

# Supplemental Survey Report

## It Is Taking Longer to Fill Job Openings; Modest Increases Expected in Starting Salaries

Supplemental questions in the January 2017 *Empire State Manufacturing Survey* and *Business Leaders Survey* focused on staffing and compensation issues. Firms were queried about the extent of their hiring, the degree of difficulty they encountered in filling job openings, and their expectations for wage and salary growth. Most of these questions had been asked in surveys conducted in January 2016 and earlier, as shown in the tables below.

Respondents were asked how many workers they had hired in the past twelve months. The median number of new hires as a percentage of firms' employees was 5.5 percent among manufacturers (down about 1 percentage point from last year's survey) and 7.5 percent among service firms (up about ½ percentage point from the earlier survey).

When asked how long, on average, it had taken to fill job openings over the preceding twelve months, the median manufacturing respondent said thirty days (the same as in last year's survey), while the median service sector respondent indicated forty-five days (up slightly from last January's survey). When asked how these intervals compared with their experience in 2015, 38 percent of manufacturers and 35 percent of service firms reported that the duration of job vacancies had increased, while less than 10 percent in both surveys reported a shorter duration. Businesses were also asked how many job openings they had at the time of the survey: the median figure for job openings as a share of the workforce was 1.0 percent among manufacturers and 1.5 percent among service sector respondents; both are lower than in last January's survey.

Businesses were also asked how much they expected the wage or salary of a typical worker (not including benefits) to change over the *next* twelve months. Roughly 74 percent of manufacturers and 86 percent of service sector firms expected salaries to increase, while almost all of the rest expected them to remain unchanged. The median expected pay increase was 3.0 percent among both manufacturers and service firms—about the same as in last January's survey. Firms were also asked by what percentage they expected starting salaries *for new workers* to change in 2017, relative to 2016. In response, just under 60 percent of both service firms and manufacturers projected an increase, while 41 percent expected salaries to remain the same. The median expected change was 2 percent among both sets of firms. ■

## Supplemental Survey Report, *continued*

QUESTIONS 1-5	Empire State Manufacturing Survey			Business Leaders Survey		
	Median (Except Where Indicated)			Median (Except Where Indicated)		
	January 2017	January 2016	April 2015	January 2017	January 2016	April 2015
<b>QUESTION 1</b> Roughly how many workers are currently employed at your establishment?	65	67	80	62	75	105
<b>QUESTION 2</b> Roughly how many new workers has your establishment hired over the past year?	3	4	5	5	5	5
New hires as a share of workforce*	5.5%	6.4%	7.3%	7.5%	7.1%	6.0%
<b>QUESTION 3</b> 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?	30	30	21	45	40	40
<b>QUESTION 4</b> How does this number compare with the prior year's number? Percentage of respondents replying:						
More days than in the prior year	38%	36%	34%	35%	32%	35%
Same number of days as in the prior year	54%	60%	59%	59%	60%	62%
Fewer days than in the prior year	8%	3%	7%	5%	7%	3%
<b>QUESTION 5</b> Roughly how many job openings are there at your establishment at the present time?	1.0	1.0	2.0	2.0	2.0	3.0
Job openings as a share of workforce*	1.0%	1.3%	2.1%	1.5%	2.3%	2.1%

\* This measure represents the median percentage across all respondents.

## Supplemental Survey Report, *continued*

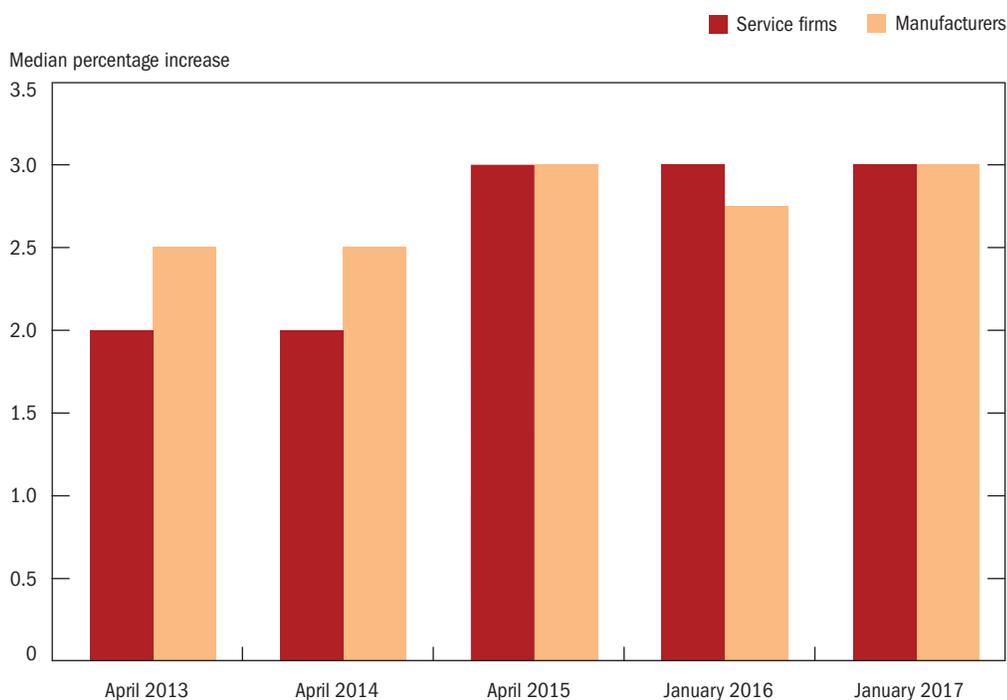
### QUESTION 6

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			
	January 2017	January 2016	April 2015	April 2014	January 2017	January 2016	April 2015	April 2014
Expected percentage increase								
Average	2.9	2.3	3.1	2.4	3.1	3.1	2.7	2.2
Median	3.0	2.8	3.0	2.5	3.0	3.0	3.0	2.0
Percentage of respondents expecting								
Decrease	0	0	0	0	0.7	0	0	0
No change	20.2	21.4	16.0	22.1	13.2	23.4	22.9	28.9
Increase	79.8	78.6	84.0	77.9	86.1	76.6	77.1	71.1
2 percent or less	17.5	20.4	23.4	17.9	19.9	18.4	22.9	26.6
More than 2 and up to 4 percent	50.0	51.0	43.6	52.6	46.4	44.0	38.9	36.7
More than 4 percent	12.3	7.1	17.0	7.4	19.9	14.2	15.3	7.8

### HISTORICAL OVERVIEW FOR QUESTION 6

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?



Supplemental Survey Report, *continued*

## QUESTION 7

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

	Empire State Manufacturing Survey		Business Leaders Survey	
	January 2017	January 2016	January 2017	January 2016
Expected percentage increase				
Average	3.4	2.2	2.6	2.1
Median	2.0	2.0	2.0	0
Percentage of respondents expecting				
Decrease	0.9	2.0	2.0	1.4
No change	41.2	43.9	41.3	53.6
Increase	57.9	54.1	56.7	45.0
2 percent or less	8.8	10.2	10.7	10.0
More than 2 and up to 4 percent	18.4	20.4	16.7	11.4
More than 4 percent	30.7	23.5	29.3	23.6