



**Alaant Hiring Index – Fall 2022**

**Respondents: 95 Human Resource and Hiring Managers from Capital Region Companies**

	Fall 2022 (in %)	Spring 2022 (in %)	Fall 2021 (in %)
<b>Number of employees in my organization:</b>			
1-10	15	12	18
11-50	28	25	27
51-100	7	18	8
101-200	14	15	11
201+	36	30	36
<b>In my organization, hiring for 2022, as compared to 2021, has:</b>			
Increased	72	73	82
No Change	19	19	13
Decreased	9	7	5
<b>If hiring has increased this year, by how much?</b>			
<10%	30	40	29
10-25%	52	40	45
26-50%	7	11	8
>50%	11	6	5
Hasn't changed			13
<b>If hiring has decreased this year, by how much?</b>			
<10%	50	50	2
10-25%	37	25	7
26-50%	0	16	9
>50%	13	8	2
Hasn't changed			80

<b>For 2023, in my organization we expect hiring to:</b>			
Increase	55	65	76
No change	36	33	22
Decrease	9	2	2
<b>For 2023, my organization's expectations for job growth can best be described as:</b>			
Very optimistic	12	14	19
Optimistic	56	52	48
Unsure	26	31	27
Pessimistic	4	1	4
Very pessimistic	2	0	2
<b>Are concerns about a possible recession reducing hiring plans?</b>			
Yes	24	NA	NA
No	76	NA	NA
<b>In my organization, the area showing the fastest-growing number of opportunities is:</b>			
Information Technology	14	25	28
Healthcare	10	37	40
Health and Safety	1	3	2
Science	1	3	2
Engineering	13	11	7
Other	61	16	21
<b>Over the next 6 months, my organization expects hiring to be:</b>			
A significant challenge	16	34	28
Challenging	54	53	58
Improving	25	12	13
Easy	5	0	1
Very Easy	0	0	0

<b>The biggest challenge affecting my organization's ability to hire is:</b>			
Corporate finances	4	2	1
Overall business climate (incl. COVID-19)	8	12	19
Tax/regulatory burdens	0	0	0
Healthcare costs	0	0	0
Business development	1	1	4
Skills gap	14	13	19
Salary/Wage demands	20	20	15
Labor shortage	47	45	41
Supply chain challenges	2		
Other	4		
<b>We are most successfully recruiting employees from:</b>			
Within my region	58	62	67
Outside my region	4	7	3
Mix of in/outside region	38	30	30
<b>Is your organization actively considering remote employees to fill job openings?</b>			
Yes	41	42	47
No	59	57	53
<b>Is your organization more open to hiring remote employees if they are local to your area?</b>			
Yes	47	46	54
No	53	53	46
<b>Has your organization altered its recruiting process amid the current job market?</b>			
Yes	59	86	78
No	41	14	22

<p><b>Is a significant portion of your staff (&gt;50%) working either remotely or in a hybrid model?</b></p> <p>Yes No No Change</p>	<p>48 43 9</p>	<p>41 54 3</p>	<p>38 59 3</p>
<p><b>How has the hybrid/remote work trend affected your ability to hire and retain employees?</b></p> <p>Made it more difficult No change Made it less difficult</p>	<p>19 42 39</p>	<p>30 43 25</p>	<p>23 49 28</p>
<p><b>Is your organization increasing salaries to attract and retain employees?</b></p> <p>Yes No</p>	<p>77 23</p>	<p>82 18</p>	<p>NA NA</p>
<p><b>Will an in-office work policy be mandated in 2023?</b></p> <p>Yes, we already have Yes, we will during the year No, we will remain hybrid/remote We are still discussing our policy</p>	<p>29 3 51 17</p>	<p>NA NA NA NA</p>	<p>NA NA NA NA</p>