



Alaant Hiring Index – Spring 2019

Respondents: 83 Human Resource and Hiring Managers from Capital Region Companies

	Spring 2019 – (in %)	Fall 2018 – (in %)	Spring 2018 – (In %)	Spring 2017 – (in %)
Number of employees:				
1-10	12	14	13	9
11-50	15	9	11	6
51-100	19	12	11	11
101-200	13	14	20	21
201+	41	51	45	53
The field showing the fastest-growing number of opportunities is:				
Information Technology	37 (Development – 23; Infrastructure – 14)	28 (Development – 16; Infrastructure – 12)	35 (Development – 21; Infrastructure – 14)	46 (Development – 29; Infrastructure – 17)
Science	6	5	3	10
Engineering	8	5	12	1
Other	49 (Healthcare – 21; Customer Service/ Sales/Marketing – 10; Accounting/ Finance – 6; Administrative – 2; Other – 10)	62 (Healthcare – 20; Customer Service/ Sales/Marketing – 15; Accounting/ Finance – 2; Administrative – 3; Other – 22)	50 (Healthcare – 18; Customer Service/ Sales/Marketing – 12; Accounting/ Finance – 5; Administrative – 6; Other – 9)	43 (Customer Service/ Sales/Marketi ng –24; Accounting/ Finance – 8; Administrative – 8; Other – 4)

During the previous 6 months, hiring:				
Increased	69	N/A	N/A	53
No change	26	N/A	N/A	41
Decreased	5	N/A	N/A	6
No response	0	N/A	N/A	0
Over the next 6 months, I expect hiring to:				
Increase	56	58	68	46
No change	38	42	29	51
Decrease	6	0	3	3
Over the next year, my expectations for job growth can best be described as:				
Very optimistic	18	10	18	17
Optimistic	62	61	59	66
Unsure	19	27	21	16
Pessimistic	1	2	2	1
Very pessimistic	0	0	0	0
As compared to the national economy, the regional economy is:				
Much Better	5	5	5	16
Better	37	38	43	49
About the same	47	45	45	35
Worse	11	12	7	0
Much worse	0	0	0	0
No response	0	0	0	0

The biggest challenge affecting my ability to hire is:				
Corporate finances	11	8	9	24
Overall business climate	14	14	13	14
Tax/regulatory burdens	0	4	2	4
Health care costs	6	2	4	10
Business development	5	1	4	18
Skills Gap	27	35	34	31
Salary/Wage Demands	37	36	34	N/A
Over the next six months, I expect hiring to be:				
A significant challenge	10	14	10	12
Challenging	57	61	50	54
Improving	27	9	20	24
Easy	6	0	1	0
Very easy	0	0	0	0
No response	0	0	0	1
		(Consistent across all fields – 16)	(Consistent across all fields – 19)	(Consistent across all fields – 9)
I am most successfully recruiting employees from:				
Within my region	72	71	70	51
Outside my region	1	6	5	16
Mix of in/outside region	27	23	25	33
No response	0	0	0	0