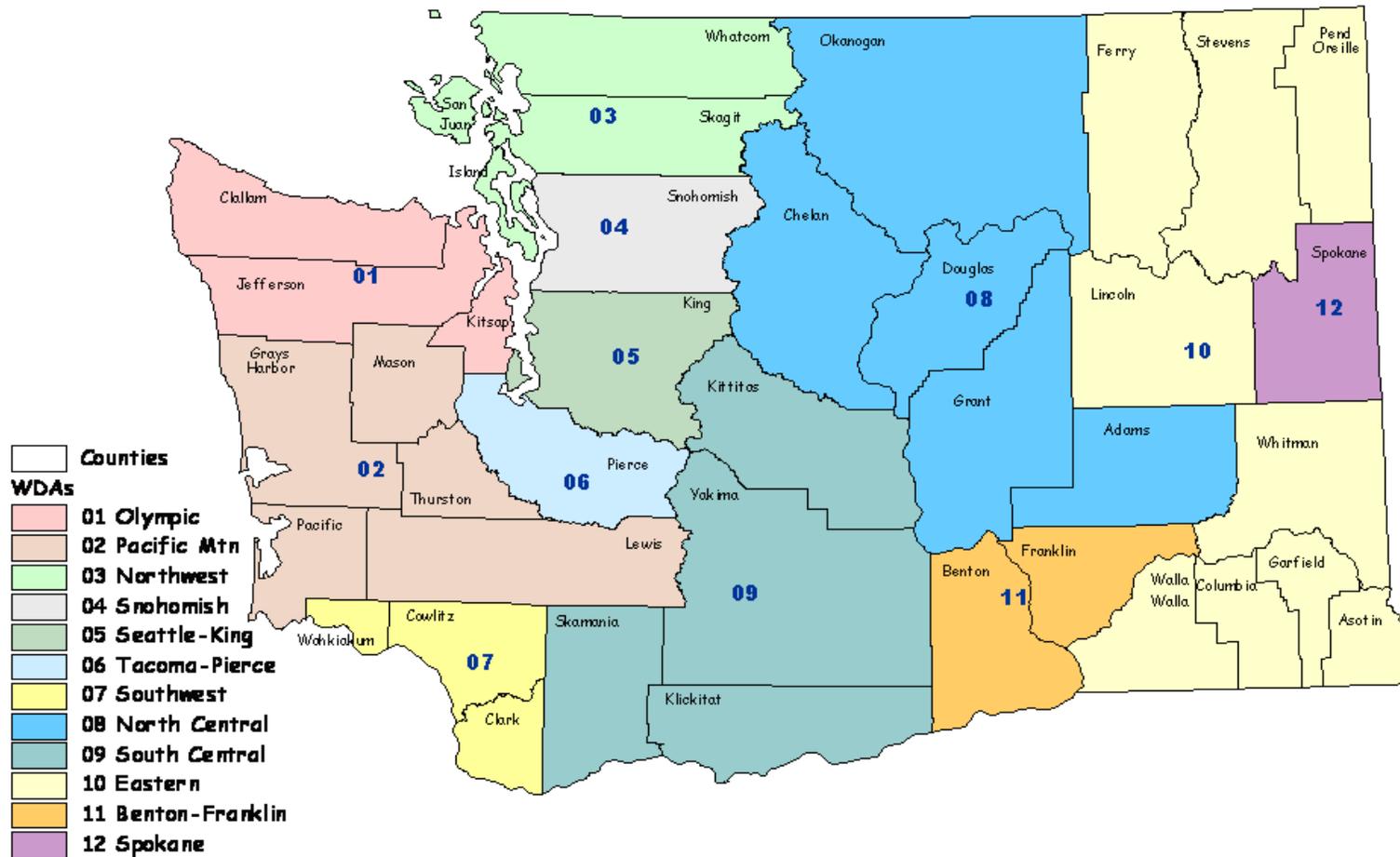
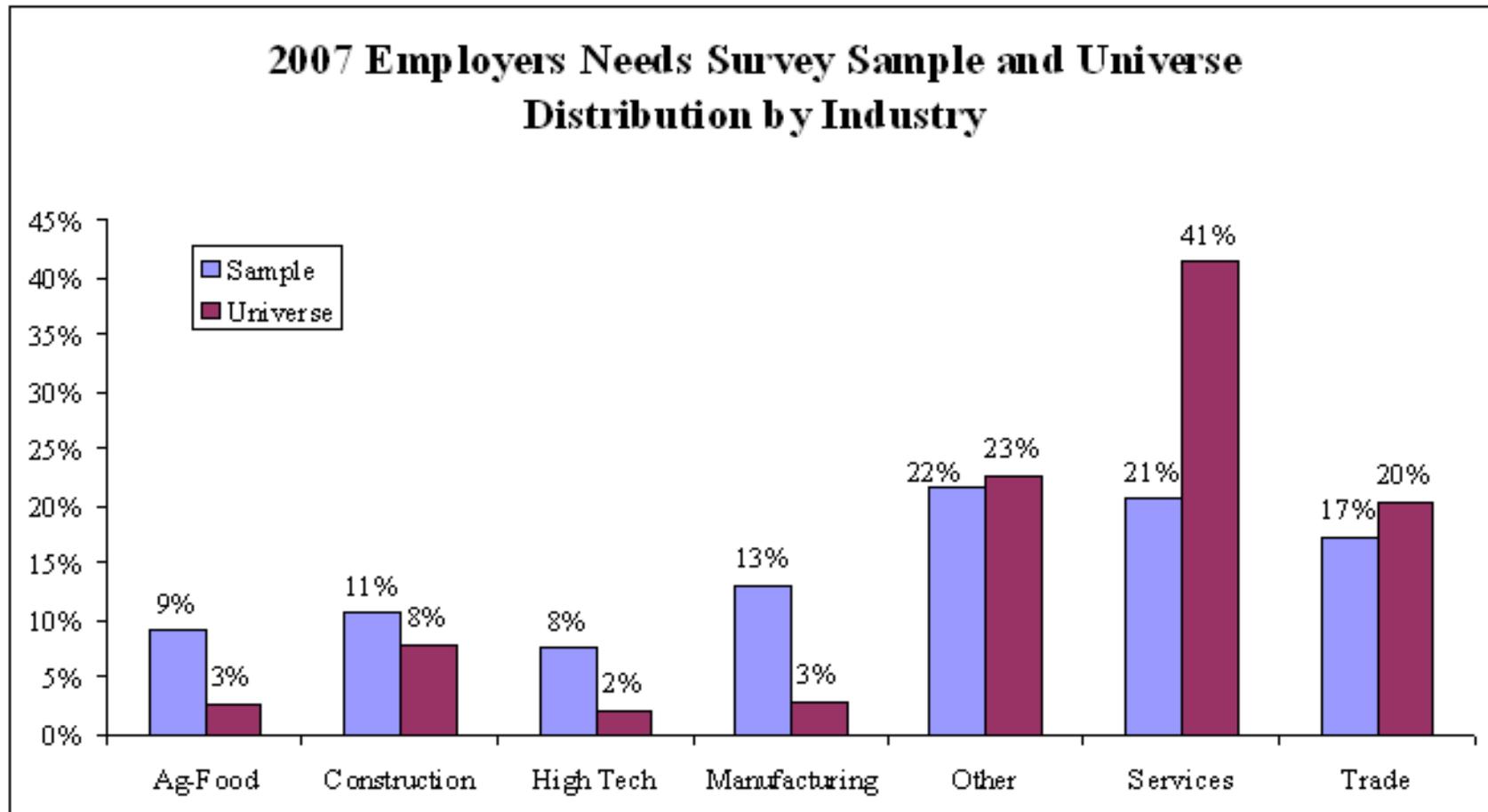
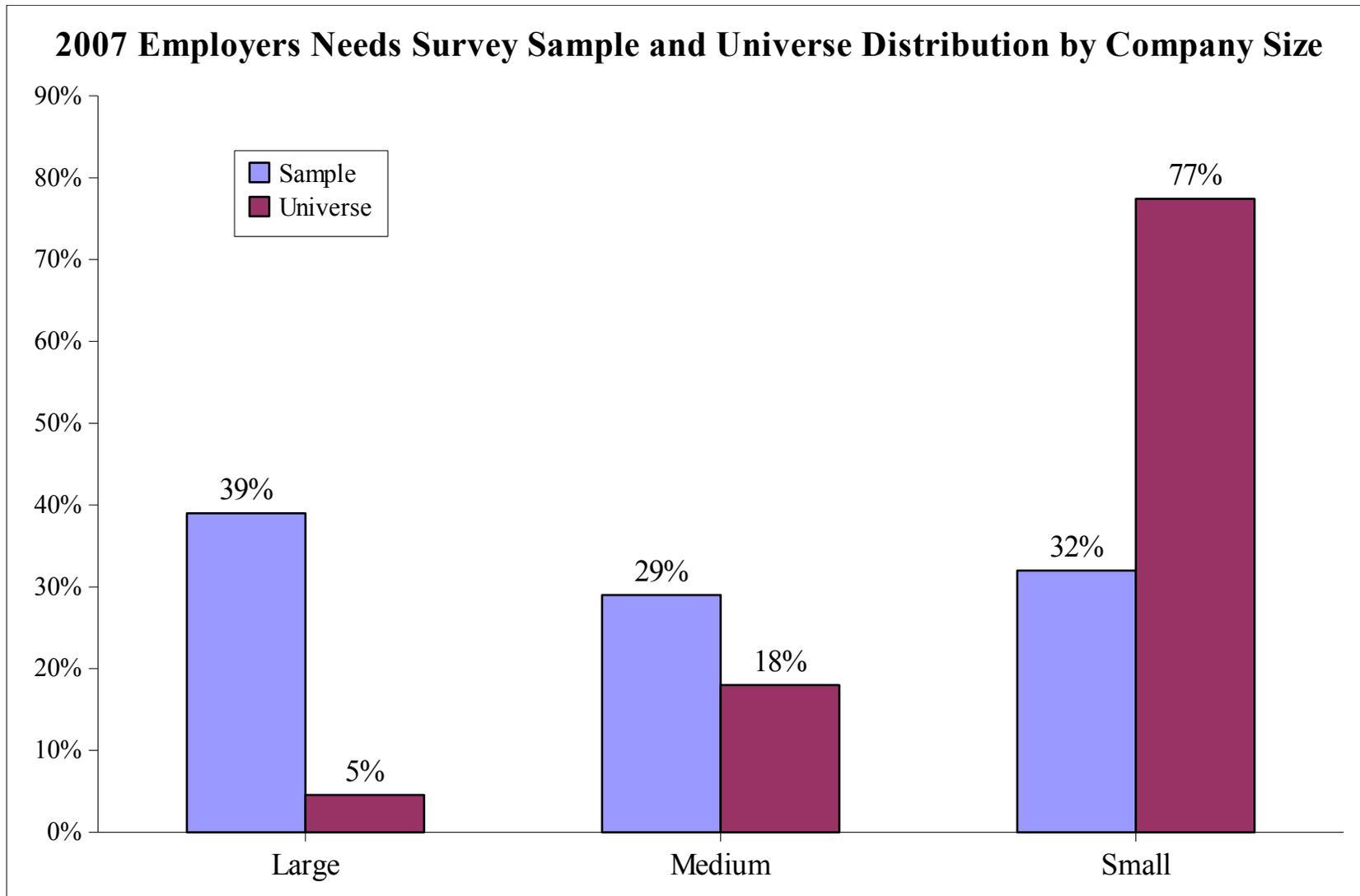


# Workforce Development Areas







**FINAL SAMPLE SIZE AND MARGIN OF ERROR BY WDA****2007 WASHINGTON STATE EMPLOYERS NEEDS AND PRACTICES SURVEY**

<b>WDA</b>	<b>Completed Surveys</b>	<b>Percent</b>	<b>Margin of Error</b>
<b>Benton Franklin</b>	133	6%	8.5%
<b>Eastern</b>	143	7%	8.2%
<b>King</b>	309	15%	5.6%
<b>North Central</b>	159	8%	7.8%
<b>Northwest</b>	175	8%	7.4%
<b>Olympic</b>	138	7%	8.3%
<b>Pac-Mntn*</b>	173	8%	7.5%
<b>Pierce</b>	180	9%	7.4%
<b>Snohomish</b>	164	8%	7.7%
<b>Southwest</b>	180	9%	7.4%
<b>Spokane</b>	176	8%	7.5%
<b>South Central</b>	161	8%	7.8%
<b>ALL</b>	<b>2,091</b>	<b>100%</b>	<b>2.1%</b>

**Note:**

*Response rate for the 2007 survey is 21%, up from 17% in 2005.*

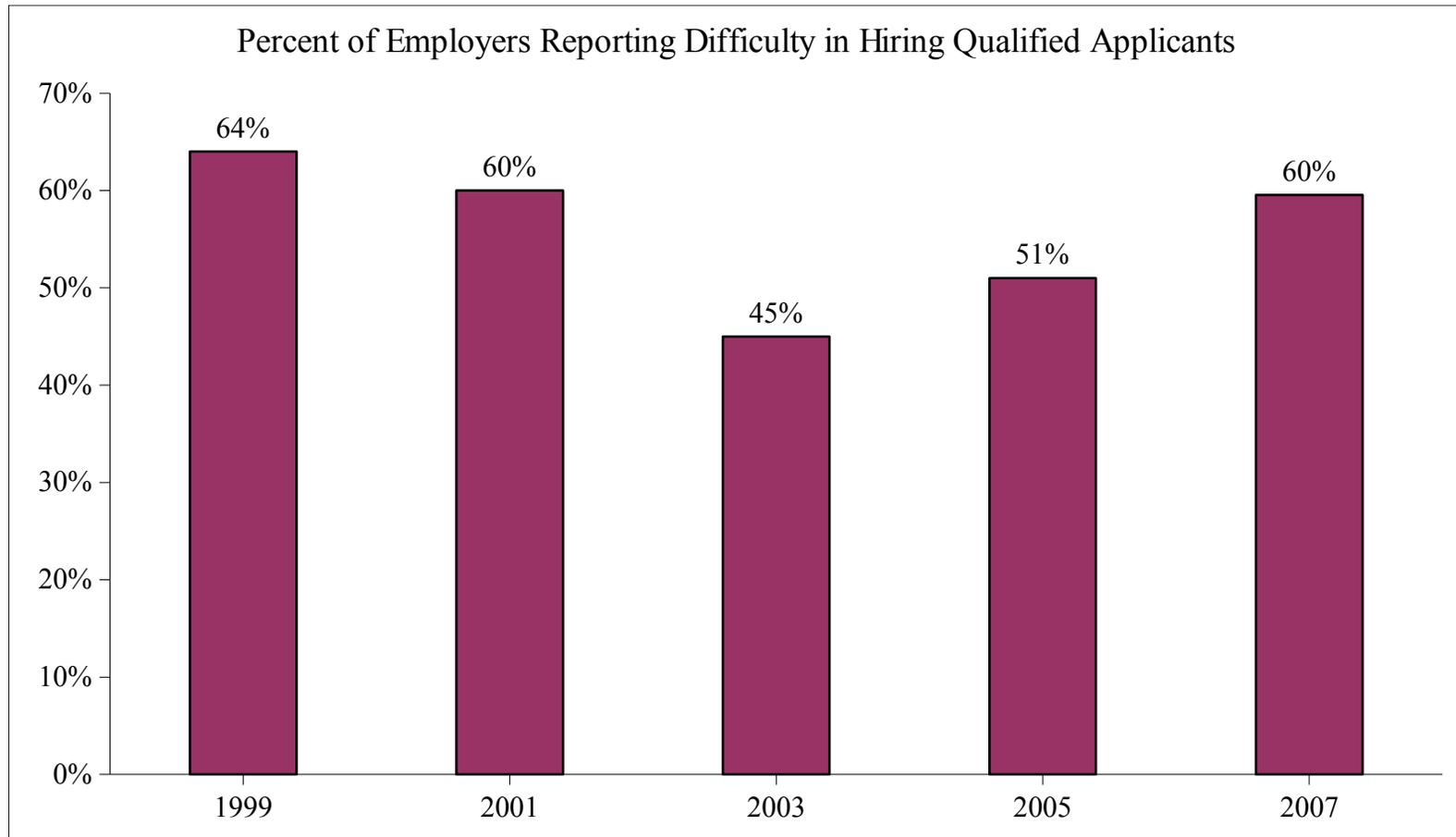
*There are 125 possible questions in the survey, reduced from 192 in 2005 survey.*

*The refusal rate increased to 40% in 2007, compared to 35% in 2005 and 31% in 2003.*

*Note: PAC-MNTN stands for Pacific Mountain*

*Q1: Percent of Firms That Hired New Employees In The Last 12 Months (All Firms).*

<b>WDA</b>	<b>Percent Hired</b>	<b>Number of Firms Hired</b>	<b>Number of Firms in WDA</b>
<b>BEN-FRANK</b>	69%	4,000	5,700
<b>EASTERN</b>	83%	5,000	6,100
<b>KING</b>	89%	63,600	71,700
<b>N-CENTRAL</b>	85%	7,300	8,600
<b>NORTHWEST</b>	85%	12,400	14,500
<b>OLYMPIC</b>	83%	9,500	11,500
<b>PAC-MNTN</b>	82%	13,000	15,900
<b>PIERCE</b>	80%	16,600	20,800
<b>S-CENTRAL</b>	89%	8,100	9,100
<b>SNOHOMISH</b>	78%	12,700	16,300
<b>SOUTHWEST</b>	71%	10,400	14,500
<b>SPOKANE</b>	86%	12,600	14,700
<b>Statewide</b>	84%	175,100	209,500



*Question 2: 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?*

Q2. Percent With Difficulty Hiring	Employers with Difficulty, Among Those Attempting to Hire		All Employers	
			N	Percent
<b>BEN-FRANK</b>	2,400	59%	5,700	42%
<b>EASTERN</b>	3,200	65%	6,100	52%
<b>KING</b>	35,800	56%	71,700	50%
<b>N-CENTRAL</b>	5,500	76%	8,600	64%
<b>NORTHWEST</b>	9,500	77%	14,500	66%
<b>OLYMPIC</b>	5,700	60%	11,500	50%
<b>PAC-MNTN</b>	4,300	33%	15,900	27%
<b>PIERCE</b>	9,700	59%	20,800	47%
<b>S-CENTRAL</b>	5,000	62%	9,100	55%
<b>SNOHOMISH</b>	7,700	61%	16,300	47%
<b>SOUTHWEST</b>	6,200	61%	14,500	43%
<b>SPOKANE</b>	8,900	71%	14,700	61%
<b>Statewide</b>	<b>104,100</b>	<b>60%</b>	<b>209,500</b>	<b>50%</b>

*Question 2: 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?*

---

<b>Q2</b>	<b>Employers with Difficulty, Among Those Attempting to Hire</b>		<b>All Employers</b>	
<b>Ag_Food</b>	3,000	63%	5,600	54%
<b>Construction</b>	10,400	69%	16,400	63%
<b>High_Tech</b>	1,300	47%	4,400	30%
<b>Manufacture</b>	3,100	67%	6,200	50%
<b>Service</b>	36,200	48%	86,600	42%
<b>Trade</b>	27,000	75%	42,800	63%
<b>F.I.R.E. Trans. Wrhs. Util. Gov. *</b>	23,100	64%	47,400	49%
<b>All Companies</b>	<b>104,100</b>	<b>60%</b>	<b>209,500</b>	<b>50%</b>

*Note: "F.I.R.E. Trans. Wrhs. Util. Gov." stands for Financial, Insurance, Real Estate, Transportation, Warehouse, Utilities, and Government. For definitions of industries, see the last table in this report on page 30.*

<b>Q2</b>	<b>Employers with Difficulty, Among Those Attempting to Hire</b>		<b>All Employers</b>	
Large (100+ Workers)	6,600	75%	9,500	69%
Medium (20-99 Workers)	22,200	61%	37,700	59%
Small (1-19 Workers)	75,200	58%	162,300	46%
<b>All Companies</b>	<b>104,100</b>	<b>60%</b>	<b>209,500</b>	<b>50%</b>

*Question 3: How did your firm/organization respond to the difficulty of finding qualified applicants?*

<b>Q3. Responses to the difficulty finding qualified applicants</b>	<b>Employers Had Difficulty, Among Those Attempting to Hire</b>		<b>Percent of All Employers</b>
<b>a) Did not fill the opening</b>	37,100	36%	19%
<b>b) Hired a less qualified</b>	49,700	48%	25%
<b>c) Outsourced the work/service</b>	19,100	18%	9%
<b>d) Increased overtime for employees</b>	52,300	50%	26%
<b>e) Increased recruiting efforts</b>	80,000	77%	39%
<b>f) Increased wages to attract applicants</b>	35,000	34%	17%

*Question 5: 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?*

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<b>Q5. Employers reporting difficulty finding workers at Different Education Levels</b>	<b>Employers with Difficulty, Among Those Attempting to Hire</b>		<b>All Employers</b>
<b>Neither a high school diploma or GED</b>	16,400	15%	8%
<b>High school diploma or GED</b>	27,800	26%	13%
<b>Some college course work</b>	45,000	42%	22%
<b>Vocational certificate</b>	38,100	35%	18%
<b>Vocational Associate's Degree</b>	29,500	27%	14%
<b>Academic Associate's Degree</b>	21,600	20%	10%
<b>Baccalaureate degree</b>	26,600	25%	13%
<b>Master's degree</b>	16,700	15%	8%
<b>Doctoral or professional degree</b>	12,300	11%	6%

*Question 6: How much difficulty has your firm/organization had finding employees with the following skills?*

<b>Q6. Firms reporting difficulty finding workers with the following skills</b>	<b>Employers had Difficulty, Among Those Attempting to Hire</b>		<b>All Employers</b>
<b>a) Reading skills</b>	27,600	27%	14%
<b>b) Writing skills</b>	40,200	39%	20%
<b>c) Math Skills</b>	49,800	48%	25%
<b>d) English as a Second Language skills</b>	35,300	34%	18%
<b>e) Occupation-specific skills</b>	84,900	82%	42%
<b>f) Computer skills</b>	39,700	38%	20%
<b>g) Teamwork skills</b>	66,900	64%	33%
<b>h) Problem solving or critical thinking skills</b>	81,900	79%	41%
<b>i) Communication skills</b>	67,600	65%	34%
<b>j) Positive work habits and attitudes</b>	71,700	69%	36%
<b>k) Ability to accept supervision</b>	58,400	56%	29%
<b>l) Ability to adapt to changes in duties and responsibilities</b>	66,400	64%	33%

*Question 7: Which of the following has resulted from your firm's difficulty in finding qualified applicants?*

<b>Q7. Responses to the difficulty finding qualified applicants</b>	<b>Employers Had Difficulty, Among Those Attempting to Hire</b>		<b>All Firms</b>
<b>a) Lowered overall productivity</b>	63,300	61%	31%
<b>b) Reduced product or service quality</b>	44,000	42%	22%
<b>c) Reduced production output or sales</b>	58,600	56%	29%
<b>d) Prevented firm from expanding its facilities</b>	28,000	27%	14%
<b>e) Prevented firm from developing new products/services</b>	23,700	23%	12%
<b>f) Caused firm to move some operations out of Washington</b>	4,000	4%	2%

*Question 8: How much difficulty has your firm/organization experienced with entry-level workers hired in the last 6 months demonstrating the following skills?*

<b>Q8. Skills of the Entry-Level Workers</b>	<b>Employers with Difficulty Hiring, Among Those Attempting to Hire</b>		<b>All Firms</b>
<b>a. Speaks so others can understand</b>	38,600	37%	20%
<b>b. Listen actively</b>	49,400	47%	25%
<b>c. Read with understanding</b>	43,800	42%	22%
<b>d. Observe critically</b>	57,000	55%	29%
<b>e. Cooperate with others</b>	50,800	49%	26%
<b>f. Resolve conflict and negotiate</b>	60,500	58%	30%
<b>g. Use math to solve problems and communicate</b>	49,500	48%	25%
<b>h. Solve problems and make decisions</b>	66,100	63%	33%
<b>i. Take responsibility for learning</b>	64,300	62%	32%
<b>j. Use information and communications technology</b>	40,700	39%	21%

*Question 9: How will your firm's need for employees with each type of education change in the next few years?*

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Q9: For All Firms	Increase	Stay Same	Decrease	Not Needed
Q9a: No high school /GED diploma	12%	45%	4%	39%
Q9b: with high school /GED diploma	18%	63%	2%	17%
Q9c: with some college coursework, no degree	27%	46%	1%	26%
Q9d: with vocational certificate	22%	39%	1%	39%
Q9e: with vocational Associate's Degree	17%	39%	1%	43%
Q9f: with academic Associate's Degree	10%	41%	5%	44%
Q9g: with BA/BS degree	18%	35%	1%	46%
Q9h: with Master's degree	7%	30%	5%	58%
Q9i: with PhD/Professional degree	4%	25%	5%	66%

*Question 10: In the last three years, have the skills required to adequately perform production or support jobs increased, decreased, or remained the same?*

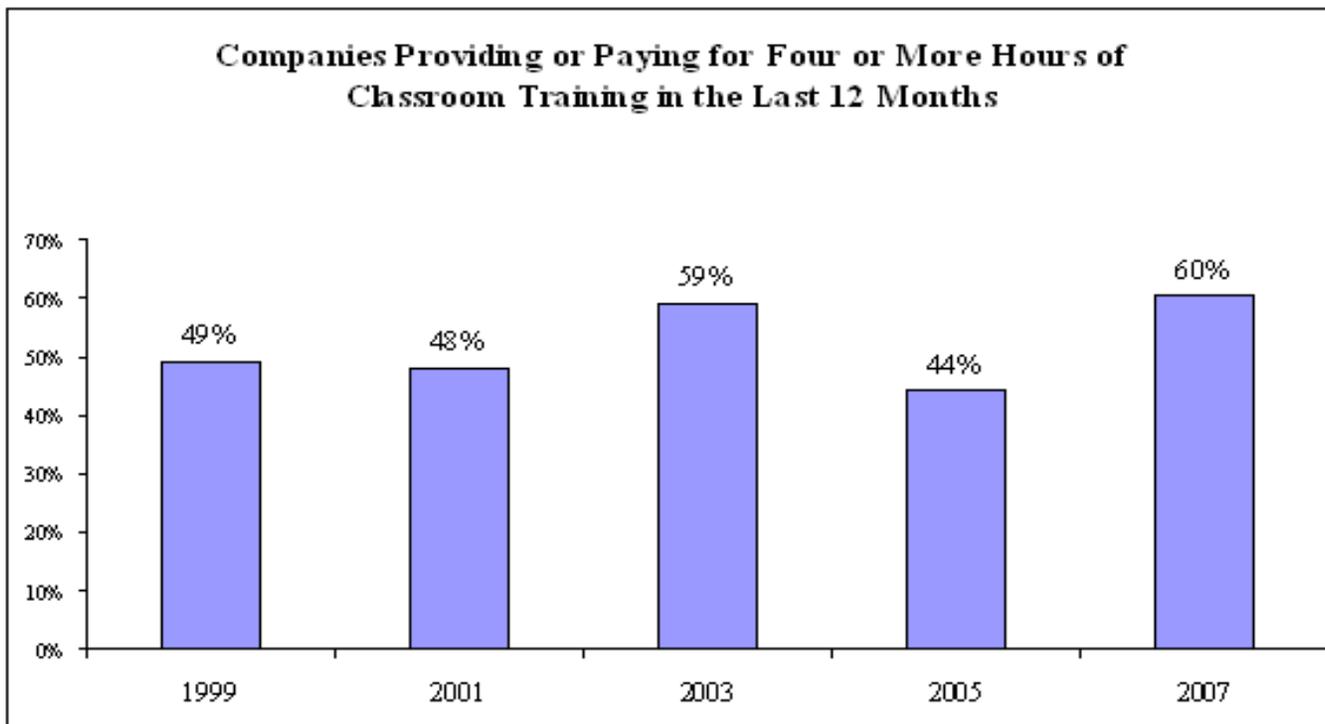
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<b>Q10: All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Don't Know</b>		<b>Total</b>
<b>Large</b>	55%	4,900	39%	3,500	4%	300	3%	300	9,000
<b>Medium</b>	44%	16,500	47%	17,700	6%	2,400	3%	1,000	37,500
<b>Small</b>	39%	63,900	56%	90,000	1%	2,400	4%	5,800	162,000
<b>All Industries</b>	41%	85,200	53%	111,200	2%	5,100	3%	7,000	208,500

*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?*

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<b>Q11: All Firms</b>	<b>Yes</b>		<b>No</b>		<b>Not Applicable</b>		<b>Total</b>
<b>Large</b>	87%	7,800	12%	1,000	1%	100	9,000
<b>Medium</b>	72%	27,100	27%	10,200	0%	100	37,500
<b>Small</b>	56%	90,700	42%	67,800	2%	3,500	162,000
<b>All</b>	60%	125,700	38%	79,100	2%	3,700	208,500



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

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

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Q12	Major Occupational Group	Percent
Q12a	Managerial and administrative occupations	49%
Q12b	Professional occupations	32%
Q12c	Technical and paraprofessional occupations	30%
Q12d	Marketing and sales-related occupations	19%
Q12e	Clerical and administrative support occupations	26%
Q12f	Service occupations	24%
Q12g	Production, construction, operation, maintenance, and material-handling occupations	26%
Q12h	Agricultural, forestry, fishing, and related occupations	9%

*Question 14: 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?*

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

<b>Q14: All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Don't Know</b>		<b>Total</b>
<b>Large</b>	51%	4,000	43%	3,400	2%	200	3%	300	7,800
<b>Medium</b>	49%	13,200	47%	12,700	2%	600	2%	600	27,100
<b>Small</b>	37%	29,900	53%	42,700	6%	4,700	4%	3,300	80,600
<b>All Industries</b>	41%	47,200	51%	58,900	5%	5,400	4%	4,100	115,600

*Question 15: Which of the following are reasons for your increase in training?*

Q15, Reasons for increase in training	Yes			No			Not Applicable		
	Q11=1	All	N	Q11=1	All	N	Q11=1	All	N
Changes in products or services you provide	74%	17%	34,976	21%	5%	9,794	5%	1%	2,392
Changes in technology	89%	20%	42,120	8%	2%	3,759	3%	1%	1,283
Changes in the organization of work	54%	12%	25,427	41%	9%	19,233	5%	1%	2,502
Need to improve the quality of your output	77%	18%	36,497	16%	4%	7,780	6%	1%	2,885
Need to improve worker productivity	75%	17%	35,207	19%	4%	9,176	6%	1%	2,779
New hires did not have necessary skills	63%	14%	29,773	28%	6%	12,989	9%	2%	4,400
To help employees develop more positive attitudes and work habits	53%	12%	25,123	40%	9%	19,039	6%	1%	3,000
To keep up with competition from foreign countries	6%	1%	2,916	71%	16%	33,310	23%	5%	10,936
To keep up with competitors at home	37%	8%	17,556	46%	10%	21,541	17%	4%	8,065
To improve the morale of employees	66%	15%	31,098	28%	6%	13,071	6%	1%	2,993
To develop a more flexible and versatile workforce	77%	17%	36,097	19%	4%	9,193	4%	1%	1,872
To promote the personal or career development of employees	85%	19%	40,320	13%	3%	6,296	1%	0%	546
Legal requirements forced us to increase training	39%	9%	18,240	52%	12%	24,378	10%	2%	4,544

*Question 18: Percentage of Employers That Provided Classroom Training in **Work-Place Practices** for at Least Four Hours*

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

<b>Q18</b>	<b>2003</b>	<b>2005</b>	<b>2007</b>
<b>Ag Food</b>	63%	69%	61%
<b>Construction</b>	59%	69%	55%
<b>High-Tech</b>	49%	39%	28%
<b>Manufacturing</b>	68%	66%	44%
<b>Services</b>	68%	73%	39%
<b>Trade</b>	60%	66%	45%
<b>F.I.R.E. Trans. Wrhs. Utl. Gov. *</b>	78%	68%	72%
<b>All Industries</b>	67%	67%	50%

\* "F.I.R.E. Trans. Wrhs. Utl. Gov." stands for *Financial, Insurance, Real Estate, Transportation, Warehouse, Utilities, and Government*. For definitions of industries, see the last table in this report on page 30.

*Question 19: Percentage of Employers That Provided Classroom Training in **Basic Skills Trainings** for at Least Four Hours*

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

<b>(Q19)</b>	<b>2003</b>	<b>2005</b>	<b>2007</b>
<b>Ag_Food</b>	15%	13%	10%
<b>Construction</b>	7%	5%	24%
<b>High-Tech</b>	12%	21%	29%
<b>Manufacturing</b>	10%	12%	25%
<b>Services</b>	8%	22%	8%
<b>Trade</b>	18%	21%	21%
<b>F.I.R.E. Trans. Wrhs. Utl. Gov. *</b>	18%	20%	23%
<b>All Industries</b>	13%	19%	16%

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*Question 20: Percentage of Employers That Provided Classroom Training in **Job Specific Skills** for at Least Four Hours*

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

<b>(Q20)</b>	<b>2003</b>	<b>2005</b>	<b>2007</b>
<b>Ag_Food</b>	85%	91%	78%
<b>Construction</b>	84%	79%	73%
<b>High-Tech</b>	78%	97%	92%
<b>Manufacturing</b>	74%	70%	79%
<b>Services</b>	80%	91%	64%
<b>Trade</b>	56%	90%	70%
<b>F.I.R.E. Trans. Wrhs. Utl. Gov. *</b>	85%	82%	85%
<b>All Industries</b>	74%	88%	72%

\* "F.I.R.E. Trans. Wrhs. Utl. Gov." stands for Financial, Insurance, Real Estate, Transportation, Warehouse, Utilities, and Government. For definitions of industries, see the last table in this report on page 30.

*Question 21: Percentage of Employers That Provided **Tuition Reimbursement** to Any Employee*

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

<b>(Q21)</b>	<b>2003</b>	<b>2005</b>	<b>2007</b>
<b>Ag Food</b>	41%	38%	42%
<b>Construction</b>	29%	41%	41%
<b>High-Tech</b>	63%	59%	39%
<b>Manufacturing</b>	53%	35%	53%
<b>Services</b>	34%	65%	24%
<b>Trade</b>	32%	48%	39%
<b>F.I.R.E. Trans. Wrhs. Utl. Gov. *</b>	37%	49%	65%
<b>All Industries</b>	35%	50%	39%

\* "F.I.R.E. Trans. Wrhs. Utl. Gov." stands for Financial, Insurance, Real Estate, Transportation, Warehouse, Utilities, and Government. For definitions of industries, see the last table in this report on page 30.

*Q22: Was your tuition reimbursement program restricted to job-related training only?*

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

<b>(Q22)</b>	<b>2003</b>	<b>2005</b>	<b>2007</b>
<b>Ag Food</b>	86%	92%	83%
<b>Construction</b>	92%	77%	94%
<b>High-Tech</b>	81%	90%	80%
<b>Manufacturing</b>	82%	56%	53%
<b>Services</b>	92%	98%	81%
<b>Trade</b>	65%	96%	79%
<b>F.I.R.E. Trans. Wrhs. Utl. Gov. *</b>	77%	77%	77%
<b>All Industries</b>	80%	91%	79%

\* "F.I.R.E. Trans. Wrhs. Utl. Gov." stands for Financial, Insurance, Real Estate, Transportation, Warehouse, Utilities, and Government. For definitions of industries, see the last table in this report on page 30.

*Question 23: Percentage of Employers That Had Written Plan with Any Employee for **On-the-job Training** at Least Four Hours*

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

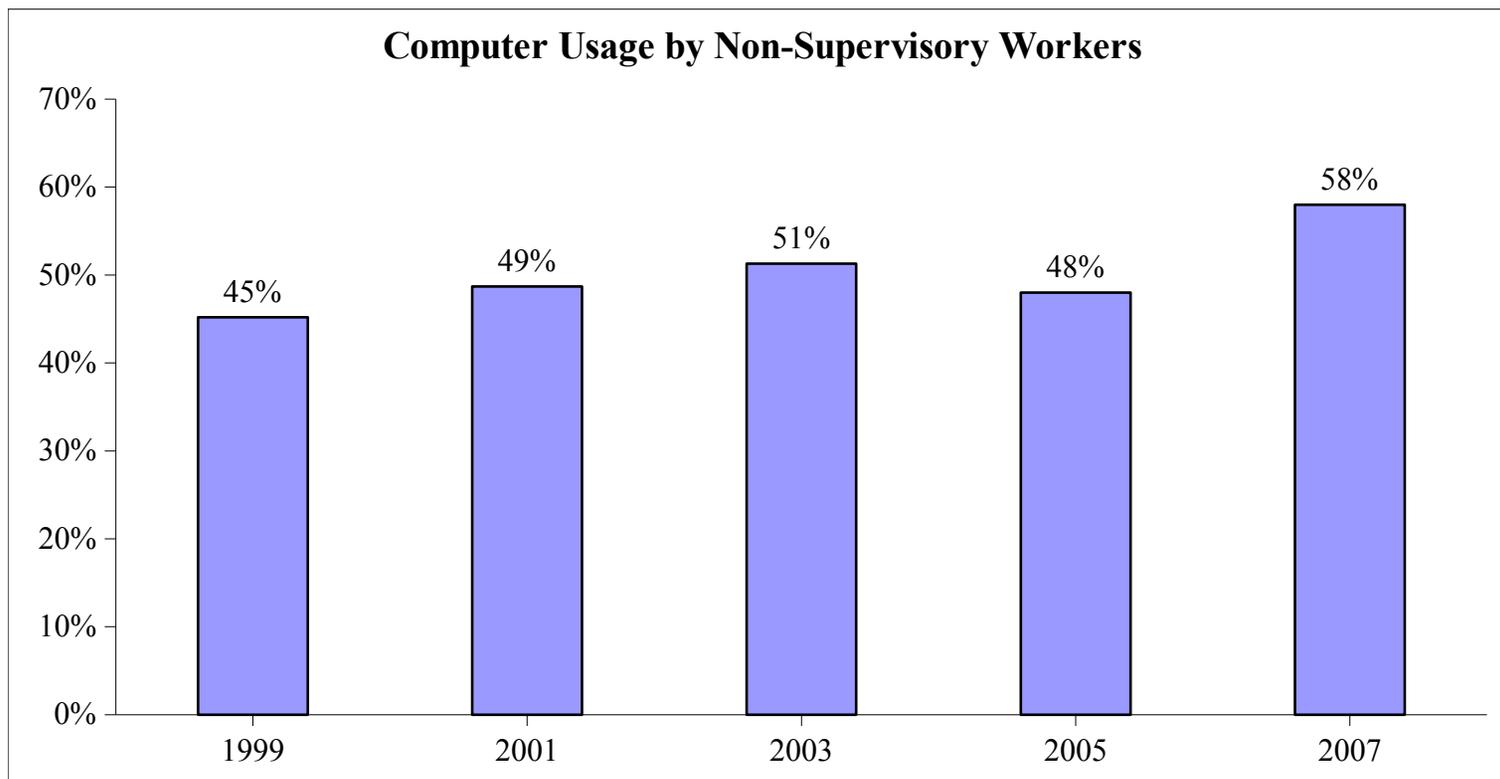
<b>(Q23)</b>	<b>2003</b>	<b>2005</b>	<b>2007</b>
<b>Ag Food</b>	42%	45%	46%
<b>Construction</b>	40%	34%	32%
<b>High-Tech</b>	53%	36%	29%
<b>Manufacturing</b>	27%	39%	33%
<b>Services</b>	45%	40%	49%
<b>Trade</b>	56%	54%	55%
<b>F.I.R.E. Trans. Wrhs. Utl. Gov. *</b>	53%	46%	57%
<b>All Industries</b>	49%	47%	50%

\* "F.I.R.E. Trans. Wrhs. Utl. Gov." stands for Financial, Insurance, Real Estate, Transportation, Warehouse, Utilities, and Government. For definitions of industries, see the last table in this report on page 30.

*Q24: For each type of employee listed below, approximately what percentage received **on-the-job training** in the last 12 months?*

Q24	Occupations	2003	2005	2007
Q24a	Managerial and administrative occupations	43%	38%	28%
Q24b	Professional occupations	33%	26%	16%
Q24c	Technical and paraprofessional occupations	31%	25%	21%
Q24d	Marketing and sales-related occupations	35%	33%	18%
Q24e	Clerical and administrative support occupations	40%	37%	34%
Q24f	Service occupations	40%	23%	20%
Q24g	Production, construction, operation, maintenance, and material-handling occupations	29%	32%	28%
Q24h	Agricultural, forestry, fishing, and related occupations	11%	6%	9%

*Question 26: What percentage of your non-supervisory employees uses computers in their jobs?*



*Question 27: We would like to know if anyone in your firm/organization who was hired in the last 12 months attended or was trained by one of the following six types of institutions or programs.*

	Training Institutions or Programs	2003	2005	2007
<b>Q27a</b>	High school vocational educational programs	15%	12%	14%
<b>Q27b</b>	Community or technical college vocational educational programs	26%	18%	31%
<b>Q27c</b>	Workforce Investment Act, Workforce Development Council, or WorkSource programs	6%	4%	5%
<b>Q27d</b>	Private vocational/technical schools	16%	13%	17%
<b>Q27e</b>	Apprenticeship programs	9%	7%	13%
<b>Q27f</b>	Adult basic skills classes such as GED and English as a Second Language	8%	5%	7%
<b>Q27g</b>	Four-year colleges or universities	NA	21%	29%

## Definition of Industry Groups Used in the Survey

<b>SIC</b>	<b>Major Industry Group</b>	<b>Industry</b>
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
87	High Tech	ENGINEERING AND MANAGEMENT SERVICES
22	Manufacturing	TEXTILE MILL PRODUCTS
23	Manufacturing	APPAREL AND OTHER TEXTILE PRODUCTS
24	Manufacturing	LUMBER AND WOOD PRODUCTS
25	Manufacturing	FURNITURE AND FIXTURES
26	Manufacturing	PAPER AND ALLIED PRODUCTS
27	Manufacturing	PRINTING AND PUBLISHING
28	Manufacturing	CHEMICALS AND ALLIED PRODUCTS
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
35	Manufacturing	INDUSTRIAL MACHINERY AND EQUIPMENT

37	Manufacturing	TRANSPORTATION EQUIPMENT
39	Manufacturing	MISCELLANEOUS MANUFACTURING INDUSTRIES
41	F.I.R.E. Trans. Wrhs. Utl. Gov.	LOCAL AND INTERURBAN PASSENGER TRANSIT
42	F.I.R.E. Trans. Wrhs. Utl. Gov.	TRUCKING AND WAREHOUSING
44	F.I.R.E. Trans. Wrhs. Utl. Gov.	WATER TRANSPORTATION
45	F.I.R.E. Trans. Wrhs. Utl. Gov.	TRANSPORTATION BY AIR
46	F.I.R.E. Trans. Wrhs. Utl. Gov.	PIPELINES, EXCEPT NATURAL GAS
47	F.I.R.E. Trans. Wrhs. Utl. Gov.	TRANSPORTATION SERVICES
49	F.I.R.E. Trans. Wrhs. Utl. Gov.	ELECTRIC, GAS, AND SANITARY SERVICES
60	F.I.R.E. Trans. Wrhs. Utl. Gov.	DEPOSITORY INSTITUTIONS
61	F.I.R.E. Trans. Wrhs. Utl. Gov.	NONDEPOSITORY INSTITUTIONS
62	F.I.R.E. Trans. Wrhs. Utl. Gov.	SECURITY AND COMMODITY BROKERS
63	F.I.R.E. Trans. Wrhs. Utl. Gov.	INSURANCE CARRIERS
64	F.I.R.E. Trans. Wrhs. Utl. Gov.	INSURANCE AGENTS, BROKERS, & SERVICE
65	F.I.R.E. Trans. Wrhs. Utl. Gov.	REAL ESTATE
67	F.I.R.E. Trans. Wrhs. Utl. Gov.	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 & 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 High-tech.*