

## Key Findings

- Continuing trend 1: Left jobs unfilled due to under-qualified applicants: 39%, 43% and 45% previous three years. 47% this year
- Continuing trend 2: Filling workforce biggest (20%-24%-27%-29%) or next biggest challenge. Combine the two and the last four years: 72%, 74%, 76%, 79%
-  Those expecting to increase size of workforce in next 12-24 months (53%), have even bigger challenges: 59% say supply of qualified applicants does not meet demand (compared to 54% overall) and 85% say filling workforce/talent needs is a challenge
- Two-thirds require less than a bachelor's degree for their unfilled jobs (points to continuing importance of middle skill jobs)

## Key Findings (Continued)

- Applicants not willing to accept pay offered (45% agree or strongly agree). Lack of minimal educational requirements was only 27%
- Only 26% very likely or extremely likely to add high-wage jobs in next two years
- Training: Most (72%) done internally, only 40% partner with educational institutions, 48% have tuition reimbursement programs but few employees take advantage
- Drug testing: Only 47% test for safety-sensitive positions, only 56% test in cases of suspects misuse/abuse; 41% say supervisors/managers know how to detect prescription drug misuse/abuse but very few willing to pay for supervisor training in this area

