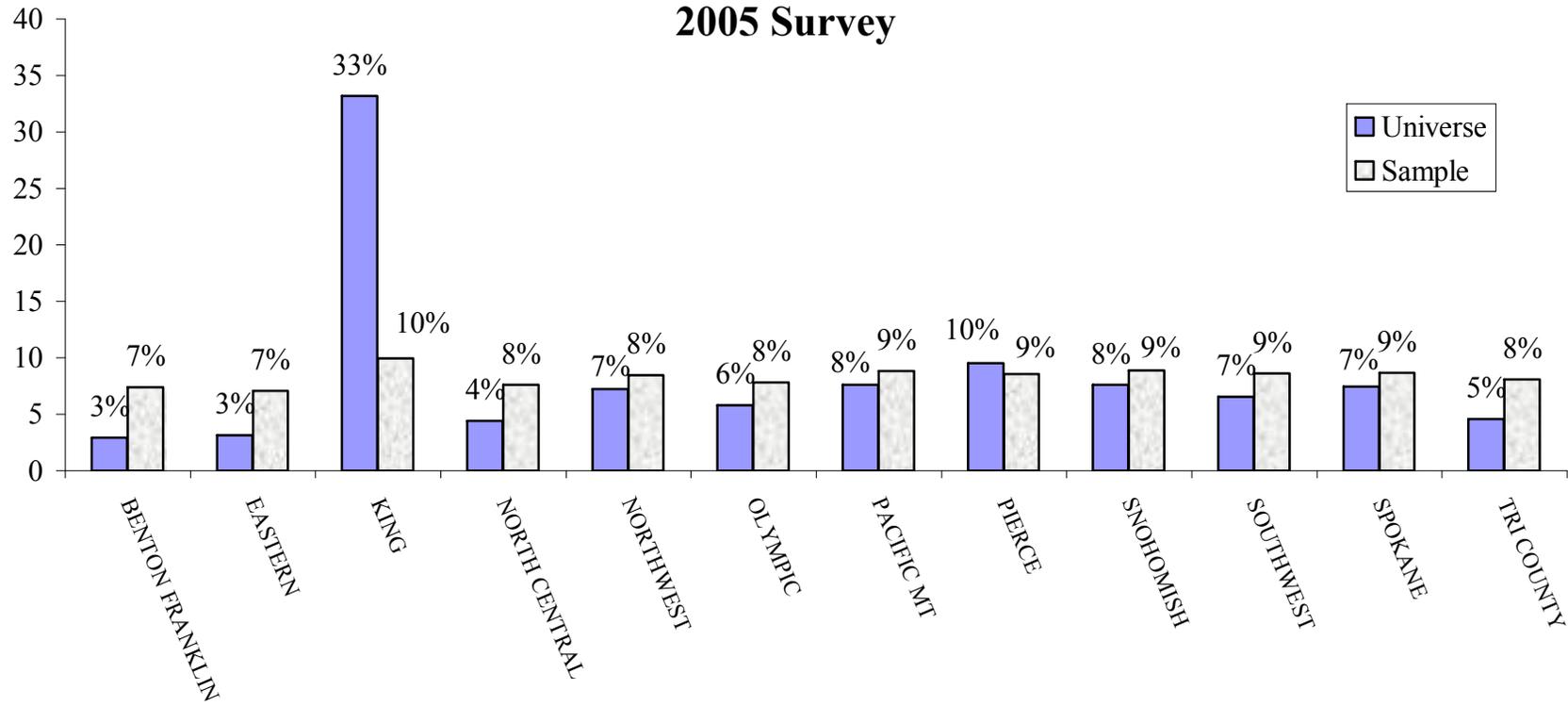
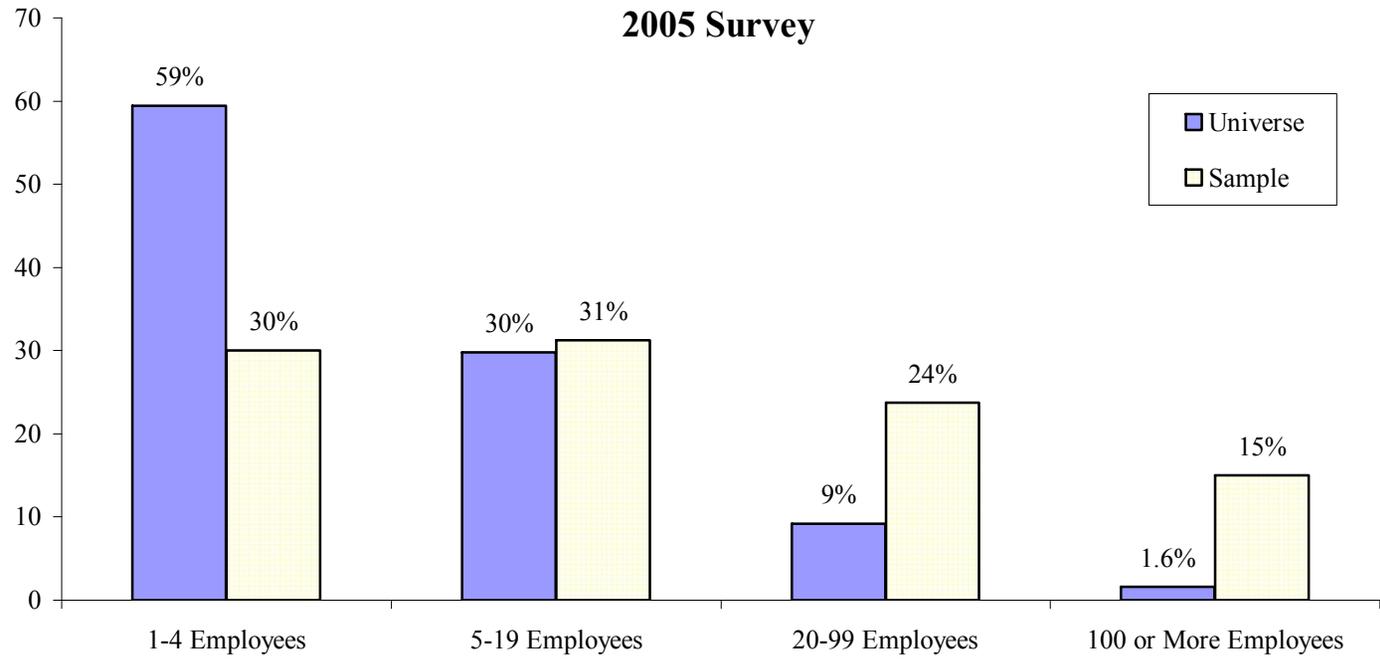


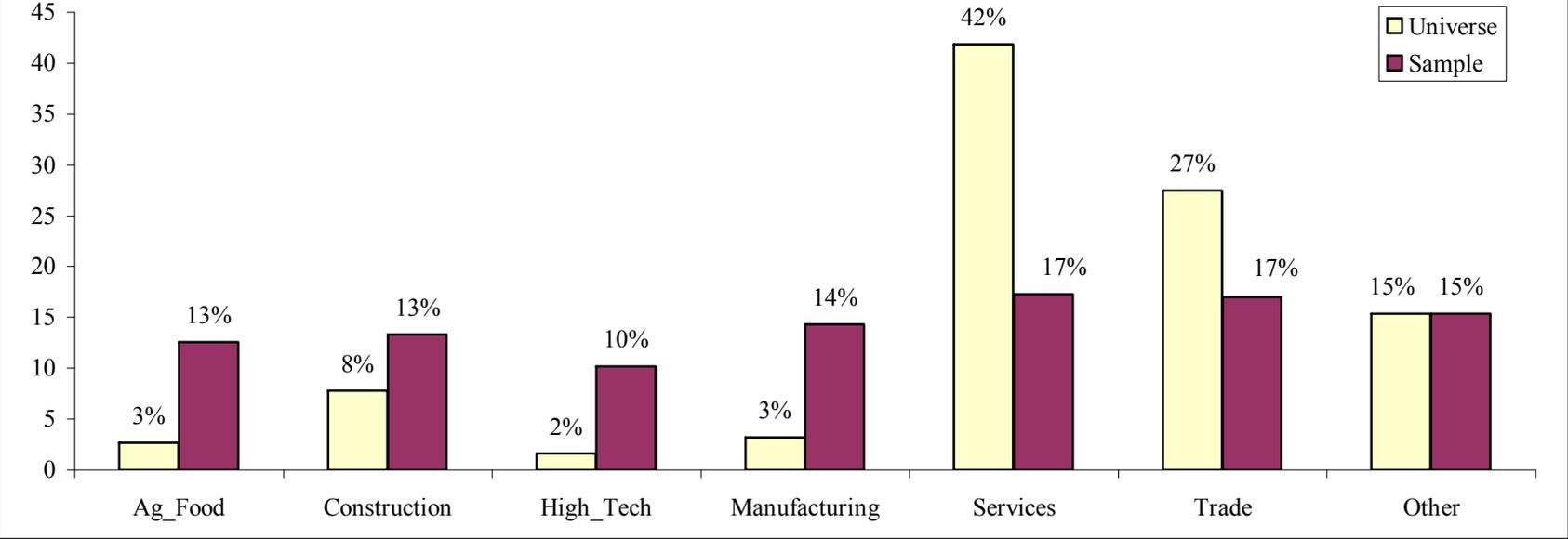
WDA Distribution of Sample and Universe 2005 Survey



Employer Size Distribution of Sample and Universe 2005 Survey



Industry Distribution of Sample and Universe 2005 Survey



Definition of Industry Sectors Used in the Survey

SIC	INDUSTRY NAME	MAJOR SUB GROUPS (at 2 Digit SIC)
01	Agriculture-Food	AGRICULTURAL PRODUCTION CROPS
02	Agriculture-Food	AGRICULTURAL PRODUCTION LIVESTOCK
07	Agriculture-Food	AGRICULTURAL SERVICES
08	Agriculture-Food	FORESTRY
09	Agriculture-Food	FISHING, HUNTING, AND TRAPPING
20	Agriculture-Food	FOOD AND KINDRED PRODUCTS
10	Construction	METAL MINING
12	Construction	COAL MINING
13	Construction	OIL AND GAS EXTRACTION
14	Construction	NONMETALLIC MINERALS, EXCEPT FUELS
16	Construction	HEAVY CONSTRUCTION, EX. BUILDING
17	Construction	SPECIAL TRADE CONTRACTORS
28	High-Tech	CHEMICALS AND ALLIED PRODUCTS
35	High-Tech	INDUSTRIAL MACHINERY AND EQUIPMENT
36	High-Tech	ELECTRONIC AND OTHER ELECTRIC EQUIPMENT
38	High-Tech	INSTRUMENTS AND RELATED PRODUCTS
48	High-Tech	COMMUNICATION
73	High-Tech	BUSINESS SERVICES
29	Manufacturing	PETROLEUM AND COAL PRODUCTS
30	Manufacturing	RUBBER AND MISC PLASTICS PRODUCTS
31	Manufacturing	LEATHER AND LEATHER PRODUCTS
32	Manufacturing	STONE, CLAY, AND GLASS PRODUCTS
33	Manufacturing	PRIMARY METAL INDUSTRIES
34	Manufacturing	FABRICATED METAL PRODUCTS
37	Manufacturing	TRANSPORTATION EQUIPMENT
39	Manufacturing	MISCELLANEOUS MANUFACTURING INDUSTRIES
41	Other	LOCAL AND INTERURBAN PASSENGER TRANSIT
42	Other	TRUCKING AND WAREHOUSING
44	Other	WATER TRANSPORTATION
45	Other	TRANSPORTATION BY AIR
46	Other	PIPELINES, EXCEPT NATURAL GAS
47	Other	TRANSPORTATION SERVICES
49	Other	ELECTRIC, GAS, AND SANITARY SERVICES
60	Other	DEPOSITORY INSTITUTIONS
61	Other	NONDEPOSITORY INSTITUTIONS
62	Other	SECURITY AND COMMODITY BROKERS
63	Other	INSURANCE CARRIERS
64	Other	INSURANCE AGENTS, BROKERS, AND SERVICE
65	Other	REAL ESTATE
67	Other	HOLDING AND OTHER INVESTMENT OFFICES
70	Services	HOTELS AND OTHER LODGING PLACES

72	Services	PERSONAL SERVICES
73	Services	BUSINESS SERVICES
75	Services	AUTO REPAIR SERVICES AND PARKING
76	Services	MISCELLANEOUS REPAIR SERVICES
78	Services	MOTION PICTURES
79	Services	AMUSEMENT AND RECREATION SERVICES
80	Services	HEALTH SERVICES
81	Services	LEGAL SERVICES
82	Services	EDUCATIONAL SERVICES
83	Services	SOCIAL SERVICES
84	Services	MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS
86	Services	MEMBERSHIP ORGANIZATIONS
87	Services	ENGINEERING AND MANAGEMENT SERVICES
89	Services	SERVICES, NEC
50	Trade	WHOLESALE TRADE DURABLE GOODS
51	Trade	WHOLESALE TRADE NONDURABLE GOODS
52	Trade	BUILDING MATERIALS AND GARDEN SUPPLIES
53	Trade	GENERAL MERCHANDISE STORES
54	Trade	FOOD STORES
55	Trade	AUTO DEALERS AND SERVICE STATIONS
56	Trade	APPAREL AND ACCESSORY STORES
57	Trade	FURNITURE AND HOMEFURNISHING STORES
58	Trade	EATING AND DRINKING PLACES
59	Trade	MISCELLANEOUS RETAIL

Note: Boeing was grouped in Manufacturing rather than Hi-tech.

Q1. Percent of Firms That Hired New Employees in the Last 12 Months (All Firms)

INDUSTRIES	Employers Hired Someone Last 12 months		Employers Looking to Hire Someone Last 12 months	
Ag-Food	59%	3,412	61%	3,544
Construction	55%	8,619	62%	9,581
High-Tech	52%	1,812	70%	2,447
Manufacturing	63%	4,265	64%	4,373
Services	49%	44,458	51%	45,565
Trade	77%	45,402	79%	46,346
F.I.R.E. Trans. Wrhs. Utl. Gov.	68%	22,522	69%	22,616
All Industries	61%	130,490	63%	134,472

Q3: In the last 12 months, did your firm/organization have any difficulty finding qualified applicants for any of the jobs you were trying to fill?

INDUSTRIES	Percentage Among Employers Attempting to Hire	Number of Employers with Difficulty	Percentage Among all Employers	Total Number of Employers
Ag-Food	67%	2,384	41%	5,779
Construction	71%	6,747	44%	15,438
High-Tech	56%	1,379	39%	3,513
Manufacturing	55%	2,397	35%	6,807
Services	53%	23,991	27%	89,962
Trade	42%	19,495	33%	58,978
F.I.R.E. Trans. Wrhs. Utl. Gov.	56%	12,632	38%	32,998
All Industries	51%	69,025	32%	213,475

Q4: How did your firm/organization respond to the difficulty finding qualified applicants?

INDUSTRIES	EMPLOYERS	Did not fill the opening	Hired a less qualified	Outsourced the work / service	Increased overtime for employees	Increased recruiting efforts	Increased wages to attract applicants
Ag-Food	AMONG EMPLOYERS WITH DIFFICULTY	38%	67%	12%	60%	58%	26%
	AMONG ALL EMPLOYERS	14%	24%	4%	22%	21%	9%
Construction	AMONG EMPLOYERS WITH DIFFICULTY	52%	86%	28%	54%	59%	54%
	AMONG ALL EMPLOYERS	12%	18%	6%	14%	15%	8%
High-Tech	AMONG EMPLOYERS WITH DIFFICULTY	46%	55%	44%	56%	59%	38%
	AMONG ALL EMPLOYERS	8%	10%	8%	10%	10%	7%
Manufacturing	AMONG EMPLOYERS WITH DIFFICULTY	31%	57%	22%	65%	50%	20%
	AMONG ALL EMPLOYERS	8%	15%	6%	17%	13%	5%
Services	AMONG EMPLOYERS WITH DIFFICULTY	31%	59%	17%	46%	43%	24%
	AMONG ALL EMPLOYERS	8%	15%	4%	12%	11%	6%
Trade	AMONG EMPLOYERS WITH DIFFICULTY	44%	50%	15%	46%	48%	24%
	AMONG ALL EMPLOYERS	13%	15%	4%	13%	14%	7%
F.I.R.E. Trans. Wrhs. Utl. Gov.	AMONG EMPLOYERS WITH DIFFICULTY	47%	74%	31%	51%	71%	33%
	AMONG ALL EMPLOYERS	16%	25%	10%	17%	24%	11%
All Industries	AMONG EMPLOYERS WITH DIFFICULTY	40%	62%	20%	48%	52%	28%
	AMONG ALL EMPLOYERS	12%	18%	6%	14%	15%	8%

Q6: In general, how much difficulty has your firm/organization experienced in the last 12 months finding qualified applicants with the different education levels listed below?

ALL EMPLOYERS IN THE INDUSTRY	Ag-Food	Constru ction	High- Tech	Manufac turing	Services	Trade	Trans. Wrhs. Util. Gov.	All Industries
Q6a. Percent Having Difficulty Finding Applicants Without High School /GED Diploma	7%	2%	2%	3%	3%	2%	1%	2%
Q6b. Percent Having Difficulty Finding Applicants With High School/GED Diploma	9%	5%	6%	7%	9%	4%	4%	7%
Q6c. Percent Having Difficulty Finding Applicants With Some College Coursework, No Degree	9%	15%	8%	5%	6%	8%	15%	9%
Q6d. Percent Having Difficulty Finding Applicants With Vocational Certificate	13%	19%	16%	15%	8%	3%	17%	9%
Q6e. Percent Having Difficulty Finding Applicants With Vocational Associate Degree	11%	18%	15%	11%	8%	2%	14%	9%
Q6f. Percent Having Difficulty Finding Applicants With Academic Associate Degree	7%	12%	8%	6%	3%	5%	8%	5%
Q6g. Percent Having Difficulty Finding Applicants With BA/BS Degree	2%	14%	14%	7%	4%	7%	8%	5%
Q6h. Percent Having Difficulty Finding Applicants With Master Degree	1%	5%	5%	2%	4%	4%	6%	3%
Q6i. Percent Having Difficulty Finding Applicants With PhD/Professional Degree	2%	1%	3%	1%	2%	1%	4%	2%

Q7: How much difficulty has your firm/organization had finding employees with the following skills? (percentage among all employers)

Type of Skills	Ag-Food	Construction	High-Tech	Manufacturing	Services	Trade	F.I.R.E. Trans. Wrhs. Utl. Gov.	All Industries
Reading Skills	14%	7%	6%	6%	6%	3%	14%	7%
Writing Skills	17%	8%	10%	8%	9%	14%	18%	12%
Math Skills	20%	15%	7%	12%	11%	12%	13%	12%
Job-Specific Skills	29%	33%	15%	19%	17%	23%	29%	22%
Computer Skills	16%	11%	11%	6%	10%	12%	20%	12%
Team Work Skills	22%	20%	11%	10%	17%	19%	21%	18%
Problem-Solving Skills	28%	26%	13%	14%	18%	21%	23%	21%
Communication Skills	27%	24%	13%	14%	19%	16%	23%	19%
Good Work Habits	29%	32%	12%	16%	16%	23%	18%	20%
Ability to Accept Supervision	28%	21%	9%	12%	14%	15%	15%	16%
Ability to Adapt to Changes	25%	18%	11%	10%	15%	15%	21%	16%
English as a Second Language Skills	12%	3%	4%	8%	2%	3%	14%	5%

Q8: Which of the following has resulted from your firm's difficulty in finding qualified applicants?

Q8a. Lowered overall productivity

INDUSTRY	Number of Employers	Percentage of Employers Among Those With Difficulty	Percentage Among All Employers
Ag-Food	1517	73%	26%
Construction	4795	82%	30%
High-Tech	388	63%	11%
Manufacturing	1001	56%	15%
Services	9485	41%	11%
Trade	12151	72%	21%
F.I.R.E. Trans. Wrhs. Utl. Gov.	5562	50%	17%
All Industries	34899	57%	16%

Q8b. Reduced product or service quality

INDUSTRY	Number of Employers	Percentage of Employers Among Those With Difficulty	Percentage Among All Employers
Ag-Food	1172	57%	20%
Construction	3190	55%	20%
High-Tech	289	47%	9%
Manufacturing	429	24%	6%
Services	12973	56%	14%
Trade	8678	51%	15%
F.I.R.E. Trans. Wrhs. Utl. Gov.	4250	38%	13%
All Industries	30981	50%	14%

Q8c. Reduced production output or sales

INDUSTRY	Number of Employers	Percentage of Employers Among Those With Difficulty	Percentage Among All Employers
Ag-Food	1392	67%	24%
High-Tech	431	70%	13%
Manufacturing	1052	59%	15%
Services	12759	55%	14%
Trade	10058	59%	17%
F.I.R.E. Trans. Wrhs. Utl. Gov.	5790	52%	18%
All Industries	35281	57%	17%

Q8d. Prevented firm from expanding its facilities

INDUSTRY	Number of Employers	Percentage of Employers Among Those With Difficulty	Percentage Among All Employers
Ag-Food	826	40%	14%
Construction	2726	47%	17%
High-Tech	319	52%	9%
Manufacturing	277	15%	4%
Services	6301	27%	7%
Trade	2338	14%	4%
F.I.R.E. Trans. Wrhs. Utl. Gov.	4156	37%	13%
All Industries	16943	27%	8%

Q8e. Prevented firm from developing new products/services

INDUSTRY	Number of Employers	Percentage of Employers Among Those With Difficulty	Percentage Among All Employers
Ag-Food	766	37%	13%
Construction	1169	20%	7%
High-Tech	323	53%	10%
Manufacturing	310	17%	5%
Services	5417	23%	6%
Trade	1485	9%	3%
F.I.R.E. Trans. Wrhs. Utl. Gov.	3223	29%	10%
All Industries	12693	21%	6%

Q8f. Caused firm to move some operations out of Washington

INDUSTRY	Number of Employers	Percentage of Employers Among Those With Difficulty	Percentage Among All Employers
Ag-Food	15	1%	0%
Construction	88	2%	1%
High-Tech	169	28%	5%
Manufacturing	75	4%	1%
Services	160	1%	0%
Trade	78	0%	0%
F.I.R.E. Trans. Wrhs. Utl. Gov.	3	0%	0%
All Industries	588	1%	0%

Q9: Firms/organizations may experience difficulty with entry-level workers hired in the last 6 months. How much difficulty has your firm/organization experienced with entry-level workers demonstrating the following skills? (percentage among all employers)

Typ of Skills	Ag-Food	Constru ction	High- Tech	Manufac turing	Services	Trade	F.I.R.E. Trans. Wrhs. Utl. Gov.	All Industries
Speaks so others can understand	16%	11%	5%	6%	9%	2%	7%	7%
Listen actively	23%	16%	7%	13%	10%	11%	18%	13%
Read with understanding	17%	13%	7%	8%	12%	5%	11%	10%
Observe critically	16%	12%	8%	10%	15%	13%	12%	13%
Cooperate with others	21%	14%	6%	10%	9%	12%	16%	12%
Resolve conflict and negotiate	20%	16%	6%	8%	11%	12%	16%	13%
Use math to solve problems and	16%	18%	4%	13%	12%	7%	8%	10%
Solve problems and make decisions	25%	23%	9%	14%	16%	14%	20%	17%
Take responsibility for learning	29%	20%	9%	13%	20%	14%	22%	18%
Use information and communications	20%	15%	6%	7%	9%	10%	12%	10%

Question 10 : How will your firm's need for employees with each type of education change in the next few years? (percentage among all employers)

Q10a. Employees without high school /GED diploma

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	3%	48%	6%	43%
Construction	3%	39%	2%	56%
High_Tech	4%	23%	3%	70%
Manufacturing	5%	33%	5%	57%
Services	1%	49%	4%	47%
Trade	2%	33%	3%	61%
F.I.R.E. Trans. Wrhs. Utl. Gov.	4%	24%	12%	61%
All Industries	2%	39%	5%	54%

Q10b. Employees with high school /GED diploma

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	12%	52%	3%	33%
Construction	16%	53%	1%	30%
High_Tech	11%	37%	19%	33%
Manufacturing	18%	49%	3%	30%
Services	12%	56%	0%	32%
Trade	5%	64%	8%	22%
F.I.R.E. Trans. Wrhs. Utl. Gov.	9%	53%	9%	30%
All Industries	10%	57%	4%	29%

Q10c. Employees with some college coursework, no degree

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	10%	46%	2%	42%
Construction	18%	42%	1%	39%
High_Tech	26%	56%	1%	17%
Manufacturing	15%	37%	3%	45%
Services	10%	47%	0%	42%
Trade	23%	46%	10%	20%
F.I.R.E. Trans. Wrhs. Utl. Gov.	19%	44%	6%	31%
All Industries	16%	46%	4%	34%

Q10d. Employees with vocational certificate

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	20%	25%	2%	53%
Construction	23%	29%	1%	47%
High_Tech	29%	52%	1%	17%
Manufacturing	19%	29%	2%	50%
Services	6%	36%	0%	58%
Trade	19%	48%	2%	32%
F.I.R.E. Trans. Wrhs. Utl. Gov.	26%	40%	2%	33%
All Industries	15%	39%	1%	45%

Q10e. Employees with vocational Associate degree

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	15%	25%	1%	59%
Construction	16%	28%	1%	55%
High_Tech	25%	40%	1%	34%
Manufacturing	9%	29%	4%	58%
Services	2%	33%	0%	65%
Trade	12%	42%	2%	44%
F.I.R.E. Trans. Wrhs. Utl. Gov.	16%	39%	2%	43%
All Industries	9%	36%	1%	54%

Q10f. Employees with academic Associate degree

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	9%	22%	7%	62%
Construction	13%	21%	1%	65%
High_Tech	30%	43%	0%	27%
Manufacturing	7%	30%	4%	59%
Services	2%	29%	1%	68%
Trade	21%	40%	2%	37%
F.I.R.E. Trans. Wrhs. Utl. Gov.	15%	37%	1%	47%
All Industries	11%	33%	1%	55%

Q10g. Employees with BA/BS degree

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	8%	18%	1%	73%
Construction	13%	21%	1%	65%
High_Tech	28%	35%	1%	36%
Manufacturing	6%	25%	6%	63%
Services	9%	23%	0%	68%
Trade	17%	46%	1%	36%
F.I.R.E. Trans. Wrhs. Utl. Gov.	22%	36%	1%	41%
All Industries	14%	31%	1%	54%

Q10h. Employees with Master degree

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	2%	17%	1%	80%
Construction	2%	23%	2%	74%
High_Tech	9%	21%	1%	69%
Manufacturing	3%	14%	5%	78%
Services	1%	24%	0%	74%
Trade	7%	33%	0%	60%
F.I.R.E. Trans. Wrhs. Utl. Gov.	20%	25%	1%	54%
All Industries	6%	26%	1%	67%

Q10i. Employees with PhD/Professional degree

Industries	Increase	Stay Same	Decrease	Not Needed
Ag_Food	4%	12%	1%	82%
Construction	0%	21%	2%	77%
High_Tech	2%	17%	3%	79%
Manufacturing	0%	13%	5%	83%
Services	0%	18%	1%	82%
Trade	0%	31%	1%	67%
F.I.R.E. Trans. Wrhs. Utl. Gov.	4%	21%	1%	73%
All Industries	1%	22%	1%	76%

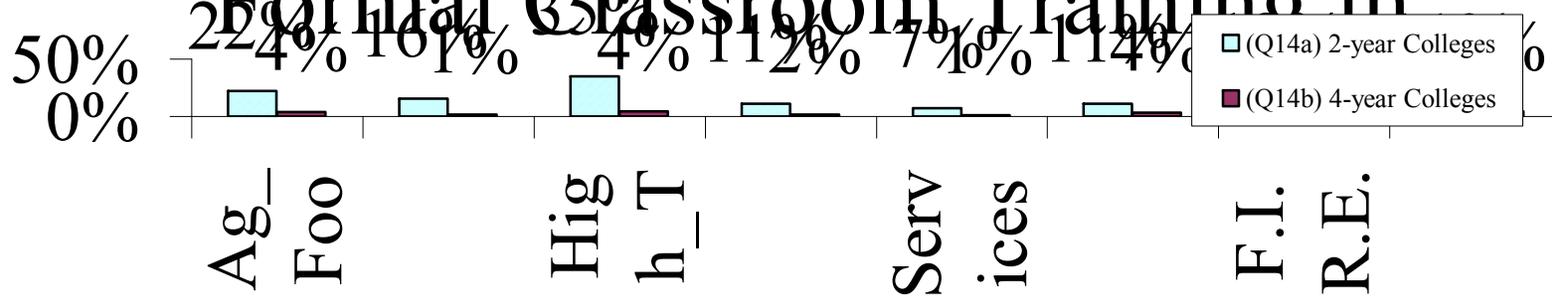
Q11: In the last three years, have the skills required to adequately perform production or support jobs increased, decreased, or remained the same?

INDUSTRY	Increase	Stay Same	Decrease	Don't Know
Ag-Food	33%	59%	1%	7%
Construction	32%	54%	2%	12%
High-Tech	54%	29%	1%	16%
Manufacturing	29%	50%	5%	16%
Services	18%	67%	1%	13%
Trade	49%	38%	7%	6%
F.I.R.E. Trans. Wrhs. Utl. Gov.	44%	46%	3%	7%
All Industries	33%	54%	3%	10%

Percent of Employers That Provided Various Training for at Least Four Hours, or had a Tuition Reimbursement Program, or a Written Plan for On-the-Job Training, in the Last 12 Months (percentage among all employers)

INDUSTRY PRACTICE IN JOB RELATED TRAININGS FOR EMPLOYEES	Classroom Training, Workshop, Seminar				Tuition Reimbursement		On-the-Job Training in a Written Plan or an Agreement (Q29)
	for Any Type of Classroom Training (Q12)	in Work- Place Practices (Q21)	for Basic Skills (Q22)	in Job Specific Skills (Q23)	for Any Employee (Q26)	Restricted to Job-Related Training Only (Q28)	
Ag-Food	35%	24%	5%	32%	14%	33%	16%
Construction	40%	27%	2%	31%	16%	31%	14%
High-Tech	45%	17%	10%	44%	27%	41%	16%
Manufacturing	32%	21%	4%	22%	11%	18%	12%
Services	22%	16%	5%	20%	14%	21%	9%
Trade	73%	48%	15%	66%	35%	70%	40%
F.I.R.E. Trans. Wrhs. Utl. Gov.	57%	38%	11%	46%	28%	44%	26%
All Industries	44%	29%	8%	38%	22%	40%	20%

Employers Estimates of the Percentage of Current Employees Who Need Further Formal Classroom Training in



Q15: In the last three years, has the percentage of your employees who received classroom training, workshops, or seminars of some kind increased, decreased, or remained the same?

INDUSTRY	Increase	Stay Same	Decrease	Don't Know
Ag-Food	34%	55%	2%	9%
Construction	40%	44%	1%	15%
High-Tech	28%	67%	1%	4%
Manufacturing	25%	62%	6%	7%
Services	22%	67%	2%	9%
Trade	30%	58%	5%	8%
F.I.R.E. Trans. Wrhs. Utl. Gov.	34%	49%	8%	9%
All Industries	29%	58%	4%	9%