

NCWORKS COMMISSION

February 9, 2022

Webinar

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If you experience any technical difficulties, or would like to ask a question, please use the Q & A feature to report issues to “All Panelists” and we will assist you.

Meeting Instructions

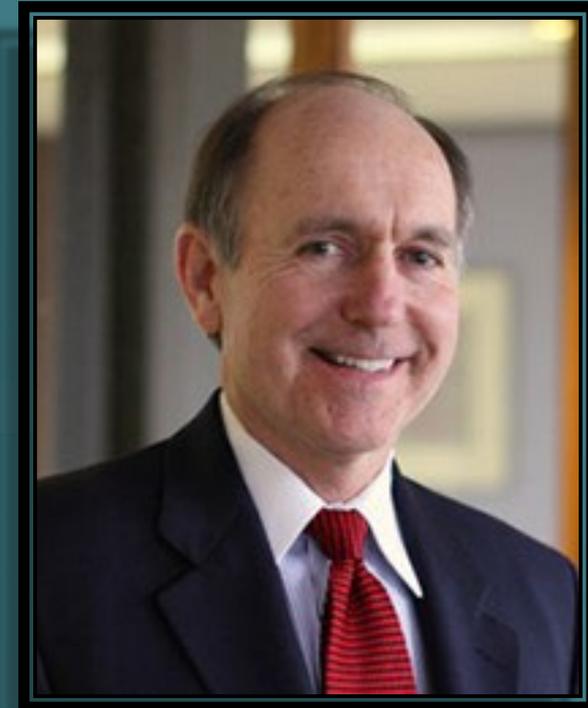
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Opening Remarks & Workforce Updates

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Tom Rabon, Chair NCWorks Commission



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2022 Employer Needs Survey

NCWorks Commission
2/9/2022

Joshua Levy

Labor & Economic Analysis Division
North Carolina Department of Commerce

Introduction

- Survey of NC employers with 10 or more employees designed to gauge hiring experiences, recruitment and retention strategies and workforce challenges
- Carried out on behalf of NCWorks Commission by LEAD and NCSU Center for Urban Affairs and Community Services on biennial basis since 2014
- Responses from over 2,300 businesses across state
- All Industry sample as well as Construction, Healthcare, Hospitality, Manufacturing, and STEM samples
- Collected during the fall of 2021



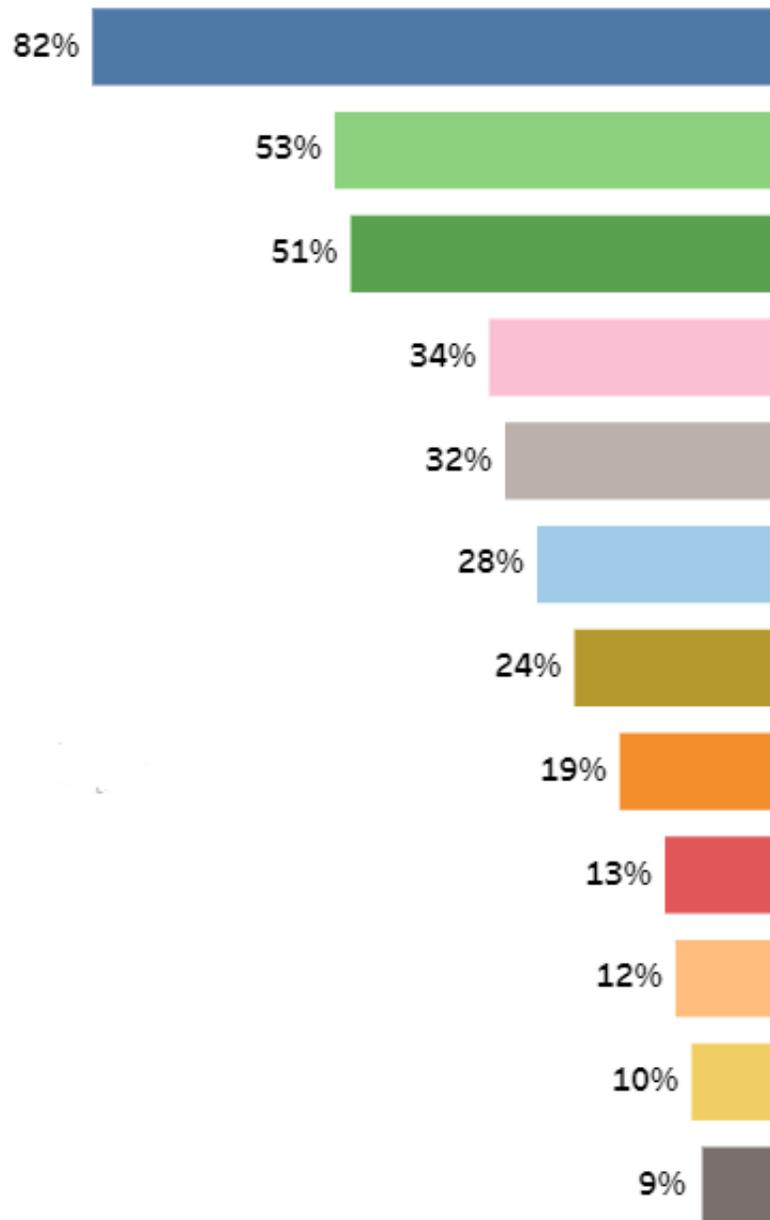
Hiring and Hiring Difficulties

- 86% of All Industry businesses tried to hire in the previous 12 months
 - Of these businesses, 81% reported having difficulty hiring for at least 1 position (56% in 2020)
 - 95% reported difficulty hiring for **entry-level** positions
 - 84% reported difficulty hiring for **above entry-level** positions
 - Hospitality reported **more** difficulty (89%); STEM reported **less** difficulty (71%)
 - Entry-level difficulty **higher** in Hospitality; **lower** in STEM
 - Above entry-level difficulty **higher** in Construction and STEM; **lower** in Hospitality



Reasons for hiring difficulties

Entry-level positions



Too Few Applicants

Employability Skills

Low Pay

Soft Skills

Experience

Education

Technical Skills

Criminal Record

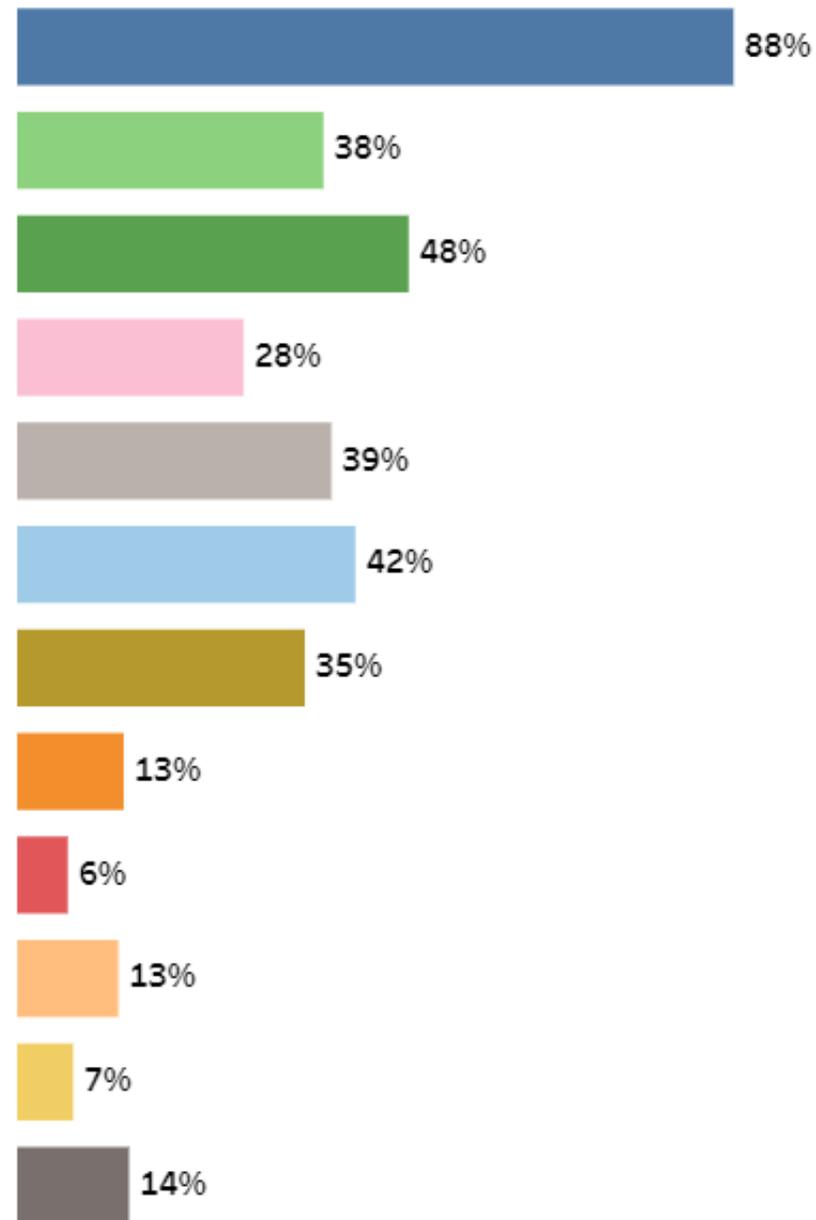
Childcare

Commuting Distance

Transportation

Drugs

Above entry-level positions



88%

38%

48%

28%

39%

42%

35%

13%

6%

13%

7%

14%

Reasons for Difficulties in 2020

Entry-level:

- ↓ Employability Skills - 74%
- ↑ Too Few Applicants - 68%
- ↓ Experience - 50%
- ↓ Soft Skills - 46%
- ↓ Criminal Record - 38%
- ↑ Low Pay - 38%
- ↓ Technical Skills - 36%
- ↓ Education - 36%
- ↓ Commuting Distance - 33%
- ↓ Drugs - 26%

Above entry-level:

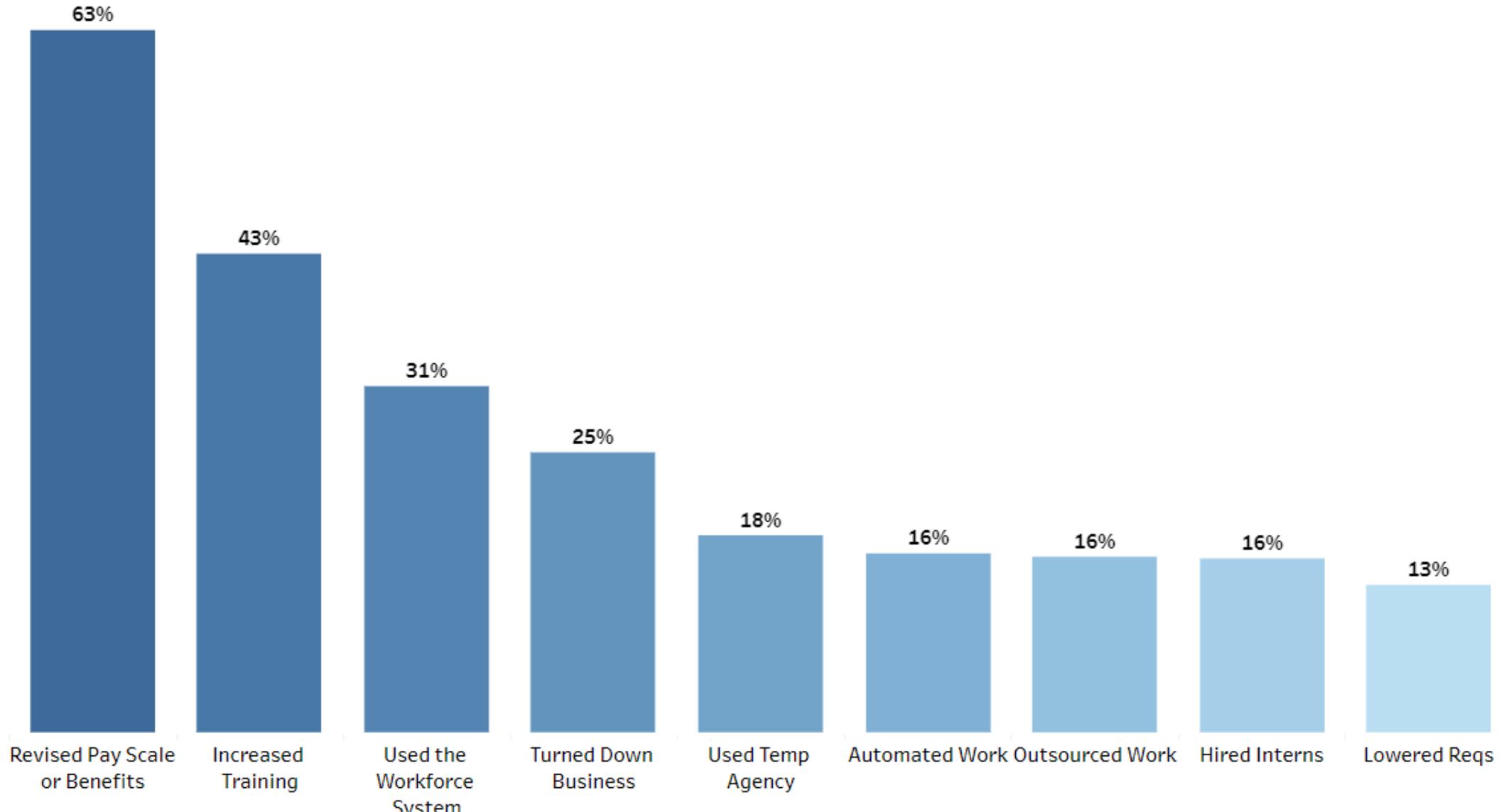
- ↓ Experience - 68%
- ↓ Employability Skills - 67%
- ↓ Technical Skills - 66%
- ↑ Too Few Applicants - 64%
- ↓ Education - 64%
- ↔ Low Pay - 49%
- ↓ Soft Skills - 48%
- ↓ Criminal Record - 40%
- ↓ Commuting Distance - 39%
- ↓ Drugs - 27%

* Childcare and Transportation were not available options in the 2020 survey.



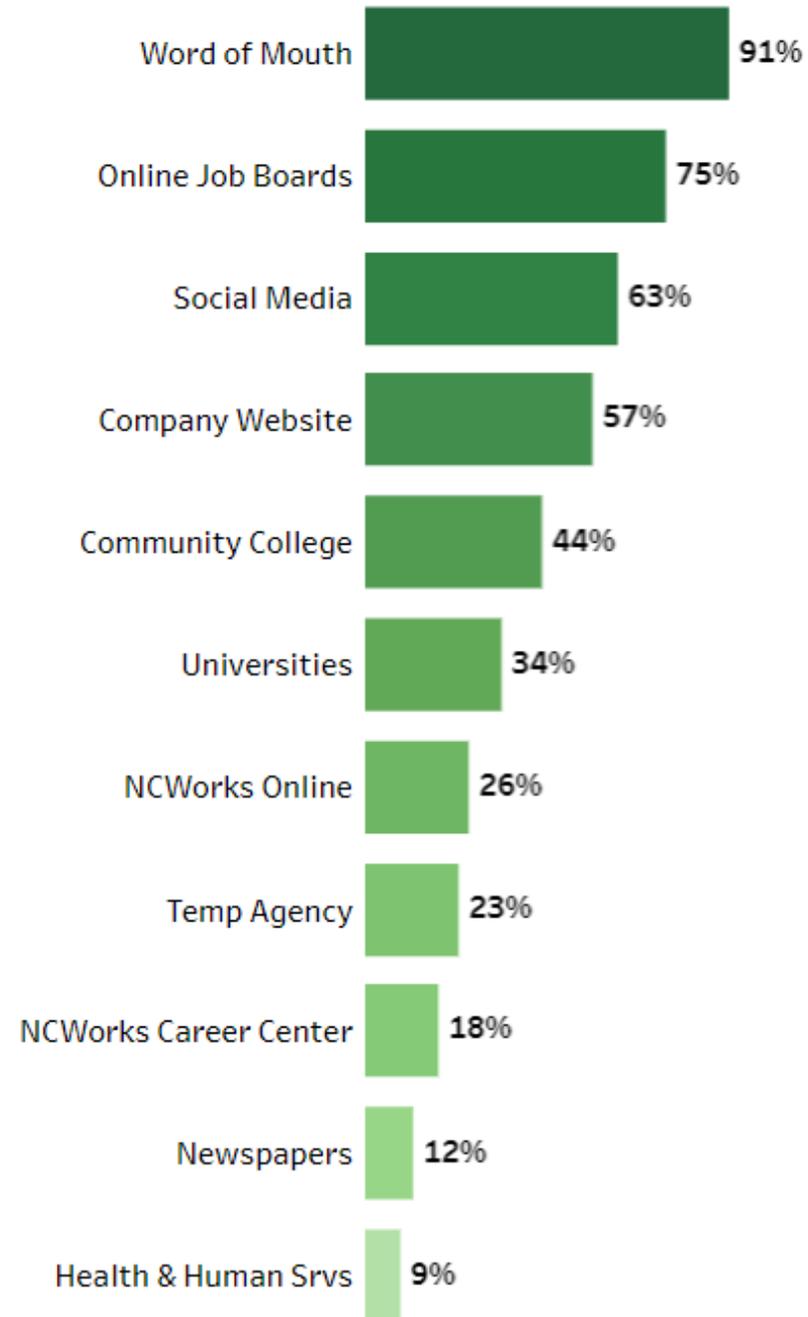
Responses to Difficulties

Employer actions taken in response to hiring difficulties



Recruitment

Resources used to recruit applicants

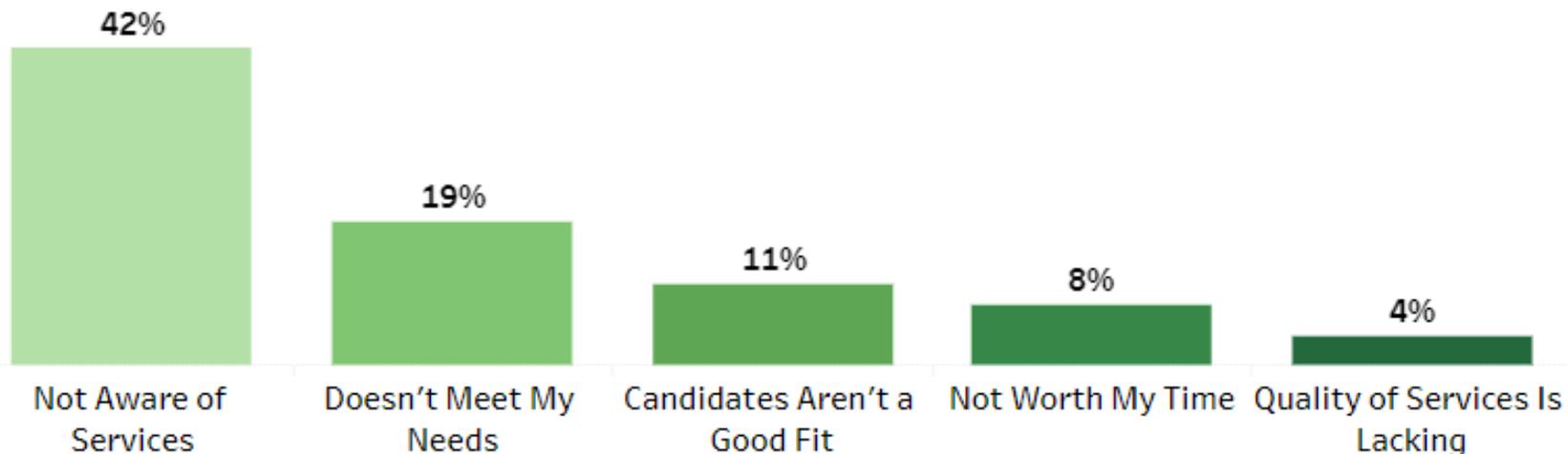


NC Workforce System resources used

among those who used any Workforce Resources

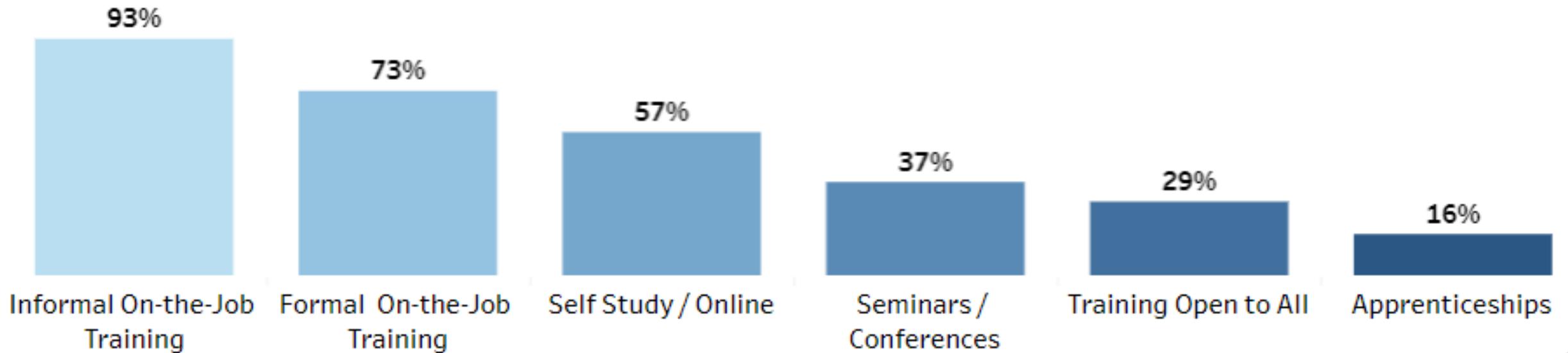


Reasons for not using Workforce System resources

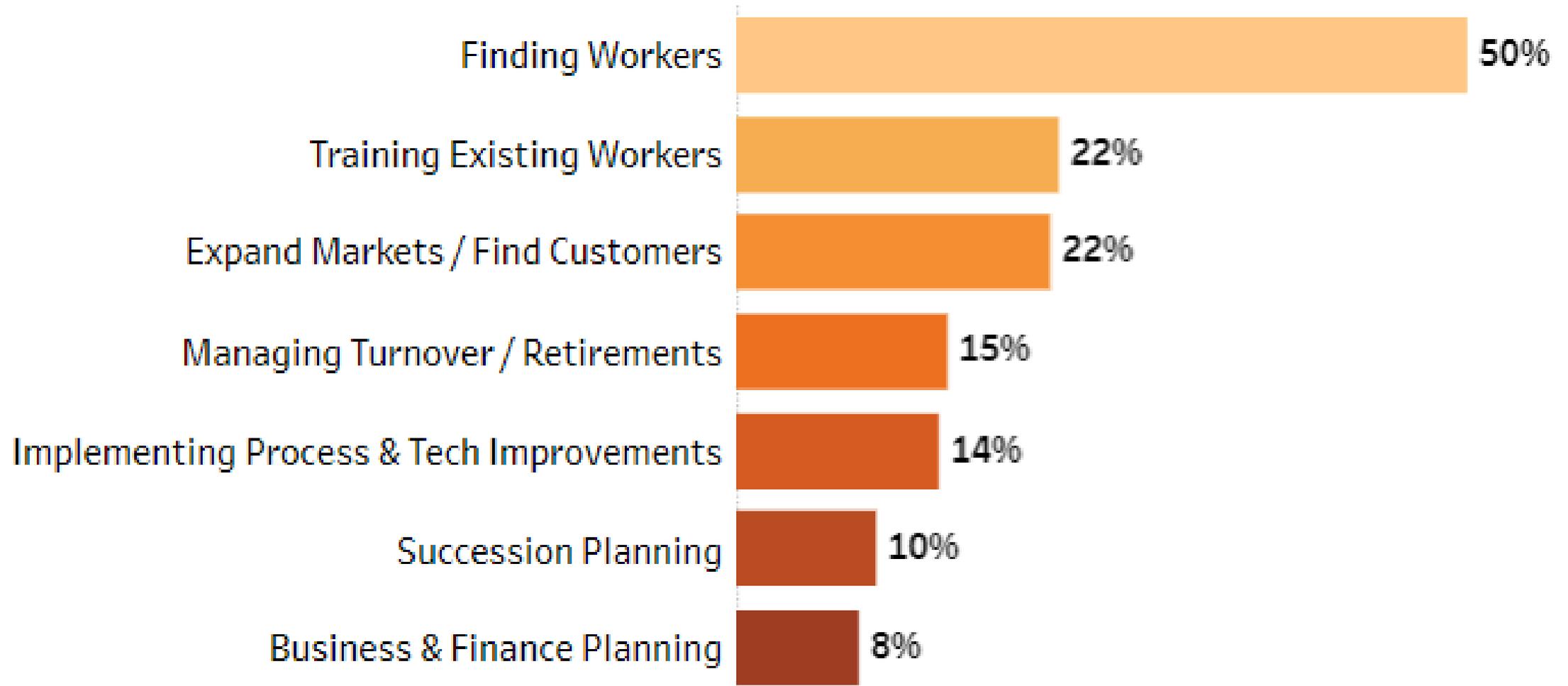


Building Skills

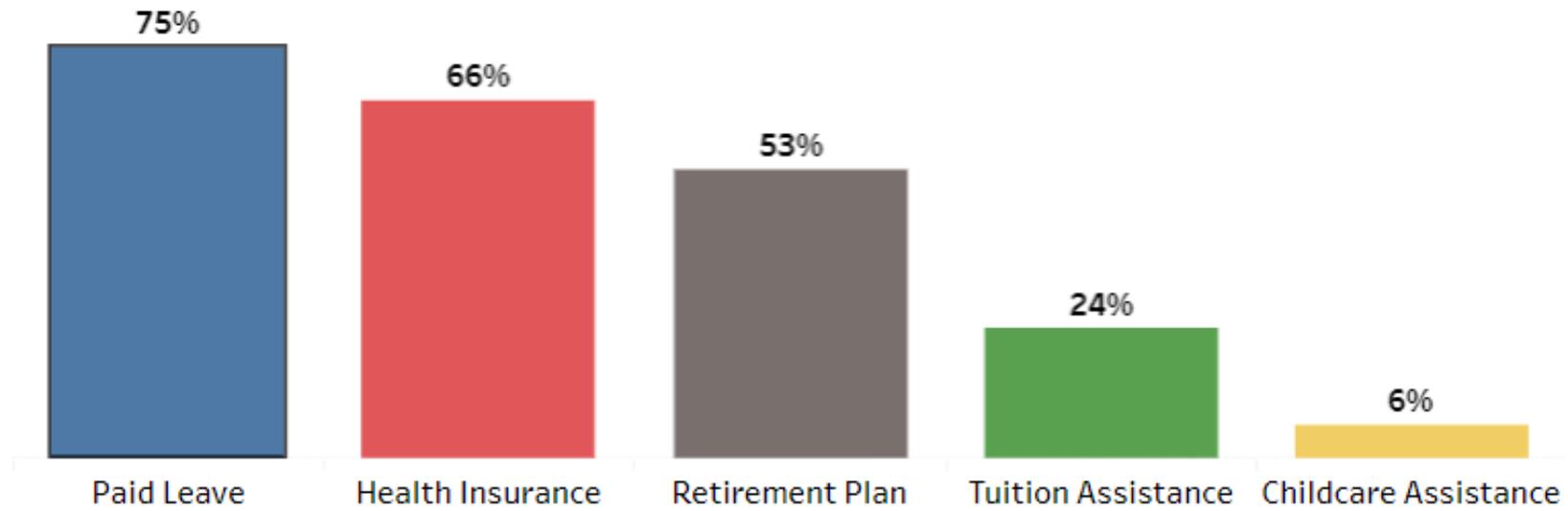
Resources used to build employees' skills



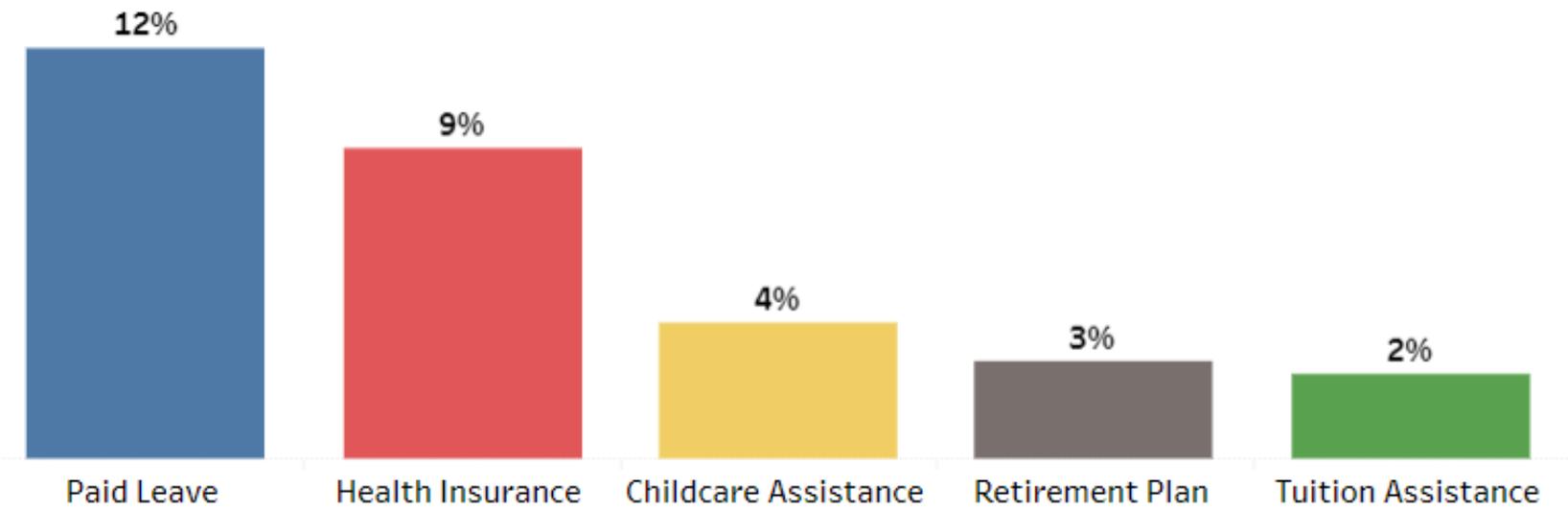
Where the Workforce System can best help



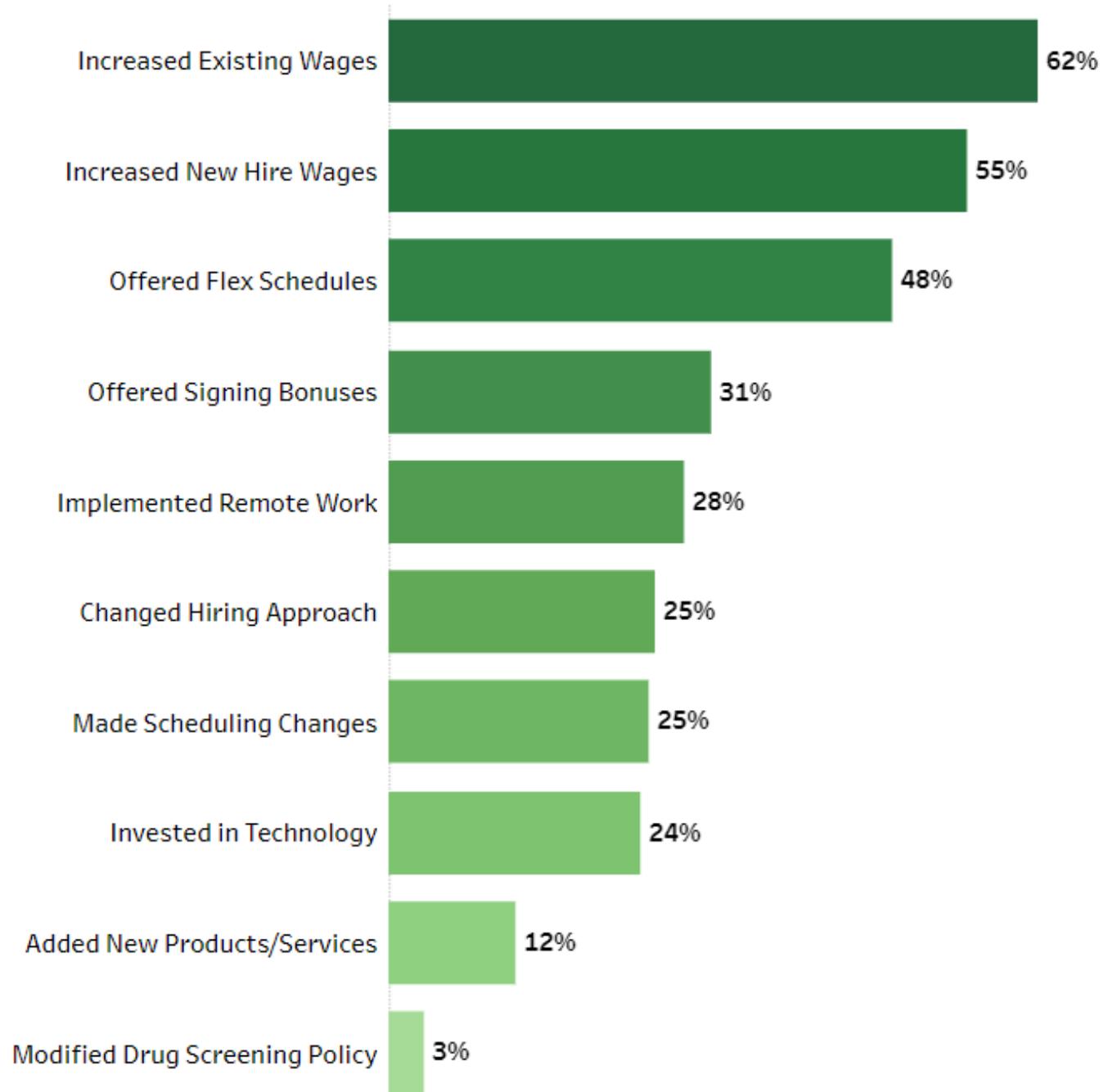
Benefits currently offered



Benefits added/expanded since the pandemic began

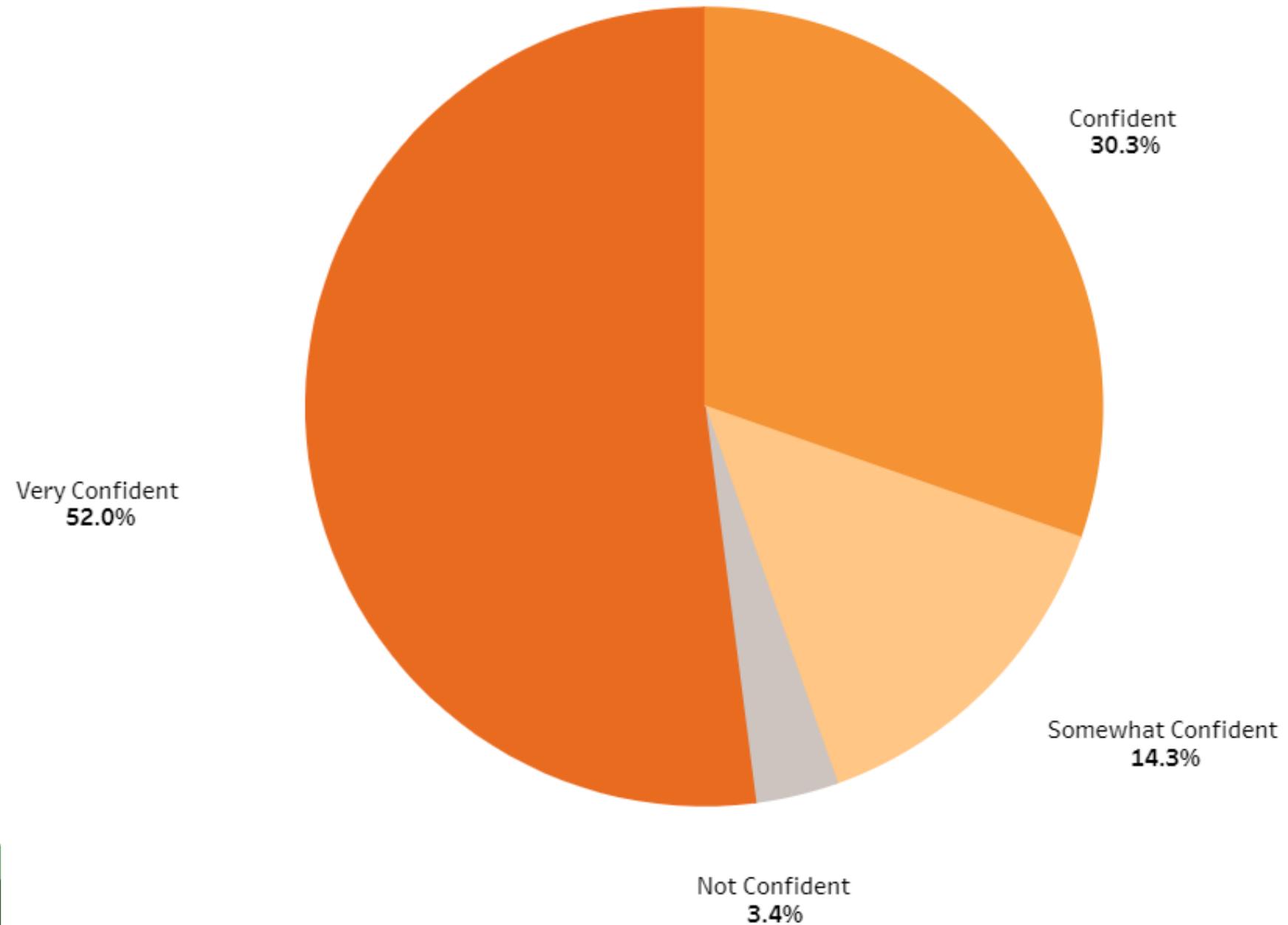


Business changes made since the pandemic began



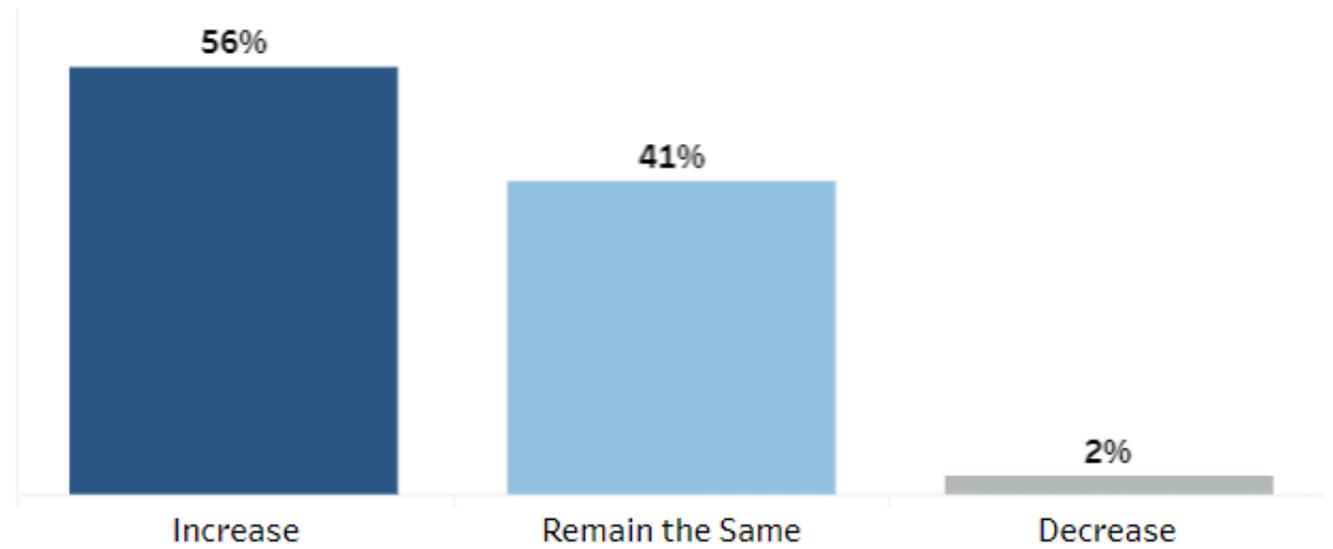
Looking Forward

Confidence about next year's business success

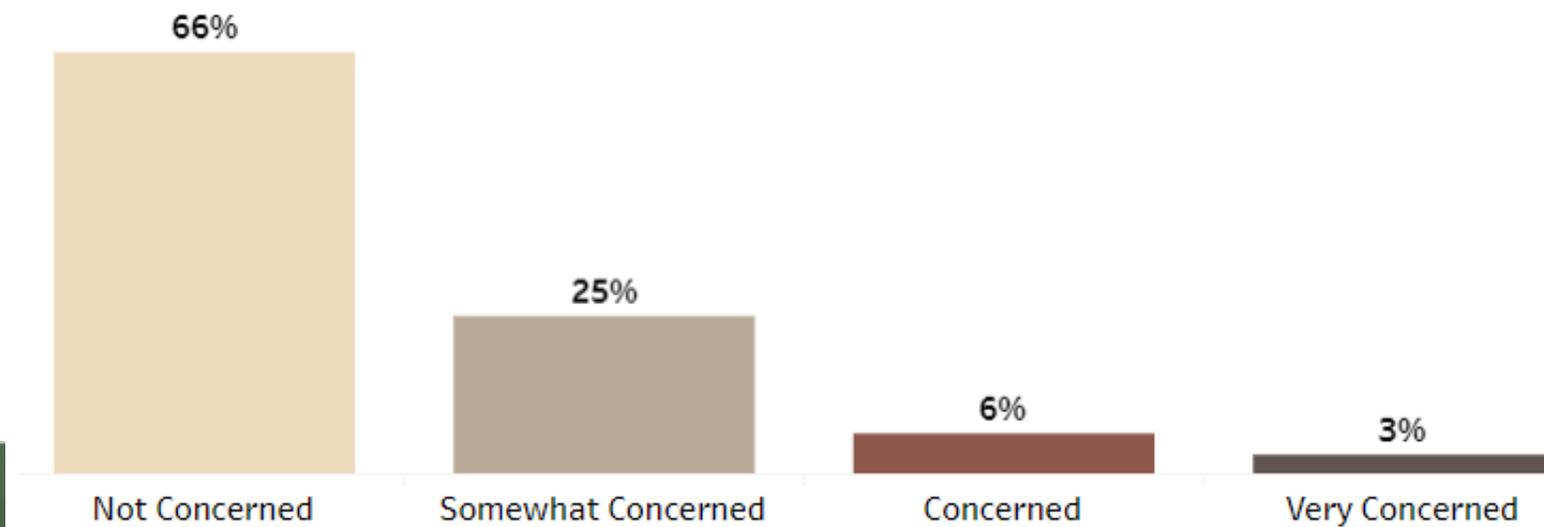


Looking Forward

Projected employment next year



Concerned about employee retirements



Much more available in Dashboard

2022 Employer Needs Survey

Results for Businesses in All Industries

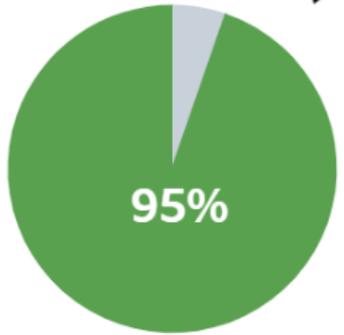
Industry Surveyed:

86% of businesses in All Industries tried to hire employees over the past year.

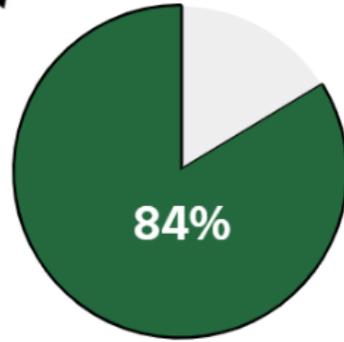
81%

had some difficulty hiring workers

69% claimed hiring has been more difficult than pre-pandemic conditions

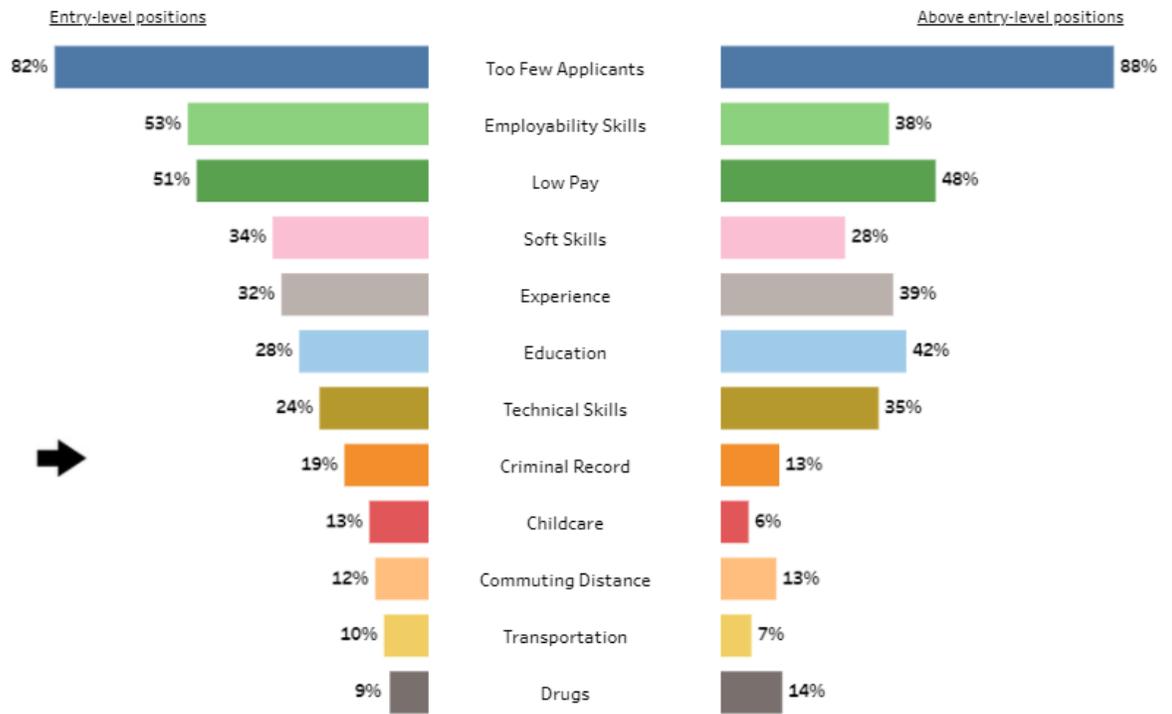


of those with difficulties were for Entry-Level positions



of those with difficulties were for Above Entry-Level positions

Reasons for hiring difficulties



Questions?

Joshua Levy

joshua.levy@nccommerce.com

Skills and Education Attainment – Sherry Carpenter

Employer Leadership – Jeff Frederick

Local Innovation – Leslie Walden

Governance and System Alignment – Chris Egan

Remarks

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**Secretary Kody Kinsley
NC Department of Health and
Human Services**



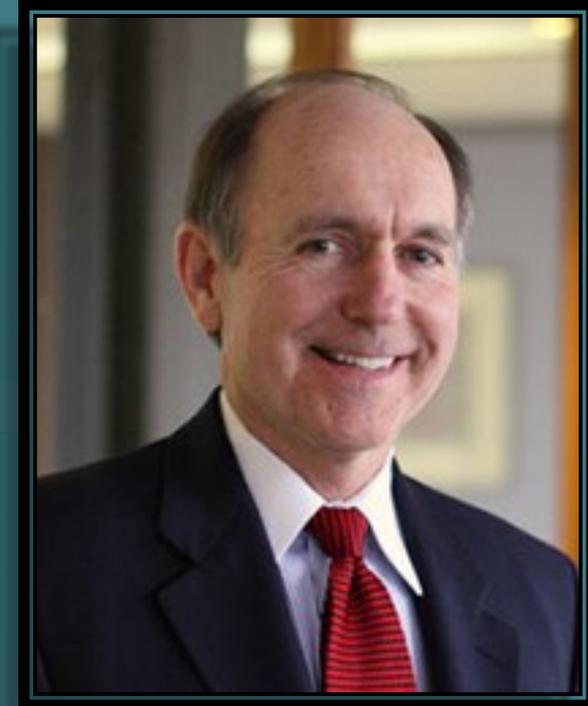
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Policy Statement Review and Approval

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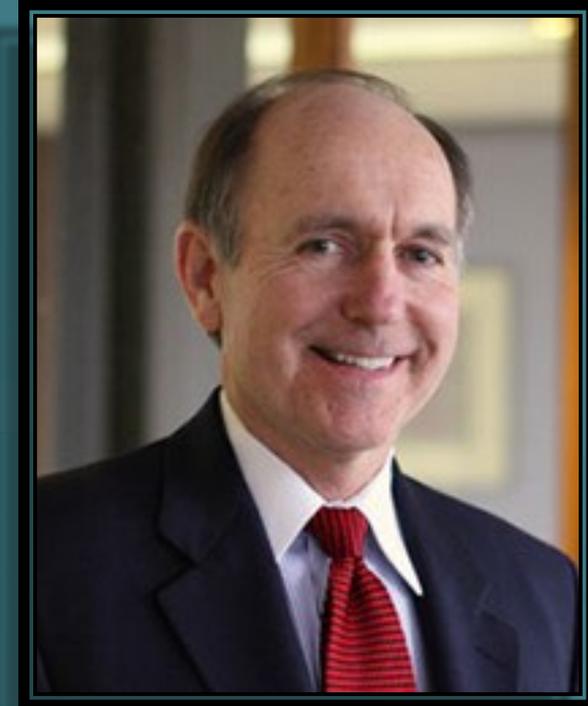
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2022 WIOA Unified Plan Updates

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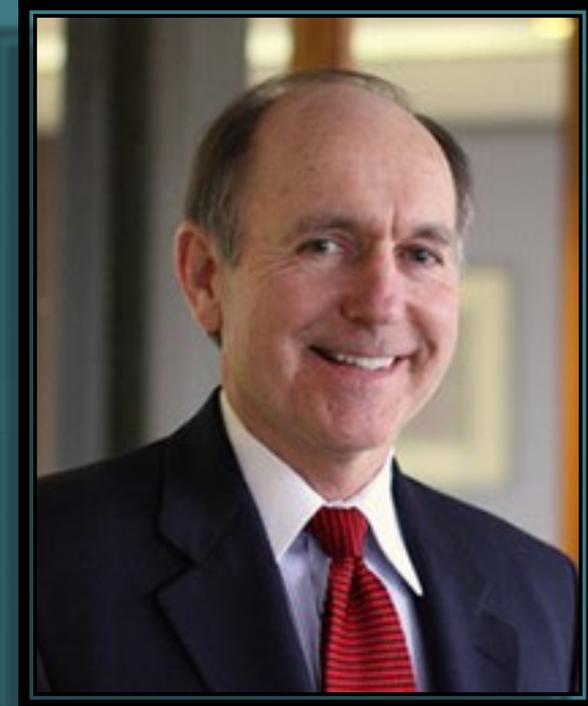
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Closing Remarks

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Secretary Machelle Baker Sanders NC Department of Commerce



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Chair Tom Rabon

Next Meeting Dates

March 30, 2022 – (Virtual Special Meeting)

May 11, 2022 – Guilford Technical Community College (Greensboro, NC)

August 10, 2022 – McKimmon Center (Raleigh, NC)

November 9, 2022 - TBD

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