

Supplemental Survey Report

Businesses Say It's Taking Longer to Fill Job Vacancies; Somewhat Faster Wage Growth Expected

In this month's survey, respondents were asked about filling job openings, finding workers proficient in select skill categories, and raising wages and salaries over the next twelve months. Some of these questions had been asked in surveys conducted in April 2014 and earlier.

In the current survey, respondents were asked how many new workers they had hired in the past twelve months. To put this number in context, they were also asked to provide the total number of employees at their firms. The median number of new hires as a percentage of employees was 7 percent among manufacturers and 6 percent among service firms. When asked how long, on average, it had taken to fill job openings over the past twelve months, the median manufacturing respondent said twenty-one days, while the median service sector

respondent indicated forty days. When asked how these intervals compared with their experience in 2013, more than a third of firms in both surveys reported that the duration of job vacancies had increased, while just 7 percent of manufacturers and 3 percent of service firms said the duration had declined. Businesses were also asked how many job openings they had at the time of the survey; the median respondent in both surveys said that current job openings amounted to a little more than 2 percent of their workforce.

The remaining questions had been asked in earlier surveys, as reflected in the tables below. When queried about the difficulty of finding workers with specific types of skills, respondents in both surveys once again reported that those with advanced computer skills were the hardest to find.

Moreover, workers with all types of skill sets were said to be somewhat harder to find than in last year's survey—a shift especially evident in the responses of manufacturing firms.

Finally, respondents were asked how much they expected a typical worker's wage or salary—not including benefits—to increase (or decrease) over the next twelve months. Just 23 percent of service sector respondents and 16 percent of manufacturers expected salaries to remain unchanged, while no respondent projected a decrease. The median expected pay increase was 3.0 percent among both manufacturers and service firms—up from 2.5 percent and 2.0 percent, respectively, in last April's survey. ■

Supplemental Survey Report, *continued*

	Empire State Manufacturing Survey			Business Leaders Survey		
	Average	Median	Percentage of Respondents	Average	Median	Percentage of Respondents
QUESTION 1 Roughly how many workers are currently employed at your establishment?	181	80	—	928	105	—
QUESTION 2 Roughly how many new workers has your establishment hired over the past year?	20	5	—	72	5	—
New hires as a share of workforce*	10.1%	7.3%	—	9.1%	6.0%	—
QUESTION 3 Thinking about job vacancies at your establishment over the past year, on average, roughly how many days did it take you to fill a typical position?	33	21	—	51	40	—
QUESTION 4 How does this number compare with 2013?						
More days than in 2013	—	—	34%	—	—	35%
Same number of days as in 2013	—	—	59%	—	—	62%
Fewer days than in 2013	—	—	7%	—	—	3%
QUESTION 5 Roughly how many job openings are there at your establishment at the present time?	4.4	2.0	—	24.8	3.0	—
Job openings as a share of workforce*	2.5%	2.1%	—	3.7%	2.1%	—

* This measure represents the average and median proportion across all respondents.

Supplemental Survey Report, *continued*

QUESTION 6

To what extent have you recently had difficulty finding workers who are proficient in each of the following areas?

	Empire State Manufacturing Survey								
	Percentage of Respondents Reporting:					Difficulty Rating*			
	No Difficulty	←————→				Great Difficulty	April 2015	April 2014	April 2013
Basic math skills	13	7	31	40	10	57.1	54.3	53.0	
Basic English skills	18	15	35	28	4	46.6	46.0	47.9	
Basic computer skills	11	14	40	28	7	51.4	48.4	49.4	
Advanced computer skills	7	3	24	33	33	70.5	63.2	62.0	
Interpersonal skills	6	7	36	43	8	60.2	51.6	52.1	
Punctuality / reliability	6	6	31	36	21	65.4	55.6	58.7	
	Business Leaders Survey								
	Percentage of Respondents Reporting:					Difficulty Rating*			
	No Difficulty	←————→				Great Difficulty	April 2015	April 2014	April 2013
Basic math skills	41	8	23	26	3	35.4	30.8	29.8	
Basic English skills	36	17	27	19	2	33.7	31.9	31.1	
Basic computer skills	33	18	32	17	1	33.8	32.9	28.6	
Advanced computer skills	12	15	28	26	19	56.4	50.2	50.6	
Interpersonal skills	18	14	29	30	8	48.5	46.7	41.8	
Punctuality / reliability	23	24	19	28	6	42.1	40.1	35.4	

*This composite measure facilitates comparisons over time as well as across the six skill categories. The measure gives the following weights to the columns shown: 0 percent, 25 percent, 50 percent, 75 percent, 100 percent. The measure can range from 0 (if all respondents indicate no difficulty) to 100 (if all respondents indicate great difficulty).

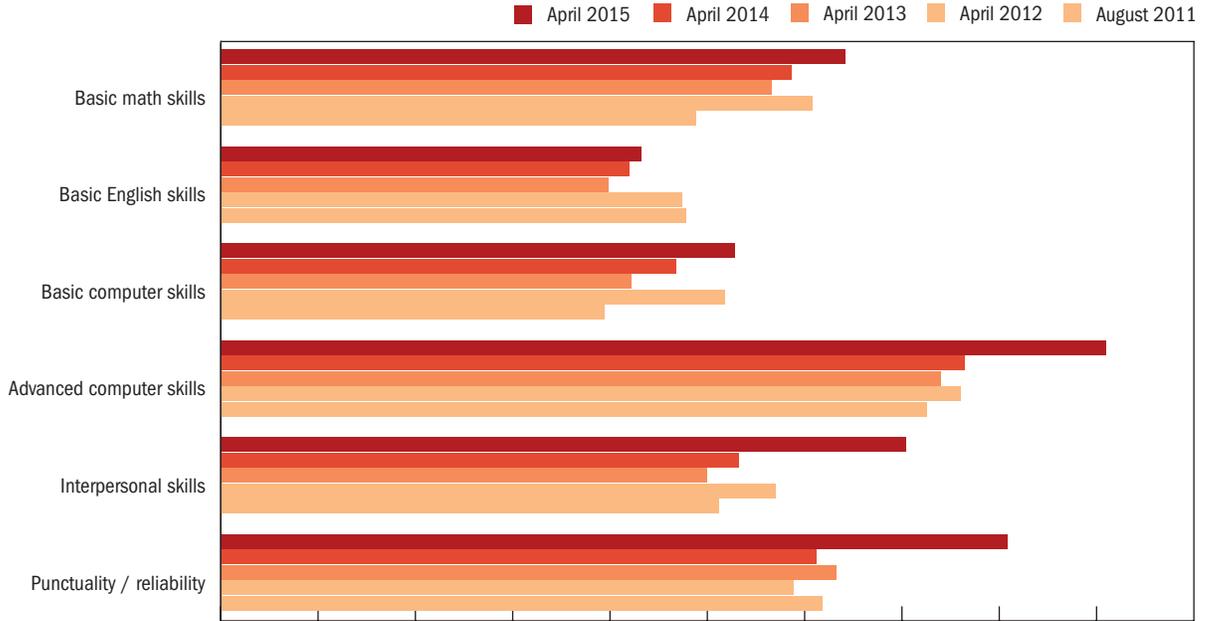
Supplemental Survey Report, *continued*

HISTORICAL OVERVIEW FOR QUESTION 6

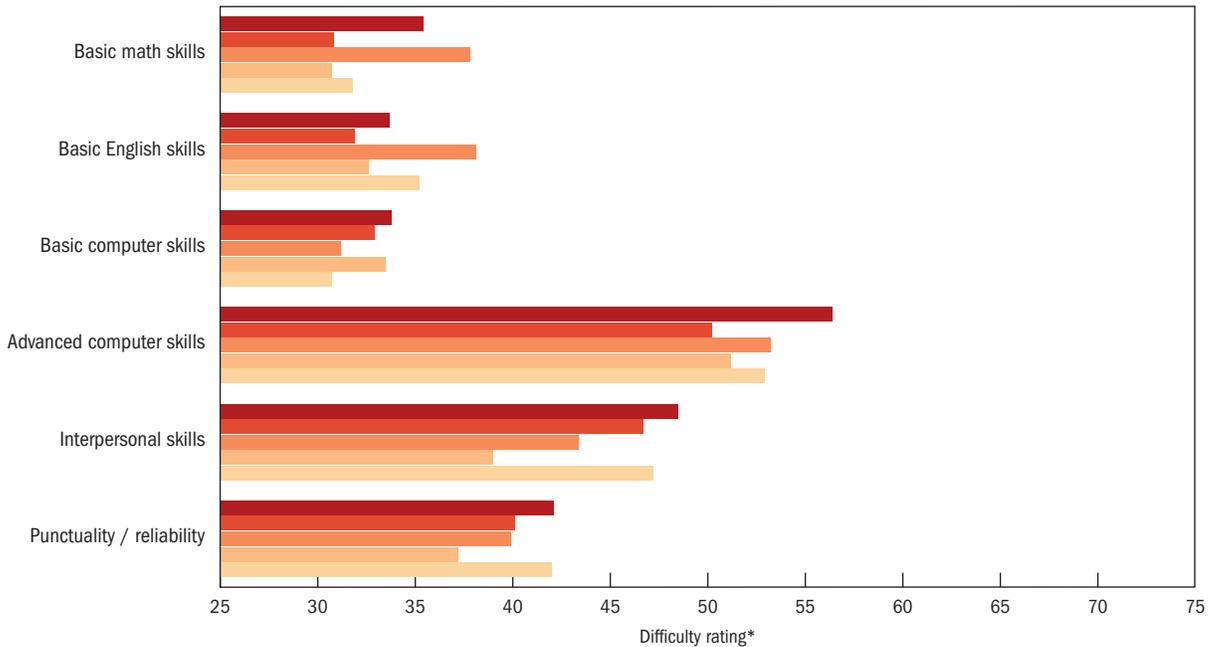
To what extent have you recently had difficulty finding workers who are proficient in each of the following areas?

Difficulty Ratings for Surveys Conducted in April 2015, April 2014, and Earlier Years

Empire State Manufacturing Survey



Business Leaders Survey



*This composite measure facilitates comparisons over time as well as across the six skill categories. For details on how this measure is computed, see the note to Question 6.

Supplemental Survey Report, *continued*

QUESTION 7

By about what percentage, on average, do you expect a typical worker's wage/salary—not including benefits—to change over the next twelve months?

	Empire State Manufacturing Survey					Business Leaders Survey				
	April 2015	April 2014	April 2013	April 2012	August 2011	April 2015	April 2014	April 2013	April 2012	August 2011
Expected percentage increase										
Average	3.1	2.4	2.4	2.3	2.4	2.7	2.2	2.2	2.7	1.5
Median	3.0	2.5	2.5	2.6	2.8	3.0	2.0	2.0	2.8	1.0
Percentage of respondents expecting										
Decrease	0.0	0.0	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
No change	16.0	22.1	19.8	17.5	21.1	22.9	28.9	26.5	17.4	39.1
Increase	84.0	77.9	79.1	82.5	78.9	77.1	71.1	73.5	82.6	60.9
2 percent or less	23.4	17.9	20.9	26.3	18.9	22.9	26.6	33.7	23.9	21.7
More than 2 and up to 4 percent	43.6	52.6	55.8	55.0	52.2	38.9	36.7	33.7	54.3	34.8
More than 4 percent	17.0	7.4	2.3	1.3	7.8	15.3	7.8	6.0	4.3	4.3

HISTORICAL OVERVIEW FOR QUESTION 7

Median Expected Percentage Change in Wages/Salaries: Next Twelve Months

