



CHIPPEWA VALLEY LABOR MARKET

2016 Skills Gap Employer Survey Results



NARROWING THE
SKILLS GAP
A REGIONAL WORKFORCE INITIATIVE

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OVERVIEW

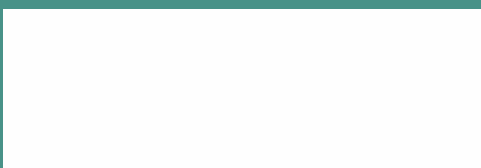
Understanding the local labor market is a vital component in formulating a strategy for addressing local skills gaps. Relevant data is available in abundance at the national and state level, but regional information was needed to understand the unique needs of businesses in the Chippewa Valley Region. The Skills Gap Employer Survey was created to obtain this information in order to address this demand and measure future success.

ACKNOWLEDGMENTS

The Eau Claire Area Economic Development Corporation (EDC) thanks all who were a part of the Skills Gap Local Labor Market Survey. Thank you to the local Chambers of Commerce in Chippewa, Eau Claire, and Menomonie as well as the Economic Development Corporations of both Chippewa County and Dunn County.

Special thanks to EDC's Critical Talent committee for facilitating this effort, and utilizing the results including in this report to strengthen our labor market in the Chippewa Valley.

Publication of the Eau Claire Area EDC



For more information, including a full report of the survey findings, please contact:

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ABOUT THE SURVEY

In May of 2016, local employers were emailed an invitation to participate in the Skills Gap Employer Survey. 78 unique responses were received, resulting in a response rate representing 25% of current local businesses. Based on estimation of the sample population, we are very confident that the following results are applicable to the Chippewa Valley Region.

RESPONDENT DEMOGRAPHICS

The results of the survey represent 25% of employment in the local survey area. The 78 businesses represent 35,319 employees in Wisconsin, including the 24,295 employees in the Chippewa Valley. The median number of employees among the responding businesses was 85 in Wisconsin, and 70 in the Chippewa Valley, although the actual distribution covered business employment from 2 to 5,500.

Responses represented all industry clusters with the exceptions of: Agriculture, Forestry, Fishing, and Hunting; Management of Companies and Enterprises; and Art, Entertainment, and Recreation. Manufacturing was most represented, making up 26% of the responses, followed by Health Care and Social Assistance (15%) and Finance and Insurance (9%).



78 BUSINESSES

represented 25% of local employment



**24,295 LOCAL
EMPLOYEES
REPRESENTED**



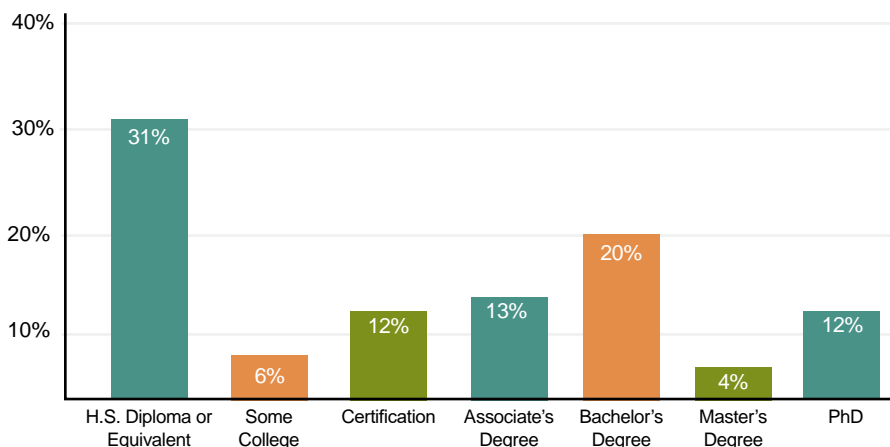
**MEDIAN NUMBER OF
EMPLOYEES WAS 70**

HARD-TO-FILL POSITIONS

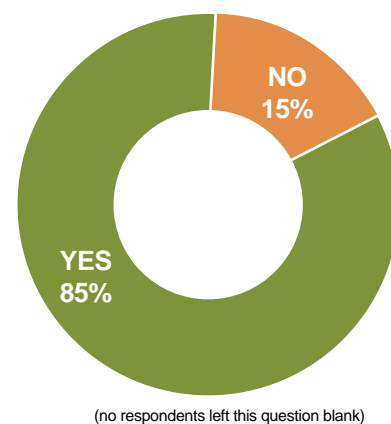
Businesses were given the ability to designate up to five occupations they have difficulty filling in western Wisconsin, as well as experience and education desired in each.

An overwhelming majority of businesses indicate that they are currently having difficulty filling certain positions. Businesses projected 1,022 openings in the next 12 months in hard-to-fill positions, with 1,650 openings in the next 2 years.

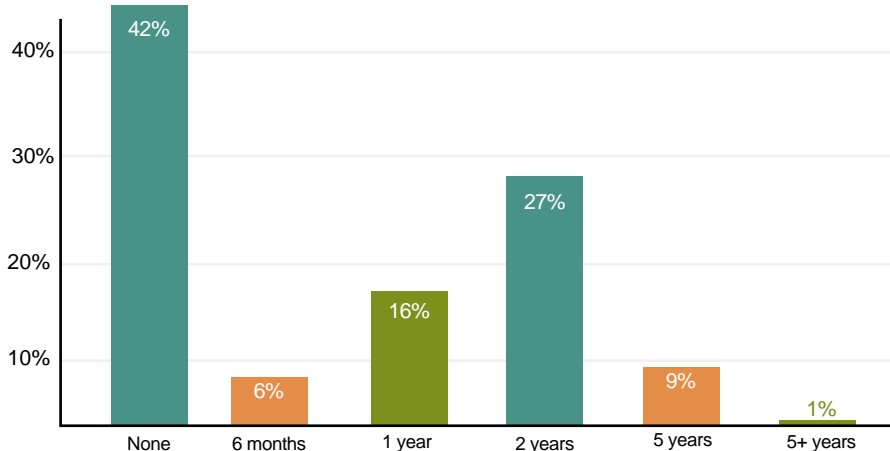
EDUCATION DESIRED IN CURRENT HARD-TO-FILL POSITIONS



DO YOU HAVE DIFFICULTY FILLING CERTAIN POSITIONS?



EXPERIENCE DESIRED IN CURRENT HARD-TO-FILL POSITIONS



SUMMARY OF HARD-TO-FILL POSITION OPENINGS

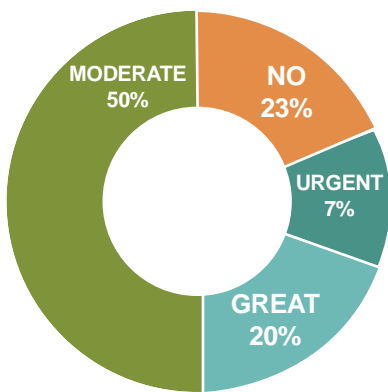
POSITION	2017	2018
CNA	299	633
RN	266	339
Advanced Manufacturing	145	224
Medical Assistant	70	70
Physician	45	40
Post-Secondary Faculty	39	74
Welding	31	67
Driver (CDL)	30	53
Nurse Practitioner	30	35
Machinist	20	30
Software/IT	17	34
Maintenance and Repair	16	25
Engineer	14	26

RETIREMENT CONCERNS

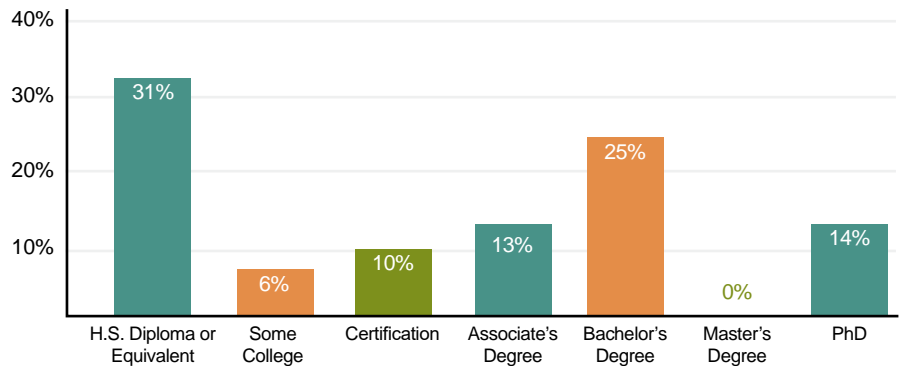
National demographic trends show the upcoming baby boomer retirements will exacerbate the recruitment problem, making certain positions even harder to fill. 77%

of businesses reported that they are concerned with hiring new employees to replace retiring employees - 27% stating that they have either great or urgent concerns. 41% of positions opening due to retirement require two years or more of experience.

IS RETIREMENT OF CURRENT EMPLOYEES A CONCERN FOR YOU?



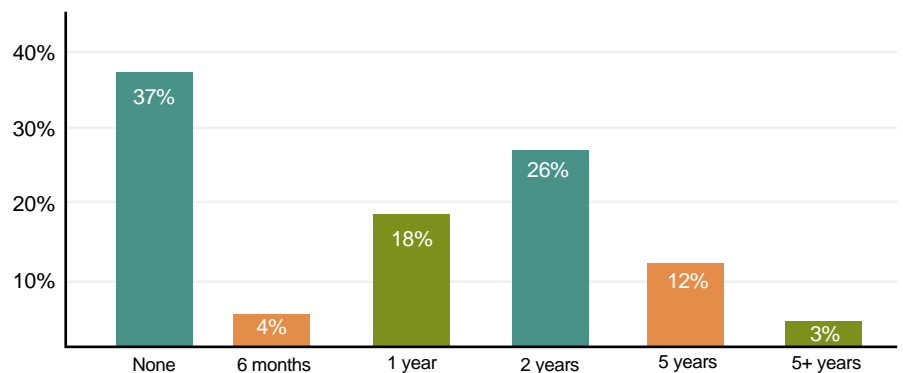
EDUCATION DESIRED IN CURRENTLY RETIRING POSITIONS



SUMMARY OF ANTICIPATED RETIREMENTS

OCCUPATION	# RETIRING
Advanced Manufacturing	139
RN	126
Manager/Executive	69
Post-Secondary Faculty	65
Maintenance and Repair	47
Physician	40
CNA	19
Sales	15
Machinist	14
LPN	12
Pharmacist	10
Medical Assistant	10

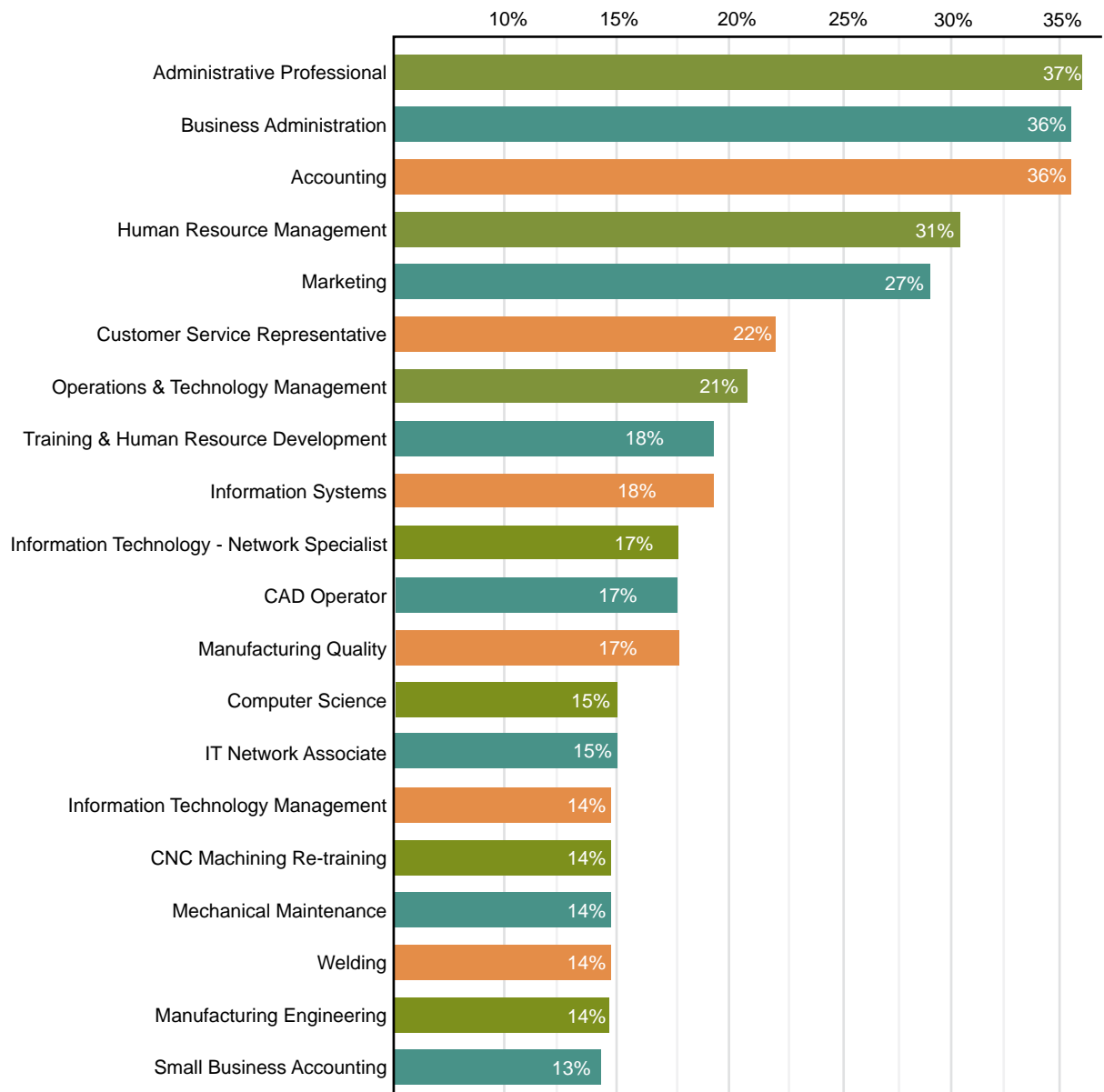
EXPERIENCE DESIRED IN CURRENTLY RETIRING POSITIONS



DEGREES HIRED

Employers were asked to list the degrees and certifications they hire. The percentages listed below shows how many businesses hire individuals with these degrees; it does not reflect how many individuals are hired from each degree and/or certificate. Unsurprisingly, the majority of the top hired degrees are operations-related occupations like administrative services, accounting, HR, etc., which transcend industry sectors.

TOP 20 DEGREES BY PERCENT OF BUSINESSES HIRING



2016 CONCLUSIONS

85% of businesses who responded indicated that they are having issues filling positions, and 77% of businesses are concerned about upcoming retirements. This concern could be compounded by the fact that the same positions that employers are already having

difficulty filling are the same positions that will see a rapid increase of retirements. Most positions of concern are in the healthcare or manufacturing clusters, which correlates with our local economy. Almost half of the hard-to-fill positions require no experience. Our local educational institutions have recently introduced engineering programs to fulfill the needs of our employers and workforce.

HARD TO FILL POSITIONS

- 85% of employers have difficulty filling positions
- 33% of these positions require either an Associates or Bachelor's degree
- 42% of these position require no experience
- 37% of these positions require at least 2 years of experience
- 1,650 openings are projected within the next 2 years
- Top 5 positions with projected openings: Certified Nurse Assistant (CNA), Registered Nurse (RN), Advance Manufacturing, Medical Assistant, and Physician

RETIREMENT CONCERNS

- 77% of businesses are concerned about upcoming retirements
- 38% of these positions require either an Associates or Bachelor's degree
- 37% of these positions require no experience
- 41% of these positions require at least 2 years experience
- Top 5 occupations anticipating retirements: Advance Manufacturing, Registered Nurse (RN), Manger/Executive, Post-Secondary Faculty, and Maintenance.

DEGREES HIRED

- Most of the top 20 degrees hired were related to business operations which transcends industry sectors
- The top 5 degrees hired are: Administrative Professional, Business Administration, Accounting, Human Resource Management, and Marketing
- Both manufacturing and technical jobs were very well represented in the top degrees hired

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