3 main research programs

– Survey Research Programs
– Strategic Research/Customized Benchmarking
– Workforce and Labor Market Forecasting
Reports on hiring activity and forecasts for jobs growth through HR professionals’ unique and valuable insight into future labor market developments.
THOUSANDS ACCESS SHRM LINE® MONTHLY

- HR professionals track changes in the labor market and their impact on staffing, recruitment and turnover.
- Economists and fiscal/monetary policy makers
- Financial Data Service Providers
- Media
Employment Expectations

LINE Employment Expectations Index June 2005 – March 2012

Manufacturing employment expectations
Service sector employment expectations
In general, in the current labor market, is your organization having a difficult time recruiting for specific jobs that are open in your organization?

Yes, 52%
No, 48%

Note: $n=1,568$. Respondents who answered “Don’t know” were excluded from this analysis. Only respondents whose organizations were currently hiring full-time staff were asked this question.
Recruiting Difficulty

- Engineers: 88%
- High-skilled medical: 86%
- High-skilled technical: 85%
- Scientists: 83%
- Managers & executives: 78%
- Sales representatives: 72%
- Skilled trades: 68%
- Accounting & finance: 54%
- Production operators: 52%
- HR professionals: 49%
- Drivers: 36%
- Customer service representatives: 34%
- Hourly laborers: 29%
- Administrative support staff: 24%

Note: n = 104-610. Chart represents “Somewhat difficult” and “Very difficult” responses. “Not applicable” responses were excluded from this analysis. Only respondents whose organizations were having a difficult time recruiting for certain types of jobs were asked this question.
The manufacturing and high-tech industries are more likely to be having a difficult time recruiting for specific job openings compared with the construction, mining, oil and gas; federal government; finance; and state and local government industries.
In general, what basic knowledge skill gaps do job applicants have in your industry?

- Writing in English (grammar, spelling, etc.): 48%
- Mathematics (computation): 38%
- Reading comprehension (in English): 30%
- English language (spoken): 30%
- Science: 18%
- Government/economics: 11%
- Foreign languages: 8%
- Technical (computer, engineering, …): 7%
- Humanities/arts: 2%
- History/geography: 1%
- Other: 9%

Note: n = 597. Percentages do not total 100% because respondents were able to select multiple response options. Only respondents whose organizations were having a difficult time recruiting for certain types of jobs were asked this question.
In general, what applied skill gaps do job applicants have in your industry?

<table>
<thead>
<tr>
<th>Skill</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical thinking/problem solving</td>
<td>54%</td>
</tr>
<tr>
<td>Professionalism/work ethic</td>
<td>44%</td>
</tr>
<tr>
<td>Written communications</td>
<td>41%</td>
</tr>
<tr>
<td>Leadership</td>
<td>39%</td>
</tr>
<tr>
<td>Teamwork/collaboration</td>
<td>36%</td>
</tr>
<tr>
<td>Oral communications</td>
<td>36%</td>
</tr>
<tr>
<td>Information technology application</td>
<td>30%</td>
</tr>
<tr>
<td>Creativity/innovation</td>
<td>25%</td>
</tr>
<tr>
<td>Lifelong learning/self-direction</td>
<td>21%</td>
</tr>
<tr>
<td>Ethics/social responsibility</td>
<td>19%</td>
</tr>
<tr>
<td>Diversity</td>
<td>17%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

Note: n = 716. Percentages do not total 100% because respondents were able to select multiple response options. Only respondents whose organizations were having a difficult time recruiting for certain types of jobs were asked this question.