

2012 Employer Survey

Virtual Business Forum

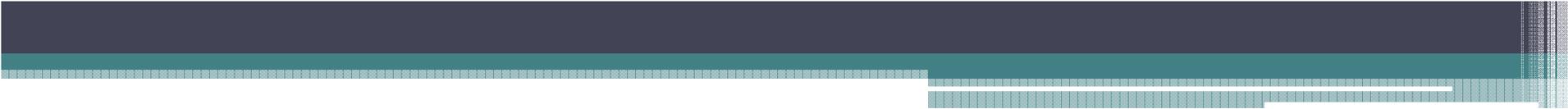
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Biennial Employer Survey

- Phone survey of over 2800 private and public employers
- Calls made in September-December 2012.
- Results expressed as estimated overall percentages and numbers of **employers**, not **jobs** -- large employers do not dominate results.
- Most training questions are only asked of those firms with five or more employees.



Has your firm hired any new employees in the last twelve months?

Q1	# of Employers (est.)	Percent
Yes	60,314	51%
No	58,620	49%
Total	118,934	100%

Did your firm have any difficulty finding qualified applicants?

Among those who hired

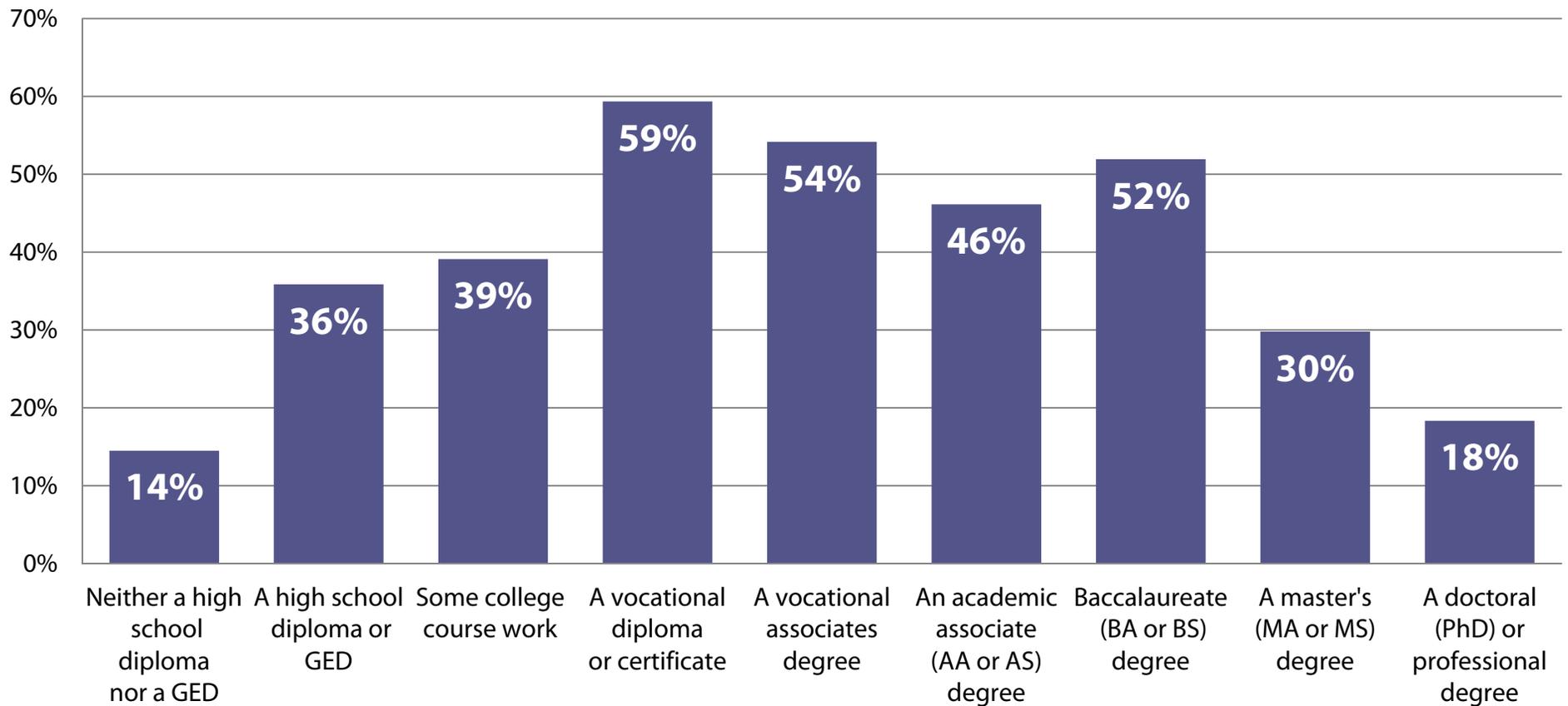
Q2	# of Employers (est.)	Percent
Yes	12,686	21%
No	47,622	79%
Total	60,307	

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

<i>Among those with difficulty hiring.</i>	
Increased recruiting efforts	65%
Hired a less qualified applicant	44%
Increased overtime hours for current workers	43%
Did not fill the job opening	37%
Increased wages to attract more applicants	15%
Outsourced work or purchased services from another firm	11%

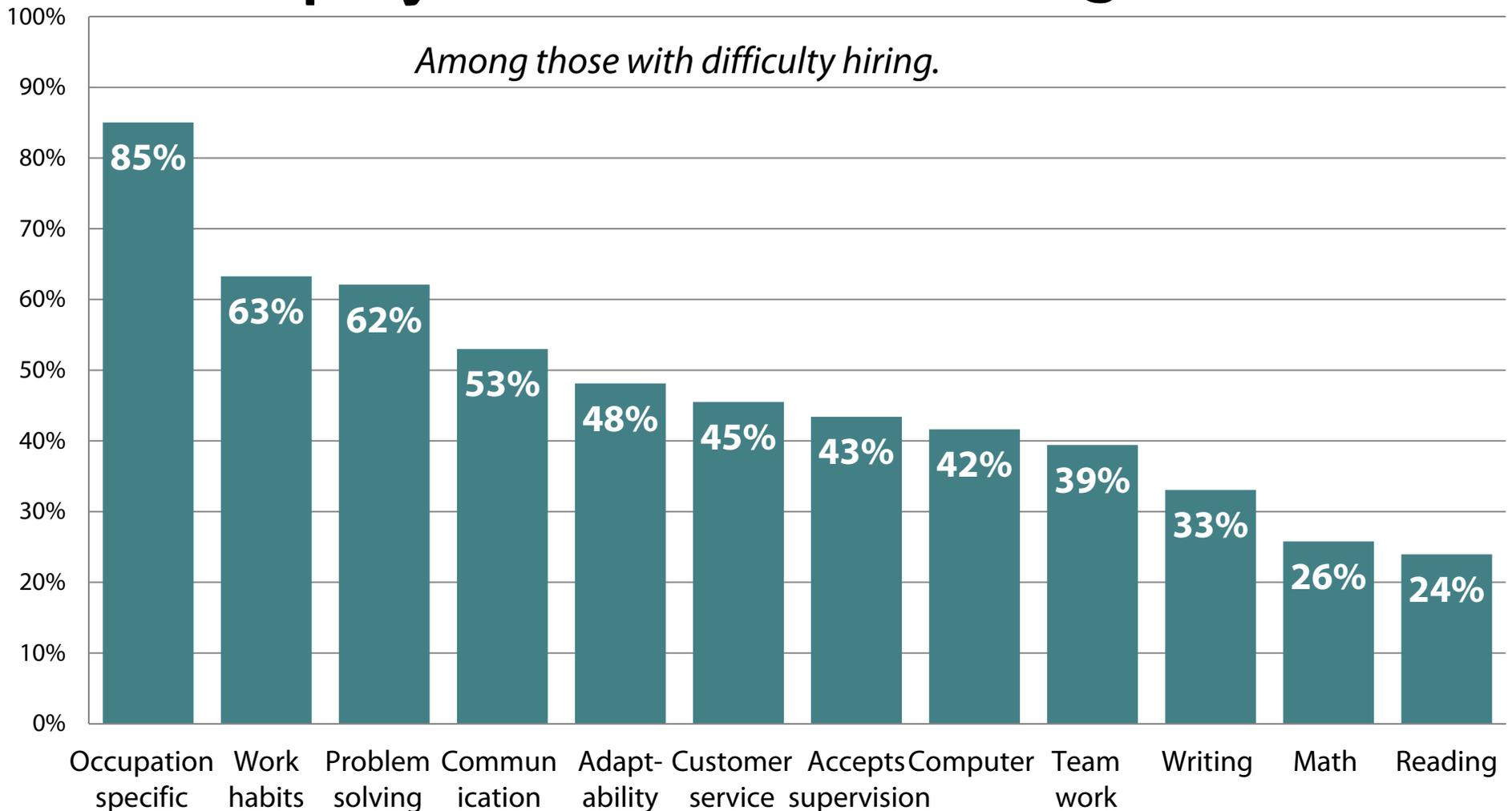
Firms that experienced difficulty finding qualified applicants with the different education levels listed below in the last 12 months.

Among those with difficulty hiring.



Firms with difficulty finding employees with the following skills?

Among those with difficulty hiring.



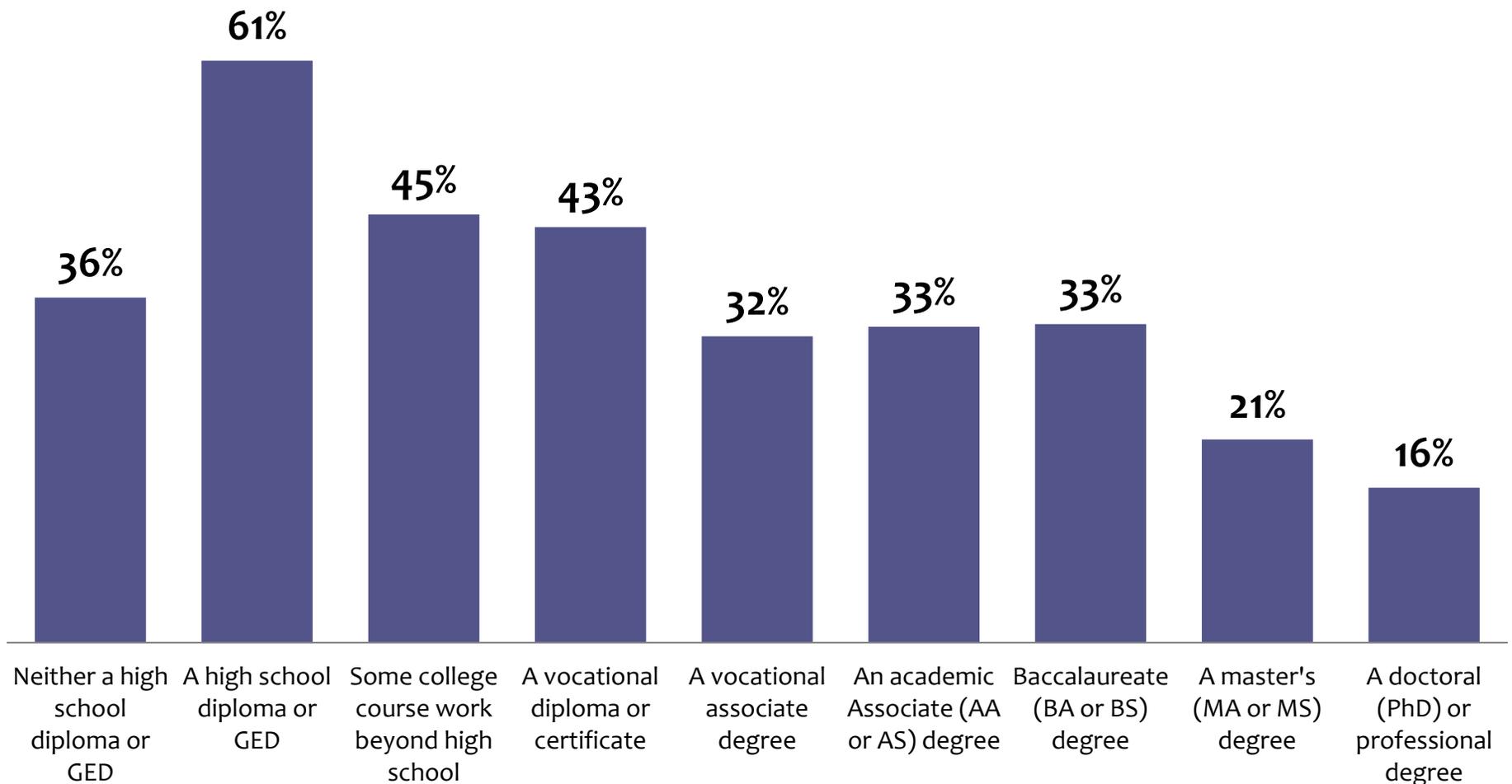
Which of the following has resulted from your firm's difficulty finding qualified applicants?

<i>Among those with difficulty hiring.</i>	
Reduced product or service quality	36%
Reduced production output or sales	33%
Lowered overall productivity	32%
Prevented your firm from expanding its facilities	26%
Prevented your firm from developing new products or services	13%
Caused your firm to move some operations out of Washington	3%

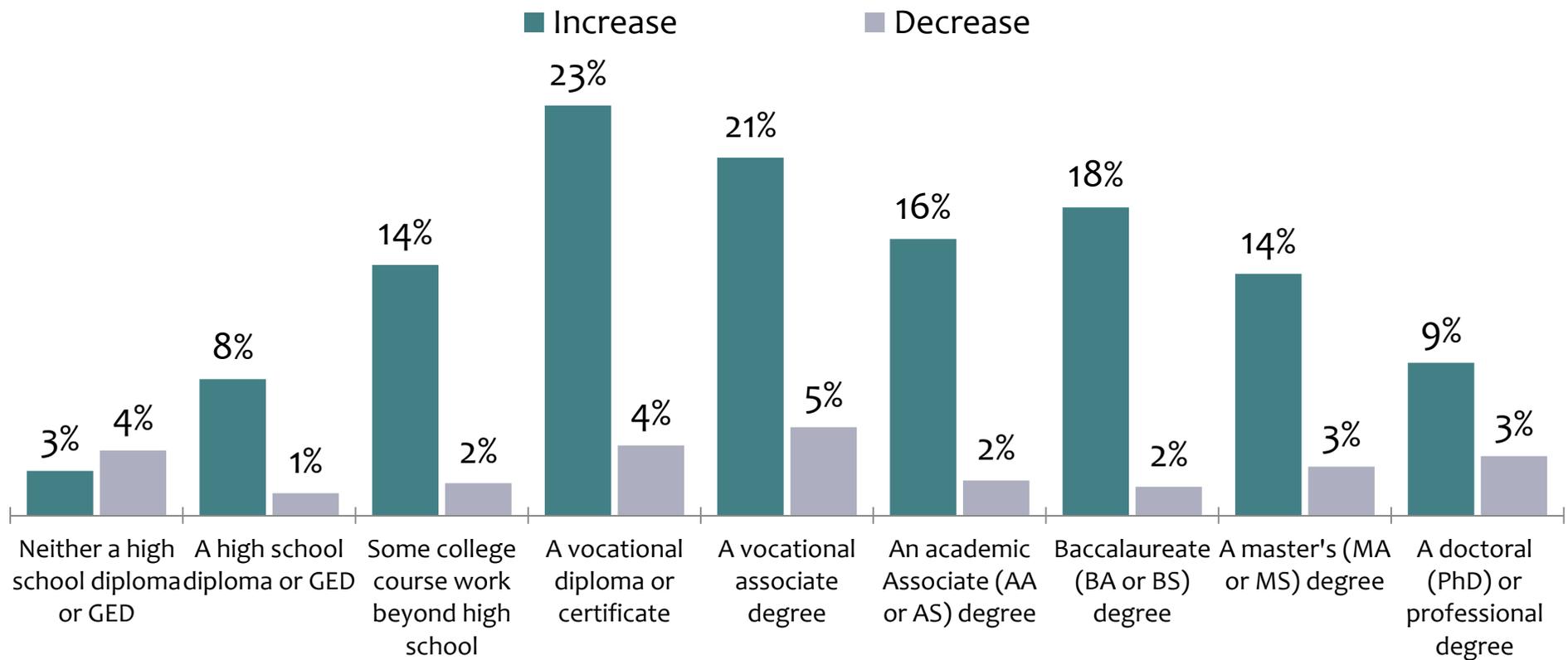
In the last 6 months how much difficulty has your firm/organization experienced with entry-level workers demonstrating the following skills?

<i>Among those with difficulty hiring.</i>	
Solve problems and make decisions	50%
Take responsibility for learning	43%
Listen actively	40%
Observe critically	38%
Resolve conflict and negotiate	38%
Use information and communications technology	35%
Cooperate with others	33%
Read with understanding	32%
Use math to solve problems and communicate	31%
Speak so others can understand	29%
Interact well with customers	28%

In the next five years, will your firm need employees with...



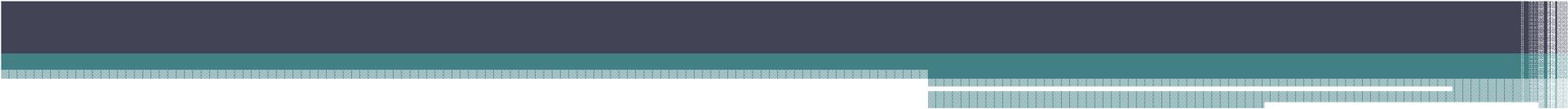
How will the firm's need for employees with the following education levels change over the next five years?



Of those firms who needed employees at each education levels

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?

Q10	# of Employers (est.)	Percent
Increased	26,048	22%
Decreased	3,915	3%



Your Turn

Questions and Comments?

More on the survey at:

www.wtb.wa.gov/EmployerSurvey.asp