Rhode Island Employer Community Survey Update

April 2019

This project is made possible with support from Walmart.
Bridging The Talent Gap Locations as of December 2018

The Graduate! Network Sites as of December 2018

More than 2,300 Employer Survey participants to date (since mid 2016)

More than 950 Employee Survey participants to date (since August 2018)
Who participated?

• 63 full + partial completions
• Employer Size
  • 55% small employers (1 – 200 employees)
  • 25% medium-sized employers (201 – 1,000 employees)
  • 20% large employers (more than 1,000 employees)
• Most represented industries
  • Professional, Scientific, and Technical Services (23%)
  • Health Care and Social Assistance (16%)
  • Finance and insurance (15%)
Reasons for hiring difficulty

- Lack of the right skills for the job: 58%
- Lack of the right work experience: 54%
- Qualified candidates are not within our pay range: 52%
- Competition from other employers: 50%
- Low number of applicants: 42%
Across all skill types, education attainment is a solid predictor of more skilled labor pools.

Applied Skills: Percent of respondents saying labor pool possesses skill: High school diploma holders versus four-year degree holders.

- **Diversity**: 58% (4-YR Degree) vs 61% (HS Diploma)
- **Teamwork/Collaboration**: 43% (4-YR Degree) vs 76% (HS Diploma)
- **IT Application**: 40% (4-YR Degree) vs 81% (HS Diploma)
- **Problem Solving**: 29% (4-YR Degree) vs 71% (HS Diploma)
- **Leadership**: 10% (4-YR Degree) vs 60% (HS Diploma)
The profile of future education needs for Rhode Island changing

Anticipated increased need for graduates over the next 5 years

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma</td>
<td>20%</td>
</tr>
<tr>
<td>Industry/Professional Association Credential</td>
<td>47%</td>
</tr>
<tr>
<td>Post-secondary Certificate</td>
<td>24%</td>
</tr>
<tr>
<td>Technical College Diploma/Certificate</td>
<td>36%</td>
</tr>
<tr>
<td>Associate's Degree</td>
<td>36%</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>49%</td>
</tr>
<tr>
<td>Advanced Degree</td>
<td>22%</td>
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</tbody>
</table>
Partnersing with education institutions is the most scalable and affordable way to make progress but relatively few employers take advantage

Only 15% of employers currently partner with local post-secondary institutions

But . . .

85% either definitely or possibly might consider partnering

Yes, definitely (21%)
Possibly, but I need to learn more about partnering to make a good decision (42%)
Not at this time, but I might be interested in the future (21%)
Not at this time and do not anticipate any partnering in the foreseeable future (15%)
Aggregated Employee Community Survey Update

April 2019
Survey Respondent Profile Across Sites

- 628 participants
- 40% younger than 35
- 60% female
- 22% speak more than one language
- 66% identify as White, 24% identify as Hispanic/Latino; 6% identify as Black/African American
Education status: Credential Completions and Plans

- 24% currently working on one or more credentials
- 48% plan to work on one or more credential in the future

<table>
<thead>
<tr>
<th>Credential</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school or equivalent</td>
<td>75%</td>
</tr>
<tr>
<td>Certificate or technical credential</td>
<td>19%</td>
</tr>
<tr>
<td>Associate's degree</td>
<td>26%</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>56%</td>
</tr>
<tr>
<td>Advanced degree (Masters, MD, PhD, etc.)</td>
<td>24%</td>
</tr>
</tbody>
</table>
What motivates those employees currently working on their education?

- To advance or change my career: 80%
- Personal reasons: 73%
- My family/friends/community are supportive: 69%
- To provide a good example for my family: 55%
But there are challenges lurking along the way

- Financing education costs: 71%
- Keeping up with family responsibilities: 51%
- Keeping up with work responsibilities: 41%
- Keeping up with or performing satisfactorily in my coursework: 34%
What will motivate employees to take action on their plans?

- Improved financial ability: 64%
- More time to devote to my education: 56%
- More information on how to get financial aid, sign up for coursework, etc.: 35%
- More support from my employer: 33%
What motivated you to stop your plans for education?

- I don't need more education for my career goals: 35%
- The credential I selected is not needed for my educational goals: 33%
- Financial barriers: 21%
- More education would not result in a better job/more pay with my employer: 21%
Would you reconsider your decision?

45% expressed willingness to reconsider their plans . . .

. . . 35% of these respondents said they would welcome suggestions or guidance to achieve their goals.
What education support is offered by your employer?

<table>
<thead>
<tr>
<th>Education Support</th>
<th>Employee %</th>
<th>Employer %</th>
</tr>
</thead>
<tbody>
<tr>
<td>College coursework support</td>
<td>31%</td>
<td>49%</td>
</tr>
<tr>
<td>Non-college coursework support</td>
<td>24%</td>
<td>49%</td>
</tr>
<tr>
<td>On-the-job training/learning</td>
<td>41%</td>
<td>86%</td>
</tr>
<tr>
<td>Non-financial education support</td>
<td>37%</td>
<td>65%</td>
</tr>
<tr>
<td>None of the above</td>
<td>10%</td>
<td>7%</td>
</tr>
<tr>
<td>I don’t know of any support my employer</td>
<td>26%</td>
<td></td>
</tr>
<tr>
<td>provides for education, learning, or training</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What education friendly work place efforts are considered helpful by employees for pursuing their education?

- Flexible work schedules to fit learning schedules: 48%
- Financial aid for books and course materials/fees: 45%
- Allow me to work from home: 42%
- Create work schedules that fit class schedules across the semester: 39%
- Promote a more education friendly work environment: 29%
- Advice on education goals to advance my career goals: 28%
- Offer information/services that make education more affordable: 28%
- Publicly recognize significant education achievement: 23%
- On-site classes: 22%
- Mentoring with other workers successful in education: 19%
- Invite learning providers to work to talk about education: 18%
- Networking or study group opportunities with other students: 16%
- Child-care assistance: 12%
Education Friendly Workplace Themes

- More time: 77%
- More links between work and education: 63%
- More resources: 47%
- More information: 45%