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Survey of Lincoln Area Business (and Comparison with Household Survey)

Presented at the
Greater Lincoln Workforce Investment Board Meeting
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Eric Thompson, Director
Bureau of Business Research
UNL College of Business Administration
www.bbr.unl.edu

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Make It Work For Lincoln Survey

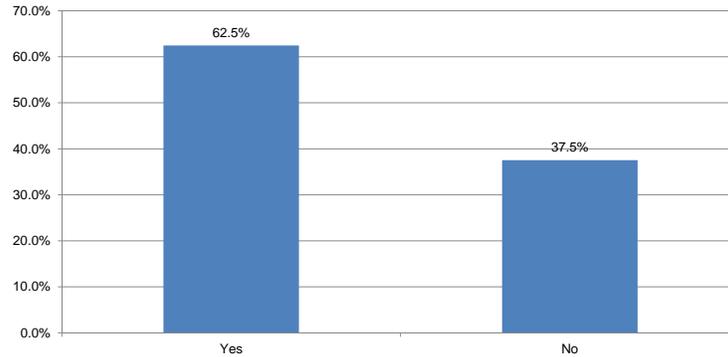
- Thank you to ATD - Lincoln Chapter, NDOL and NEDED
- Designed to identify the hiring needs and challenges faced by business as well as training activity
- Mailed to 1,300 Lincoln Metro Area businesses with 20 or more employees
- Responses received from 248 businesses

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Hiring Challenges

Is It Difficult to Find Workers?



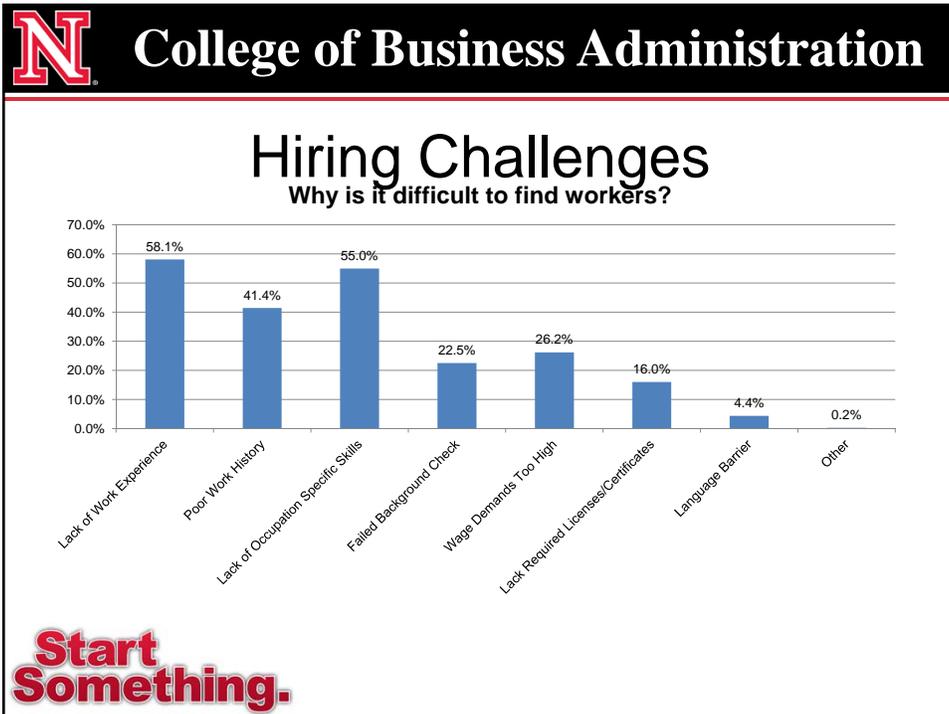
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Hiring Challenges By Occupation

- Occupations Most Difficult to Hire
 - Installation, Maintenance and Repair workers
 - Personal Care and Service workers
 - Production workers
- Occupations Least Difficult to Hire
 - Office and Administrative Support workers
 - Food Preparation and Serving workers
 - Sales workers

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Hiring Challenges

- This appears daunting
- But, hiring difficulties vary by occupation
- There may be actionable solutions in specific occupations

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Hiring Challenges By Occupation

- Occupations where the primary difficulty is a lack of occupation-specific skills
 - Computer and Mathematical workers
 - Installation, Maintenance and Repair workers
 - Production workers

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Hiring Challenges By Occupation

- Occupations where the primary difficulty is applicants with a poor work history
 - Health Care Support workers
 - Food Preparation and Serving workers
 - Construction workers
 - Transportation and Material Moving workers

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Hiring Challenges By Occupation

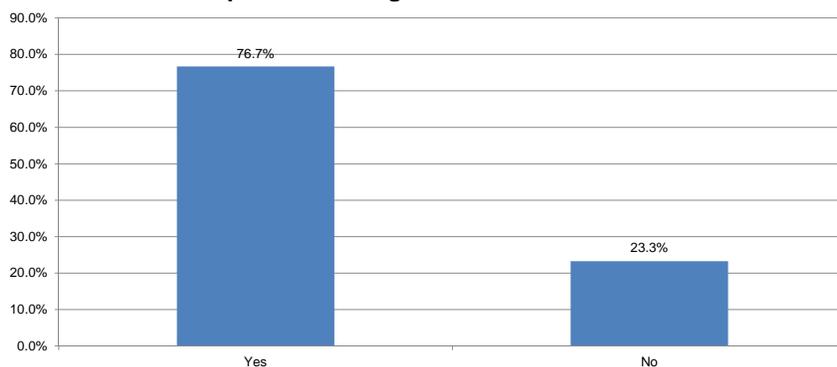
- Occupations where wage demands are “too high”
 - Business and Professional Operations workers
 - Healthcare Practitioners and Technical workers
 - Personal Care and Service workers
 - Office and Administrative Support workers

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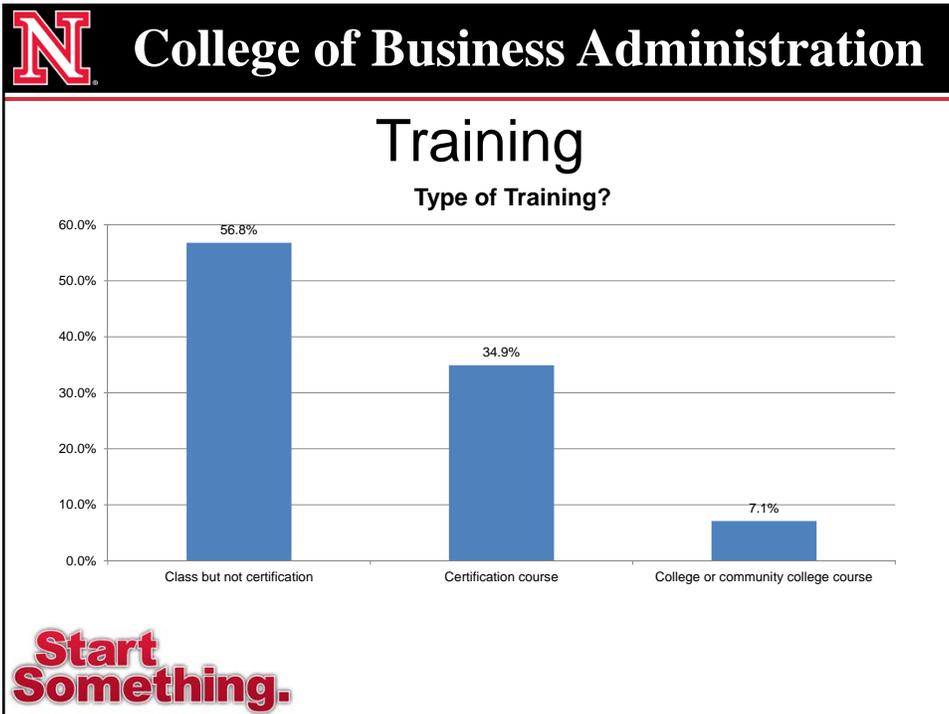
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Training

Is Job-Specific Training Provided For New Workers?



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Training By Occupation

- Occupations where certification, college or community college course most common:
 - Managers
 - Computer and Mathematical workers
 - Installation, Maintenance and Repair workers
 - Personal Care and Service workers

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Summary from Business Survey

- Businesses face many challenges in hiring
 - A lack of occupation-specific skills
 - Poor work history
 - Wage demand which are “too high”
- Business are attempting to address skill needs with post-hire training
- What else can be done?

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Comparing the Surveys

- The Business survey was designed to have some overlap with the Household survey in terms of assessing occupations and work experience of households and the occupational and skills needs of businesses.
- The two surveys are not directly comparable, but some questions were similar

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Comparing the Surveys

- Employees were asked about barriers to changing jobs, if a suitable job were to become available.
- Employers were asked about occupations that they hired
 - Whether it was difficult to find workers in these occupations
 - And if so, why was it difficult

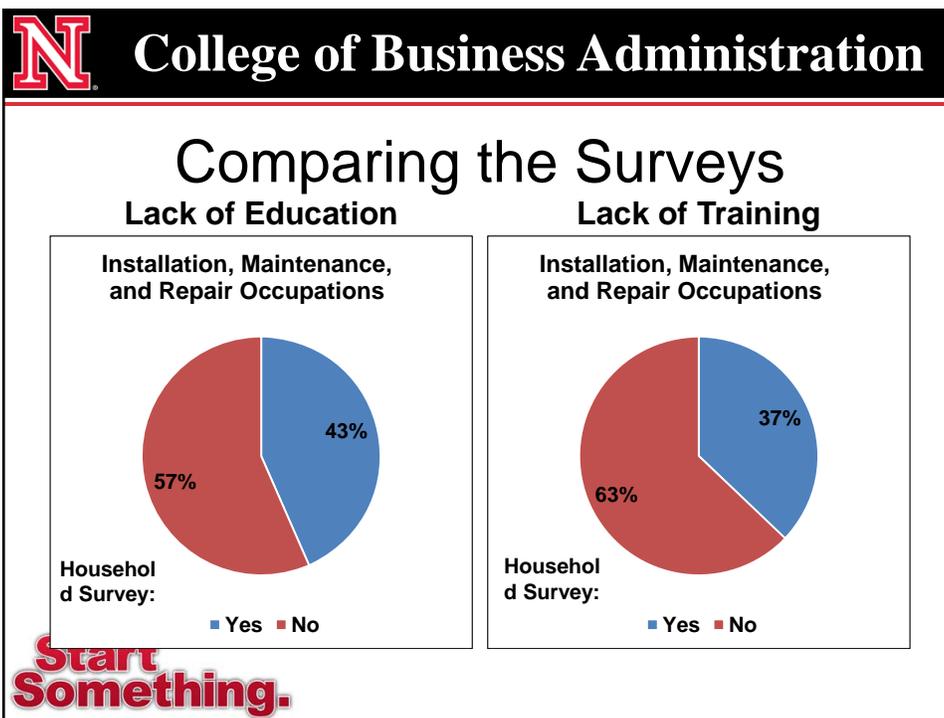
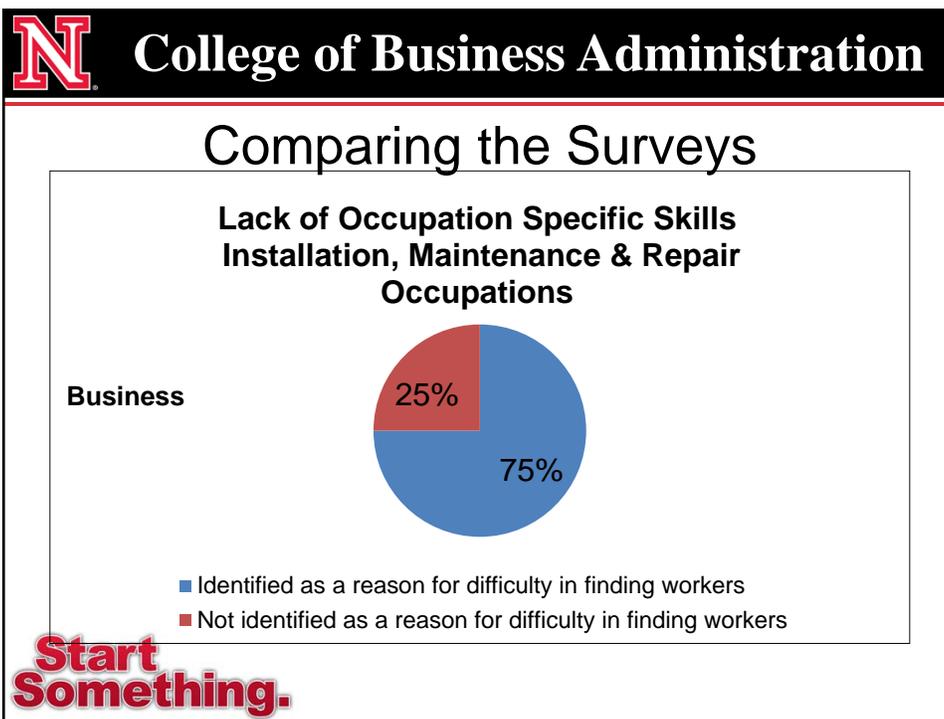
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Comparing the Surveys

- Sometimes there is rough agreement between the surveys...

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Comparing the Surveys

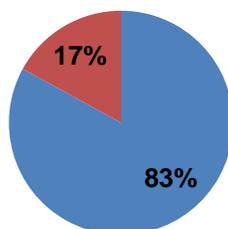
- And sometimes there isn't agreement between the surveys

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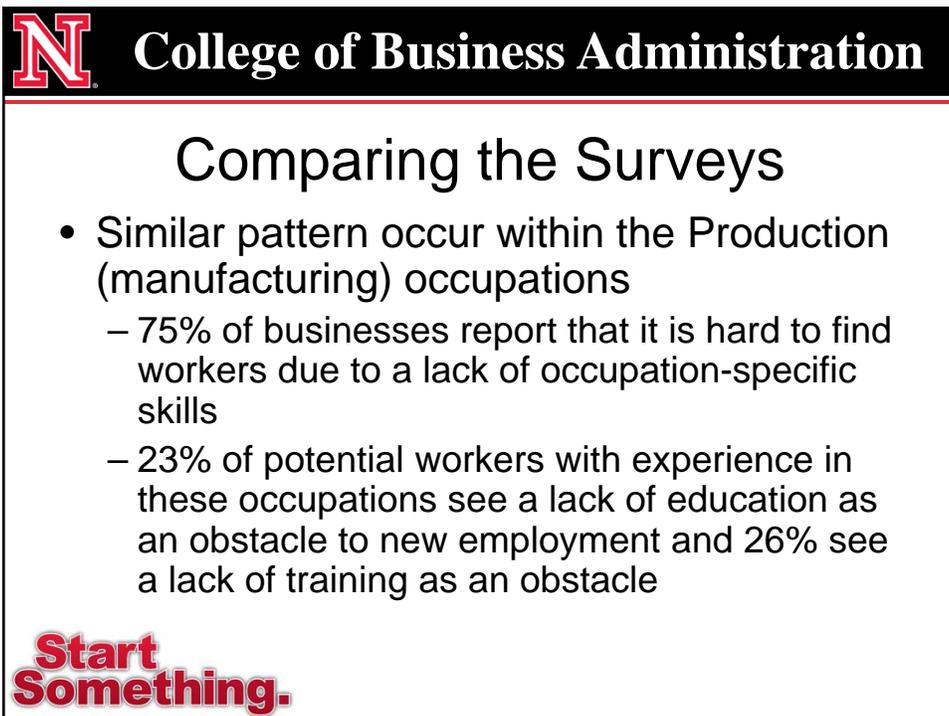
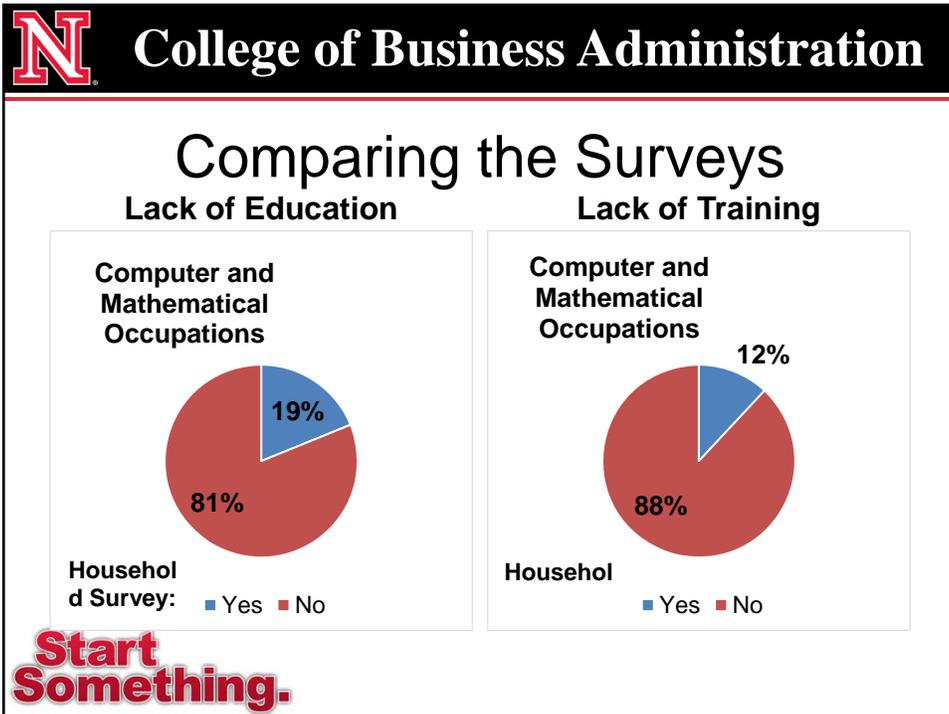
Comparing the Surveys Lack of Occupation Specific Skills Computer & Mathematical Occupations

Business



- Identified as a reason for difficulty in finding workers
- Not identified as a reason for difficulty in finding workers

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Comparing the Surveys

- Previous slides are examples of a “Skills Gap”
 - Mismatch between the needs of businesses for skilled talent and the skills possessed by the available workforce.
 - 83% of businesses hiring workers in Computer & Mathematical occupations have a problem finding workers
 - 75% for Installation, Maintenance & Repair

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Skills Gap

- It is not necessary for businesses and households to agree for there to be a skills gap
 - But, if both employers and potential employees perceive a lack of training or education, it may make it easier to train and educate workers

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