



Alaant Hiring Index – Spring 2022

Respondents: 82 Human Resource and Hiring Managers from Capital Region Companies

	Spring 2022 (in %)	Fall 2021 (in %)	Spring 2021 (in %)
Number of employees:			
1-10	12	18	14
11-50	25	27	22
51-100	18	8	14
101-200	15	11	13
201+	30	36	37
To date in 2022, as compared to 2021, hiring has:			
Increased	73	82	51
No Change	19	13	29
Decreased	7	5	20
If hiring has increased this year, by how much?			
<10%	40	29	41
10-25%	40	45	46
26-50%	11	8	9
>50%	6	5	4
Hasn't changed		13	
If hiring has decreased this year, by how much?			
<10%	50	2	50
10-25%	25	7	20
26-50%	16	9	17
>50%	8	2	13
Hasn't changed		80	

For the rest of 2022, (over the next 6 months), I expect hiring to:			
Increase	65	76	60
No change	33	22	32
Decrease	2	2	8
For the rest of 2022 (over the next 6 months), my expectations for job growth can best be described as:			
Very optimistic	14	19	13
Optimistic	52	48	57
Unsure	31	27	21
Pessimistic	1	4	7
Very pessimistic	0	2	2
The field showing the fastest-growing number of opportunities is:			
Information Technology	25	28	33
Healthcare	37	40	35
Health and Safety	3	2	4
Science	3	2	5
Engineering	11	7	7
Other	16	21	16

<p>Over the next 6 months, I expect hiring to be:</p> <p>A significant challenge</p> <p>Challenging</p> <p>Improving</p> <p>Easy</p> <p>Very Easy</p>	<p>34</p> <p>53</p> <p>12</p> <p>0</p> <p>0</p>	<p>28</p> <p>58</p> <p>13</p> <p>1</p> <p>0</p>	<p>29</p> <p>49</p> <p>20</p> <p>0</p> <p>2</p>
<p>The biggest challenge affecting my ability to hire is:</p> <p>Corporate finances</p> <p>Overall business climate (incl. COVID-19)</p> <p>Tax/regulatory burdens</p> <p>Healthcare costs</p> <p>Business development</p> <p>Skills gap</p> <p>Salary/Wage demands</p> <p>Labor shortage</p>	<p>2</p> <p>12</p> <p>0</p> <p>0</p> <p>1</p> <p>13</p> <p>20</p> <p>45</p>	<p>1</p> <p>19</p> <p>0</p> <p>0</p> <p>4</p> <p>19</p> <p>15</p> <p>41</p>	<p>3</p> <p>11</p> <p>0</p> <p>0</p> <p>5</p> <p>11</p> <p>11</p> <p>56</p>
<p>I am most successfully recruiting employees from:</p> <p>Within my region</p> <p>Outside my region</p> <p>Mix of in/outside region</p>	<p>62</p> <p>7</p> <p>30</p>	<p>67</p> <p>3</p> <p>30</p>	<p>70</p> <p>1</p> <p>29</p>
<p>Are you actively considering remote employees to fill job openings?</p> <p>Yes</p> <p>No</p>	<p>42</p> <p>57</p>	<p>47</p> <p>53</p>	<p>36</p> <p>64</p>

<p>Would you be more open to hiring remote employees if they were local to your area?</p> <p>Yes No</p>	<p>46 53</p>	<p>54 46</p>	<p>NA NA</p>
<p>Have you altered your recruiting process amid the current job market?</p> <p>Yes No</p>	<p>86 14</p>	<p>78 22</p>	<p>NA NA</p>
<p>Is a significant portion of your staff (>50%) currently working either remotely or in a hybrid mode?</p> <p>Yes No No Change</p>	<p>41 54 3</p>	<p>38 59 3</p>	<p>42 53 5</p>
<p>If yes, how has productivity been affected?</p> <p>Increased Remained the same Decreased</p>	<p>28 64 7</p>	<p>31 67 2</p>	<p>35 52 13</p>
<p>How has the hybrid/remote work trend affected your ability to retain employees?</p> <p>Made it more difficult No change Made it less difficult</p>	<p>30 43 25</p>	<p>23 49 28</p>	<p>NA NA NA</p>
<p>Are you increasing salaries to attract and retain employees?</p> <p>Yes No</p>	<p>82 18</p>	<p>NA NA</p>	<p>NA NA</p>
<p>My current workforce is:</p> <p>In-office 5 days per week</p>	<p>41 46</p>	<p>NA NA</p>	<p>NA NA</p>

Hybrid (mix of in-office and remote work)	7	NA	NA
Fully remote	4	NA	NA
Other			