

June 2025

1. Compared to this time last year, how much easier or harder has it become to hire workers?

Topic: Employment

	Total [n=257]	Manufacturing [n=70]	Non-Manufacturing [n=187]
Much Easier	3.1%	2.9%	3.2%
Somewhat easier	22.6%	18.6%	24.1%
About the same	47.5%	51.4%	46.0%
Somewhat harder	17.9%	17.1%	18.2%
Much harder	3.9%	5.7%	3.2%
Not sure/Not applicable	5.1%	4.3%	5.3%

2. Why has it become harder to hire workers compared to this time last year?

Select all that apply.

Topic: Employment

<i>Question shown if it is "somewhat harder" or "much harder" to hire workers than this time last year.</i>			
	Total [n=56]	Manufacturing [n=16]	Non-Manufacturing [n=40]
Fewer applicants applying for jobs	60.7%	62.5%	60.0%
Candidates that apply do not have the right skills	66.1%	68.8%	65.0%
Applicants failed or refused drug tests	14.3%	25.0%	10.0%
Applicants were unwilling to accept the offered compensation	30.4%	18.8%	35.0%
We could not accommodate applicants' desire for fully remote or hybrid work arrangements	23.2%	12.5%	27.5%

Applicants drop out of hiring process without communication	32.1%	43.8%	27.5%
Other reasons not listed above	16.1%	25.0%	12.5%

3. Why has it become easier to hire workers compared to this time last year? Select all that apply.

Topic: Employment

<i>Question shown if it is "somewhat easier" or "much easier" to hire workers than this time last year.</i>			
	Total [n=66]	Manufacturing [n=51]	Non-Manufacturing [n=15]
Eased applicant requirements (i.e., education requirements)	3.0%	13.3%	0.0%
More applicants applying for jobs	83.3%	86.7%	82.4%
More candidates that apply have the necessary skills	59.1%	60.0%	58.8%
Fewer applicants failing or refusing drug tests	1.5%	6.7%	0.0%
More applicants accepting the offered compensation	45.5%	66.7%	39.2%
More applicants accepting in-person work arrangements	30.3%	60.0%	21.6%
Other reasons not listed above	3.0%	0.0%	3.9%

4. Earlier in this survey, you mentioned that you expect the number of employees at your firm in the next six months to be lower than it is now. How do you plan to reduce your workforce in the next six months? Select all that apply

Topic: Employment

<i>Question shown if the business expects to have fewer employees in the next six months.</i>			
	Total [n=38]	Manufacturing [n=14]	Non-Manufacturing [n=24]
Through attrition	63.2%	71.4%	58.3%
Through layoffs	36.8%	42.9%	33.3%
Something else	13.2%	14.3%	12.5%
Not sure	7.9%	7.1%	8.3%

5. Why do you plan to reduce headcount in the next six months? Select all that apply.

Topic: Employment

<i>Question shown if the business expects to have fewer employees in the next six months.</i>			
	Total [n=38]	Manufacturing [n=14]	Non-Manufacturing [n=24]
Projecting cancellation(s)	3.1%	5.7%	2.1%
Expecting decline in demand	10.1%	15.7%	8.0%
Economic uncertainty	7.8%	14.3%	5.3%
Restructuring	2.3%	2.9%	2.1%
Labor needs are seasonal	0.8%	0.0%	1.1%
Adopting technology/automation for certain roles	1.6%	4.3%	0.5%
Shutting down product line(s)	1.2%	1.4%	1.1%
Need to reduce operating costs	11.3%	17.1%	9.1%
Something else	4.7%	8.6%	3.2%

6. Earlier in this survey, you mentioned that you expect the number of employees at your firm in the next six months to be greater than it is now. Why do you plan to increase your headcount in the next six months? Select all that apply.

Topic: Employment

<i>Question shown if the business expects to have MORE employees in the next six months.</i>			
	Total [n=54]	Manufacturing [n=8]	Non-Manufacturing [n=46]
Investing in new products, services, or markets	6.2%	5.7%	6.4%
Current staff is overworked	6.6%	0.0%	9.1%
Projecting an increase in demand	11.7%	7.1%	13.4%
Seasonality	1.2%	0.0%	1.6%
Firm is always trying to increase headcount	4.7%	4.3%	4.8%
Something else	3.9%	2.9%	4.3%