

May 2024

1. Compared to the previous month, how has the number of voluntary separations (employees choosing to leave their job) at your firm changed?

Topic: Employment

| | Total [n=217] | Manufacturing [n=75] | Non-Manufacturing [n=142] |
|---|------------------|-------------------------|------------------------------|
| The number of voluntary separations has increased | 13.9% | 13.3% | 14.2% |
| The number of voluntary separations has decreased | 11.6% | 13.3% | 10.6% |
| There has been no change in the number of voluntary separations | 74.5% | 73.3% | 75.2% |

2. Compared to the previous month, how has the number of involuntary separations at your firm changed?

Topic: Employment

| | Total [n=217] | Manufacturing [n=75] | Non-Manufacturing [n=142] |
|---|------------------|-------------------------|------------------------------|
| The number involuntary separations has increased | 19.0% | 18.7% | 19.1% |
| The number involuntary separations has decreased | 4.2% | 5.3% | 3.5% |
| There has been no change in the number of involuntary separations | 76.9% | 76.0% | 77.3% |

3. Is the number of voluntary separations (employees choosing to leave their job) at your firm currently?

Topic: Employment

| | Total [n=215] | Manufacturing [n=73] | Non-Manufacturing [n=142] |
|-------------------------------------|------------------|-------------------------|------------------------------|
| High relative to normal | 8.4% | 12.3% | 6.4% |
| Low relative to normal | 15.9% | 12.3% | 17.7% |
| In line with what I consider normal | 69.6% | 69.9% | 69.5% |
| Not sure | 6.1% | 5.5% | 6.4% |

4. Compared to the previous month, how has hiring at your firm changed?

Topic: Employment

| | Total [n=219] | Manufacturing [n=75] | Non-Manufacturing [n=144] |
|------------------------|------------------|-------------------------|------------------------------|
| Hiring has increased | 25.2% | 24.0% | 25.9% |
| Hiring has decreased | 15.1% | 20.0% | 12.6% |
| Hiring has not changed | 59.6% | 56.0% | 61.5% |

5. Is your firm's pace of hiring ...?

Topic: Employment

| | Total [n=218] | Manufacturing [n=75] | Non-Manufacturing [n=143] |
|-------------------------------------|------------------|-------------------------|------------------------------|
| High relative to normal | 8.3% | 5.3% | 9.9% |
| Low relative to normal | 21.2% | 24.0% | 19.7% |
| In line with what I consider normal | 65.4% | 66.7% | 64.8% |
| Not sure | 5.1% | 4.0% | 5.6% |

6. Since the beginning of the year, which of the following, if any, has your firm done?

Topic: Employment

| | Total [n=215] | Manufacturing [n=74] | Non-Manufacturing [n=141] |
|---|---------------|----------------------|---------------------------|
| Hired to add positions (on net) to your firm | 45.8% | 41.9% | 47.9% |
| Hired to replace the skillset of workers that left | 56.7% | 57.3% | 56.4% |
| Hired to replace workers that left, but hired a different skillset | 27.2% | 31.5% | 25.0% |
| Implemented software, equipment and/or other technologies to automate tasks previously completed by employees | 37.9% | 42.7% | 35.3% |
| Outsourced work (that was not previously outsourced) to a consulting firm or another external company | 20.7% | 14.7% | 23.9% |