



Alaant Hiring Index – Spring 2021

Respondents: 98 Human Resource and Hiring Managers from Capital Region Companies

	Spring 2021 (in %)	Fall 2020 (in %)
Number of employees:		
1-10	14	24
11-50	22	14
51-100	14	14
101-200	13	11
201+	37	37
To date in 2021, as compared to 2020, hiring has:		
Increased	51	36
No Change	29	33
Decreased	20	31
If hiring has increased this year, by how much?		
<10%	41	NA
10-25%	46	NA
26-50%	9	NA
>50%	4	NA
If hiring has decreased this year, by how much?		
<10%	50	NA
10-25%	20	NA
26-50%	17	NA
>50%	13	NA

For the rest of 2021, I expect hiring to:		
Increase	60	54
No change	32	43
Decrease	8	3
For 2021, my expectations for job growth can best be described as:		
Very optimistic	13	14
Optimistic	57	47
Unsure	21	35
Pessimistic	7	4
Very pessimistic	2	0
The field showing the fastest-growing number of opportunities is:		
Information Technology	33	28
Healthcare	35	29
Health and Safety	4	13
Science	5	4
Engineering	7	4
Other	16	22
Over the next six months, I expect hiring to be:		
A significant challenge	29	6
Challenging	49	49
Improving	20	40
Easy	0	5
Very Easy	2	0
The biggest challenge affecting my ability to hire is:		
Corporate finances	3	9
Overall business climate (including COVID-19 impact)	11	47
Tax/regulatory burdens	0	1
Healthcare costs	0	1
Business development	5	4
Skills gap	11	21
Salary/Wage demands	11	17
Shortage of qualified candidates	56	NA
Other	3	0

I am most successfully recruiting employees from:		
Within my region	70	64
Outside my region	1	7
Mix of in/outside region	29	29
Are you actively considering remote employees to fill job openings?		
Yes	36	57
No	64	43
Is a significant portion of your staff (>50%) telecommuting as a result of the pandemic?		
Yes	42	56
No	53	33
No Change	5	11
If yes, how has productivity been affected?		
Increased	35	24
Remained the same	52	64
Decreased	13	12
Has your organization returned to a regular in-office schedule?		
Yes	47	NA
No	53	NA
If not, when do you expect to?		
Over the summer	28	NA
In the fall or winter	14	NA
Sometime in 2022	2	NA
We expect to remain a hybrid workforce	50	NA
We expect to remain fully remote	6	NA

What is the most important factor in deciding to bring employees back to the office?		
Decline in COVID cases	14	NA
Rise in COVID vaccinations	4	NA
Loosening of federal/state/local restrictions	21	NA
Business productivity	25	NA
Comfort level of employees	36	NA