



Indiana Worker Survey – Key Findings

As our state rebuilds and recovers from the pandemic economic shocks, the size and impact of the current workforce shortage challenge is a particular concern. Considerable research has been conducted by the Indiana Chamber of Commerce over the years among employers regarding workforce and other factors impacting their enterprises. What's been missing has been the other side of the equation: research on what workers think on many of these issues.

In the third quarter of 2021, a major new statewide public opinion research project was commissioned to study the views of workers on employment, the economy and the future. A joint project of the Indiana Chamber's Institute for Workforce Excellence and the Indiana Chamber Foundation, the professionally-conducted poll surveyed 602 Hoosiers who were employed, unemployed or under-employed, between the ages of 18-60 and who were not business owners or upper-level management.

Following are the most insightful findings from this survey of the Hoosier workforce:

- **Workers are generally optimistic about their own financial situations over the next few years, but not about the prospects for higher standards of living and economic stability for their children.** 54% of workers believe their household financial situation will improve over the next few years, with 18% believing it will worsen.
- **Hoosier workers have a decidedly negative view of the current direction of the U.S. and Indiana.** 63% believe the U.S. is on the wrong track and 46% believe Indiana is (38% right track). Interestingly, the unemployed have a more positive view of the direction of the country than the employed.
- **Hoosier workers are relatively confident in the security of their current jobs, but 24% of those who felt secure still expect to search for new job opportunities in the next year.**
- **Nearly half (48%) of Hoosier workers believe their overall compensation is fair and satisfactory for the work they do.**
- **However, 56% of workers who are not satisfied with their compensation intend to search for new job opportunities in the next year.** Still, 30% of workers satisfied with their compensation plan to look for new job opportunities.
- **Over three-quarters (78%) of workers do most of their work on-site or at the employer's location, while 12% are mostly working at home and an additional 9% are evenly split between on-site and remote work.**
- **Among the unemployed, 70% are currently looking for work and 26% are not.** Over half of the unemployed have been without a stable job with a living wage more than six months.

- 43% of the unemployed quit the last job where they were fully employed, as opposed to 38% who were terminated or laid off. Only 15% of the unemployed were laid off by businesses that closed.
- Among employed Hoosiers, more indicate their incomes have increased since the onset of COVID-19 than those who decreased (29% vs 21%). Nearly half indicate their incomes were not affected much at all.
- Approximately one-third (32%) of Hoosier workers believe that a high school diploma is all you need to have a thriving career in Indiana. Minority workers are more likely to consider a college degree necessary to a thriving career in Indiana (57% among Hispanics, 48% among Blacks, 44% among whites).
- 58% of Hoosier workers have considered pursuing more education training in the past one or two years; 20% considering it “a great deal.” 74% of those considering more education already have a post-high school diploma credential or industry certification.
- More than three-quarters (78%) of workers who say their lack of education is a barrier to job opportunities would be willing to get more training if their employer encouraged them to do so.

Questions?

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