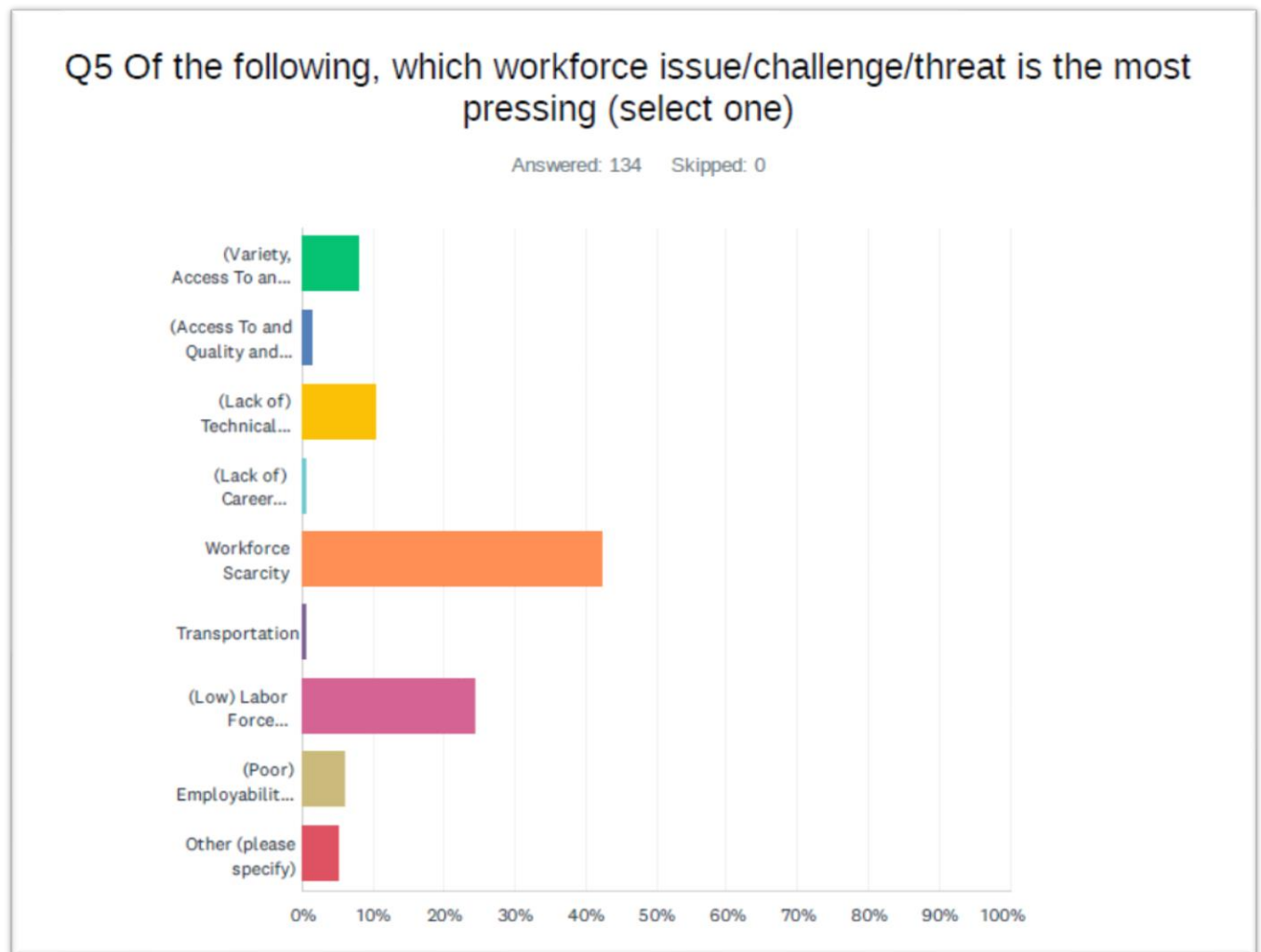


## Workforce Snapshot – October 2021

Regional Workforce (SWTC District)	51,522
Retirement Risk (5-10 yr.)	40-50% of workforce retiring
Unemployment	3.3% for 8/2021; 2,210 residents looking for work 3.1% for 8/2019; 2,039 residents looking for work
Collecting Unemployment Benefits:	672 average weekly claims for month of August 2021 551 average weekly claims for month September 2021
Unique Job Postings	3,774 August 2021 6,391 August 2019
Diversity	Workforce more diverse than region’s population
Workforce Scarcity is the top workforce concern shared by employers	
Recent results/comments from employers (Workforce Challenges Survey):	
- Survey out to Southwest WI employers, partners, EDOs and disseminated from there)	



ANSWER CHOICES	RESPONSES	
(Variety, Access To and Cost of) Housing	8.21%	11
(Access To and Quality and Cost of) Childcare	1.49%	2
(Lack of) Technical Skills in Applicants	10.45%	14
(Lack of) Career Counselling	0.75%	1
Workforce Scarcity	42.54%	57
Transportation	0.75%	1
(Low) Labor Force Participation Rate	24.63%	33
(Poor) Employability Skills	5.97%	8
Other (please specify)	5.22%	7
<b>TOTAL</b>		<b>134</b>

## Other

1	Lack of diverse applicants with specific technical skills	10/11/2021 12:05 PM
2	Lack of funds for workforce hires	10/7/2021 4:03 PM
3	lack of transportation in rural areas, and my customers also deal with two other issues drug dependency and depression.	10/7/2021 8:59 AM
4	Wage inflation	10/6/2021 3:18 PM
5	lack of affordable employee benefits (health insurance)	9/22/2021 8:11 AM
6	Employees that want to work 40 hours. Not a lot of hairstylist	9/21/2021 11:25 PM
7	Stress/burnout related reasons	9/21/2021 10:16 AM

## Comments

- low number of qualified applicants ie. clean driving record for CDL drivers, show up for interview and / or work; willingness to work as laborer, want high pay but skills or attitude or initiative do not support their efforts
- Besides the scarcity of applicants, the work ethic of current applicants is lacking.
- Candidates are applying to our open positions but they either don't respond back to our communication or are very poor workers.
- Candidates are not applying for jobs that we post.
- Candidates in the workforce are not motivated to work a full 40 hour work week.
- Childcare is number 2
- childcare, transportation and housing barriers contribute to workforce scarcity along with employers inability to engage in practices to retain workers. Hidden populations that could be accessed need specific supports such as mental health, substance abuse support, immigration services but with the right interventions these populations will work...

- Difficult to find qualified employees willing to work outside of standard hours. Also challenging to attract new people to the community with lack of housing, and attract new development for housing. Cost to develop is so high and no stakeholder wants to take the risk. This would include the municipalities that cannot levy enough to meet current obligations much less venture on new development.
- Employees who were once enthusiastic about life and work who have worked through the pandemic are now doing extreme burnout. Their enthusiasm and creativity has nearly disappeared. I believe this has been brought about by the nearly constant need to adapt to changing circumstances since March 2020. Staying afloat in a small business coupled with increased demands from home (homeschooling, keeping kids on track, new division of opinions with loved ones on current events) the workforce have and current applicants are just EXTREMELY stressed.
- Having trouble finding individuals who want to work in manufacturing environment. Also finding transportation.
- Healthcare is witnessing a severe shortage of nurses and aides. There needs to be more of an emphasis on recruitment and no-cost options for those interested in pursuing this field of work due to this shortage and emergency need.
- HealthNet of Rock County is unique as a free and charitable clinic in which we want to pay competitive wages, but as we are not paying top wages, it is hard for us to attract many healthcare practitioners from inside/outside Janesville.
- I believe COVID19 and the challenges around it have made a huge impact on people who are willing to work, how much they are willing to work for, how far they are willing to travel and what work they are willing to do. If you can make more money collecting unemployment and staying home, why would you work?
- I feel that there are so many new incentives for people not to work that many are leaving the workforce to stay home.
- I thought this survey will be helpful in identifying issues that we are facing in the workforce. I feel that the program will greatly benefit from the additional funds provided by this grant.
- I'm interested in feedback gathered. As an HR consultant, I hear the challenges of my clients and I'd love to get at the root cause of the hiring challenges they are facing.
- It has been extremely difficult to get employees in the door. Our company has been working short staffed for over a year now. The applicants that we do get have very minimal employability skills. We have put numerous people through our pre-employment screening and orientation, which not only cost money it also takes a fair amount of time. Just to have them quit within the first 1-2 weeks. Some quit after the 1st day. This has been very frustrating and also hard on our existing employees who have been working overtime to cover being short.
- It is a struggle to fill the educational and hands on training needed to develop highly skilled electricians.
- It is difficult to recruit and retain employees in this environment within our budget constraints
- It is hard to get employees to show up and stay committed to the job.
- It is hard to identify the most pressing challenge because many are related. What few applicants we receive are poor candidates. Their work history shows that they are not motivated to meet the basic requirements of employers (attendance, productivity). Does that mean that

the entire labor force has poor employability skills? Or that there isn't enough workforce out there to go around so all that's left unemployed are the unemployable?

- It seems like all qualified applicants in our industry are already working if they want a job
- Job applicant flow very light. New candidates unprepared for physical nature of work, working in refrigerated areas, etc.
- Just facing a shortage of workers and/or applicants that really don't want a job and applying for unemployment requirements.
- Just not enough people in the workforce.
- Lack of affordable housing or housing in general and lack of transportation are consistently top workforce challenges.
- lack of housing is also impacting the workforce. Jobs are readily available, but housing of any kind is scarce.
- lack of workforce and quality of workforce.
- Lack of young people entering the skilled trades.
- Language barriers
- N/A
- Need more opportunities for High School students to learn more about trades/manufacturing
- Need to replace approx. 40% of N. American frontline employees within ten years.
- none
- not enough employees
- Not many welders or precision machining applicants around.
- Not only can we not find employable workers, we are trying to sell our business. Many prospective buyers have approached us, but the fact that there is a challenge getting workers, they are not interested due to the fact they would have to do most of the work themselves. I have many friends that own their own businesses. They are tired of working all the hours to pick up the slack of keeping their businesses alive. It has been a drain on the physical and mental health of many who own their own business.
- Of the challenges noted in Question 5, our organization has been able to keep everyone employed and has not faced many difficulties. The industry we represent though has faced all of these challenges significantly. Each community has their own hurdles to jump, but these challenges are all very real and are all being dealt with daily.
- Other challenges : good attitude, want to work, good attendance, young people wanting to get into manufacturing, lack of soft skills, unrealistic wage expectations for entry level positions
- Our young people do not have the support structure they need to be successful outside of the classroom
- Seems to me that there is a lack of individuals willing to work the manufacturing space. We have lost 50% of our workforce in the last year.
- staffing for school busing has always been challenging, even in normal times. We are faced with safety concerns from employees, incentives to rather not work, along with the typical challenges of a split shift, thankless job with huge responsibilities and requirements.
- Teacher shortage!!!
- The applicants we do get have no mechanical skills

- The biggest issues we are facing - lack of applicants, lack of QUALIFIED applicants, inability to pass a pre-employment drug test, showing up for interviews, lack of people wanting to work expected hours including over time.
- The broad and far reaching deficit of willing workers. Does not matter what pay or what they know if they don't exist.
- the low unemployment and small labor pool of employable employees is alarming.
- The number of people interested in receiving services are just not there. The individuals who are interested are usually in need of employability skills, transportation, housing and childcare. Jobs paying less than \$15 an hour are just not worth it to individuals when they are in need of these services and will most likely lose these support services once gaining employment.
- The State and Federal government is flooding the economy with money in an effort to "stimulate" the economy. Stimulation is not needed. The government is creating winners and losers, with small businesses who need workers getting shoved aside because the larger companies can afford the to hire workers away from smaller businesses. Any future government "stimulus" or "infrastructure" spending will just exacerbate the problem with large businesses needing to ramp up production and small businesses losing employees. Additionally, the supply chain issue will continue to expand as the government tries to fix the mess that they have created.
- The teacher shortage in Wisconsin and the US has been exacerbated by the COVID 19 pandemic. We are in particular need of Science, Math, Bilingual and Special Education certified teachers.
- There is a concerning skills gap...Not enough workers for the available employment opportunities.
- There is a correlation between the lack of applicants (in healthcare) and the covid pandemic. Many have chosen leave healthcare due to stress, being overwhelmed and difficulty in managing it all and finding balance. It is difficult to correct something when you cannot control the cause.
- There is increasing numbers of mental health issues and substance abuse issues that have decreased the pool of eligible applicants and on top of that a huge problem is there is no policing and enforcement of unemployment payments and job searches so, if people can get paid to do nothing, they will.
- Trained bartenders are most difficult to find, skilled cooks are almost as difficult to find
- Unable to find people who want to work
- Unfortunately, our working environment follows the national trends for careers in Law Enforcement; either in facilities and/or in community settings.
- Wages rising narrowing entry level field availability Daycare cost and availability is issue for all levels of employees
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- We are down 37 people from our pre-pandemic workforce. Even with raising wages we are not getting anywhere near the applications we need.
- We are not receiving the quality or quantity of applications that we would have 2 years ago. This holds true for all positions we employ: both professional and para-professional, little education or even skilled trades.



- We are seeing low diversity enrollment in technical programs, leading us to have to create new programs to train diverse talent. There are wait lists at tech colleges so they don't prioritize diversity recruiting.
- We cannot get people to work. They set up appointments to come in for an interview and then don't show.
- We don't have enough people to fill our manufacturing and food processing jobs. Lack of affordable housing contributes to this since we don't have enough in SW Wisconsin. We also have applicants who want to work, but don't have the proper legal paperwork to work in the USA- they need to be offered a path to work legally in the US since they want to work and we want to employ them legally for our jobs.
- we have a major labor force shortage in the restaurant industry
- We have opportunity for growth and yet we can't find applicants to do the work. The innovation fund could be used to assist employers like ours to use technology more in ways we haven't thought of to alleviate the workforce challenges
- We have seen a huge dip in applications for open positions. It is taking 2 - 3x as long to fill open positions.
- We need increased service rates to be able to attract qualified direct service personnel
- We need more skilled staff, but we can't afford to hire right now due to funding issues related to pandemic losses. We could use \$25k-\$50k in funding to help us get one or two good part time assistants.
- We need to promote the trades. College is not always the best option
- We need trained automotive technicians to handle a wide variety of customer pay, internal and GM/Toyota warranty work in our service department. Current hiring experiences where we waited weeks or months for such a person to apply is our new challenge.
- We struggle to find people that have both the desire for a full-time job and the ability/willingness to make it to work every day. Attendance is a major obstacle to keeping people employed.
- We would propose a "work skills" training that can teach basic employability skills to employees that are underemployed. Employers can identify current employees with potential that are not meeting basic requirements of the job. Initial training could be approximately one week but could involve additional training and assigned mentor/coach for a certain period of time after finishing the initial training.
- What will you use this survey for? Talking points? Who will get the grant money? We have no time to jump through the hoops or work through the maze of government red tape to qualify. Federal and state government policy regarding the pandemic response have ruined business, potentially, for at least a generation. This puts our country's and world safety, security and livelihood in grave risk. There is no science involved, simply political power grab by those that have no clue on how business works. Why would any business want to hire people that have sat on their couch collecting "free" cash instead of showing integrity and trustworthiness by actually working?!! We are in a sad state but will continue to try to persevere, pay our taxes and take care of those that choose to work within our walls. MWL
- Where are the employees? I could use 30-40 immediately. My fast food restaurants are paying \$15-\$30/hr and I can't keep high school kids at \$15/hr.



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