don't Know</b>            | <b>12%</b>        | <b>19%</b>       | <b>21%</b>        | <b>24%</b>       |
| <b>Not Applicable</b>        | <b>15%</b>        | <b>8%</b>        | <b>24%</b>        | <b>6%</b>        |

# Impact of the ACA on Number of Employees Offered Health Insurance by Employer Size

| <b>Impact</b>                | <b>1-49 Full-Time Employees</b> | <b>50-199 Full-Time Employees</b> | <b>200+ Full-Time Employees</b> |
|------------------------------|---------------------------------|-----------------------------------|---------------------------------|
| <b>Increased</b>             | <b>6%</b>                       | <b>13%</b>                        | <b>26%</b>                      |
| <b>Decreased</b>             | <b>12%</b>                      | <b>10%</b>                        | <b>5%</b>                       |
| <b>Stayed About the Same</b> | <b>52%</b>                      | <b>50%</b>                        | <b>43%</b>                      |
| <b>Don't Know</b>            | <b>10%</b>                      | <b>15%</b>                        | <b>20%</b>                      |
| <b>Not Applicable</b>        | <b>20%</b>                      | <b>12%</b>                        | <b>6%</b>                       |

# Impact of the ACA on Number of Employees Offered Health Insurance by Employer Size

| <b>Impact</b>                | <b>1-9 Part-Time Employees</b> | <b>10-49 Part-Time Employees</b> | <b>50+ Part-Time Employees</b> |
|------------------------------|--------------------------------|----------------------------------|--------------------------------|
| <b>Increased</b>             | <b>0%</b>                      | <b>7%</b>                        | <b>33%</b>                     |
| <b>Decreased</b>             | <b>7%</b>                      | <b>10%</b>                       | <b>9%</b>                      |
| <b>Stayed About the Same</b> | <b>45%</b>                     | <b>59%</b>                       | <b>37%</b>                     |
| <b>Don't Know</b>            | <b>32%</b>                     | <b>7%</b>                        | <b>15%</b>                     |
| <b>Not Applicable</b>        | <b>16%</b>                     | <b>17%</b>                       | <b>6%</b>                      |





**MOMENTUM**

**2015**

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Questions?