

Supplemental Survey Report

Job Vacancies Taking Longer to Fill; Modest Increases Expected in Starting Salaries

Supplemental questions in the January 2016 *Empire State Manufacturing Survey* and *Business Leaders Survey* focused on staffing and compensation issues. Firms were queried about the extent of their hiring, the degree of difficulty they encountered in filling job openings, and their expectations for wage and salary growth. Some of these questions had been asked in surveys conducted in April 2015 and earlier, as shown in the tables below.

Respondents were asked how many new workers they had hired in the past twelve months. The median number of new hires as a percentage of firms' employees was 6.4 percent among manufacturers (down about 1 percentage point from last April's survey) and 7.1 percent among service firms (up about 1 percentage point from the earlier survey).

When asked how long, on average, it had taken to fill job openings over the

preceding twelve months, the median manufacturing respondent said thirty days, while the median service sector respondent indicated forty days. When asked how these intervals compared with their experience in 2014, 36 percent of manufacturers and 32 percent of service firms reported that the duration of job vacancies had increased, while only a handful of respondents in both surveys said the duration had declined. Businesses were also asked how many job openings they had at the time of the survey: among manufacturers, the median figure for job openings as a share of the workforce was 1.3 percent among manufacturers—down from 2.1 percent in last year's survey—and 2.3 percent among service sector respondents, about the same as in the earlier survey.

Respondents were also asked how much they expected the wage or salary of a typical worker at their firm (not

including benefits) to change over the next twelve months. Slightly more than 75 percent of respondents in both surveys expected salaries to increase, while the remainder expected them to remain unchanged (no respondent projected a decrease). The median expected pay increase was 2.8 percent among manufacturers and 3.0 percent among service firms; in last April's survey, both figures were 3.0 percent.

Finally, in a question not included in previous surveys, firms were asked by what percentage they expected starting salaries for new workers to change in 2016, relative to 2015. In response, only 45 percent of service firms and 54 percent of manufacturers projected an increase, while almost all the remaining firms expected salaries to remain the same. The median expected change was 0 among service firms and 2 percent among manufacturers. ■

Supplemental Survey Report, *continued*

QUESTIONS 1-5

	<i>Empire State Manufacturing Survey</i>		<i>Business Leaders Survey</i>	
	Median (Except Where Indicated)		Median (Except Where Indicated)	
	January 2016	April 2015	January 2016	April 2015
QUESTION 1 Roughly how many workers are currently employed at your establishment?	67	80	75	105
QUESTION 2 Roughly how many new workers has your establishment hired over the past year? New hires as a share of workforce*	4 6.4%	5 7.3%	5 7.1%	5 6.0%
QUESTION 3 Thinking about job vacancies at your establishment over the past year, on average, roughly how many days did it take you to fill a typical position?	30	21	40	40
QUESTION 4 How does this number compare with the prior year's number? Percentage of respondents replying:				
More days than in the prior year	36%	34%	32%	35%
Same number of days as in the prior year	60%	59%	60%	62%
Fewer days than in the prior year	3%	7%	7%	3%
QUESTION 5 Roughly how many job openings are there at your establishment at the present time? Job openings as a share of workforce*	1.0 1.3%	2.0 2.1%	2.0 2.3%	3.0 2.1%

* This measure represents the median percentage across all respondents.

Supplemental Survey Report, *continued*

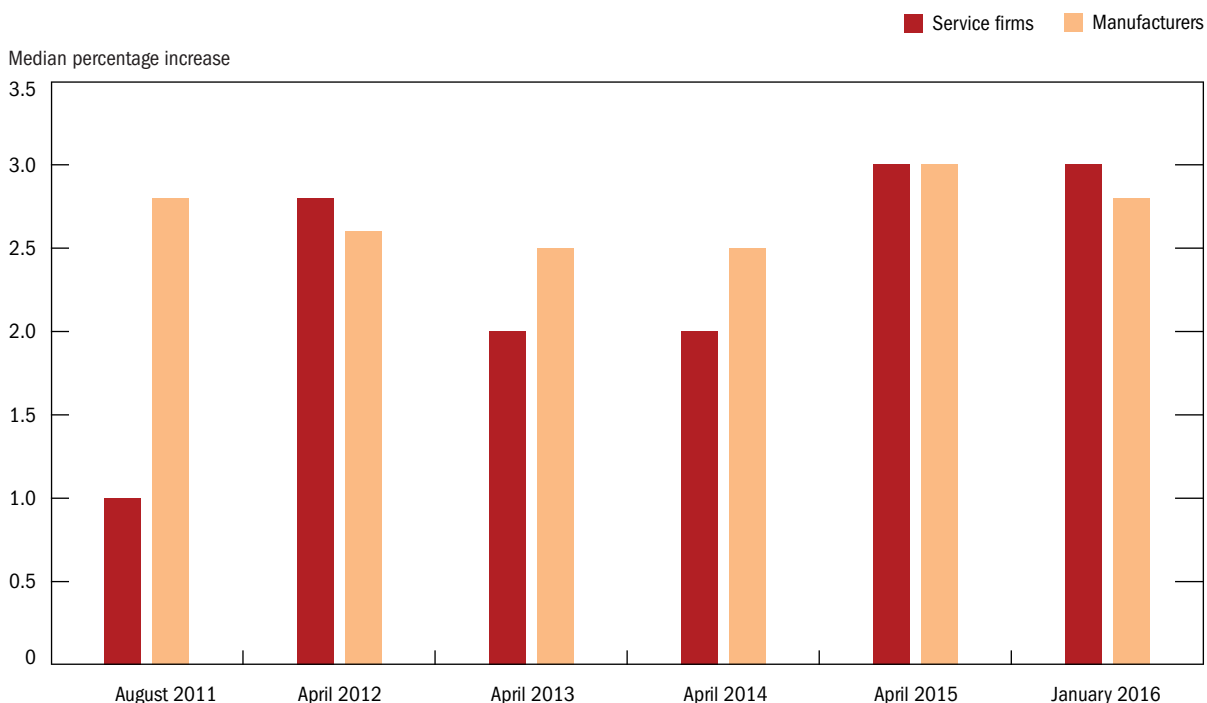
QUESTION 6

By about what percentage, on average, do you expect a typical worker’s wage/salary—not including benefits—to change over the next twelve months?

	Empire State Manufacturing Survey				Business Leaders Survey			
	January 2016	April 2015	April 2014	April 2013	January 2016	April 2015	April 2014	April 2013
Expected percentage increase								
Average	2.3	3.1	2.4	2.4	3.1	2.7	2.2	2.2
Median	2.8	3.0	2.5	2.5	3.0	3.0	2.0	2.0
Percentage of respondents expecting								
Decrease	0.0	0.0	0.0	1.2	0.0	0.0	0.0	0.0
No change	21.4	16.0	22.1	19.8	23.4	22.9	28.9	26.5
Increase	78.6	84.0	77.9	79.1	76.6	77.1	71.1	73.5
2 percent or less	20.4	23.4	17.9	20.9	18.4	22.9	26.6	33.7
More than 2 and up to 4 percent	51.0	43.6	52.6	55.8	44.0	38.9	36.7	33.7
More than 4 percent	7.1	17.0	7.4	2.3	14.2	15.3	7.8	6.0

HISTORICAL OVERVIEW FOR QUESTION 6

By about what percentage, on average, do you expect a typical worker’s wage/salary—not including benefits—to change over the next twelve months?



Supplemental Survey Report, *continued*

QUESTION 7

By about what percentage, on average, do you expect a *new* worker's starting wage/salary—not including benefits—to change over the next twelve months?

	<i>Empire State Manufacturing Survey</i>	<i>Business Leaders Survey</i>
	January 2016	January 2016
Expected percentage increase		
Average	2.2	2.1
Median	2.0	0.0
Percentage of respondents expecting		
Decrease	2.0	1.4
No change	43.9	53.6
Increase	54.1	45.0
2 percent or less	10.2	10.0
More than 2 and up to 4 percent	20.4	11.4
More than 4 percent	23.5	23.6