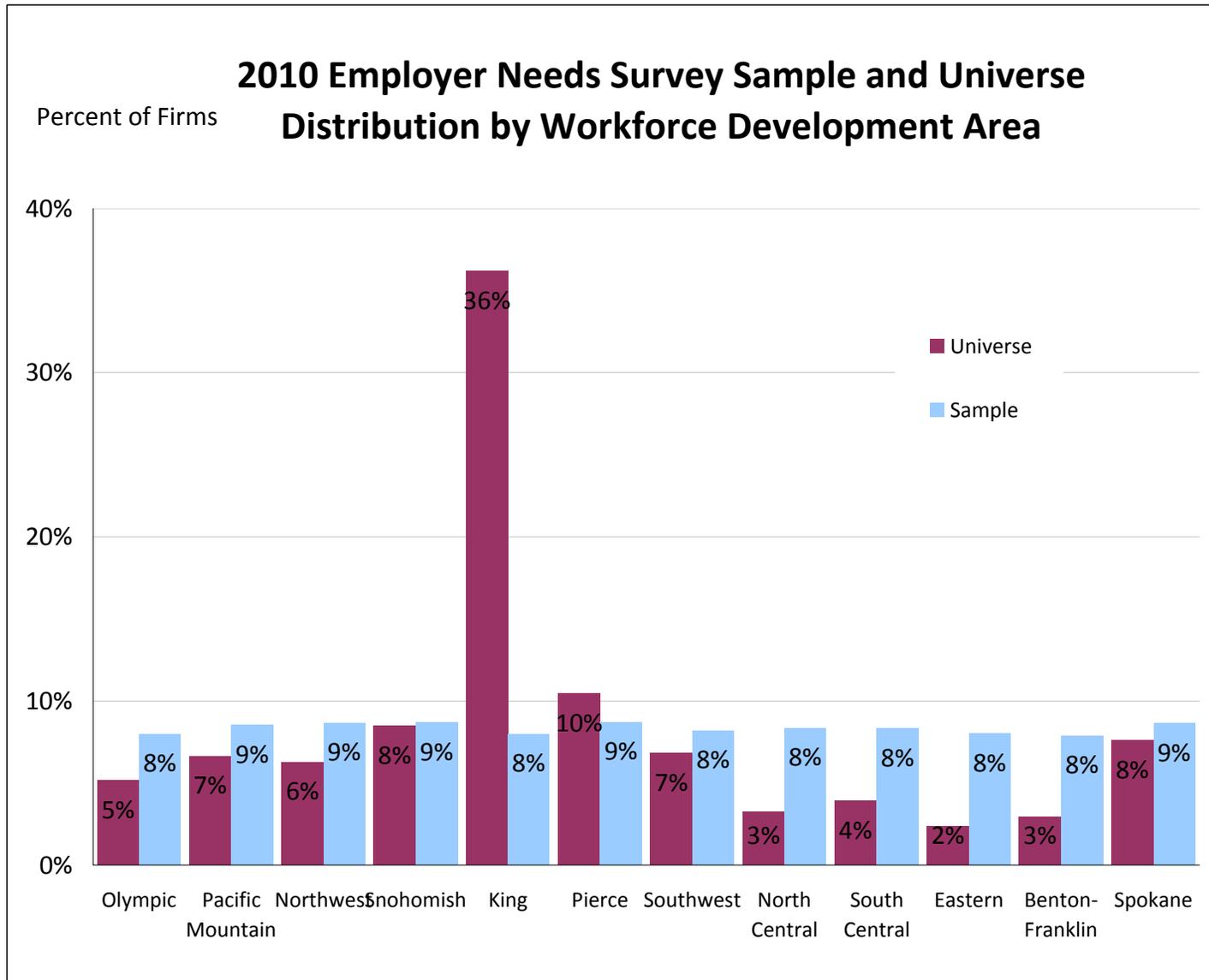


Statewide



**Question 1**

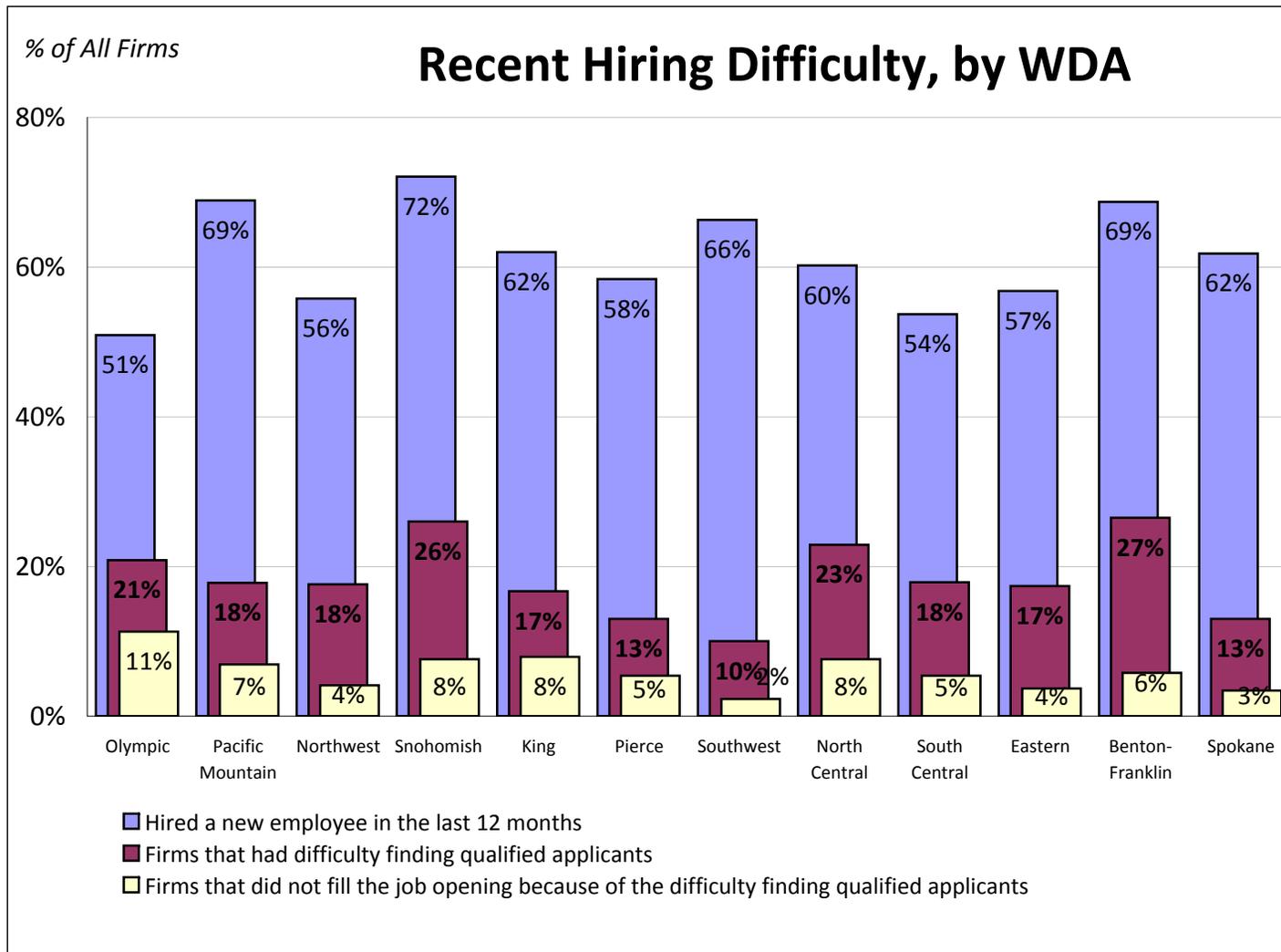
**Has your firm/organization hired any new employees in the last 12 months?**

<b>WDA</b>	<b>Percent Hired</b>	<b>Projected Number of Firms/Organizations that Hired</b>	<b>Total Number of Firms/Organizations in WDA</b>
Olympic	51%	4,600	9,050
Pacific Mountain	69%	8,000	11,650
Northwest	56%	6,100	11,000
Snohomish	72%	10,700	14,900
King	62%	39,400	63,600
Pierce	58%	10,700	18,400
Southwest	66%	8,000	12,000
North Central	60%	3,400	5,700
South Central	54%	3,700	6,900
Eastern	57%	2,300	4,100
Benton-Franklin	69%	3,600	5,200
Spokane	62%	8,300	13,350
<i>Statewide</i>	<b>62%</b>	<b>108,800</b>	<b>175,850</b>

**Question 2**

**In the last 12 months, did your firm/organization have any difficulty finding qualified applicants for any jobs you were trying to fill?**

WDA	Employers with Difficulty (Among Those Attempting to Hire)		Among All Employers	
	Percent Hired	Projected Number of firms with difficulty	Total Number of Firms within WDA	Percent Hired
Olympic	33%	1,500	9,050	21%
Pacific Mountain	24%	1,930	11,650	18%
Northwest	28%	1,730	11,000	18%
Snohomish	36%	3,810	14,900	26%
King	27%	10,520	63,600	17%
Pierce	18%	1,950	18,400	13%
Southwest	13%	1,020	12,000	10%
North Central	34%	1,150	5,700	23%
South Central	32%	1,170	6,900	18%
Eastern	26%	600	4,100	17%
Benton-Franklin	37%	1,320	5,200	27%
Spokane	17%	1,390	13,350	13%
<i>Statewide</i>	<b>26%</b>	<b>28,090</b>	<b>175,850</b>	<b>17%</b>



**Question 3**

How did your firm respond to the difficulty finding qualified applicants?

*Among All Firms*

<b>Olympic</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	1,023	11%	477	5%	-	0%	-	0%	-	0%	7,550	83%
b) Hired a less qualified	529	6%	968	11%	-	0%	2	0%	-	0%	7,550	83%
c) Outsourced the work/service	117	1%	1,383	15%	-	0%	-	0%	-	0%	7,550	83%
d) Increased overtime for employees	668	7%	812	9%	19	0%	-	0%	-	0%	7,550	83%
e) Increased recruiting efforts	725	8%	775	9%	-	0%	-	0%	-	0%	7,550	83%
f) Increased wages to attract applicants	209	2%	1,291	14%	-	0%	-	0%	-	0%	7,550	83%

<b>Pacific Mountain</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	805	7%	1,062	9%	63	1%	-	0%	-	0%	9,720	83%
b) Hired a less qualified	1,398	12%	529	5%	3	0%	-	0%	-	0%	9,720	83%
c) Outsourced the work/service	1,024	9%	900	8%	6	0%	-	0%	-	0%	9,720	83%
d) Increased overtime for employees	776	7%	1,152	10%	-	0%	3	0%	-	0%	9,720	83%
e) Increased recruiting efforts	1,720	15%	210	2%	-	0%	-	0%	-	0%	9,720	83%
f) Increased wages to attract applicants	775	7%	1,149	10%	6	0%	-	0%	-	0%	9,720	83%

<b>Northwest</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	446	4%	1,284	12%	-	0%	-	0%	-	0%	9,270	84%
b) Hired a less qualified	709	6%	999	9%	-	0%	22	0%	-	0%	9,270	84%
c) Outsourced the work/service	201	2%	1,529	14%	-	0%	-	0%	-	0%	9,270	84%
d) Increased overtime for employees	641	6%	1,089	10%	-	0%	-	0%	-	0%	9,270	84%
e) Increased recruiting efforts	979	9%	738	7%	-	0%	13	0%	-	0%	9,270	84%
f) Increased wages to attract applicants	375	3%	1,302	12%	-	0%	52	0%	-	0%	9,270	84%

<b>Snohomish</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	1,130	8%	2,680	18%	-	0%	-	0%	-	0%	11,090	74%
b) Hired a less qualified	1,843	12%	1,949	13%	-	0%	8	0%	10	0%	11,090	74%
c) Outsourced the work/service	174	1%	3,636	24%	-	0%	-	0%	-	0%	11,090	74%
d) Increased overtime for employees	1,388	9%	2,422	16%	-	0%	-	0%	-	0%	11,090	74%
e) Increased recruiting efforts	2,341	16%	1,469	10%	-	0%	-	0%	-	0%	11,090	74%
f) Increased wages to attract applicants	769	5%	3,041	20%	-	0%	-	0%	-	0%	11,090	74%

<b>King County</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	5,020	8%	5,500	9%	-	0%	-	0%	-	0%	53,080	83%
b) Hired a less qualified	5,793	9%	4,663	7%	63	0%	-	0%	-	0%	53,080	83%
c) Outsourced the work/service	2,974	5%	7,546	12%	-	0%	-	0%	-	0%	53,080	83%
d) Increased overtime for employees	5,960	9%	4,560	7%	-	0%	-	0%	-	0%	53,080	83%
e) Increased recruiting efforts	8,280	13%	2,240	4%	-	0%	-	0%	-	0%	53,080	83%
f) Increased wages to attract applicants	2,532	4%	7,988	13%	-	0%	-	0%	-	0%	53,080	83%

<b>Pierce</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	991	5%	959	5%	-	0%	-	0%	-	0%	16,450	89%
b) Hired a less qualified	835	5%	1,115	6%	-	0%	-	0%	-	0%	16,450	89%
c) Outsourced the work/service	981	5%	969	5%	-	0%	-	0%	-	0%	16,450	89%
d) Increased overtime for employees	1,542	8%	407	2%	1	0%	-	0%	-	0%	16,450	89%
e) Increased recruiting efforts	1,245	7%	705	4%	-	0%	-	0%	-	0%	16,450	89%
f) Increased wages to attract applicants	742	4%	1,207	7%	1	0%	-	0%	-	0%	16,450	89%

<b>Southwest</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	279	2%	741	6%	-	0%	-	0%	-	0%	10,980	92%
b) Hired a less qualified	407	3%	363	3%	250	2%	-	0%	-	0%	10,980	92%
c) Outsourced the work/service	81	1%	939	8%	-	0%	-	0%	-	0%	10,980	92%
d) Increased overtime for employees	707	6%	313	3%	-	0%	-	0%	-	0%	10,980	92%
e) Increased recruiting efforts	643	5%	377	3%	-	0%	-	0%	-	0%	10,980	92%
f) Increased wages to attract applicants	199	2%	821	7%	-	0%	-	0%	-	0%	10,980	92%

<b>North Central</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	432	8%	696	12%	-	0%	22	0%	-	0%	4,550	80%
b) Hired a less qualified	735	13%	400	7%	-	0%	15	0%	-	0%	4,550	80%
c) Outsourced the work/service	95	2%	1,055	19%	-	0%	-	0%	-	0%	4,550	80%
d) Increased overtime for employees	381	7%	754	13%	-	0%	-	0%	15	0%	4,550	80%
e) Increased recruiting efforts	524	9%	596	10%	-	0%	30	1%	-	0%	4,550	80%
f) Increased wages to attract applicants	116	2%	1,032	18%	-	0%	2	0%	-	0%	4,550	80%

<b>South Central</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	373	5%	789	11%	9	0%	-	0%	-	0%	5,730	83%
b) Hired a less qualified	547	8%	620	9%	2	0%	2	0%	-	0%	5,730	83%
c) Outsourced the work/service	108	2%	1,062	15%	-	0%	-	0%	-	0%	5,730	83%
d) Increased overtime for employees	469	7%	701	10%	-	0%	-	0%	-	0%	5,730	83%
e) Increased recruiting efforts	678	10%	485	7%	-	0%	8	0%	-	0%	5,730	83%
f) Increased wages to attract applicants	92	1%	1,070	16%	-	0%	8	0%	-	0%	5,730	83%

<b>Eastern</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	150	4%	450	11%	-	0%	-	0%	-	0%	3,500	85%
b) Hired a less qualified	507	12%	91	2%	-	0%	2	0%	-	0%	3,500	85%
c) Outsourced the work/service	62	2%	538	13%	-	0%	-	0%	-	0%	3,500	85%
d) Increased overtime for employees	177	4%	396	10%	27	1%	-	0%	-	0%	3,500	85%
e) Increased recruiting efforts	419	10%	181	4%	-	0%	-	0%	-	0%	3,500	85%
f) Increased wages to attract applicants	70	2%	522	13%	-	0%	8	0%	-	0%	3,500	85%

<b>Benton Franklin</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	300	6%	1,020	20%	-	0%	-	0%	-	0%	3,880	75%
b) Hired a less qualified	545	10%	775	15%	-	0%	-	0%	-	0%	3,880	75%
c) Outsourced the work/service	207	4%	1,050	20%	-	0%	-	0%	63	1%	3,880	75%
d) Increased overtime for employees	403	8%	854	16%	-	0%	-	0%	63	1%	3,880	75%
e) Increased recruiting efforts	871	17%	386	7%	-	0%	-	0%	63	1%	3,880	75%
f) Increased wages to attract applicants	214	4%	941	18%	-	0%	102	2%	63	1%	3,880	75%

<b>Spokane</b>	Yes		No		N/A		Don't Know		Refused		Not Reporting	
a) Did not fill the opening	449	3%	940	7%	1	0%	-	0%	-	0%	11,960	90%
b) Hired a less qualified	364	3%	1,026	8%	-	0%	-	0%	-	0%	11,960	90%
c) Outsourced the work/service	182	1%	1,208	9%	-	0%	-	0%	-	0%	11,960	90%
d) Increased overtime for employees	390	3%	1,000	7%	-	0%	-	0%	-	0%	11,960	90%
e) Increased recruiting efforts	830	6%	560	4%	-	0%	-	0%	-	0%	11,960	90%
f) Increased wages to attract applicants	366	3%	1,015	8%	1	0%	9	0%	-	0%	11,960	90%

**Question 4**

**Occupation for which firms had the most difficulty finding qualified applicants in the last 12 months.**

*Among those with difficulty finding qualified applicants*

<b>WDA</b>	Managerial and Administrative Occupations	Professional Occupations	Technical and Paraprofessional Occupations	Marketing and Sales	Clerical and Administrative Support Occupations	Service Occupations	Production, Construction, Operation, Maintenance and Material-handling	Agricultural, Forestry, Fishing and Related Occupations
<b>Olympic</b>	20%	4%	3%	15%	21%	22%	12%	2%
<b>Pacific Mountain</b>	15%	12%	29%	7%	3%	13%	17%	6%
<b>Northwest</b>	16%	12%	5%	0%	7%	27%	23%	9%
<b>Snohomish</b>	18%	4%	8%	4%	33%	14%	17%	2%
<b>King</b>	1%	13%	29%	13%	5%	17%	19%	2%
<b>Pierce</b>	3%	7%	1%	16%	28%	34%	9%	2%
<b>Southwest</b>	1%	9%	3%	4%	25%	39%	17%	2%
<b>North Central</b>	6%	13%	13%	11%	1%	25%	20%	11%
<b>South Central</b>	6%	6%	7%	7%	30%	32%	7%	5%
<b>Eastern</b>	10%	5%	17%	5%	6%	26%	29%	3%
<b>Benton-Franklin</b>	17%	14%	14%	15%	1%	26%	10%	3%
<b>Spokane</b>	11%	19%	2%	1%	0%	14%	48%	4%

**Question 5**

**How much difficulty has your firm/organization experienced in the last 12 months finding qualified applicants with the following education levels?**

*Among All Firms*

<b>Olympic</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	25	0.3%	215	2.4%	419	4.6%	840	9.3%	-	0.0%	7,550	83%
High school diploma or GED	85	0.9%	538	5.9%	372	4.1%	505	5.6%	-	0.0%	7,550	83%
Some college course work	149	1.6%	97	1.1%	359	4.0%	895	9.9%	-	0.0%	7,550	83%
Vocational certificate	144	1.6%	464	5.1%	241	2.7%	648	7.2%	2	0.0%	7,550	83%
Vocational associate degree	154	1.7%	459	5.1%	234	2.6%	651	7.2%	2	0.0%	7,550	83%
Academic associate degree (A.A. or	229	2.5%	50	0.6%	210	2.3%	1,010	11.2%	-	0.0%	7,550	83%
Bachelor's degree (B.A. or B.S.)	216	2.4%	90	1.0%	121	1.3%	1,073	11.9%	-	0.0%	7,550	83%
Master's degree (M.A. or M.S.)	156	1.7%	90	1.0%	123	1.4%	1,131	12.5%	-	0.0%	7,550	83%
Doctoral or Professional degree	129	1.4%	5	0.1%	112	1.2%	1,254	13.9%	-	0.0%	7,550	83%

<b>Pacific Mountain</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	197	1.7%	221	1.9%	534	4.6%	978	8.4%	-	0.0%	9,720	83%
High school diploma or GED	204	1.8%	94	0.8%	806	6.9%	826	7.1%	-	0.0%	9,720	83%
Some college course work	339	2.9%	660	5.7%	501	4.3%	430	3.7%	-	0.0%	9,720	83%
Vocational certificate	328	2.8%	797	6.8%	250	2.1%	555	4.8%	-	0.0%	9,720	83%
Vocational associate degree	279	2.4%	675	5.8%	233	2.0%	743	6.4%	-	0.0%	9,720	83%
Academic associate degree (A.A. or	332	2.9%	660	5.7%	372	3.2%	565	4.9%	-	0.0%	9,720	83%
Bachelor's degree (B.A. or B.S.)	405	3.5%	602	5.2%	424	3.6%	499	4.3%	-	0.0%	9,720	83%
Master's degree (M.A. or M.S.)	384	3.3%	566	4.9%	326	2.8%	655	5.6%	-	0.0%	9,720	83%
Doctoral or Professional degree	435	3.7%	21	0.2%	58	0.5%	1,416	12.2%	-	0.0%	9,720	83%

<b>Northwest</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	6	0.1%	134	1.2%	792	7.2%	798	7.3%	-	0.0%	9,270	84%
High school diploma or GED	119	1.1%	215	2.0%	968	8.8%	428	3.9%	-	0.0%	9,270	84%
Some college course work	119	1.1%	301	2.7%	693	6.3%	617	5.6%	-	0.0%	9,270	84%
Vocational certificate	122	1.1%	498	4.5%	411	3.7%	699	6.4%	-	0.0%	9,270	84%
Vocational associate degree	122	1.1%	693	6.3%	249	2.3%	666	6.1%	-	0.0%	9,270	84%
Academic associate degree (A.A. or	107	1.0%	505	4.6%	247	2.2%	871	7.9%	-	0.0%	9,270	84%
Bachelor's degree (B.A. or B.S.)	211	1.9%	364	3.3%	327	3.0%	827	7.5%	-	0.0%	9,270	84%
Master's degree (M.A. or M.S.)	165	1.5%	121	1.1%	309	2.8%	1,135	10.3%	-	0.0%	9,270	84%
Doctoral or Professional degree	165	1.5%	7	0.1%	284	2.6%	1,274	11.6%	-	0.0%	9,270	84%

<b>Snohomish</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	7	0.0%	443	3.0%	1,475	9.9%	1,876	12.6%	10	0.1%	11,090	74%
High school diploma or GED	136	0.9%	538	3.6%	2,477	16.6%	659	4.4%	-	0.0%	11,090	74%
Some college course work	217	1.5%	929	6.2%	1,835	12.3%	828	5.6%	-	0.0%	11,090	74%
Vocational certificate	266	1.8%	614	4.1%	1,535	10.3%	1,396	9.4%	-	0.0%	11,090	74%
Vocational associate degree	234	1.6%	388	2.6%	972	6.5%	2,216	14.9%	-	0.0%	11,090	74%
Academic associate degree (A.A. or	335	2.2%	929	6.2%	345	2.3%	2,201	14.8%	-	0.0%	11,090	74%
Bachelor's degree (B.A. or B.S.)	441	3.0%	341	2.3%	224	1.5%	2,804	18.8%	-	0.0%	11,090	74%
Master's degree (M.A. or M.S.)	544	3.6%	45	0.3%	95	0.6%	3,126	21.0%	-	0.0%	11,090	74%
Doctoral or Professional degree	447	3.0%	18	0.1%	625	4.2%	2,721	18.3%	-	0.0%	11,090	74%

<b>King</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	-	0.0%	126	0.2%	4,944	7.8%	5,449	8.6%	-	0.0%	53,080	83%
High school diploma or GED	65	0.1%	2,869	4.5%	5,443	8.6%	2,143	3.4%	-	0.0%	53,080	83%
Some college course work	38	0.1%	4,784	7.5%	1,578	2.5%	4,120	6.5%	-	0.0%	53,080	83%
Vocational certificate	63	0.1%	4,813	7.6%	825	1.3%	4,819	7.6%	-	0.0%	53,080	83%
Vocational associate degree	76	0.1%	1,612	2.5%	790	1.2%	8,041	12.6%	-	0.0%	53,080	83%
Academic associate degree (A.A. or	112	0.2%	2,089	3.3%	749	1.2%	7,534	11.8%	37	0.1%	53,080	83%
Bachelor's degree (B.A. or B.S.)	219	0.3%	2,235	3.5%	2,068	3.3%	5,998	9.4%	-	0.0%	53,080	83%
Master's degree (M.A. or M.S.)	85	0.1%	3,016	4.7%	488	0.8%	6,930	10.9%	-	0.0%	53,080	83%
Doctoral or Professional degree	20	0.0%	5	0.0%	552	0.9%	9,896	15.6%	48	0.1%	53,080	83%

<b>Pierce</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	436	2.4%	117	0.6%	906	4.9%	491	2.7%	-	0.0%	16,450	89%
High school diploma or GED	629	3.4%	130	0.7%	986	5.4%	206	1.1%	-	0.0%	16,450	89%
Some college course work	764	4.2%	274	1.5%	584	3.2%	328	1.8%	-	0.0%	16,450	89%
Vocational certificate	821	4.5%	172	0.9%	570	3.1%	387	2.1%	-	0.0%	16,450	89%
Vocational associate degree	806	4.4%	44	0.2%	674	3.7%	426	2.3%	-	0.0%	16,450	89%
Academic associate degree (A.A. or	770	4.2%	-	0.0%	661	3.6%	519	2.8%	-	0.0%	16,450	89%
Bachelor's degree (B.A. or B.S.)	340	1.8%	15	0.1%	541	2.9%	1,055	5.7%	-	0.0%	16,450	89%
Master's degree (M.A. or M.S.)	340	1.8%	16	0.1%	88	0.5%	1,506	8.2%	-	0.0%	16,450	89%
Doctoral or Professional degree	326	1.8%	-	0.0%	83	0.5%	1,540	8.4%	-	0.0%	16,450	89%

<b>Southwest</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	-	0.0%	211	1.8%	559	4.7%	249	2.1%	-	0.0%	10,980	92%
High school diploma or GED	-	0.0%	147	1.2%	815	6.8%	54	0.5%	4	0.0%	10,980	92%
Some college course work	128	1.1%	279	2.3%	362	3.0%	251	2.1%	-	0.0%	10,980	92%
Vocational certificate	154	1.3%	266	2.2%	75	0.6%	525	4.4%	-	0.0%	10,980	92%
Vocational associate degree	60	0.5%	310	2.6%	28	0.2%	621	5.2%	-	0.0%	10,980	92%
Academic associate degree (A.A. or	48	0.4%	84	0.7%	65	0.5%	822	6.9%	-	0.0%	10,980	92%
Bachelor's degree (B.A. or B.S.)	48	0.4%	15	0.1%	21	0.2%	936	7.8%	-	0.0%	10,980	92%
Master's degree (M.A. or M.S.)	48	0.4%	9	0.1%	17	0.1%	946	7.9%	-	0.0%	10,980	92%
Doctoral or Professional degree	48	0.4%	-	0.0%	17	0.1%	955	8.0%	-	0.0%	10,980	92%
<b>North Central</b>												
<b>North Central</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	-	0.0%	238	4.2%	630	11.1%	281	4.9%	-	0.0%	4,550	80%
High school diploma or GED	-	0.0%	166	2.9%	919	16.1%	61	1.1%	5	0.1%	4,550	80%
Some college course work	145	2.5%	315	5.5%	408	7.2%	283	5.0%	-	0.0%	4,550	80%
Vocational certificate	174	3.0%	300	5.3%	85	1.5%	592	10.4%	-	0.0%	4,550	80%
Vocational associate degree	68	1.2%	350	6.1%	32	0.6%	700	12.3%	-	0.0%	4,550	80%
Academic associate degree (A.A. or	55	1.0%	95	1.7%	74	1.3%	927	16.3%	-	0.0%	4,550	80%
Bachelor's degree (B.A. or B.S.)	55	1.0%	16	0.3%	24	0.4%	1,055	18.5%	-	0.0%	4,550	80%
Master's degree (M.A. or M.S.)	55	1.0%	10	0.2%	19	0.3%	1,066	18.7%	-	0.0%	4,550	80%
Doctoral or Professional degree	55	1.0%	-	0.0%	19	0.3%	1,076	18.9%	-	0.0%	4,550	80%
<b>South Central</b>												
<b>South Central</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	27	0.4%	297	4.3%	390	5.7%	457	6.6%	-	0.0%	5,730	83%
High school diploma or GED	19	0.3%	251	3.6%	588	8.5%	312	4.5%	-	0.0%	5,730	83%
Some college course work	-	0.0%	256	3.7%	438	6.3%	477	6.9%	-	0.0%	5,730	83%
Vocational certificate	-	0.0%	236	3.4%	256	3.7%	677	9.8%	2	0.0%	5,730	83%
Vocational associate degree	38	0.6%	204	3.0%	258	3.7%	668	9.7%	2	0.0%	5,730	83%
Academic associate degree (A.A. or	41	0.6%	61	0.9%	257	3.7%	811	11.8%	-	0.0%	5,730	83%
Bachelor's degree (B.A. or B.S.)	40	0.6%	77	1.1%	190	2.8%	863	12.5%	-	0.0%	5,730	83%
Master's degree (M.A. or M.S.)	29	0.4%	72	1.0%	166	2.4%	903	13.1%	-	0.0%	5,730	83%
Doctoral or Professional degree	25	0.4%	68	1.0%	118	1.7%	959	13.9%	-	0.0%	5,730	83%

<b>Eastern</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	24	0.6%	105	2.6%	294	7.2%	170	4.1%	8	0.2%	3,500	85%
High school diploma or GED	-	0.0%	138	3.4%	303	7.4%	154	3.8%	4	0.1%	3,500	85%
Some college course work	20	0.5%	95	2.3%	156	3.8%	329	8.0%	-	0.0%	3,500	85%
Vocational certificate	50	1.2%	258	6.3%	130	3.2%	163	4.0%	-	0.0%	3,500	85%
Vocational associate degree	20	0.5%	89	2.2%	175	4.3%	309	7.5%	8	0.2%	3,500	85%
Academic associate degree (A.A. or	3	0.1%	86	2.1%	85	2.1%	422	10.3%	3	0.1%	3,500	85%
Bachelor's degree (B.A. or B.S.)	2	0.0%	64	1.6%	79	1.9%	456	11.1%	-	0.0%	3,500	85%
Master's degree (M.A. or M.S.)	2	0.0%	17	0.4%	86	2.1%	495	12.1%	-	0.0%	3,500	85%
Doctoral or Professional degree	-	0.0%	23	0.6%	35	0.9%	541	13.2%	-	0.0%	3,500	85%

<b>Benton Franklin</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	25	0.5%	162	3.1%	497	9.6%	636	12.2%	-	0.0%	3,880	75%
High school diploma or GED	57	1.1%	196	3.8%	680	13.1%	386	7.4%	-	0.0%	3,880	75%
Some college course work	71	1.4%	145	2.8%	479	9.2%	626	12.0%	-	0.0%	3,880	75%
Vocational certificate	211	4.1%	103	2.0%	355	6.8%	652	12.5%	-	0.0%	3,880	75%
Vocational associate degree	123	2.4%	34	0.7%	304	5.8%	859	16.5%	-	0.0%	3,880	75%
Academic associate degree (A.A. or	77	1.5%	32	0.6%	281	5.4%	930	17.9%	-	0.0%	3,880	75%
Bachelor's degree (B.A. or B.S.)	97	1.9%	150	2.9%	264	5.1%	809	15.5%	-	0.0%	3,880	75%
Master's degree (M.A. or M.S.)	86	1.7%	78	1.5%	145	2.8%	1,011	19.4%	-	0.0%	3,880	75%
Doctoral or Professional degree	91	1.8%	66	1.3%	38	0.7%	1,125	21.6%	-	0.0%	3,880	75%

<b>Spokane</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Neither a high school diploma or	-	0.0%	8	0.1%	525	3.9%	857	6.4%	-	0.0%	11,960	90%
High school diploma or GED	-	0.0%	106	0.8%	951	7.1%	333	2.5%	-	0.0%	11,960	90%
Some college course work	100	0.8%	247	1.9%	396	3.0%	647	4.8%	-	0.0%	11,960	90%
Vocational certificate	104	0.8%	312	2.3%	354	2.7%	620	4.6%	-	0.0%	11,960	90%
Vocational associate degree	95	0.7%	254	1.9%	247	1.9%	786	5.9%	9	0.1%	11,960	90%
Academic associate degree (A.A. or	88	0.7%	13	0.1%	242	1.8%	1,048	7.8%	-	0.0%	11,960	90%
Bachelor's degree (B.A. or B.S.)	75	0.6%	7	0.1%	96	0.7%	1,211	9.1%	-	0.0%	11,960	90%
Master's degree (M.A. or M.S.)	125	0.9%	6	0.0%	27	0.2%	1,231	9.2%	-	0.0%	11,960	90%
Doctoral or Professional degree	131	1.0%	-	0.0%	27	0.2%	1,232	9.2%	-	0.0%	11,960	90%

**Question 6**

**Firms sometimes experience difficulty finding qualified applicants with certain kinds of abilities and job skills. How much difficulty has your firm had finding employees with the following skills.**

*Among All Firms*

<b>Olympic</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	41	0.5%	86	0.9%	972	10.7%	399	4.4%	2	0.0%	7,550	83%
Writing skills	56	0.6%	291	3.2%	786	8.7%	364	4.0%	2	0.0%	7,550	83%
Math skills	115	1.3%	182	2.0%	780	8.6%	420	4.6%	2	0.0%	7,550	83%
English as a Second Language	22	0.2%	415	4.6%	265	2.9%	798	8.8%	-	0.0%	7,550	83%
Occupation specific skills	612	6.8%	596	6.6%	113	1.2%	179	2.0%	-	0.0%	7,550	83%
Computer skills	323	3.6%	161	1.8%	543	6.0%	473	5.2%	-	0.0%	7,550	83%
Team work skills	287	3.2%	787	8.7%	268	3.0%	158	1.7%	-	0.0%	7,550	83%
Problem solving or critical thinking skills	266	2.9%	924	10.2%	162	1.8%	148	1.6%	-	0.0%	7,550	83%
Communication skills	237	2.6%	867	9.6%	251	2.8%	145	1.6%	-	0.0%	7,550	83%
Positive work habits and attitudes	429	4.7%	734	8.1%	249	2.8%	87	1.0%	-	0.0%	7,550	83%
Ability to accept supervision	321	3.6%	551	6.1%	541	6.0%	87	1.0%	-	0.0%	7,550	83%
Ability to adapt to changes in duties and responsibilities	435	4.8%	447	4.9%	452	5.0%	145	1.6%	21	0.2%	7,550	83%

<b>Pacific Mountain</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	9	0.1%	606	5.2%	774	6.6%	541	4.6%	-	0.0%	9,720	83%
Writing skills	83	0.7%	654	5.6%	662	5.7%	530	4.6%	-	0.0%	9,720	83%
Math skills	290	2.5%	312	2.7%	557	4.8%	771	6.6%	-	0.0%	9,720	83%
English as a Second Language	314	2.7%	100	0.9%	601	5.2%	915	7.9%	-	0.0%	9,720	83%
Occupation specific skills	530	4.5%	1,135	9.7%	208	1.8%	57	0.5%	-	0.0%	9,720	83%
Computer skills	209	1.8%	832	7.1%	569	4.9%	321	2.8%	-	0.0%	9,720	83%
Team work skills	214	1.8%	1,258	10.8%	391	3.4%	66	0.6%	-	0.0%	9,720	83%
Problem solving or critical thinking skills	484	4.2%	880	7.6%	234	2.0%	332	2.9%	-	0.0%	9,720	83%
Communication skills	208	1.8%	1,446	12.4%	267	2.3%	9	0.1%	-	0.0%	9,720	83%
Positive work habits and attitudes	627	5.4%	1,034	8.9%	259	2.2%	9	0.1%	-	0.0%	9,720	83%
Ability to accept supervision	276	2.4%	810	6.9%	831	7.1%	13	0.1%	-	0.0%	9,720	83%
Ability to adapt to changes in duties and responsibilities	404	3.5%	1,064	9.1%	448	3.8%	13	0.1%	-	0.0%	9,720	83%

<b>Northwest</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	107	1.0%	308	2.8%	1,165	10.6%	150	1.4%	-	0.0%	9,270	84%
Writing skills	291	2.6%	488	4.4%	904	8.2%	48	0.4%	-	0.0%	9,270	84%
Math skills	133	1.2%	668	6.1%	717	6.5%	211	1.9%	-	0.0%	9,270	84%
English as a Second Language	119	1.1%	361	3.3%	587	5.3%	663	6.0%	-	0.0%	9,270	84%
Occupation specific skills	713	6.5%	869	7.9%	77	0.7%	71	0.6%	-	0.0%	9,270	84%
Computer skills	146	1.3%	377	3.4%	596	5.4%	610	5.5%	-	0.0%	9,270	84%
Team work skills	188	1.7%	644	5.9%	772	7.0%	126	1.1%	-	0.0%	9,270	84%
Problem solving or critical thinking skills	334	3.0%	1,036	9.4%	284	2.6%	76	0.7%	-	0.0%	9,270	84%
Communication skills	51	0.5%	1,419	12.9%	202	1.8%	58	0.5%	-	0.0%	9,270	84%
Positive work habits and attitudes	388	3.5%	867	7.9%	457	4.2%	6	0.1%	13	0.1%	9,270	84%
Ability to accept supervision	180	1.6%	1,079	9.8%	466	4.2%	6	0.1%	-	0.0%	9,270	84%
Ability to adapt to changes in duties and responsibilities	302	2.7%	1,022	9.3%	401	3.6%	6	0.1%	-	0.0%	9,270	84%

<b>Snohomish</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	13	0.1%	286	1.9%	3,255	21.8%	251	1.7%	5	0.0%	11,090	74%
Writing skills	258	1.7%	994	6.7%	2,290	15.4%	264	1.8%	5	0.0%	11,090	74%
Math skills	266	1.8%	1,365	9.2%	1,753	11.8%	421	2.8%	5	0.0%	11,090	74%
English as a Second Language	892	6.0%	678	4.6%	1,838	12.3%	272	1.8%	129	0.9%	11,090	74%
Occupation specific skills	848	5.7%	2,371	15.9%	581	3.9%	10	0.1%	-	0.0%	11,090	74%
Computer skills	28	0.2%	2,312	15.5%	1,121	7.5%	344	2.3%	5	0.0%	11,090	74%
Team work skills	393	2.6%	2,113	14.2%	1,277	8.6%	27	0.2%	-	0.0%	11,090	74%
Problem solving or critical thinking skills	1,081	7.3%	1,924	12.9%	727	4.9%	74	0.5%	5	0.0%	11,090	74%
Communication skills	1,035	6.9%	2,229	15.0%	532	3.6%	15	0.1%	-	0.0%	11,090	74%
Positive work habits and attitudes	791	5.3%	2,452	16.5%	467	3.1%	100	0.7%	-	0.0%	11,090	74%
Ability to accept supervision	389	2.6%	2,331	15.6%	973	6.5%	117	0.8%	-	0.0%	11,090	74%
Ability to adapt to changes in duties and responsibilities	388	2.6%	2,704	18.1%	679	4.6%	40	0.3%	-	0.0%	11,090	74%

<b>King</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	38	0.1%	1,526	2.4%	8,873	14.0%	83	0.1%	-	0.0%	53,080	83%
Writing skills	38	0.1%	3,363	5.3%	7,036	11.1%	83	0.1%	-	0.0%	53,080	83%
Math skills	92	0.1%	2,798	4.4%	5,299	8.3%	1,878	3.0%	452	0.7%	53,080	83%
English as a Second Language	2,691	4.2%	1,966	3.1%	1,742	2.7%	4,121	6.5%	-	0.0%	53,080	83%
Occupation specific skills	805	1.3%	9,075	14.3%	592	0.9%	-	0.0%	48	0.1%	53,080	83%
Computer skills	129	0.2%	3,394	5.3%	943	1.5%	6,054	9.5%	-	0.0%	53,080	83%
Team work skills	459	0.7%	6,071	9.5%	1,046	1.6%	2,944	4.6%	-	0.0%	53,080	83%
Problem solving or critical thinking skills	1,903	3.0%	4,806	7.6%	862	1.4%	2,949	4.6%	-	0.0%	53,080	83%
Communication skills	1,451	2.3%	6,869	10.8%	858	1.3%	1,342	2.1%	-	0.0%	53,080	83%
Positive work habits and attitudes	444	0.7%	5,002	7.9%	3,473	5.5%	1,602	2.5%	-	0.0%	53,080	83%
Ability to accept supervision	-	0.0%	6,023	9.5%	2,895	4.6%	1,601	2.5%	-	0.0%	53,080	83%
Ability to adapt to changes in duties and responsibilities	188	0.3%	8,532	13.4%	1,801	2.8%	-	0.0%	-	0.0%	53,080	83%

<b>Pierce</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	220	1.2%	594	3.2%	1,010	5.5%	127	0.7%	-	0.0%	16,450	89%
Writing skills	207	1.1%	744	4.0%	848	4.6%	151	0.8%	-	0.0%	16,450	89%
Math skills	217	1.2%	639	3.5%	837	4.6%	256	1.4%	-	0.0%	16,450	89%
English as a Second Language	160	0.9%	69	0.4%	1,127	6.1%	594	3.2%	-	0.0%	16,450	89%
Occupation specific skills	933	5.1%	888	4.8%	116	0.6%	12	0.1%	-	0.0%	16,450	89%
Computer skills	225	1.2%	727	4.0%	686	3.7%	311	1.7%	-	0.0%	16,450	89%
Team work skills	164	0.9%	982	5.3%	668	3.6%	136	0.7%	-	0.0%	16,450	89%
Problem solving or critical thinking skills	922	5.0%	309	1.7%	577	3.1%	143	0.8%	-	0.0%	16,450	89%
Communication skills	160	0.9%	1,142	6.2%	636	3.5%	12	0.1%	-	0.0%	16,450	89%
Positive work habits and attitudes	351	1.9%	1,397	7.6%	202	1.1%	-	0.0%	-	0.0%	16,450	89%
Ability to accept supervision	193	1.0%	394	2.1%	928	5.0%	436	2.4%	-	0.0%	16,450	89%
Ability to adapt to changes in duties and responsibilities	129	0.7%	1,160	6.3%	657	3.6%	4	0.0%	-	0.0%	16,450	89%

<b>Southwest</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	-	0.0%	58	0.5%	910	7.6%	48	0.4%	3	0.0%	10,980	92%
Writing skills	-	0.0%	452	3.8%	514	4.3%	54	0.5%	-	0.0%	10,980	92%
Math skills	44	0.4%	323	2.7%	602	5.0%	51	0.4%	-	0.0%	10,980	92%
English as a Second Language	-	0.0%	276	2.3%	305	2.5%	428	3.6%	12	0.1%	10,980	92%
Occupation specific skills	30	0.2%	767	6.4%	132	1.1%	91	0.8%	-	0.0%	10,980	92%
Computer skills	128	1.1%	460	3.8%	403	3.4%	28	0.2%	-	0.0%	10,980	92%
Team work skills	3	0.0%	618	5.1%	383	3.2%	12	0.1%	4	0.0%	10,980	92%
Problem solving or critical thinking skills	61	0.5%	799	6.7%	151	1.3%	9	0.1%	-	0.0%	10,980	92%
Communication skills	54	0.5%	561	4.7%	405	3.4%	-	0.0%	-	0.0%	10,980	92%
Positive work habits and attitudes	207	1.7%	578	4.8%	230	1.9%	5	0.0%	-	0.0%	10,980	92%
Ability to accept supervision	17	0.1%	474	3.9%	521	4.3%	4	0.0%	4	0.0%	10,980	92%
Ability to adapt to changes in duties and responsibilities	182	1.5%	651	5.4%	183	1.5%	4	0.0%	-	0.0%	10,980	92%

<b>North Central</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	20	0.4%	329	5.8%	732	12.8%	69	1.2%	-	0.0%	4,550	80%
Writing skills	27	0.5%	424	7.4%	571	10.0%	128	2.2%	-	0.0%	4,550	80%
Math skills	123	2.2%	380	6.7%	519	9.1%	128	2.2%	-	0.0%	4,550	80%
English as a Second Language	126	2.2%	394	6.9%	412	7.2%	217	3.8%	2	0.0%	4,550	80%
Occupation specific skills	197	3.5%	649	11.4%	114	2.0%	189	3.3%	-	0.0%	4,550	80%
Computer skills	97	1.7%	309	5.4%	257	4.5%	487	8.5%	-	0.0%	4,550	80%
Team work skills	169	3.0%	637	11.2%	240	4.2%	104	1.8%	-	0.0%	4,550	80%
Problem solving or critical thinking skills	257	4.5%	623	10.9%	197	3.5%	73	1.3%	-	0.0%	4,550	80%
Communication skills	145	2.5%	704	12.3%	248	4.4%	53	0.9%	-	0.0%	4,550	80%
Positive work habits and attitudes	287	5.0%	551	9.7%	214	3.8%	98	1.7%	-	0.0%	4,550	80%
Ability to accept supervision	99	1.7%	693	12.2%	290	5.1%	68	1.2%	-	0.0%	4,550	80%
Ability to adapt to changes in duties and responsibilities	33	0.6%	795	13.9%	199	3.5%	123	2.2%	-	0.0%	4,550	80%

<b>South Central</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	14	0.2%	496	7.2%	585	8.5%	71	1.0%	-	0.0%	5,730	83%
Writing skills	29	0.4%	599	8.7%	454	6.6%	88	1.3%	-	0.0%	5,730	83%
Math skills	185	2.7%	540	7.8%	354	5.1%	91	1.3%	-	0.0%	5,730	83%
English as a Second Language	178	2.6%	426	6.2%	282	4.1%	284	4.1%	-	0.0%	5,730	83%
Occupation specific skills	157	2.3%	521	7.6%	275	4.0%	217	3.1%	-	0.0%	5,730	83%
Computer skills	-	0.0%	592	8.6%	185	2.7%	393	5.7%	-	0.0%	5,730	83%
Team work skills	100	1.4%	660	9.6%	372	5.4%	38	0.6%	-	0.0%	5,730	83%
Problem solving or critical thinking skills	183	2.6%	769	11.1%	180	2.6%	38	0.6%	-	0.0%	5,730	83%
Communication skills	50	0.7%	949	13.8%	152	2.2%	19	0.3%	-	0.0%	5,730	83%
Positive work habits and attitudes	310	4.5%	362	5.3%	359	5.2%	139	2.0%	-	0.0%	5,730	83%
Ability to accept supervision	11	0.2%	520	7.5%	460	6.7%	158	2.3%	20	0.3%	5,730	83%
Ability to adapt to changes in duties and responsibilities	8	0.1%	740	10.7%	227	3.3%	175	2.5%	20	0.3%	5,730	83%

<b>Eastern</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	34	0.8%	206	5.0%	311	7.6%	49	1.2%	-	0.0%	3,500	85%
Writing skills	36	0.9%	378	9.2%	141	3.4%	44	1.1%	-	0.0%	3,500	85%
Math skills	81	2.0%	274	6.7%	211	5.1%	35	0.9%	-	0.0%	3,500	85%
English as a Second Language	18	0.4%	266	6.5%	213	5.2%	102	2.5%	-	0.0%	3,500	85%
Occupation specific skills	175	4.3%	310	7.6%	67	1.6%	48	1.2%	-	0.0%	3,500	85%
Computer skills	54	1.3%	131	3.2%	157	3.8%	259	6.3%	-	0.0%	3,500	85%
Team work skills	130	3.2%	223	5.4%	124	3.0%	93	2.3%	29	0.7%	3,500	85%
Problem solving or critical thinking skills	182	4.4%	157	3.8%	230	5.6%	31	0.8%	-	0.0%	3,500	85%
Communication skills	59	1.5%	332	8.1%	192	4.7%	17	0.4%	-	0.0%	3,500	85%
Positive work habits and attitudes	182	4.4%	377	9.2%	41	1.0%	-	0.0%	-	0.0%	3,500	85%
Ability to accept supervision	84	2.0%	323	7.9%	193	4.7%	-	0.0%	-	0.0%	3,500	85%
Ability to adapt to changes in duties and responsibilities	39	1.0%	343	8.4%	218	5.3%	-	0.0%	-	0.0%	3,500	85%

<b>Benton Franklin</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	19	0.4%	224	4.3%	965	18.6%	111	2.1%	-	0.0%	3,880	75%
Writing skills	6	0.1%	253	4.9%	906	17.4%	155	3.0%	-	0.0%	3,880	75%
Math skills	87	1.7%	290	5.6%	787	15.1%	155	3.0%	-	0.0%	3,880	75%
English as a Second Language	47	0.9%	304	5.8%	785	15.1%	164	3.2%	20	0.4%	3,880	75%
Occupation specific skills	360	6.9%	520	10.0%	386	7.4%	53	1.0%	-	0.0%	3,880	75%
Computer skills	14	0.3%	449	8.6%	540	10.4%	313	6.0%	4	0.1%	3,880	75%
Team work skills	16	0.3%	447	8.6%	772	14.8%	85	1.6%	-	0.0%	3,880	75%
Problem solving or critical thinking skills	92	1.8%	556	10.7%	603	11.6%	69	1.3%	-	0.0%	3,880	75%
Communication skills	85	1.6%	410	7.9%	756	14.5%	69	1.3%	-	0.0%	3,880	75%
Positive work habits and attitudes	98	1.9%	537	10.3%	619	11.9%	66	1.3%	-	0.0%	3,880	75%
Ability to accept supervision	46	0.9%	501	9.6%	695	13.4%	79	1.5%	-	0.0%	3,880	75%
Ability to adapt to changes in duties and responsibilities	20	0.4%	650	12.5%	583	11.2%	66	1.3%	-	0.0%	3,880	75%

<b>Spokane</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Reading skills	104	0.8%	247	1.9%	837	6.3%	202	1.5%	-	0.0%	11,960	90%
Writing skills	142	1.1%	343	2.6%	708	5.3%	198	1.5%	-	0.0%	11,960	90%
Math skills	60	0.4%	662	5.0%	462	3.5%	207	1.5%	-	0.0%	11,960	90%
English as a Second Language	86	0.6%	383	2.9%	459	3.4%	453	3.4%	9	0.1%	11,960	90%
Occupation specific skills	519	3.9%	481	3.6%	222	1.7%	168	1.3%	-	0.0%	11,960	90%
Computer skills	-	0.0%	487	3.6%	369	2.8%	534	4.0%	-	0.0%	11,960	90%
Team work skills	69	0.5%	525	3.9%	680	5.1%	30	0.2%	86	0.6%	11,960	90%
Problem solving or critical thinking skills	147	1.1%	758	5.7%	405	3.0%	80	0.6%	-	0.0%	11,960	90%
Communication skills	99	0.7%	778	5.8%	504	3.8%	9	0.1%	-	0.0%	11,960	90%
Positive work habits and attitudes	382	2.9%	594	4.5%	203	1.5%	125	0.9%	86	0.6%	11,960	90%
Ability to accept supervision	49	0.4%	878	6.6%	462	3.5%	1	0.0%	-	0.0%	11,960	90%
Ability to adapt to changes in duties and responsibilities	61	0.5%	836	6.3%	492	3.7%	1	0.0%	-	0.0%	11,960	90%

**Question 7**

**Which of the following has resulted from your firm’s difficulty finding qualified applicants?**

*Among firms with difficulty finding qualified applicants*

<i>Among Those with Difficulty</i>	<i>7a</i> Lowered overall productivity	<i>7b</i> Reduced product or service quality	<i>7c</i> Reduced production output or sales	<i>7d</i> Prevented firm from expanding its facilities	<i>7e</i> Prevented firm from developing new products/services	<i>7f</i> Caused firm to move some operations out of Washington
<b>Olympic</b>	45.0%	38.8%	60.3%	37.4%	29.6%	0.8%
<b>Pacific Mountain</b>	64.5%	52.2%	68.4%	38.6%	45.6%	5.1%
<b>Northwest</b>	67.9%	35.1%	57.0%	49.1%	27.9%	0.6%
<b>Snohomish</b>	70.9%	52.5%	53.3%	43.5%	36.1%	9.1%
<b>King</b>	58.0%	44.6%	40.6%	31.3%	32.3%	15.5%
<b>Pierce</b>	23.5%	10.1%	26.3%	71.8%	31.8%	23.2%
<b>Southwest</b>	53.5%	32.5%	32.9%	37.0%	35.7%	3.8%
<b>North Central</b>	53.1%	40.0%	53.8%	29.8%	20.4%	1.3%
<b>South Central</b>	63.6%	57.0%	60.7%	25.5%	14.1%	0.0%
<b>Eastern</b>	40.5%	37.3%	33.0%	16.5%	18.0%	2.5%
<b>Benton-Franklin</b>	40.1%	31.5%	46.7%	17.2%	11.1%	1.8%
<b>Spokane</b>	38.1%	41.5%	38.2%	33.4%	14.9%	1.8%
<b>Statewide</b>	54.6%	41.3%	46.3%	37.1%	29.8%	9.3%

**Question 8**

**How much difficulty has your firm/organization experienced with entry-level workers demonstrating the following skills?**

*Among Firms with Difficulty Finding Qualified Applicants*

<b>Olympic</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	1.0%	20	32.4%	490	62.0%	930	4.5%	70		-
<b>Listen actively</b>	2.6%	40	67.0%	1,010	26.1%	390	4.3%	60		-
<b>Read with understanding</b>	2.6%	40	24.1%	360	51.5%	770	21.8%	330		-
<b>Observe critically</b>	2.7%	40	62.9%	940	30.1%	450	4.3%	60		-
<b>Cooperate with others</b>	.6%	10	53.3%	800	41.7%	630	4.3%	60		-
<b>Resolve conflict and negotiate</b>	4.4%	70	59.9%	900	27.3%	410	8.4%	130		-
<b>Use math to solve problems and communicate</b>	6.5%	100	13.2%	200	38.5%	580	41.8%	630		-
<b>Solve problems and make decisions</b>	19.7%	300	43.7%	660	19.3%	290	17.2%	260		-
<b>Take responsibility for learning</b>	21.6%	320	29.2%	440	27.8%	420	21.4%	320		-
<b>Use information and communications technology</b>	5.9%	90	57.8%	870	25.0%	370	11.3%	170		-

<b>Pacific Mountain</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	3.5%	70	15.4%	300	43.5%	840	37.6%	730		-
<b>Listen actively</b>	4.8%	90	37.6%	730	19.7%	380	37.9%	730		-
<b>Read with understanding</b>	16.9%	330	44.3%	850	30.0%	580	8.3%	160	0%	9
<b>Observe critically</b>	11.8%	230	48.1%	930	31.5%	610	8.3%	160	0%	6
<b>Cooperate with others</b>	.4%	10	65.2%	1,260	25.3%	490	8.8%	170	0%	6
<b>Resolve conflict and negotiate</b>	20.8%	400	46.0%	890	21.7%	420	11.2%	220	0%	6
<b>Use math to solve problems and communicate</b>	38.2%	740	3.4%	70	24.4%	470	33.8%	650	0%	3
<b>Solve problems and make decisions</b>	8.7%	170	66.4%	1,280	15.9%	310	8.5%	160	0%	9
<b>Take responsibility for learning</b>	12.6%	240	61.4%	1,180	17.3%	330	8.5%	160	0%	6
<b>Use information and communications technology</b>	4.0%	80	48.5%	940	29.7%	570	17.8%	340		-

<b>Northwest</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	1.1%	20	13.5%	230	68.6%	1,190	16.9%	290		-
<b>Listen actively</b>	2.0%	30	36.6%	630	48.4%	840	13.1%	230		-
<b>Read with understanding</b>	.5%	10	25.6%	440	55.5%	960	17.1%	300	1%	22
<b>Observe critically</b>	1.2%	20	32.1%	560	52.3%	900	13.1%	230	1%	22
<b>Cooperate with others</b>	7.5%	130	32.7%	570	46.6%	810	13.1%	230		-
<b>Resolve conflict and negotiate</b>	2.0%	40	49.4%	850	25.7%	440	21.6%	370	1%	22
<b>Use math to solve problems and communicate</b>	7.1%	120	34.1%	590	32.7%	570	26.1%	450		-
<b>Solve problems and make decisions</b>	9.1%	160	40.7%	700	37.1%	640	13.1%	230		-
<b>Take responsibility for learning</b>	11.1%	190	34.4%	590	41.4%	720	13.1%	230		-
<b>Use information and communications technology</b>	4.5%	80	30.4%	530	38.5%	670	26.5%	460		-

<b>Snohomish</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	17.4%	660	10.2%	390	54.1%	2,060	18.2%	690		-
<b>Listen actively</b>	5.7%	220	38.9%	1,480	37.4%	1,420	18.1%	690		-
<b>Read with understanding</b>	.2%	10	55.1%	2,100	26.1%	990	18.7%	710		-
<b>Observe critically</b>	17.3%	660	27.9%	1,060	36.3%	1,380	18.5%	700		-
<b>Cooperate with others</b>	5.7%	220	55.9%	2,130	20.3%	770	18.1%	690		-
<b>Resolve conflict and negotiate</b>	26.3%	1,000	29.5%	1,120	25.6%	980	18.5%	710		-
<b>Use math to solve problems and communicate</b>	17.4%	660	9.9%	380	40.4%	1,540	32.3%	1,230		-
<b>Solve problems and make decisions</b>	9.5%	360	49.3%	1,880	16.2%	620	25.1%	960		-
<b>Take responsibility for learning</b>	9.0%	340	52.5%	2,000	20.5%	780	18.1%	690		-
<b>Use information and communications technology</b>	20.4%	780	17.6%	670	37.2%	1,420	24.7%	940		-

<b>King</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	1.9%	200	21.3%	2,250	35.2%	3,700	28.7%	3,010	13%	1,361
<b>Listen actively</b>	4.2%	440	21.0%	2,210	33.2%	3,500	28.7%	3,010	13%	1,361
<b>Read with understanding</b>	.4%	40	25.2%	2,650	33.3%	3,500	28.7%	3,010	12%	1,315
<b>Observe critically</b>	.5%	60	23.5%	2,470	34.5%	3,630	29.0%	3,050	12%	1,315
<b>Cooperate with others</b>		-	25.4%	2,670	33.5%	3,520	28.7%	3,010	12%	1,315
<b>Resolve conflict and negotiate</b>	3.8%	400	23.2%	2,450	31.6%	3,320	28.8%	3,030	12%	1,315
<b>Use math to solve problems and communicate</b>	3.8%	400	6.8%	710	34.1%	3,590	42.2%	4,440	13%	1,381
<b>Solve problems and make decisions</b>	4.4%	460	28.4%	2,990	24.6%	2,590	30.1%	3,160	12%	1,315
<b>Take responsibility for learning</b>	.7%	70	35.6%	3,750	22.5%	2,370	28.7%	3,010	12%	1,315
<b>Use information and communications technology</b>	.4%	40	34.5%	3,630	7.5%	790	45.1%	4,750	12%	1,315

<b>Pierce</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	6.3%	120	27.0%	530	52.3%	1,020	14.4%	280		-
<b>Listen actively</b>	8.2%	160	19.7%	380	64.3%	1,250	7.8%	150		-
<b>Read with understanding</b>	9.1%	180	34.2%	670	42.7%	830	14.0%	270		-
<b>Observe critically</b>	1.9%	40	40.9%	800	43.1%	840	14.1%	280		-
<b>Cooperate with others</b>	6.9%	130	35.5%	690	43.8%	850	13.7%	270		-
<b>Resolve conflict and negotiate</b>	14.4%	280	11.0%	210	44.5%	870	30.1%	590		-
<b>Use math to solve problems and communicate</b>	10.5%	200	34.0%	660	40.2%	780	15.3%	300		-
<b>Solve problems and make decisions</b>	7.8%	150	45.7%	890	37.9%	740	8.7%	170		-
<b>Take responsibility for learning</b>	40.7%	790	18.8%	370	32.8%	640	7.7%	150		-
<b>Use information and communications technology</b>	12.8%	250	37.7%	740	39.5%	770	10.0%	200		-

<b>Southwest</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>		-	41.0%	420	48.5%	490	10.5%	110		-
<b>Listen actively</b>	9.6%	100	29.6%	300	50.6%	520	10.2%	100		-
<b>Read with understanding</b>		-	26.7%	270	58.5%	600	14.4%	150	0%	4
<b>Observe critically</b>	5.6%	60	37.9%	390	45.9%	470	10.2%	100	0%	4
<b>Cooperate with others</b>		-	11.9%	120	78.0%	800	10.1%	100		-
<b>Resolve conflict and negotiate</b>	9.8%	100	32.9%	340	22.4%	230	34.5%	350	0%	4
<b>Use math to solve problems and communicate</b>	4.3%	40	41.4%	420	17.5%	180	36.4%	370	0%	4
<b>Solve problems and make decisions</b>	16.9%	170	37.2%	380	11.7%	120	34.2%	350		-
<b>Take responsibility for learning</b>	10.1%	100	29.6%	300	50.4%	510	9.8%	100		-
<b>Use information and communications technology</b>	5.5%	60	38.3%	390	17.7%	180	38.6%	390		-

<b>North Central</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	11.8%	140	19.2%	220	52.1%	600	16.8%	190		-
<b>Listen actively</b>	7.9%	90	49.6%	570	29.6%	340	12.9%	150		-
<b>Read with understanding</b>	12.6%	140	24.3%	280	46.6%	540	16.6%	190		-
<b>Observe critically</b>	10.7%	120	45.5%	520	27.3%	310	16.5%	190		-
<b>Cooperate with others</b>	8.8%	100	45.3%	520	31.5%	360	14.5%	170		-
<b>Resolve conflict and negotiate</b>	9.6%	110	58.3%	670	13.1%	150	18.9%	220		-
<b>Use math to solve problems and communicate</b>	8.3%	100	22.7%	260	37.6%	430	31.4%	360		-
<b>Solve problems and make decisions</b>	16.5%	190	51.7%	590	11.6%	130	20.2%	230		-
<b>Take responsibility for learning</b>	21.7%	250	49.5%	570	10.6%	120	18.3%	210		-
<b>Use information and communications technology</b>	4.7%	50	25.4%	290	21.5%	250	48.4%	560		-

<b>South Central</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	2.4%	30	27.9%	330	28.2%	330	41.5%	490		-
<b>Listen actively</b>		-	30.0%	350	32.2%	380	37.8%	440		-
<b>Read with understanding</b>	1.6%	20	31.0%	360	37.7%	440	29.7%	350		-
<b>Observe critically</b>	6.7%	80	22.4%	260	31.5%	370	39.3%	460		-
<b>Cooperate with others</b>	2.2%	30	23.6%	280	35.0%	410	39.2%	460		-
<b>Resolve conflict and negotiate</b>	2.6%	30	41.5%	490	15.7%	180	38.5%	450	2%	20
<b>Use math to solve problems and communicate</b>	.6%	10	38.3%	450	31.3%	370	29.8%	350		-
<b>Solve problems and make decisions</b>	9.2%	110	45.5%	530	15.0%	180	28.2%	330	2%	25
<b>Take responsibility for learning</b>	9.8%	120	18.4%	210	32.4%	380	39.4%	460		-
<b>Use information and communications technology</b>	7.5%	90	32.0%	370	19.9%	230	40.7%	480		-

<b>Eastern</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	6.0%	40	44.4%	270	27.0%	160	22.6%	140		-
<b>Listen actively</b>	4.9%	30	48.7%	290	23.7%	140	22.6%	140		-
<b>Read with understanding</b>	4.6%	30	52.0%	310	15.5%	90	27.8%	170		-
<b>Observe critically</b>	10.6%	60	31.3%	190	31.4%	190	23.2%	140	3%	21
<b>Cooperate with others</b>	8.7%	50	39.2%	240	29.5%	180	22.6%	140		-
<b>Resolve conflict and negotiate</b>	8.7%	50	43.4%	260	12.8%	80	35.1%	210		-
<b>Use math to solve problems and communicate</b>	15.7%	90	27.7%	170	12.0%	70	44.6%	270		-
<b>Solve problems and make decisions</b>	14.7%	90	33.4%	200	28.8%	170	23.2%	140		-
<b>Take responsibility for learning</b>	16.9%	100	51.8%	310	8.7%	50	22.6%	140		-
<b>Use information and communications technology</b>	10.3%	60	26.7%	160	27.2%	160	35.8%	210		-

<b>Benton Franklin</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>	.6%	10	27.9%	370	55.7%	740	15.8%	210		-
<b>Listen actively</b>	4.4%	60	36.0%	470	45.3%	600	14.3%	190		-
<b>Read with understanding</b>	2.1%	30	34.3%	450	49.3%	650	14.3%	190		-
<b>Observe critically</b>	3.9%	50	29.9%	390	50.7%	670	15.5%	200		-
<b>Cooperate with others</b>	.4%	-	34.1%	450	50.3%	660	15.2%	200		-
<b>Resolve conflict and negotiate</b>	3.8%	50	35.2%	460	46.5%	610	14.5%	190		-
<b>Use math to solve problems and communicate</b>	4.9%	70	28.2%	370	29.2%	390	37.1%	490	1%	8
<b>Solve problems and make decisions</b>	2.4%	30	40.4%	530	42.0%	550	15.1%	200		-
<b>Take responsibility for learning</b>	8.0%	110	37.6%	500	40.0%	530	14.3%	190		-
<b>Use information and communications technology</b>	4.6%	60	27.5%	360	40.2%	530	27.7%	370		-

<b>Spokane</b>	<b>Much Difficulty</b>		<b>Some Difficulty</b>		<b>No Difficulty</b>		<b>N/A</b>		<b>Don't Know</b>	
<b>Speaks so others can understand</b>		-	12.8%	180	53.0%	740	34.3%	480		-
<b>Listen actively</b>	3.4%	50	28.9%	400	45.5%	630	22.1%	310		-
<b>Read with understanding</b>		-	11.6%	160	73.6%	1,020	14.8%	210		-
<b>Observe critically</b>	.9%	10	38.8%	540	43.1%	600	17.1%	240		-
<b>Cooperate with others</b>		-	37.4%	520	51.5%	720	11.1%	150		-
<b>Resolve conflict and negotiate</b>		-	27.7%	380	55.2%	770	17.1%	240		-
<b>Use math to solve problems and communicate</b>	3.7%	50	15.2%	210	55.8%	780	25.2%	350		-
<b>Solve problems and make decisions</b>	1.6%	20	28.2%	390	45.6%	630	19.6%	270	5%	69
<b>Take responsibility for learning</b>	4.7%	70	27.1%	380	57.1%	790	11.2%	160		-
<b>Use information and communications technology</b>		-	32.8%	460	41.8%	580	25.4%	350		-

**Question 9**

Firm's need for employees with each of the types of education listed below will increase in the next five years.

<i>Among all firms</i>	<i>y<sub>b</sub></i> High school diploma or GED	<i>y<sub>c</sub></i> Some college course work	<i>y<sub>d</sub></i> Vocational certificate	<i>y<sub>e</sub></i> Vocational associate degree	<i>y<sub>f</sub></i> Academic associate degree	<i>y<sub>g</sub></i> Bachelor's degree
<b>Olympic</b>	15.1%	26.3%	29.8%	18.9%	12.8%	22.0%
<b>Pacific</b>	13.7%	22.8%	22.6%	22.0%	15.1%	18.4%
<b>Northwest</b>	12.7%	20.6%	19.3%	20.7%	11.3%	10.0%
<b>Snohomish</b>	17.4%	19.6%	11.8%	13.6%	12.7%	9.7%
<b>King</b>	11.7%	13.5%	14.2%	11.1%	18.9%	22.6%
<b>Pierce</b>	10.2%	23.0%	23.2%	17.6%	19.0%	17.0%
<b>Southwest</b>	10.6%	18.2%	25.8%	15.7%	11.1%	10.5%
<b>North Central</b>	6.9%	17.1%	19.6%	15.0%	11.8%	14.4%
<b>South Central</b>	11.6%	22.7%	24.8%	15.0%	10.2%	10.5%
<b>Eastern</b>	13.4%	20.7%	22.5%	11.1%	13.8%	12.6%
<b>Benton-Franklin</b>	16.0%	21.6%	21.1%	13.9%	12.9%	16.2%
<b>Spokane</b>	12.9%	23.2%	18.5%	14.8%	12.7%	10.6%
<b>Statewide</b>	12.4%	18.7%	18.7%	14.6%	15.5%	16.9%

**Question 9**

**Firm's need for employees with each of the types of education listed below will increase in the next five years.**

*Among All Firms*

Olympic	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	9.1%	827	53.3%	4,822	2.5%	225	35.1%	3,173	0%	3
High school diploma or GED	15.1%	1,369	66.8%	6,049	.1%	13	16.9%	1,531	1%	88
Some college course work	26.3%	2,379	39.7%	3,593	.1%	7	33.9%	3,068	0%	3
Vocational certificate	29.8%	2,694	23.8%	2,155	2.9%	265	43.5%	3,933	0%	3
Vocational associate degree	18.9%	1,712	27.4%	2,481	.8%	69	52.5%	4,755	0%	33
Academic associate degree (A.A. or A.S.)	12.8%	1,158	27.3%	2,469	.7%	61	59.2%	5,361		-
Bachelor's degree (B.A. or B.S.)	22.0%	1,991	21.7%	1,968	3.8%	347	52.4%	4,742	0%	3
Master's degree (M.A. or M.S.)	10.5%	951	25.1%	2,271	3.9%	350	60.5%	5,475	0%	3
Doctoral or Professional degree	7.8%	704	24.8%	2,249	1.1%	99	66.3%	5,998		-

Pacific Mountain	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	6.4%	740	41.4%	4,821	10.3%	1,204	41.8%	4,874	0%	11
High school diploma or GED	13.7%	1,592	70.3%	8,195	.7%	78	15.2%	1,774	0%	11
Some college course work	22.8%	2,656	56.0%	6,524	1.9%	218	19.2%	2,241	0%	11
Vocational certificate	22.6%	2,634	56.8%	6,616	.2%	19	20.3%	2,367	0%	14
Vocational associate degree	22.0%	2,565	51.3%	5,973	.8%	90	25.2%	2,935	1%	87
Academic associate degree (A.A. or A.S.)	15.1%	1,756	48.2%	5,614	6.2%	726	30.4%	3,543	0%	11
Bachelor's degree (B.A. or B.S.)	18.4%	2,149	39.8%	4,632	1.2%	143	40.5%	4,723	0%	3
Master's degree (M.A. or M.S.)	5.7%	666	44.7%	5,204	.8%	89	48.8%	5,688	0%	3
Doctoral or Professional degree	9.8%	1,139	39.0%	4,546	.8%	97	50.3%	5,865	0%	3

Northwest	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	5.8%	641	46.8%	5,147	3.1%	341	44.2%	4,861	0%	9
High school diploma or GED	12.7%	1,397	65.0%	7,154	1.5%	167	20.5%	2,258	0%	25
Some college course work	20.6%	2,270	56.5%	6,217	1.0%	109	21.9%	2,404		-
Vocational certificate	19.3%	2,128	50.7%	5,573	.5%	51	28.8%	3,171	1%	78
Vocational associate degree	20.7%	2,281	48.6%	5,346	.5%	60	29.4%	3,235	1%	78
Academic associate degree (A.A. or A.S.)	11.3%	1,244	49.8%	5,481	1.3%	139	37.6%	4,135		-
Bachelor's degree (B.A. or B.S.)	10.0%	1,099	47.0%	5,167	1.1%	119	42.0%	4,615		-
Master's degree (M.A. or M.S.)	2.7%	298	38.3%	4,209	3.0%	325	56.1%	6,169		-
Doctoral or Professional degree	1.9%	204	31.9%	3,513	1.7%	185	64.5%	7,098		-

Snohomish	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	10.3%	1,539	42.4%	6,322	6.0%	898	41.2%	6,140		-
High school diploma or GED	17.4%	2,594	55.7%	8,297	.7%	108	26.1%	3,895	0%	6
Some college course work	19.6%	2,913	57.2%	8,521	.2%	29	22.1%	3,299	1%	137
Vocational certificate	11.8%	1,754	61.1%	9,101		-	27.1%	4,039	0%	6
Vocational associate degree	13.6%	2,019	40.6%	6,053		-	45.8%	6,822	0%	6
Academic associate degree (A.A. or A.S.)	12.7%	1,899	51.3%	7,641	1.9%	283	34.0%	5,072	0%	6
Bachelor's degree (B.A. or B.S.)	9.7%	1,449	44.7%	6,659	2.3%	343	43.2%	6,442	0%	6
Master's degree (M.A. or M.S.)	5.1%	756	26.2%	3,903	3.8%	572	64.9%	9,664	0%	6
Doctoral or Professional degree	1.8%	261	33.2%	4,948	4.0%	603	61.0%	9,082	0%	6

King	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	5.5%	3,500	36.9%	23,471	3.4%	2,192	52.0%	33,075	2%	1,362
High school diploma or GED	11.7%	7,424	55.2%	35,101	.1%	78	30.9%	19,668	2%	1,330
Some college course work	13.5%	8,604	56.9%	36,197	.1%	94	27.3%	17,375	2%	1,330
Vocational certificate	14.2%	9,026	45.9%	29,202		-	37.8%	24,042	2%	1,330
Vocational associate degree	11.1%	7,030	48.9%	31,078		-	37.9%	24,084	2%	1,409
Academic associate degree (A.A. or A.S.)	18.9%	11,989	43.6%	27,757	.4%	240	35.0%	22,229	2%	1,385
Bachelor's degree (B.A. or B.S.)	22.6%	14,364	34.1%	21,671	1.7%	1,100	39.5%	25,136	2%	1,330
Master's degree (M.A. or M.S.)	6.3%	3,979	25.4%	16,149	1.8%	1,160	62.3%	39,631	4%	2,682
Doctoral or Professional degree	8.6%	5,455	26.4%	16,813	.9%	580	59.8%	38,022	4%	2,730

Pierce	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	5.6%	1,031	49.6%	9,130	5.7%	1,042	38.6%	7,108	0%	89
High school diploma or GED	10.2%	1,886	75.6%	13,903	2.4%	449	9.0%	1,654	3%	508
Some college course work	23.0%	4,223	52.8%	9,707	.2%	31	23.2%	4,265	1%	173
Vocational certificate	23.2%	4,274	48.3%	8,896	.3%	51	26.4%	4,863	2%	315
Vocational associate degree	17.6%	3,237	46.0%	8,469	.4%	74	33.5%	6,161	2%	459
Academic associate degree (A.A. or A.S.)	19.0%	3,488	38.3%	7,046	1.2%	214	39.1%	7,193	2%	459
Bachelor's degree (B.A. or B.S.)	17.0%	3,136	36.6%	6,734	.3%	60	44.5%	8,191	2%	279
Master's degree (M.A. or M.S.)	4.5%	834	26.1%	4,798	3.1%	574	64.7%	11,897	2%	296
Doctoral or Professional degree	2.4%	444	20.6%	3,792	3.8%	707	70.5%	12,979	3%	478

Southwest	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	4.5%	539	51.8%	6,221	3.7%	445	39.5%	4,740	0%	55
High school diploma or GED	10.6%	1,271	72.1%	8,658	.8%	100	16.0%	1,916	0%	55
Some college course work	18.2%	2,184	64.4%	7,732	.5%	55	16.4%	1,974	0%	55
Vocational certificate	25.8%	3,096	48.4%	5,806	.5%	55	24.4%	2,933	1%	110
Vocational associate degree	15.7%	1,879	52.0%	6,240	-	-	31.8%	3,812	1%	69
Academic associate degree (A.A. or A.S.)	11.1%	1,330	46.6%	5,595	.2%	24	41.0%	4,926	1%	125
Bachelor's degree (B.A. or B.S.)	10.5%	1,262	40.2%	4,827	1.3%	153	47.5%	5,699	0%	59
Master's degree (M.A. or M.S.)	6.0%	716	36.2%	4,340	1.6%	195	55.7%	6,690	0%	59
Doctoral or Professional degree	1.7%	204	36.1%	4,335	1.2%	140	60.5%	7,266	0%	55

North Central	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	6.0%	340	50.1%	2,855	9.2%	522	33.9%	1,931	1%	51
High school diploma or GED	6.9%	392	79.1%	4,510	1.6%	89	12.1%	689	0%	20
Some college course work	17.1%	974	58.2%	3,319	1.5%	84	22.6%	1,286	1%	37
Vocational certificate	19.6%	1,114	48.7%	2,774	.9%	49	30.5%	1,739	0%	24
Vocational associate degree	15.0%	856	49.7%	2,836	2.0%	116	32.9%	1,873	0%	20
Academic associate degree (A.A. or A.S.)	11.8%	670	51.2%	2,916	1.3%	72	35.2%	2,005	1%	37
Bachelor's degree (B.A. or B.S.)	14.4%	821	42.4%	2,420	2.0%	112	40.8%	2,328	0%	20
Master's degree (M.A. or M.S.)	6.8%	389	34.1%	1,946	1.4%	78	57.7%	3,286	-	-
Doctoral or Professional degree	4.0%	228	30.8%	1,753	1.4%	81	63.5%	3,621	0%	17

South Central	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	7.6%	523	38.1%	2,632	5.0%	342	48.4%	3,342	1%	61
High school diploma or GED	11.6%	798	72.2%	4,981	.8%	58	15.0%	1,037	0%	26
Some college course work	22.7%	1,566	57.0%	3,933	.1%	4	18.9%	1,307	1%	89
Vocational certificate	24.8%	1,713	45.9%	3,167	.0%	2	28.6%	1,973	1%	44
Vocational associate degree	15.0%	1,032	44.2%	3,048	3.0%	204	36.7%	2,534	1%	35
Academic associate degree (A.A. or A.S.)	10.2%	701	43.0%	2,970	2.1%	147	43.8%	3,025	1%	56
Bachelor's degree (B.A. or B.S.)	10.5%	724	38.2%	2,637	2.1%	147	48.3%	3,336	1%	56
Master's degree (M.A. or M.S.)	3.8%	260	31.7%	2,189	2.0%	139	62.0%	4,276	1%	35
Doctoral or Professional degree	1.3%	86	31.5%	2,170	.9%	62	65.9%	4,546	1%	35

Eastern	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	7.1%	291	36.7%	1,506	6.0%	245	49.8%	2,043	0%	16
High school diploma or GED	13.4%	550	58.2%	2,386	5.4%	220	22.6%	927	0%	17
Some college course work	20.7%	847	50.3%	2,060	6.5%	265	22.6%	926	0%	2
Vocational certificate	22.5%	923	42.0%	1,722	2.8%	113	32.2%	1,319	1%	24
Vocational associate degree	11.1%	456	47.6%	1,950	2.8%	113	38.4%	1,576	0%	4
Academic associate degree (A.A. or A.S.)	13.8%	566	46.0%	1,886	3.9%	161	36.2%	1,486		-
Bachelor's degree (B.A. or B.S.)	12.6%	516	44.0%	1,804	2.6%	108	40.5%	1,662	0%	10
Master's degree (M.A. or M.S.)	5.6%	229	29.6%	1,215	6.9%	282	57.7%	2,364	0%	10
Doctoral or Professional degree	3.9%	161	26.5%	1,087	6.0%	246	63.3%	2,596	0%	10

Benton Franklin	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	10.7%	554	49.3%	2,564	5.0%	260	33.3%	1,734	1%	67
High school diploma or GED	16.0%	832	69.3%	3,606	.2%	10	14.5%	753		-
Some college course work	21.6%	1,126	54.3%	2,824	1.9%	100	21.2%	1,100	1%	50
Vocational certificate	21.1%	1,097	48.5%	2,520	1.5%	79	28.9%	1,504		-
Vocational associate degree	13.9%	722	50.1%	2,606	2.1%	111	33.9%	1,760		-
Academic associate degree (A.A. or A.S.)	12.9%	673	48.0%	2,497	1.4%	75	36.9%	1,917	1%	38
Bachelor's degree (B.A. or B.S.)	16.2%	843	45.2%	2,349	2.5%	127	36.2%	1,881		-
Master's degree (M.A. or M.S.)	9.0%	467	37.2%	1,932	2.7%	139	50.4%	2,623	1%	38
Doctoral or Professional degree	4.2%	218	35.9%	1,868	1.9%	101	57.2%	2,974	1%	38

Spokane	Increase		Remain the Same		Decrease		Not Needed		Don't Know	
Neither a high school diploma or GED	6.5%	865	48.2%	6,429	2.6%	349	42.6%	5,691	0%	16
High school diploma or GED	12.9%	1,722	64.8%	8,656	2.0%	266	19.4%	2,591	1%	115
Some college course work	23.2%	3,098	47.0%	6,272	2.1%	286	27.5%	3,678	0%	16
Vocational certificate	18.5%	2,466	45.1%	6,015	1.4%	188	34.9%	4,663	0%	19
Vocational associate degree	14.8%	1,971	45.4%	6,061	1.3%	179	38.4%	5,130	0%	8
Academic associate degree (A.A. or A.S.)	12.7%	1,691	52.0%	6,944	1.3%	179	33.8%	4,519	0%	16
Bachelor's degree (B.A. or B.S.)	10.6%	1,410	44.2%	5,897	1.7%	221	43.6%	5,815	0%	8
Master's degree (M.A. or M.S.)	8.1%	1,086	34.3%	4,583	1.2%	160	56.3%	7,513	0%	8
Doctoral or Professional degree	5.8%	771	30.5%	4,076	1.8%	245	61.8%	8,250	0%	8

Question 10

**In the last three years, have the skills required to adequately perform production or support jobs (primary or front-line services or support jobs) increased, decreased or remained the same?**

*Among All Firms*

	Increased		Stay Same		Decreased		Don't Know		Total Firms in WDA
<b>Olympic</b>	26%	2,350	60%	5,450	11%	980	3%	260	9,050
<b>Pacific Mountain</b>	45%	5,280	49%	4,430	6%	510	0%	-	11,650
<b>Northwest</b>	35%	3,850	59%	5,320	6%	540	0%	-	11,000
<b>Snohomish</b>	32%	4,720	62%	5,570	7%	620	0%	-	14,900
<b>King</b>	38%	23,850	50%	4,560	6%	520	6%	570	63,600
<b>Pierce</b>	39%	7,160	53%	4,780	8%	680	0%	-	18,400
<b>Southwest</b>	24%	2,930	72%	6,470	3%	270	0%	-	12,000
<b>North Central</b>	36%	2,070	58%	5,220	6%	530	0%	-	5,700
<b>South Central</b>	35%	2,420	59%	5,300	4%	390	2%	180	6,900
<b>Eastern</b>	35%	1,450	58%	5,220	3%	280	3%	310	4,100
<b>Benton-Franklin</b>	29%	1,510	67%	6,060	3%	240	1%	120	5,200
<b>Spokane</b>	27%	3,640	67%	6,040	3%	260	3%	270	13,350
<b>All</b>	35%	61,899	56%	99,151	6%	10,021	3%	4,922	175,850

**Question 11**

**Did your firm provide or pay for any classroom training, workshops or seminars (lasting at least four hours) for any employees in the last 12 months?**

*Among All Firms*

	Yes		No		Total Firms in WDA
<b>Olympic</b>	46.9%	4,247	53.0%	4,796	9,050
<b>Pacific Mountain</b>	62.5%	7,277	37.5%	4,370	11,650
<b>Northwest</b>	58.0%	6,379	42.0%	4,615	11,000
<b>Snohomish</b>	58.9%	8,773	40.2%	5,992	14,900
<b>King</b>	56.8%	36,149	43.1%	27,426	63,600
<b>Pierce</b>	60.7%	11,161	38.6%	7,095	18,400
<b>Southwest</b>	60.7%	7,282	39.3%	4,713	12,000
<b>North Central</b>	57.8%	3,295	41.8%	2,383	5,700
<b>South Central</b>	54.1%	3,732	44.9%	3,101	6,900
<b>Eastern</b>	56.4%	2,311	43.6%	1,789	4,100
<b>Benton-Franklin</b>	67.8%	3,528	31.0%	1,614	5,200
<b>Spokane</b>	57.0%	7,611	43.0%	5,739	13,350
<b>Statewide</b>	<b>57.9%</b>	<b>101,738</b>	<b>41.9%</b>	<b>73,640</b>	<b>175,850</b>

**Question 12**

For each type of employee listed below, approximately what percentage received classroom training, workshops, or seminars (lasting at least 4 hours) in the last 12 months.

*Among firms that provided training*

	<i>12a</i>	<i>12b</i>	<i>q12c</i>	<i>q12d</i>	<i>q12e</i>	<i>q12f</i>
<b>Olympic</b>	63%	55%	36%	30%	38%	38%
<b>Pacific Mountain</b>	67%	60%	48%	41%	38%	47%
<b>Northwest</b>	43%	45%	37%	24%	30%	29%
<b>Snohomish</b>	57%	57%	36%	39%	30%	34%
<b>King</b>	64%	38%	42%	37%	38%	34%
<b>Pierce</b>	51%	38%	31%	23%	32%	51%
<b>Southwest</b>	50%	50%	45%	35%	34%	36%
<b>North Central</b>	71%	57%	49%	42%	40%	38%
<b>South Central</b>	58%	46%	54%	35%	33%	41%
<b>Eastern</b>	70%	52%	48%	35%	47%	50%
<b>Benton-Franklin</b>	70%	62%	56%	50%	52%	52%
<b>Spokane</b>	61%	38%	35%	40%	37%	35%

**12a** Managerial and administrative

**12b** Professional occupations

**12c** Technicial and paraprofessional

**12d** Marketing and sales

**12e** Clerical and administrative support

**12f** Service

**Question 13**

**Approximately what percent of your current employees would you say need further training in a formal program, such as that taught at a community college or private vocational-technical school, in order to reach the current level of productivity and competence that your company needs?**

*Among firms that provided training*

	<b>13a</b>	<b>13b</b>
<b>Olympic</b>	14%	7%
<b>Pacific Mountain</b>	11%	3%
<b>Northwest</b>	13%	2%
<b>Snohomish</b>	11%	3%
<b>King</b>	19%	8%
<b>Pierce</b>	11%	4%
<b>Southwest</b>	15%	3%
<b>North Central</b>	14%	7%
<b>South Central</b>	10%	3%
<b>Eastern</b>	8%	9%
<b>Benton-Franklin</b>	7%	7%
<b>Spokane</b>	4%	1%

**Question 14**

**In the last three years, has the percentage of your employees who receive classroom training workshops, or seminars of some kind increased, decreased, or stayed about the same**

*Among firms that provided training*

	<b>Increase</b>	<b>Stay the Same</b>	<b>Decrease</b>	<b>Don't Know</b>
<b>Olympic</b>	32%	61%	7%	
<b>Pacific Mountain</b>	37%	48%	14%	0%
<b>Northwest</b>	29%	59%	12%	0%
<b>Snohomish</b>	38%	56%	6%	0%
<b>King</b>	17%	80%	3%	0%
<b>Pierce</b>	35%	60%	3%	2%
<b>Southwest</b>	22%	71%	4%	3%
<b>North Central</b>	24%	66%	10%	0%
<b>South Central</b>	28%	66%	3%	3%
<b>Eastern</b>	37%	54%	10%	
<b>Benton-Franklin</b>	39%	57%	4%	0%
<b>Spokane</b>	29%	60%	11%	
<i>Statewide</i>	27%	67%	6%	1%

Question 15**Which of the following are reasons for your increase?***Among those who increased training in the last 12 months.*

<b>Olympic</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	68%	530	32%	250		-		-
Changes in technology	52%	410	48%	370		-		-
Changes in the organization of work	46%	360	54%	420		-		-
Need to improve the quality of your output	89%	690	11%	90		-		-
Need to improve worker productivity	79%	620	21%	160		-		-
New hires did not have necessary skills	64%	500	36%	280		-		-
To help employees develop more positive attitudes and work habits	77%	600	23%	180		-		-
To keep up with competition from foreign countries	13%	100	87%	670		-	0%	3
To keep up with competitors at home	64%	490	36%	280		-		-
To improve the morale of employees	76%	590	24%	190		-		-
To develop a more flexible and versatile workforce	77%	600	23%	180		-		-
To promote the personal or career development of employees	88%	680	12%	100		-		-
Legal requirements forced us to increase training	33%	250	67%	520		-		-
Other	12%	100	83%	640		-	5%	39
<b>Pacific Mountain</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	71%	950	26%	350		-	3%	43
Changes in technology	64%	860	36%	480		-		-
Changes in the organization of work	59%	800	35%	470		-	5%	72
Need to improve the quality of your output	83%	1,110	17%	230		-		-
Need to improve worker productivity	61%	830	39%	520		-		-
New hires did not have necessary skills	51%	690	49%	660		-		-
To help employees develop more positive attitudes and work habits	62%	830	38%	520		-		-
To keep up with competition from foreign countries	7%	100	93%	1,250		-		-
To keep up with competitors at home	48%	640	47%	630		-	5%	72
To improve the morale of employees	66%	880	34%	460		-		-
To develop a more flexible and versatile workforce	81%	1,090	19%	250		-		-
To promote the personal or career development of employees	76%	1,020	24%	320		-		-
Legal requirements forced us to increase training	44%	600	47%	630	9%	115		-
Other	16%	220	60%	810	9%	125	14%	186

<b>Northwest</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	44%	410	56%	530		-		-
Changes in technology	64%	600	36%	340		-		-
Changes in the organization of work	41%	380	59%	550		-	0%	3
Need to improve the quality of your output	76%	720	24%	220		-		-
Need to improve worker productivity	78%	730	22%	200		-		-
New hires did not have necessary skills	61%	580	39%	360		-		-
To help employees develop more positive attitudes and work habits	70%	660	30%	280		-		-
To keep up with competition from foreign countries	0%	-	100%	940		-		-
To keep up with competitors at home	46%	430	54%	510		-		-
To improve the morale of employees	71%	670	29%	270		-		-
To develop a more flexible and versatile workforce	65%	620	35%	320		-		-
To promote the personal or career development of employees	86%	810	14%	130		-		-
Legal requirements forced us to increase training	68%	640	32%	300		-		-
Other	14%	130	64%	600	1%	14	20%	190

<b>Snohomish</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	63%	1,040	37%	600		-		-
Changes in technology	50%	820	50%	820		-		-
Changes in the organization of work	51%	840	49%	800		-		-
Need to improve the quality of your output	68%	1,120	32%	520		-		-
Need to improve worker productivity	55%	900	45%	750		-		-
New hires did not have necessary skills	77%	1,270	23%	380		-		-
To help employees develop more positive attitudes and work habits	59%	970	41%	680		-		-
To keep up with competition from foreign countries	2%	40	98%	1,610		-		-
To keep up with competitors at home	40%	660	60%	990		-		-
To improve the morale of employees	77%	1,260	23%	380		-		-
To develop a more flexible and versatile workforce	72%	1,180	28%	470		-		-
To promote the personal or career development of employees	98%	1,610	2%	40		-		-
Legal requirements forced us to increase training	66%	1,090	33%	550		-	0%	5
Other	12%	190	87%	1,420		-	2%	27

<b>King</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	73%	2,540	27%	930		-		-
Changes in technology	74%	2,560	26%	910		-		-
Changes in the organization of work	54%	1,870	46%	1,590		-		-
Need to improve the quality of your output	70%	2,410	29%	1,000		-	2%	55
Need to improve worker productivity	33%	1,160	67%	2,310		-		-
New hires did not have necessary skills	63%	2,200	37%	1,270		-		-
To help employees develop more positive attitudes and work habits	65%	2,240	34%	1,170		-	2%	55
To keep up with competition from foreign countries	23%	800	75%	2,610	2%	55		-
To keep up with competitors at home	70%	2,420	29%	990		-	2%	55
To improve the morale of employees	52%	1,790	48%	1,680		-		-
To develop a more flexible and versatile workforce	53%	1,850	35%	1,210		-	12%	408
To promote the personal or career development of employees	69%	2,380	31%	1,090		-		-
Legal requirements forced us to increase training	42%	1,460	58%	2,010		-		-
Other	3%	110	83%	2,860	1%	39	13%	457
<b>Pierce</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	45%	1,030	55%	1,260		-		-
Changes in technology	48%	1,090	52%	1,200		-		-
Changes in the organization of work	60%	1,380	40%	900		-		-
Need to improve the quality of your output	69%	1,580	31%	700		-		-
Need to improve worker productivity	57%	1,300	43%	980		-		-
New hires did not have necessary skills	47%	1,070	53%	1,210		-		-
To help employees develop more positive attitudes and work habits	60%	1,370	40%	910		-		-
To keep up with competition from foreign countries	5%	110	95%	2,170		-		-
To keep up with competitors at home	65%	1,480	35%	810		-		-
To improve the morale of employees	55%	1,250	43%	980		-	2%	54
To develop a more flexible and versatile workforce	81%	1,850	19%	440		-		-
To promote the personal or career development of employees	89%	2,020	11%	260		-		-
Legal requirements forced us to increase training	47%	1,080	53%	1,210		-		-
Other	10%	220	77%	1,750	5%	106	9%	203

<b>Southwest</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	60%	470	40%	320		-		-
Changes in technology	60%	470	40%	320		-		-
Changes in the organization of work	56%	440	44%	340		-		-
Need to improve the quality of your output	80%	630	20%	160		-		-
Need to improve worker productivity	69%	540	31%	250		-		-
New hires did not have necessary skills	50%	390	50%	400		-		-
To help employees develop more positive attitudes and work habits	60%	480	40%	310		-		-
To keep up with competition from foreign countries	18%	140	82%	640		-		-
To keep up with competitors at home	64%	500	36%	290		-		-
To improve the morale of employees	74%	580	26%	200		-		-
To develop a more flexible and versatile workforce	70%	550	30%	240		-		-
To promote the personal or career development of employees	83%	660	17%	130		-		-
Legal requirements forced us to increase training	52%	410	48%	380		-		-
Other	11%	80	70%	550		-	20%	155

<b>North Central</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	56%	240	44%	190		-		-
Changes in technology	76%	320	24%	100		-		-
Changes in the organization of work	78%	330	22%	90		-		-
Need to improve the quality of your output	90%	380	10%	40		-		-
Need to improve worker productivity	70%	290	30%	130		-		-
New hires did not have necessary skills	54%	230	40%	170		-	6%	25
To help employees develop more positive attitudes and work habits	67%	290	25%	100		-	8%	34
To keep up with competition from foreign countries	28%	120	67%	280		-	6%	25
To keep up with competitors at home	61%	260	39%	160		-		-
To improve the morale of employees	75%	320	25%	110		-		-
To develop a more flexible and versatile workforce	85%	360	15%	60		-		-
To promote the personal or career development of employees	98%	410	2%	10		-		-
Legal requirements forced us to increase training	85%	360	7%	30		-	8%	34
Other	15%	70	70%	300		-	15%	63

<b>South Central</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	52%	320	48%	300		-		-
Changes in technology	62%	380	38%	230		-		-
Changes in the organization of work	70%	430	27%	170		-	3%	21
Need to improve the quality of your output	51%	310	49%	300		-		-
Need to improve worker productivity	65%	400	35%	210		-		-
New hires did not have necessary skills	33%	200	67%	410		-		-
To help employees develop more positive attitudes and work habits	51%	310	49%	300		-		-
To keep up with competition from foreign countries	6%	40	94%	580		-		-
To keep up with competitors at home	45%	280	55%	340		-		-
To improve the morale of employees	40%	240	60%	370		-		-
To develop a more flexible and versatile workforce	90%	550	10%	60		-		-
To promote the personal or career development of employees	86%	530	14%	90		-		-
Legal requirements forced us to increase training	57%	350	42%	260		-	0%	3
Other	1%	-	91%	560		-	9%	54
<b>Eastern</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	48%	230	46%	220		-	6%	29
Changes in technology	49%	240	49%	240		-	2%	9
Changes in the organization of work	44%	210	56%	270		-		-
Need to improve the quality of your output	60%	290	40%	200		-		-
Need to improve worker productivity	72%	350	24%	110		-	4%	20
New hires did not have necessary skills	55%	270	45%	220		-		-
To help employees develop more positive attitudes and work habits	52%	250	48%	240		-		-
To keep up with competition from foreign countries	10%	50	90%	440		-		-
To keep up with competitors at home	40%	190	60%	290		-		-
To improve the morale of employees	50%	240	48%	230		-	2%	9
To develop a more flexible and versatile workforce	54%	260	46%	220		-		-
To promote the personal or career development of employees	73%	360	23%	110		-	4%	18
Legal requirements forced us to increase training	77%	370	21%	100		-	2%	9
Other	6%	30	86%	420		-	8%	39

<b>Benton Franklin</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	55%	440	45%	360		-		-
Changes in technology	79%	620	21%	170		-		-
Changes in the organization of work	68%	540	32%	250		-		-
Need to improve the quality of your output	78%	620	21%	170		-	0%	2
Need to improve worker productivity	82%	650	18%	140		-		-
New hires did not have necessary skills	36%	290	51%	400		-	13%	104
To help employees develop more positive attitudes and work habits	76%	600	24%	190		-		-
To keep up with competition from foreign countries	3%	20	97%	770		-	0%	2
To keep up with competitors at home	37%	290	63%	500		-		-
To improve the morale of employees	80%	640	20%	160		-		-
To develop a more flexible and versatile workforce	85%	680	15%	120		-		-
To promote the personal or career development of employees	82%	650	18%	140		-		-
Legal requirements forced us to increase training	55%	440	45%	350		-	0%	2
Other	3%	30	87%	690		-	10%	80
<b>Spokane</b>	<b>Yes</b>		<b>No</b>		<b>N/A</b>		<b>Don't Know</b>	
Changes in products or services you provide	33%	410	67%	840		-		-
Changes in technology	35%	440	65%	820		-		-
Changes in the organization of work	54%	680	46%	570		-		-
Need to improve the quality of your output	81%	1,020	19%	240		-		-
Need to improve worker productivity	37%	470	63%	790		-		-
New hires did not have necessary skills	48%	600	52%	660		-		-
To help employees develop more positive attitudes and work habits	44%	550	56%	710		-		-
To keep up with competition from foreign countries	12%	160	88%	1,100		-		-
To keep up with competitors at home	46%	580	54%	680		-		-
To improve the morale of employees	40%	510	60%	750		-		-
To develop a more flexible and versatile workforce	42%	530	58%	730		-		-
To promote the personal or career development of employees	69%	870	31%	390		-		-
Legal requirements forced us to increase training	69%	870	31%	390		-		-
Other		-	83%	1,050		-	17%	214

**Question 16**

Has your firm ever had an arrangement with a community or technical college to provide education and training services to your employees?

	Yes	No	Don't Know
<b>Olympic</b>	25.1%	74.9%	
<b>Pacific Mountain</b>	16.0%	81.6%	2.4%
<b>Northwest</b>	20.0%	75.3%	4.8%
<b>Snohomish</b>	18.9%	81.0%	.1%
<b>King</b>	14.0%	85.8%	.3%
<b>Pierce</b>	18.9%	80.8%	.4%
<b>Southwest</b>	20.0%	78.7%	1.3%
<b>North Central</b>	19.5%	80.2%	.3%
<b>South Central</b>	12.8%	84.8%	2.4%
<b>Eastern</b>	11.7%	79.9%	8.1%
<b>Benton-Franklin</b>	11.6%	82.5%	5.9%
<b>Spokane</b>	17.1%	79.0%	4.0%
<b>Statewide</b>	16.5%	82.0%	1.5%

Question 17**Why did you select a community or technical college to conduct training?**

Olympic	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	95%	5%		0%	
Quality of instruction	70%	26%		4%	
Community or technical college customized the training program for our needs	74%	22%	4%		
Convenient location	85%	15%			
Training programs referred to us by other businesses	22%	69%		4%	4%
Contracted with community or technical college in the past with satisfactory results	85%	15%			

Pacific Mountain	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	43%	36%			21%
Quality of instruction	49%	22%			29%
Community or technical college customized the training program for our needs	76%	1%			23%
Convenient location	51%	29%			20%
Training programs referred to us by other businesses	24%	53%			24%
Contracted with community or technical college in the past with satisfactory results	66%	13%			20%

Northwest	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	74%	24%	2%		
Quality of instruction	95%	5%			
Community or technical college customized the training program for our needs	72%	20%			8%
Convenient location	90%	10%			
Training programs referred to us by other businesses	28%	72%			
Contracted with community or technical college in the past with satisfactory results	75%	25%			

Snohomish	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	95%	5%			
Quality of instruction	95%	4%	1%		
Community or technical college customized the training program for our needs	77%	23%			
Convenient location	97%	3%			
Training programs referred to us by other businesses	39%	58%			3%
Contracted with community or technical college in the past with satisfactory results	94%	5%	1%		

King	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	49%	50%			1%
Quality of instruction	79%	21%			
Community or technical college customized the training program for our needs	79%	21%			
Convenient location	94%	6%			
Training programs referred to us by other businesses	50%	48%			2%
Contracted with community or technical college in the past with satisfactory results	97%	3%			

Pierce	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	71%	15%	1%	12%	1%
Quality of instruction	50%	49%	1%		
Community or technical college customized the training program for our needs	52%	48%	1%		
Convenient location	84%	16%	1%		
Training programs referred to us by other businesses	2%	75%	1%	23%	
Contracted with community or technical college in the past with satisfactory results	52%	48%	1%		

Southwest	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	34%	35%	16%	8%	8%
Quality of instruction	88%	12%			
Community or technical college customized the training program for our needs	95%	5%			
Convenient location	79%	21%			
Training programs referred to us by other businesses	35%	65%			
Contracted with community or technical college in the past with satisfactory results	57%	34%	8%	1%	1%

North Central	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	69%	18%	0%	2%	11%
Quality of instruction	71%	15%	1%	2%	11%
Community or technical college customized the training program for our needs	64%	33%	0%	2%	
Convenient location	95%	3%	0%	2%	
Training programs referred to us by other businesses	25%	58%		1%	16%
Contracted with community or technical college in the past with satisfactory results	88%	11%		1%	

South Central	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	63%	25%			12%
Quality of instruction	68%	20%	1%		12%
Community or technical college customized the training program for our needs	55%	39%			5%
Convenient location	87%	12%			1%
Training programs referred to us by other businesses	29%	69%			2%
Contracted with community or technical college in the past with satisfactory results	81%	16%			3%

Eastern	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	94%				6%
Quality of instruction	75%	13%			12%
Community or technical college customized the training program for our needs	69%	12%			19%
Convenient location	92%	2%			6%
Training programs referred to us by other businesses	22%	72%	1%		6%
Contracted with community or technical college in the past with satisfactory results	73%	21%			6%

Benton-Franklin	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	64%	25%			11%
Quality of instruction	61%	30%			9%
Community or technical college customized the training program for our needs	64%	28%			9%
Convenient location	76%	14%			10%
Training programs referred to us by other businesses	17%	75%			9%
Contracted with community or technical college in the past with satisfactory results	69%	22%			9%

Spokane	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	76%	17%			7%
Quality of instruction	78%	22%			
Community or technical college customized the training program for our needs	79%	9%			12%
Convenient location	90%	10%			
Training programs referred to us by other businesses	17%	76%			7%
Contracted with community or technical college in the past with satisfactory results	47%	46%			7%

Question 18

**In the last 12 months, did your firm provide or pay for classroom training, workshops, or seminars (lasting at least four hours) in work-place practices for any employee?**

*Among Companies Providing Any Training At Least Four Hours (Q11=Yes)*

	Yes		No	
<b>Olympic</b>	55.9%	2,370	44.1%	1,870
<b>Pacific Mountain</b>	74.3%	5,410	25.7%	1,870
<b>Northwest</b>	65.2%	4,160	34.8%	2,220
<b>Snohomish</b>	61.3%	5,380	38.7%	3,400
<b>King</b>	66.2%	23,930	33.8%	12,220
<b>Pierce</b>	70.7%	7,890	29.3%	3,270
<b>Southwest</b>	70.1%	5,110	29.9%	2,180
<b>North Central</b>	73.1%	2,410	26.9%	890
<b>South Central</b>	64.4%	2,400	35.6%	1,330
<b>Eastern</b>	69.3%	1,600	30.7%	710
<b>Benton-Franklin</b>	69.5%	2,450	30.5%	1,080
<b>Spokane</b>	68.4%	5,210	31.6%	2,400
<b>Statewide</b>	67.1%	68,310	32.9%	33,430

Question 19

**In the past 12 months, did your firm/organization provide or pay for classroom training, workshops, or seminars (lasting at least four hours) in basic skills for any employee?**

*Among Companies Providing Any Training At Least Four Hours (Q11=Yes)*

	Yes		No	
<b>Olympic</b>	25%	1,060	75%	3,190
<b>Pacific Mountain</b>	19%	1,350	81%	5,930
<b>Northwest</b>	9%	600	91%	5,770
<b>Snohomish</b>	20%	1,750	80%	7,030
<b>King</b>	32%	11,620	68%	24,530
<b>Pierce</b>	17%	1,880	83%	9,280
<b>Southwest</b>	22%	1,620	78%	5,660
<b>North Central</b>	19%	610	81%	2,680
<b>South Central</b>	22%	820	78%	2,910
<b>Eastern</b>	15%	350	85%	1,960
<b>Benton-Franklin</b>	17%	600	83%	2,930
<b>Spokane</b>	14%	1,050	86%	6,560
<b>Statewide</b>	23%	23,430	77%	78,310

Question 20

**In the past 12 months, did your firm/organization provide or pay for classroom training, workshops, or seminars (lasting at least four hours) in job-specific skills for any employee?**

*Among Companies Providing Any Training At Least Four Hours (Q11=Yes)*

	Yes		No	
<b>Olympic</b>	67%	2,850	33%	1,390
<b>Pacific Mountain</b>	76%	5,560	24%	1,720
<b>Northwest</b>	88%	5,630	12%	750
<b>Snohomish</b>	72%	6,320	28%	2,460
<b>King</b>	78%	28,140	22%	8,010
<b>Pierce</b>	70%	7,860	30%	3,300
<b>Southwest</b>	76%	5,550	24%	1,740
<b>North Central</b>	79%	2,610	21%	680
<b>South Central</b>	90%	3,360	10%	370
<b>Eastern</b>	75%	1,730	25%	580
<b>Benton-Franklin</b>	74%	2,620	26%	900
<b>Spokane</b>	78%	5,910	22%	1,700
<b>Statewide</b>	77%	78,100	23%	23,640

Question 21

**Did your firm/organization have a tuition reimbursement program for any employee during the past 12 months?**

*Among Companies Providing Any Training At Least Four Hours (Q11=Yes)*

	Yes		No	
<b>Olympic</b>	41%	1,740	59%	2,500
<b>Pacific Mountain</b>	46%	3,330	54%	3,950
<b>Northwest</b>	31%	2,000	69%	4,370
<b>Snohomish</b>	41%	3,630	59%	5,140
<b>King</b>	57%	20,510	43%	15,640
<b>Pierce</b>	34%	3,780	66%	7,380
<b>Southwest</b>	31%	2,290	69%	5,000
<b>North Central</b>	33%	1,100	67%	2,190
<b>South Central</b>	26%	990	74%	2,750
<b>Eastern</b>	43%	1,000	57%	1,310
<b>Benton-Franklin</b>	36%	1,260	64%	2,270
<b>Spokane</b>	42%	3,200	58%	4,410
<b>Statewide</b>	44%	44,850	56%	56,870

Question 22

**Was your tuition reimbursement program restricted to job-related training only?**

*Among Companies Providing Any Training At Least Four Hours (Q11=Yes)*

	Yes		No	
<b>Olympic</b>	84%	3,570	16%	680
<b>Pacific Mountain</b>	87%	6,360	13%	910
<b>Northwest</b>	89%	5,700	11%	680
<b>Snohomish</b>	77%	6,790	23%	1,980
<b>King</b>	82%	29,650	18%	6,500
<b>Pierce</b>	67%	7,470	33%	3,690
<b>Southwest</b>	91%	6,630	9%	650
<b>North Central</b>	80%	2,640	20%	660
<b>South Central</b>	87%	3,260	13%	470
<b>Eastern</b>	98%	2,260	2%	50
<b>Benton-Franklin</b>	67%	2,360	33%	1,170
<b>Spokane</b>	91%	6,950	9%	660
Statewide	83%	84,150	17%	17,590

Question 23

**Did your firm/organization provide at least 4 hours of on the job training that was described in a written plan or agreement for any employee in the last 12 months?**

*Among All Firms*

	Yes		No		Don't Know	
<b>Olympic</b>	34%	1,450	65%	2,780	0.3%	10
<b>Pacific Mountain</b>	51%	3,680	49%	3,590	0.1%	0
<b>Northwest</b>	36%	2,290	61%	3,880	3%	200
<b>Snohomish</b>	51%	4,450	48%	4,250	1%	80
<b>King</b>	37%	13,430	63%	22,720	0%	0
<b>Pierce</b>	41%	4,530	59%	6,630	0%	0
<b>Southwest</b>	41%	2,960	59%	4,320	0%	0
<b>North Central</b>	46%	1,530	54%	1,760	0%	0
<b>South Central</b>	37%	1,370	62%	2,330	1%	40
<b>Eastern</b>	35%	810	65%	1,500	0%	0
<b>Benton-Franklin</b>	54%	1,890	46%	1,620	0.4%	10
<b>Spokane</b>	46%	3,480	54%	4,120	0.1%	10
<b>Statewide</b>	41%	41,650	59%	59,730	0.3%	350

**Question 25**

What percent of your firm's current employees are in jobs that require each of the educational levels listed below?

*Among All Firms*

<b>WDA</b>	<b>25a</b>	<b>25b</b>	<b>25c</b>	<b>25d</b>	<b>25e</b>	<b>25f</b>	<b>25g</b>	<b>25h</b>	<b>25i</b>
<b>Olympic</b>	25%	36%	8%	5.1%	1.3%	6.2%	15%	2.7%	1.4%
<b>Pacific Mountain</b>	20%	44%	8%	3.7%	2.2%	4.4%	11%	3.6%	2.9%
<b>Northwest</b>	13%	54%	9%	6.5%	1.7%	3.3%	9%	2.1%	0.9%
<b>Snohomish</b>	16%	53%	7%	4.8%	3.4%	2.7%	9%	2.1%	1.8%
<b>King</b>	19%	41%	6%	6.9%	2.1%	3.6%	19%	1.6%	0.5%
<b>Pierce</b>	21%	45%	11%	5.8%	2.5%	1.6%	10%	1.4%	1.5%
<b>Southwest</b>	20%	43%	10%	5.4%	3.5%	1.7%	11%	1.7%	2.7%
<b>North Central</b>	24%	45%	7%	5.8%	1.4%	4.0%	11%	1.8%	0.9%
<b>South Central</b>	25%	45%	6%	3.5%	0.0%	1.5%	9%	1.0%	3.8%
<b>Eastern</b>	20%	46%	12%	4.3%	4.3%	3.7%	11%	1.8%	0.9%
<b>Benton-Franklin</b>	22%	42%	8%	7.0%	0.7%	1.5%	11%	3.2%	3.0%
<b>Spokane</b>	21%	40%	7%	7.1%	1.2%	6.1%	10%	4.1%	2.0%

Question 26

**What percentage of your non-supervisory employees use computers in their jobs?**

*Among All Firms*

	<b>Ag_Food</b>	<b>Const- ruction</b>	<b>High- Tech</b>	<b>Manu- facturing</b>	<b>Services</b>	<b>Trade</b>	<b>Other</b>	<b>Total</b>
<b>Olympic</b>	37%	22%	84%	53%	59%	47%	83%	<b>55%</b>
<b>Pacific Mountain</b>	38%	29%	87%	50%	69%	59%	77%	<b>60%</b>
<b>Northwest</b>	61%	28%	73%	38%	58%	52%	78%	<b>56%</b>
<b>Snohomish</b>	47%	32%	75%	35%	60%	69%	89%	<b>59%</b>
<b>King</b>	53%	26%	77%	55%	64%	67%	76%	<b>60%</b>
<b>Pierce</b>	43%	31%	68%	49%	64%	50%	79%	<b>55%</b>
<b>Southwest</b>	43%	25%	68%	50%	57%	68%	76%	<b>56%</b>
<b>North Central</b>	31%	14%	65%	51%	64%	59%	73%	<b>54%</b>
<b>South Central</b>	34%	16%	59%	45%	69%	49%	76%	<b>52%</b>
<b>Eastern</b>	50%	39%	84%	33%	65%	51%	78%	<b>60%</b>
<b>Benton-Franklin</b>	29%	18%	80%	64%	62%	60%	83%	<b>56%</b>
<b>Spokane</b>	41%	13%	66%	48%	61%	56%	78%	<b>52%</b>
<b>Total</b>	<b>42%</b>	<b>24%</b>	<b>74%</b>	<b>48%</b>	<b>63%</b>	<b>57%</b>	<b>79%</b>	<b>56%</b>