

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MEETING NO. 150
SEPTEMBER 23, 2010**

2010 EMPLOYER SURVEY RESULTS

The Workforce Training and Education Coordinating Board (Workforce Board) recently completed its periodic survey of Washington employers regarding workforce training needs and practices. This tab contains a set of charts and tables showing initial results that will be given further review before publication.

The survey was administered during the spring & summer of 2010. The Association of Washington Business and the Washington Chamber of Commerce Executives assisted in encouraging employers to respond. The survey used a random sample, stratified to maximize the coverage by size, area and industry.

The survey includes two phases. Both surveys were conducted primarily by telephone. The first survey covers employers' workforce needs, issues and practices. Small employers were given a shorter version, and 850 responses from small employers (less than five employees) were obtained. The longer version of the survey was completed by 2,121 employers. The second asks about the satisfaction of employers with the preparation of recent hires who had participated in workforce programs. Total responding employers for the satisfaction survey was 2,449, with many of them having hired from more than one workforce program.

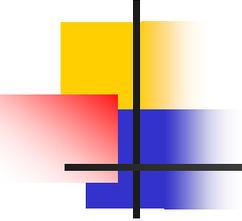
Most of the questions ask employers about their workforce training needs and practices during the previous 12 months, well into the recession. As a consequence, frequency of hiring had declined from previous surveys, as had difficulty in finding qualified applicants. Sixty-two percent of firms reported hiring new employees in the last 12 months (compared to 80 percent, in the previous, pre-recession survey in 2007). Of those firms attempting to hire, only 26 percent reported difficulty finding qualified job applicants (compared to 60 percent in 2007). Out of all employers, only 17 percent reported difficulty in hiring, compared to 50 percent in 2007.

As has been the case in every biennial survey of employers, the shortage of vocationally trained workers at the sub-baccalaureate level affected more firms than the shortage of workers at baccalaureate or above levels. The percentage of employers reporting difficulty in recruiting employees with less than a vocational certificate is flat or declining.

The skills that employers report the greatest difficulty finding remain occupational-specific skills, such as those required of an emergency room registered nurse. After occupational-specific skills, the skills most difficult to find were general workplace skills such as the ability to solve problems, positive work habits, communication, adaptability and teamwork.

The satisfaction survey results generally show modest increases over 2007 in employers' satisfaction with the productivity and quality of their recent hires from workforce programs, probably due to their ability to hire from a deeper or richer pool during the recession.

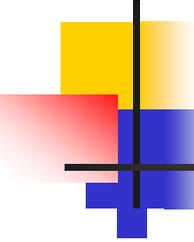
Board Action Required: None. For discussion purposes only.



EMPLOYER SURVEY RESULTS 2010

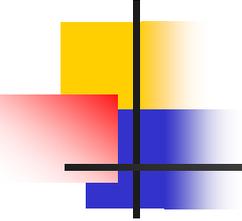
Workforce Training and Education
Coordinating Board
September 23, 2010

Workforce Training Results



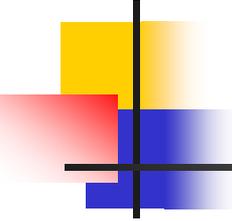
■ Biennial report

- Representative random sampling of Washington employers
- Information on
 - Needs, Difficulties and Training Practices
 - Stratified sample to represent size, regions and industries
 - Satisfaction with Recent Hires from Workforce Programs



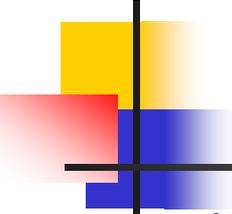
Data Sources

- Conducted Primarily by Phone
- Total Employers Responding to Needs & Practices – 2,971
- Total Employers Responding to Satisfaction – 2,449



Findings – Part 1

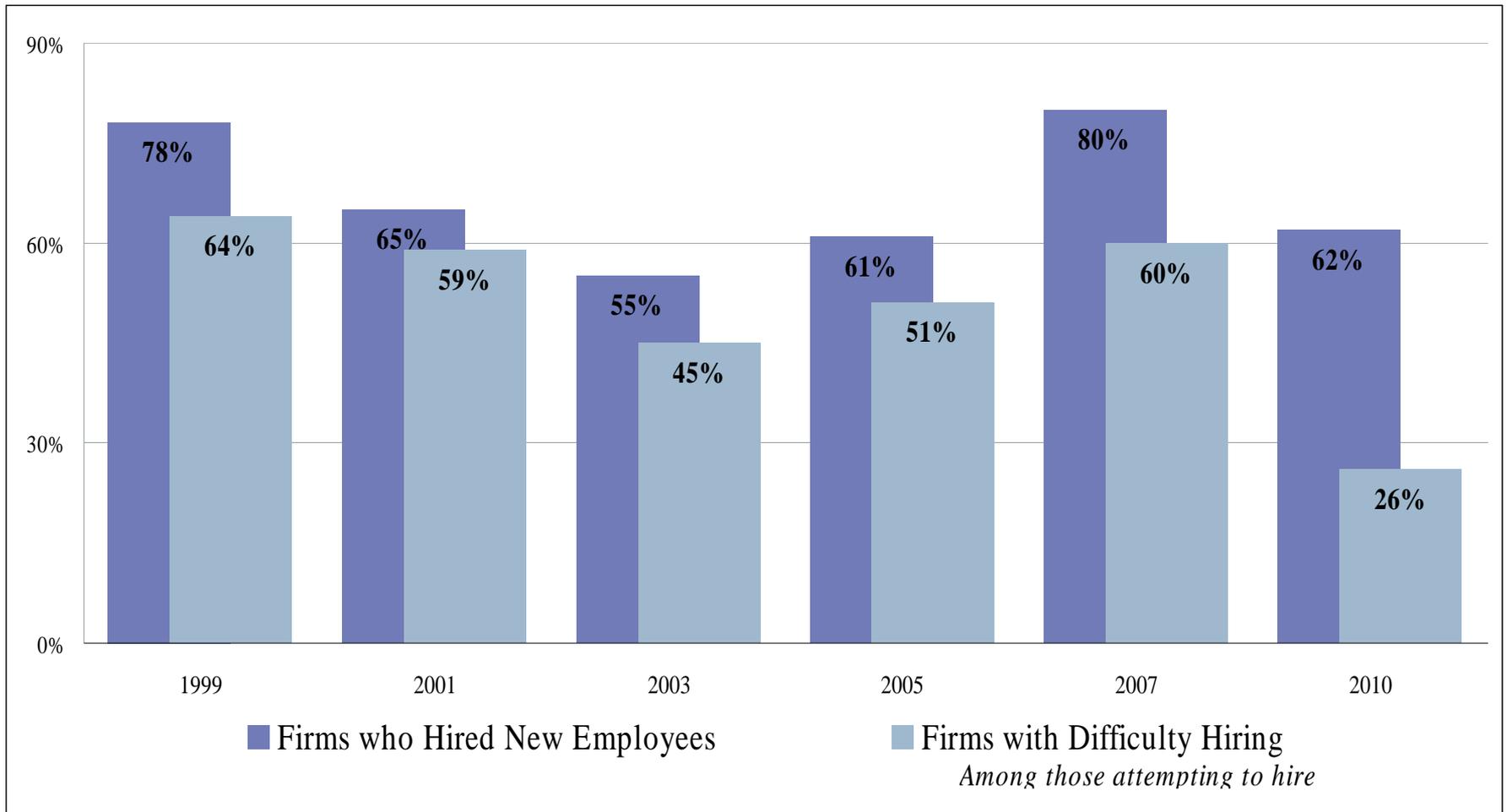
- Recession has curtailed hiring and eased the problems of employers in finding adequately trained workers
- Difficulty in recruiting declining faster for skills below Vocational Certificate
- More employers affected by difficulties at community & technical college levels than at other levels
- The percent of employers reporting graduate degree recruiting difficulties has increased



Findings – Part 2

- Little shift in the skills reported hard to find – occupation-specific skills still first, followed by generic workplace skills
- Employers still reporting negative impact on expansion in Washington due to difficulties in recruiting
- Employers' expectations of future demand declined overall, particularly for those without postsecondary credential – increased for academic AA
- Satisfaction with new hires from workforce programs slightly increased for almost all programs

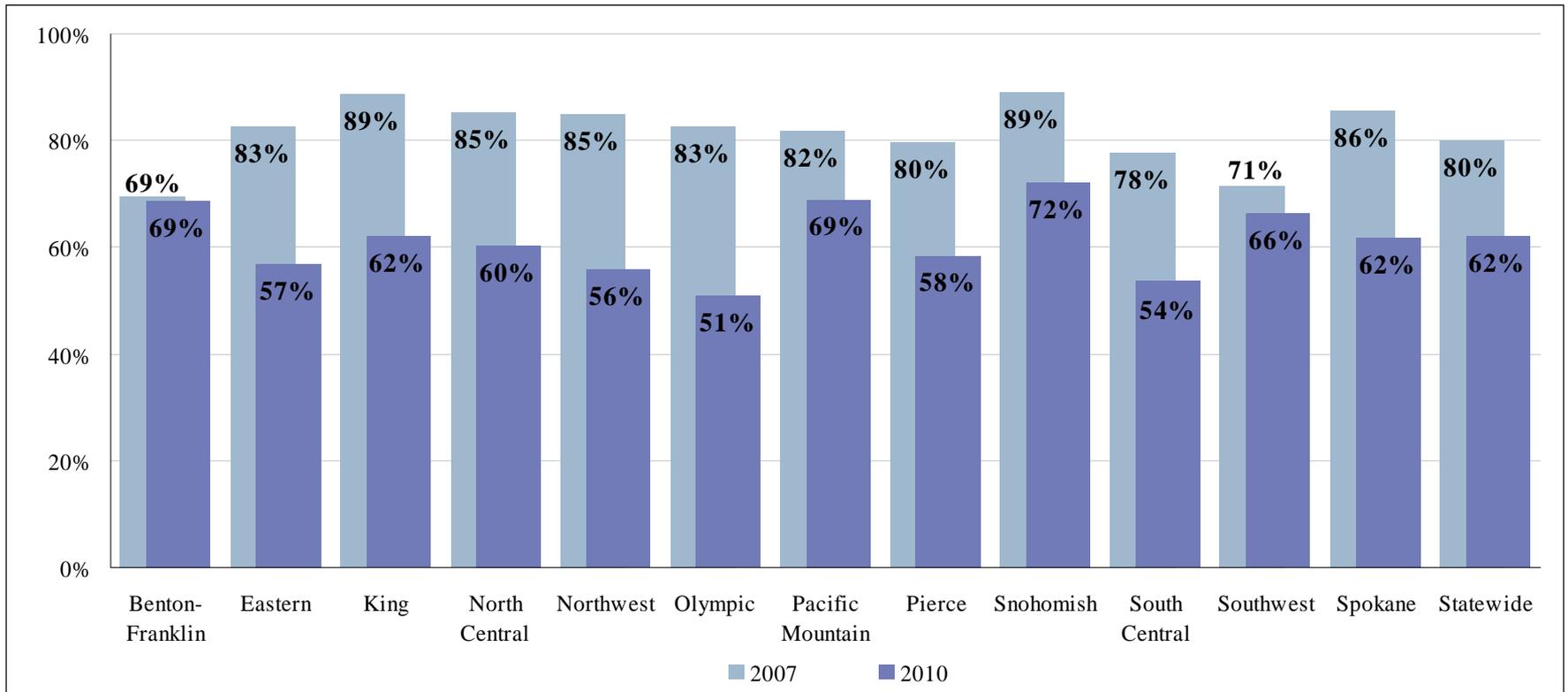
Difficulty in Finding Qualified Job Applicants



Did your firm have any difficulty finding qualified applicants for any jobs you were trying to fill?

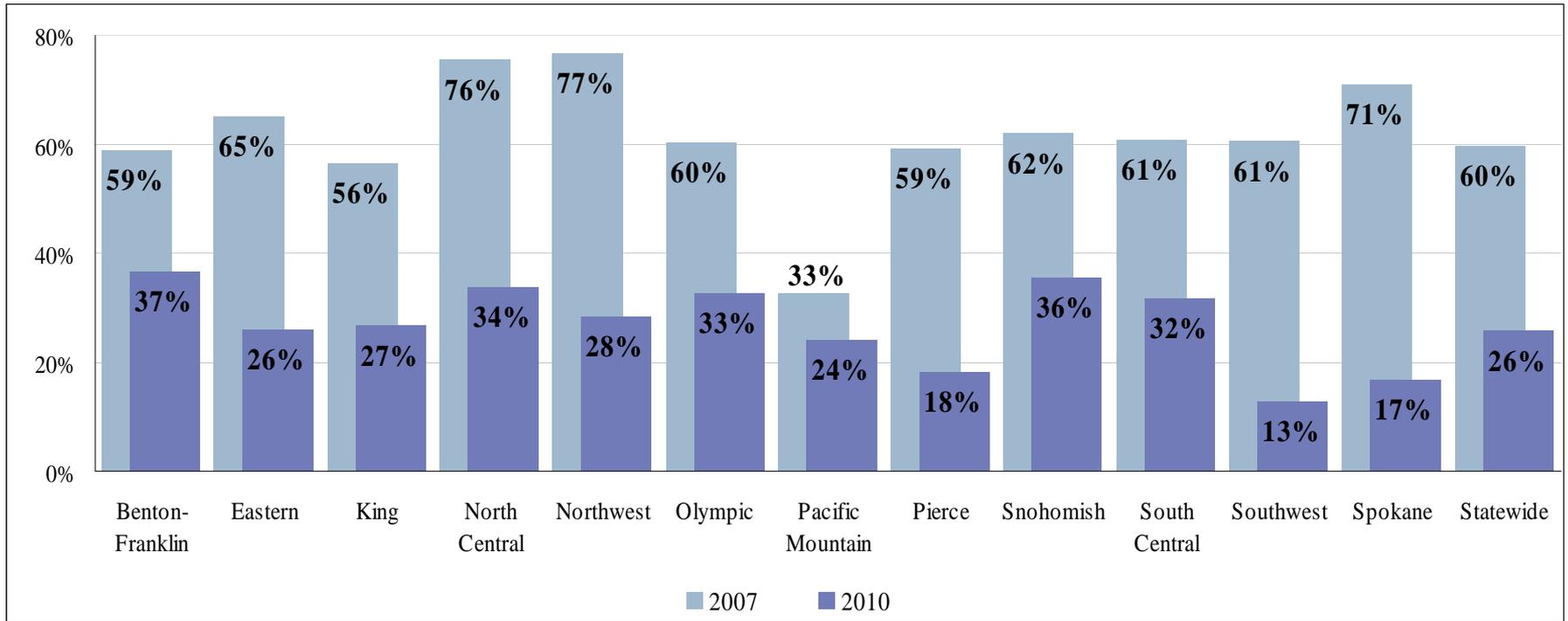


Hiring by WDA



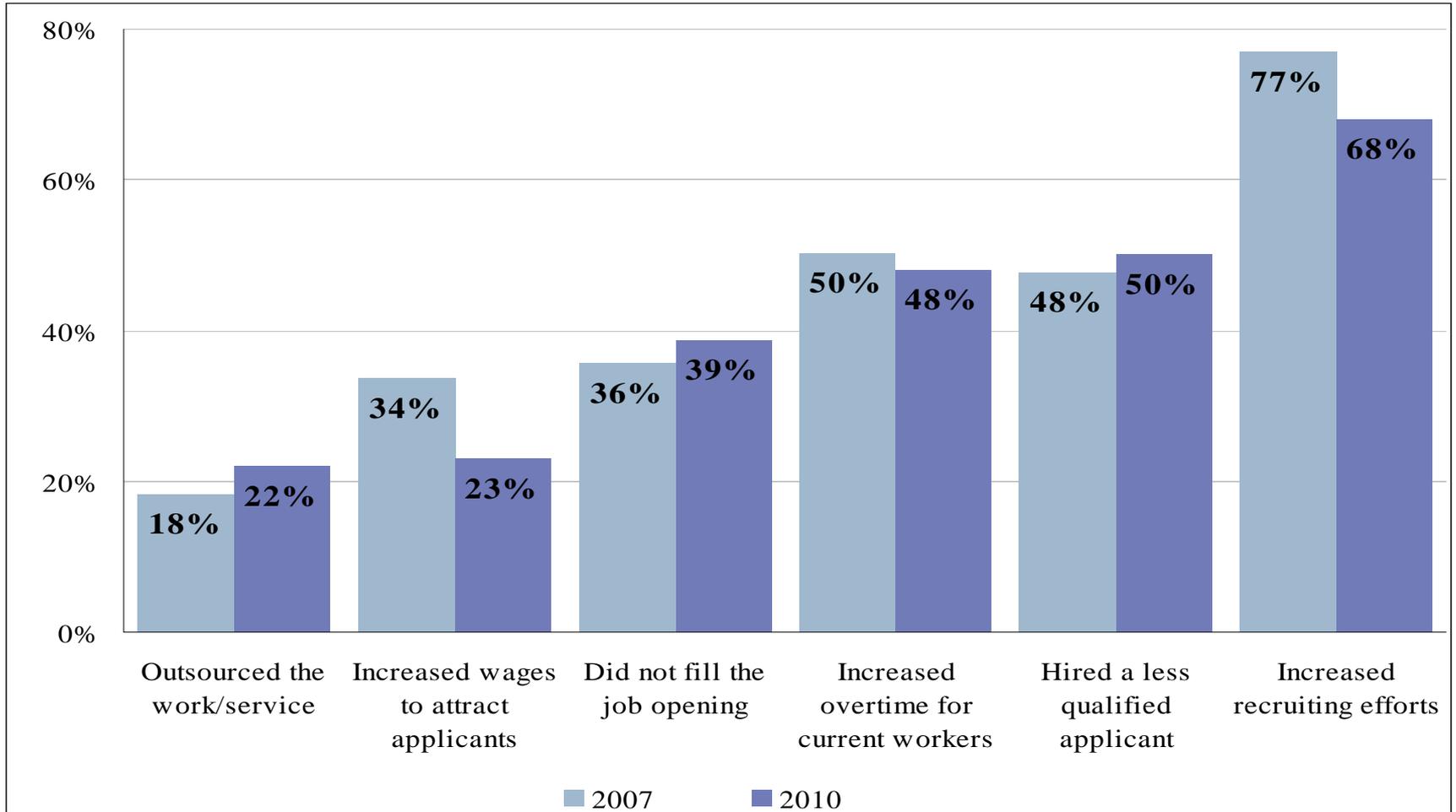
Among those attempting to hire

Difficulty by WDA

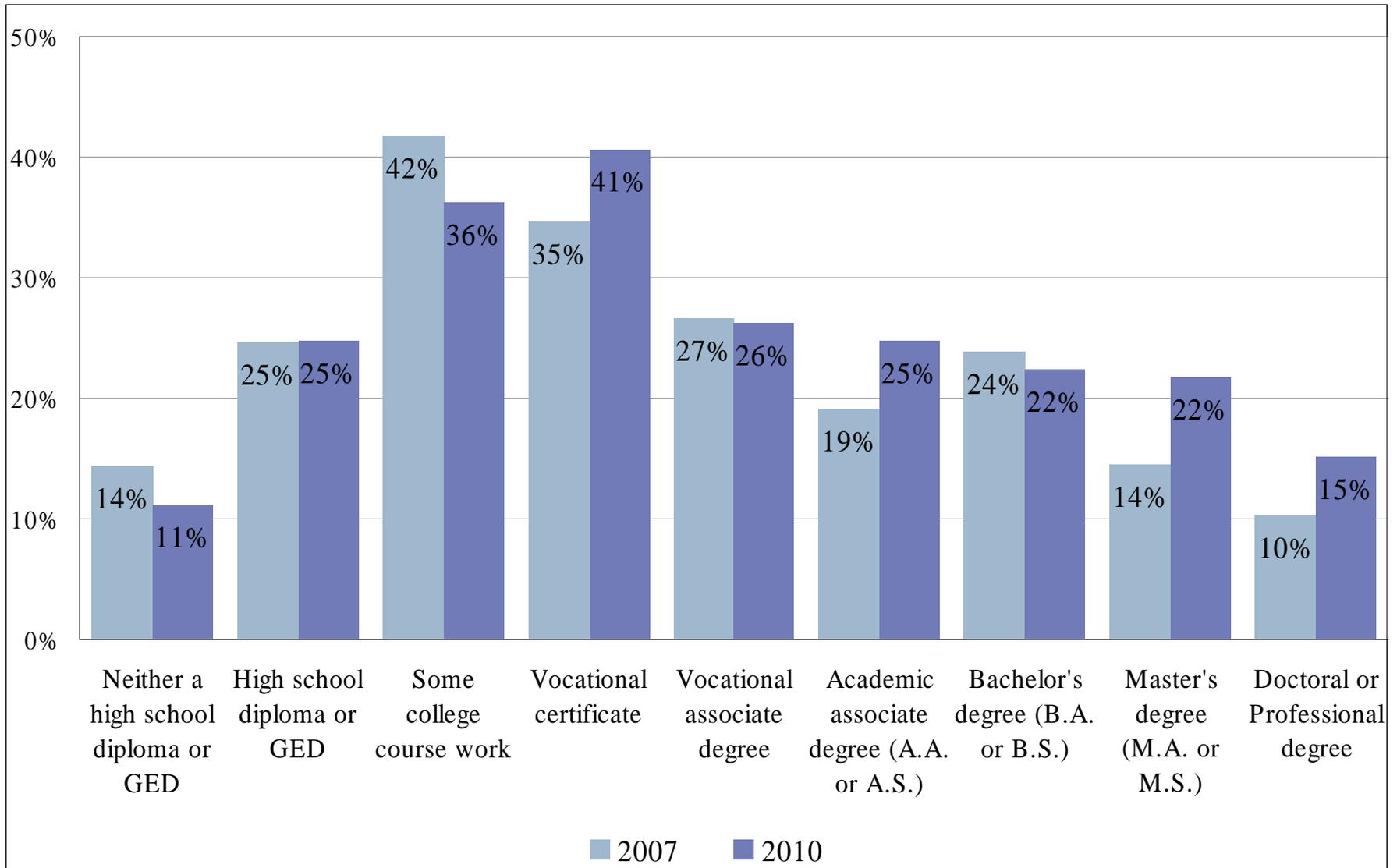


Among those attempting to hire

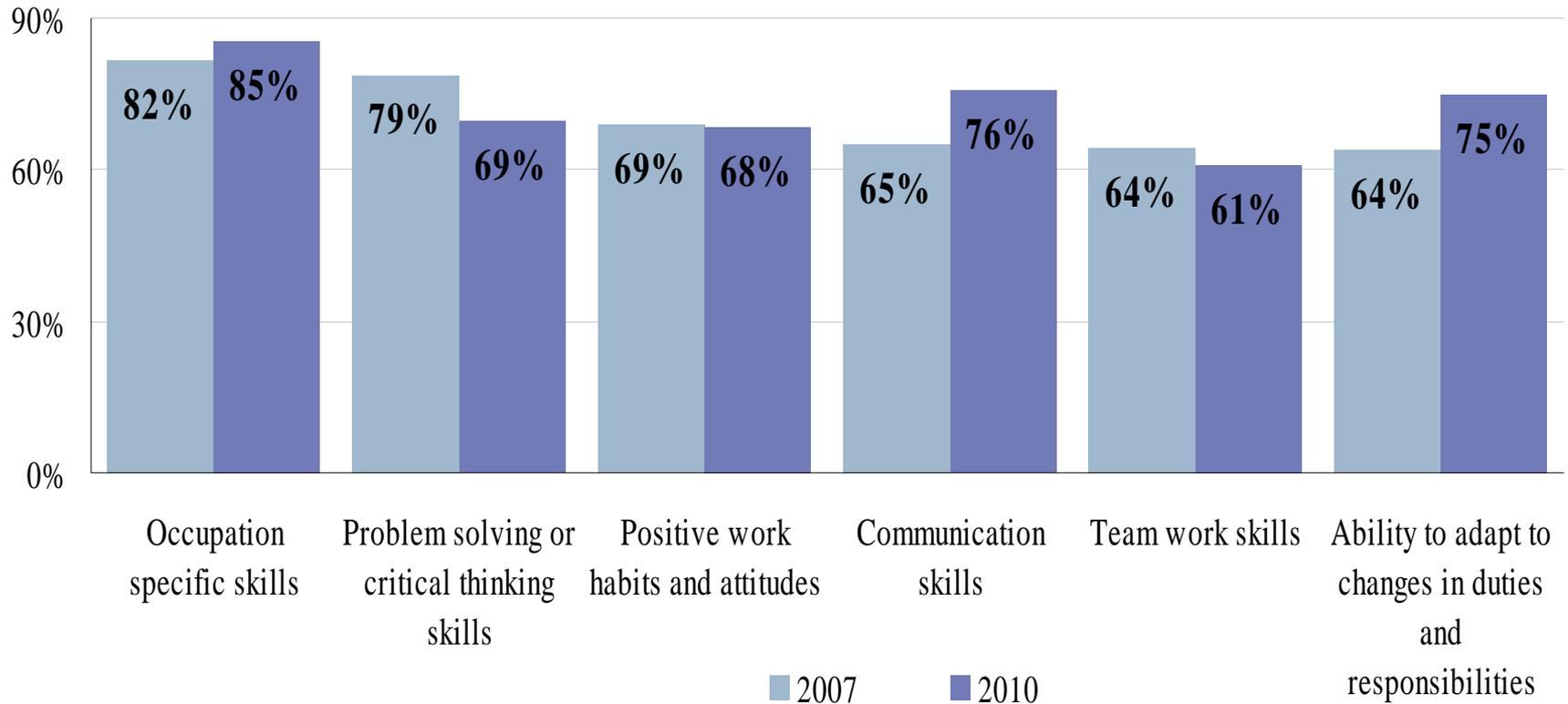
Response to Difficulty



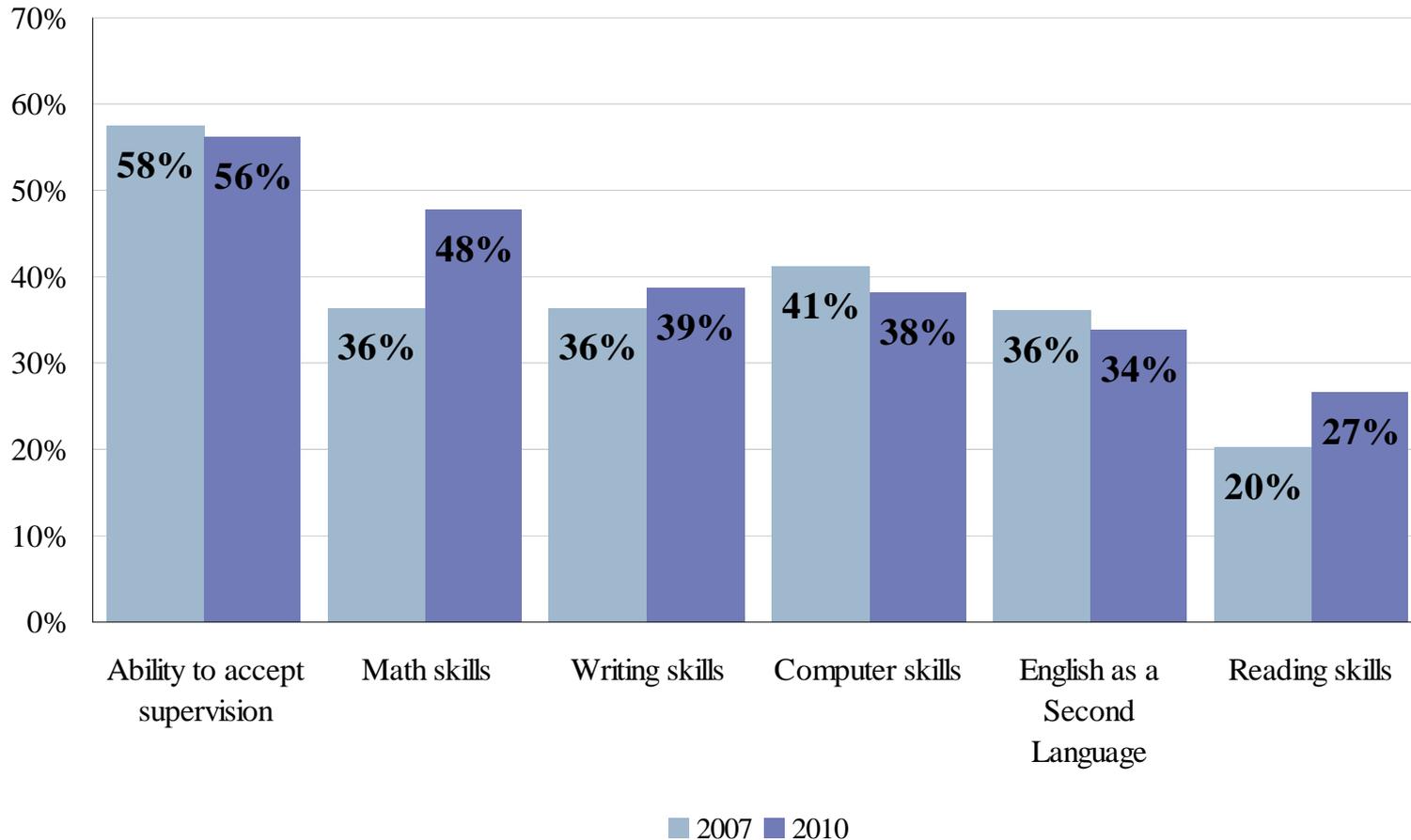
Difficulty in Recruiting by Education Level



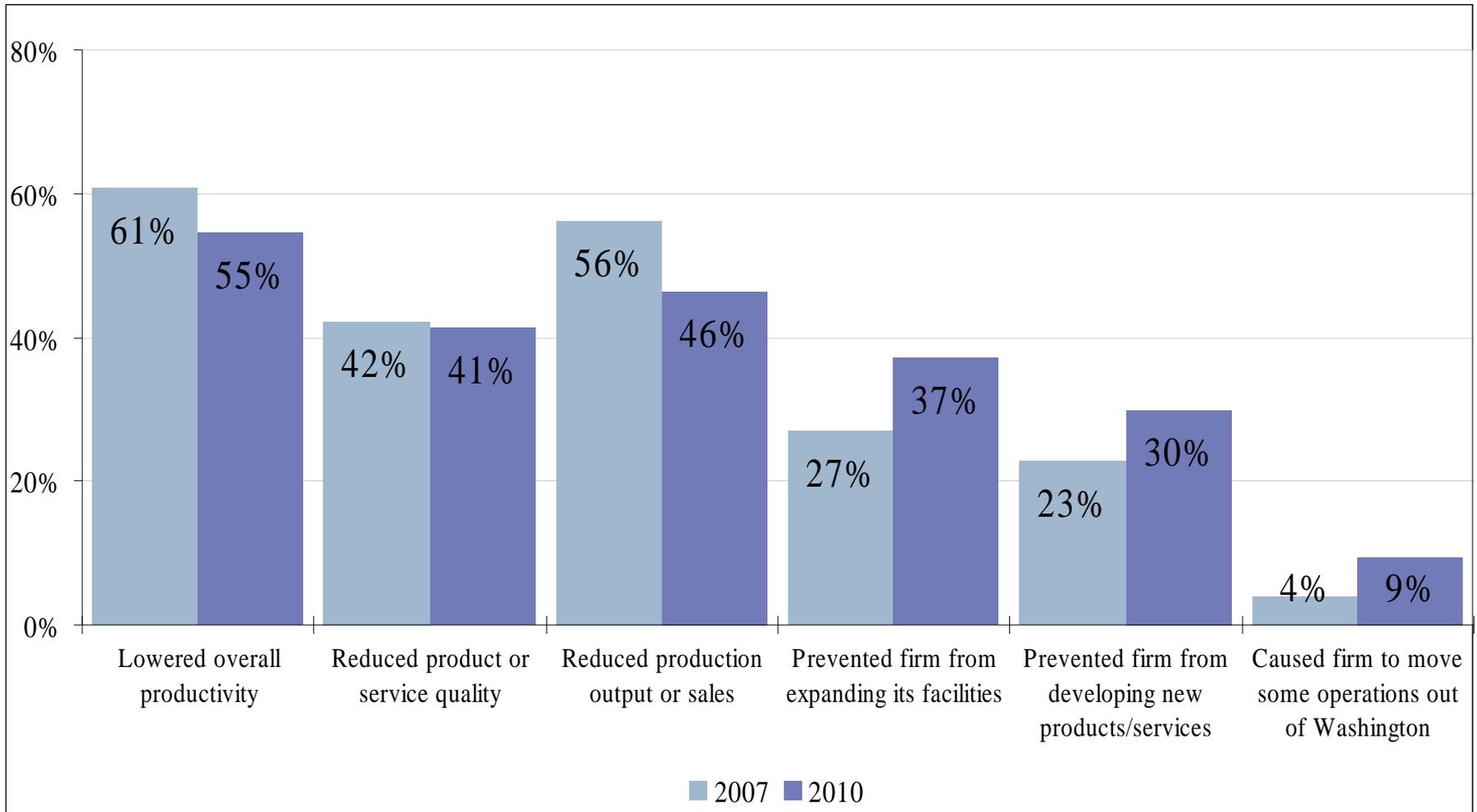
Difficulty in Recruiting by Types of Skills – Pt 1



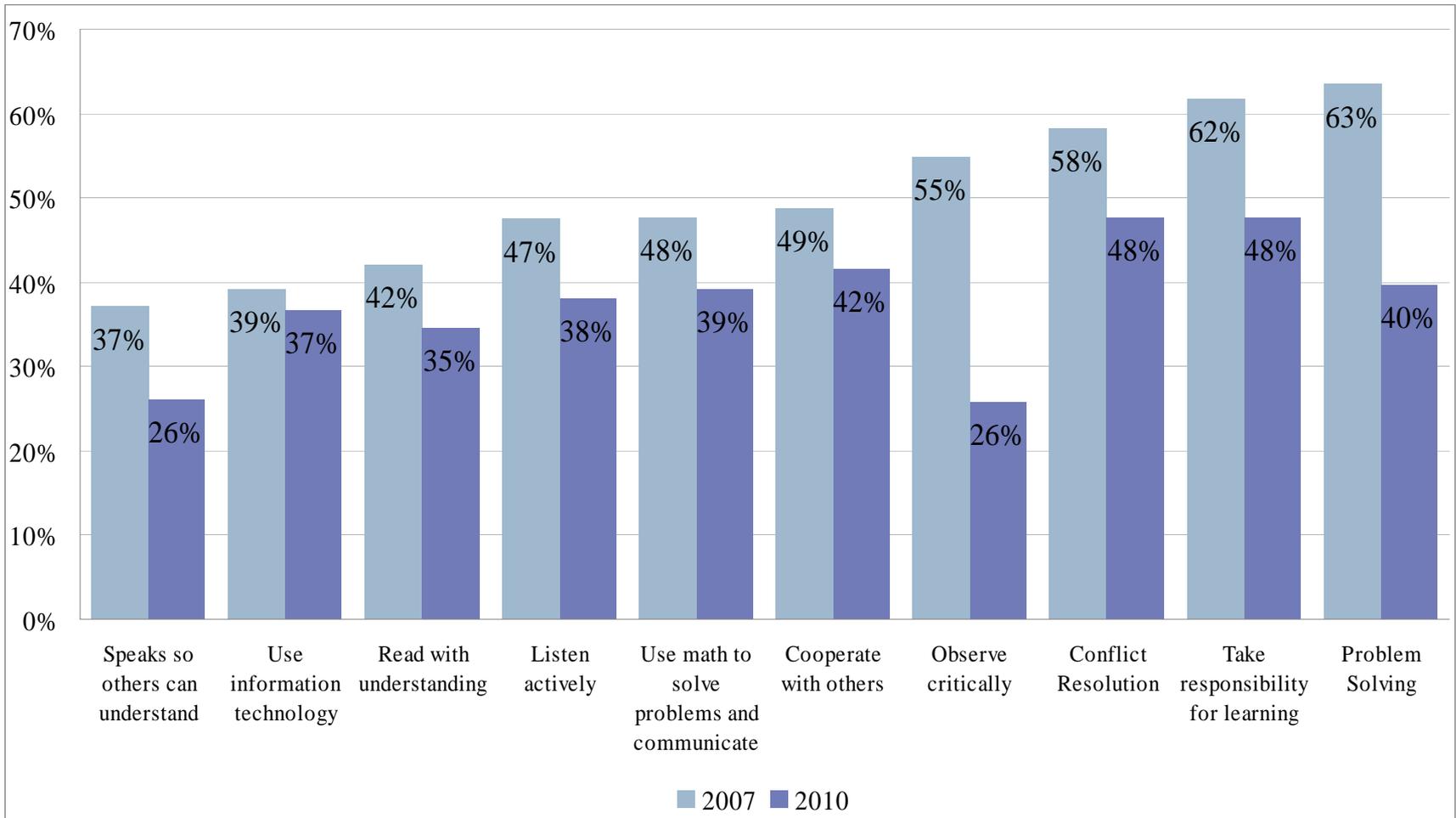
Difficulty in Recruiting by Types of Skills – Pt 2



Consequences of Difficulty in Hiring



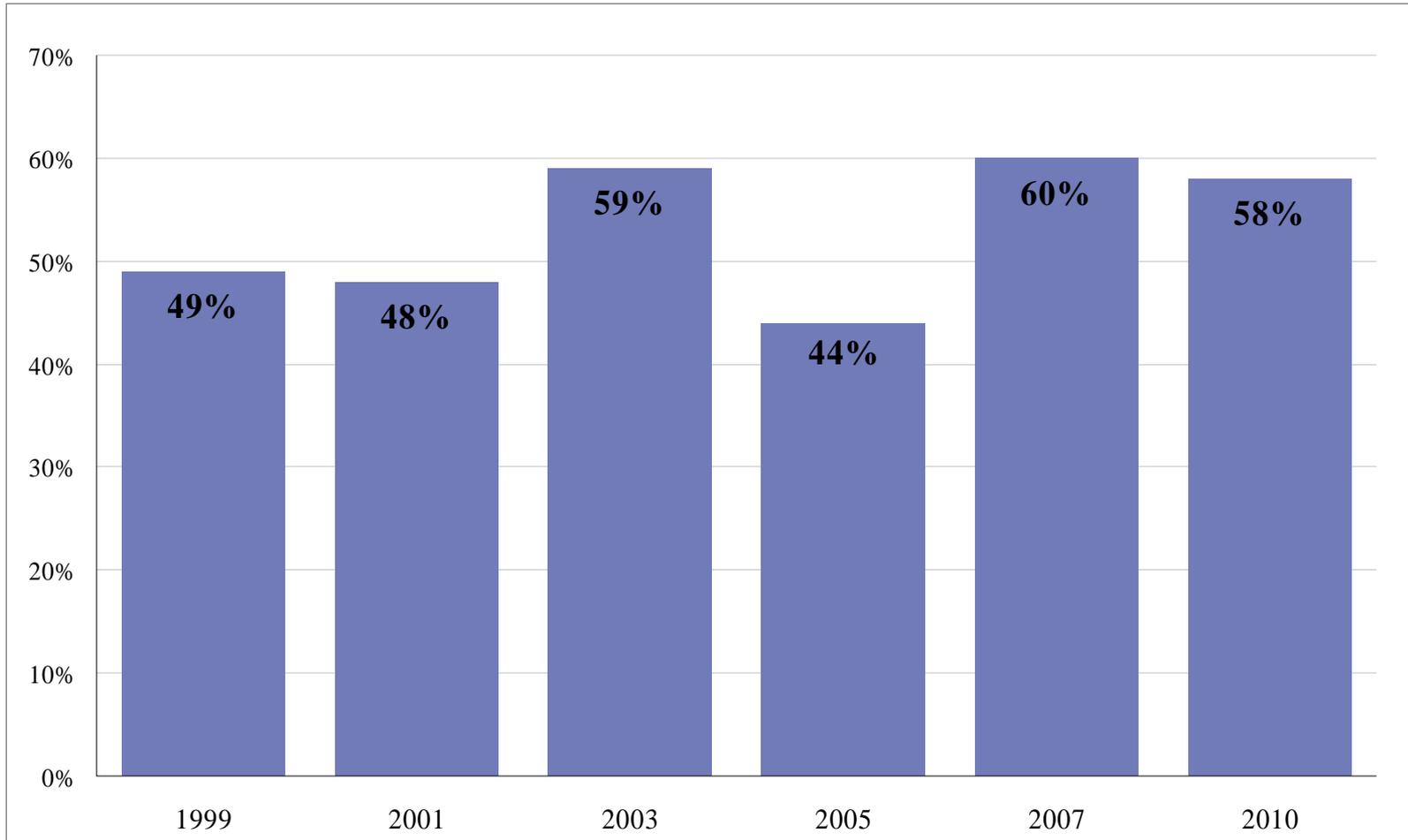
Skill Difficulty at Entry Level



Expected Changes in Employer Demand

	Increase		Stay About the Same		Decrease		Not Needed	
	2007	2010	2007	2010	2007	2010	2007	2010
Neither a high school diploma or GED	12%	7%	45%	43%	4%	5%	39%	45%
High school diploma or GED	18%	12%	63%	63%	2%	1%	17%	22%
Some college course work	27%	19%	46%	55%	1%	1%	26%	24%
Vocational certificate	22%	19%	39%	48%	1%	1%	39%	32%
Vocational associate degree	17%	15%	39%	47%	1%	1%	43%	37%
Academic associate degree (A.A. or A.S.)	10%	16%	41%	45%	5%	1%	44%	37%
Bachelor's degree (B.A. or B.S.)	18%	17%	35%	38%	1%	2%	46%	42%
Master's degree (M.A. or M.S.)	7%	6%	30%	30%	5%	2%	58%	60%
Doctoral or Professional degree	4%	6%	25%	29%	5%	2%	66%	62%

Employer-Provided Training



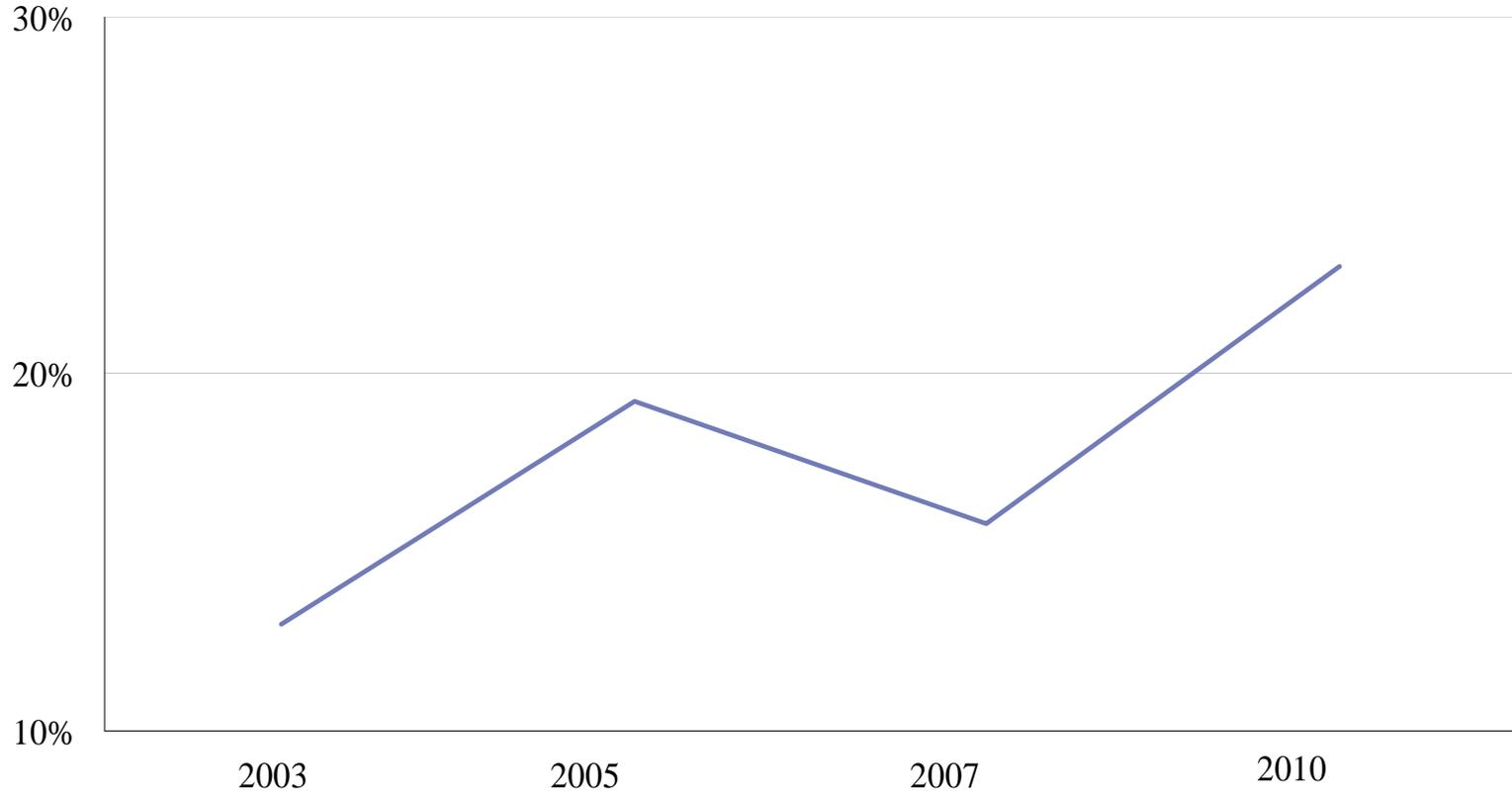
Percentage Workers Receiving Classroom Training, Workshops, Or Seminars In The Last 12 Months

	2007	2010
Managerial and administrative occupations	49%	60%
Professional occupations	32%	45%
Technical and paraprofessional occupations	30%	41%
Marketing and sales-related occupations	19%	35%
Clerical and administrative support occupations	26%	36%
Service occupations	24%	38%
Production, construction, operation, maintenance, and material-handling occupations	26%	37%
Agricultural, forestry, fishing, and related occupations	9%	6%

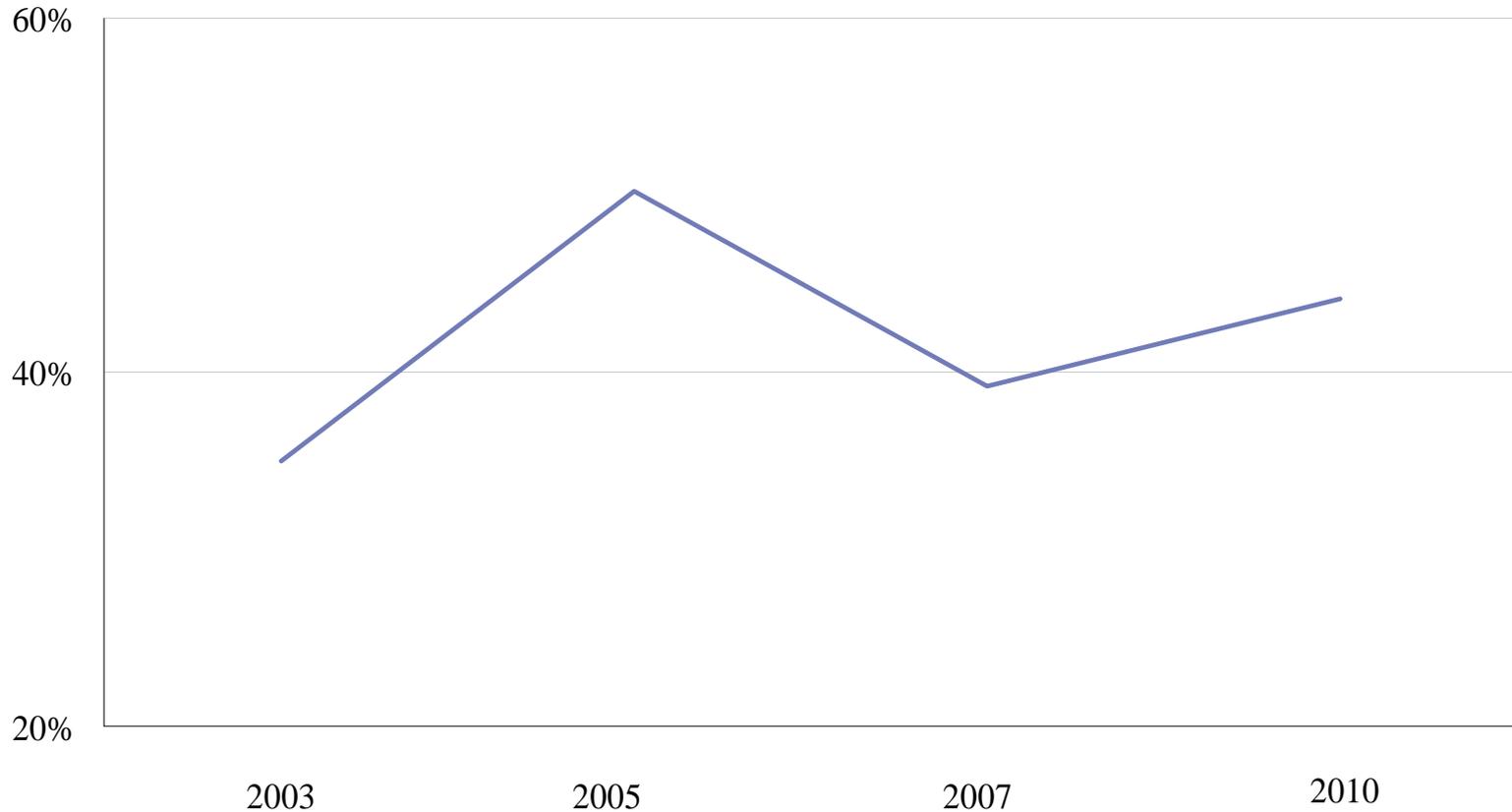
Percent of Employees Needing Further Training in a Formal Program to Reach Level of Productivity & Competence That Your Company Needs

2010	Percent
At a community or technical college	13.9%
At a four-year college or university	5.4%

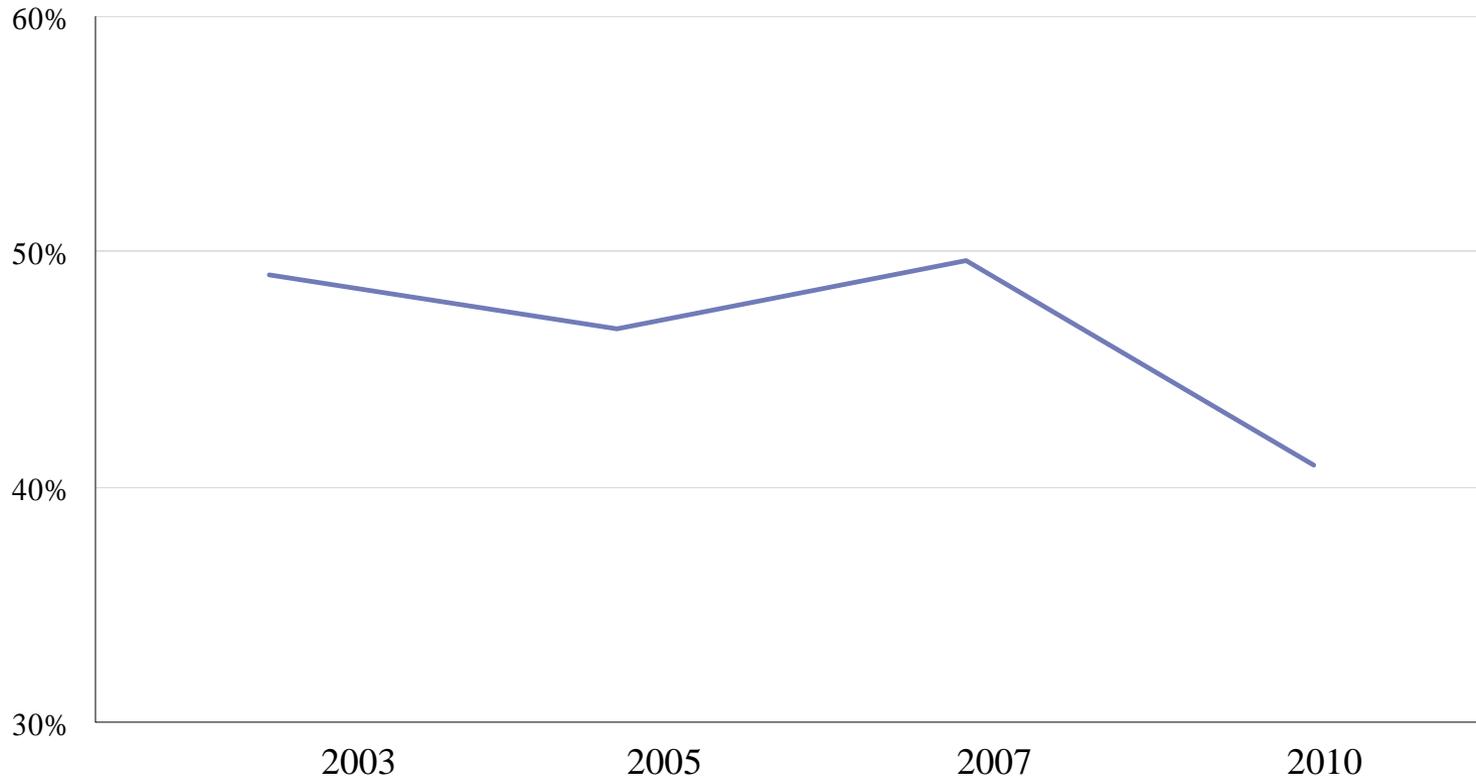
Percent of Employers Providing Basic Skills Training to Any Employees



Percent of Employers Providing Tuition Reimbursement to Any Employees



Percent of Employers with Formal OJT plans



Secondary CTE

How satisfied was your organization with the new employees':

		Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Don't Know
Overall Productivity	2007	1%	5%	48%	33%	14%
	2010	1%	3%	51%	40%	5%

Overall Quality	2007	2%	3%	50%	31%	14%
	2010	2%	2%	45%	47%	4%

CTC Vocational

How satisfied was your organization with the new employees':

		Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Don't Know
Overall Productivity	2007	1%	3%	40%	39%	17%
	2010	1%	2%	46%	45%	5%

Overall Quality	2007	1%	2%	40%	39%	18%
	2010	1%	2%	45%	48%	5%

WIA

How satisfied was your organization with the new employees':

		Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Don't Know
Overall Productivity	2007	3%	2%	40%	40%	15%
	2010	1%	3%	47%	44%	5%

Overall Quality	2007	1%	3%	39%	44%	14%
	2010	1%	3%	44%	45%	6%

Private Career School

How satisfied was your organization with the new employees':

		Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Don't Know
Overall Productivity	2007	2%	6%	42%	31%	20%
	2010	2%	2%	47%	43%	6%

Overall Quality	2007	3%	8%	39%	30%	20%
	2010	1%	5%	47%	42%	5%

Apprenticeship Programs

How satisfied was your organization with the new employees':

		Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Don't Know
Overall Productivity	2007	2%	3%	35%	42%	18%
	2010	0%	8%	35%	48%	9%

Overall Quality	2007	0%	3%	34%	46%	17%
	2010	0%	6%	35%	50%	9%

ABE/ESL

How satisfied was your organization with the new employees':

		Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Don't Know
Overall Productivity	2007	2%	5%	43%	37%	14%
	2010	3%	5%	48%	36%	6%

Overall Quality	2007	1%	5%	46%	35%	13%
	2010	2%	4%	52%	35%	6%

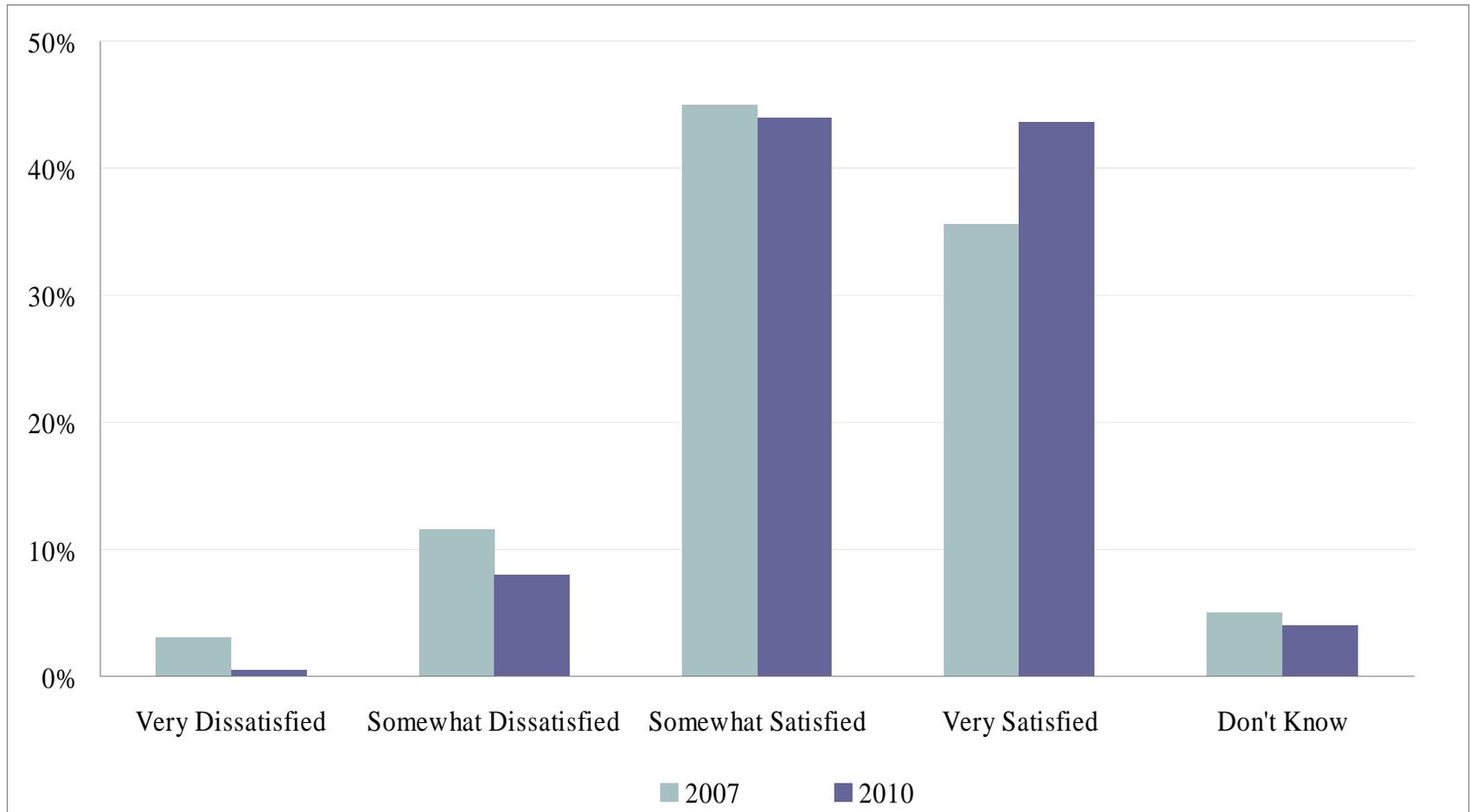
Four-year Colleges or Universities

How satisfied was your organization with the new employees':

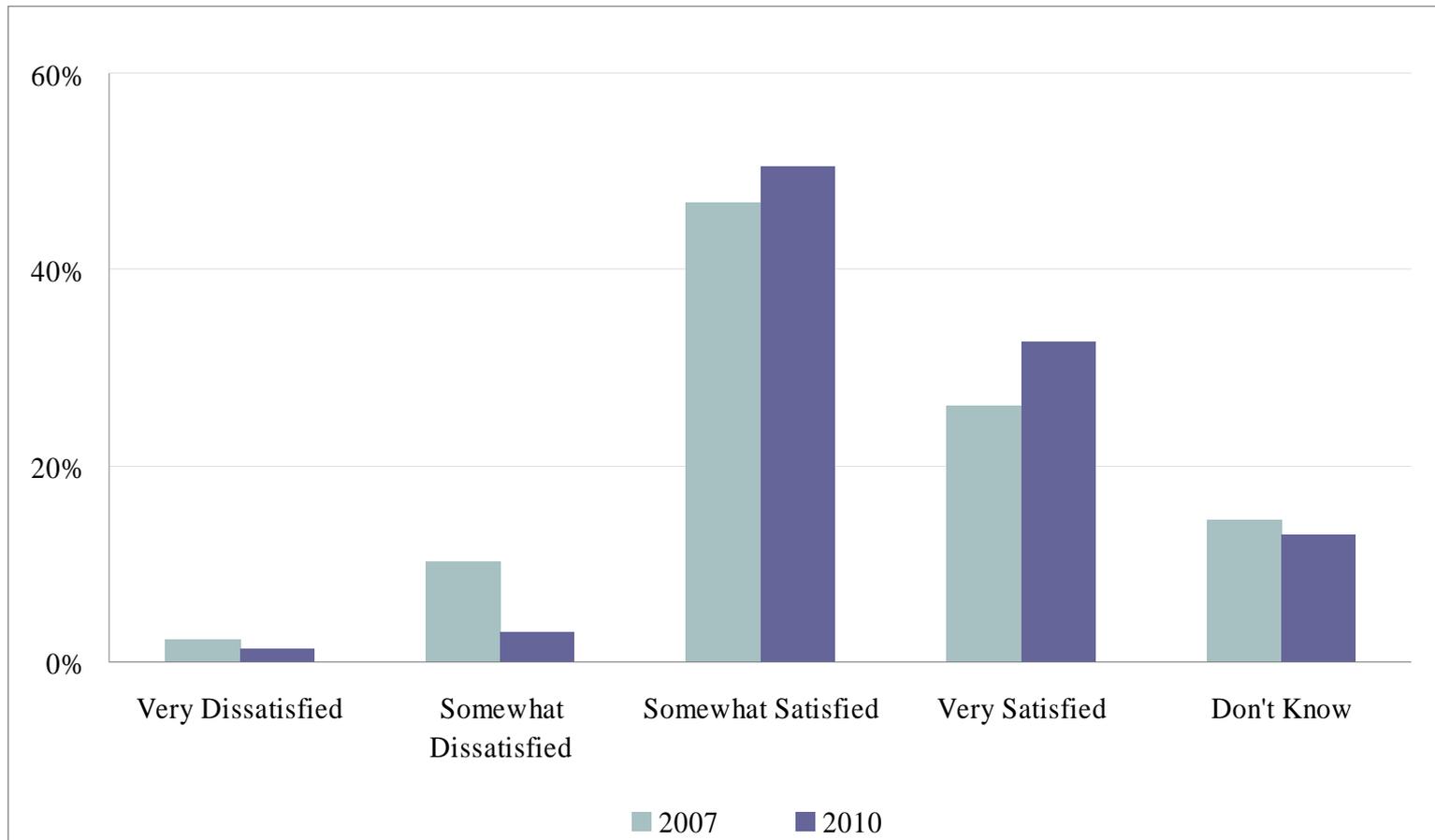
		Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Don't Know
Overall Productivity	2007	2%	5%	43%	37%	14%
	2010	3%	5%	48%	36%	6%

Overall Quality	2007	1%	5%	46%	35%	13%
	2010	2%	4%	52%	35%	6%

*How satisfied was your firm with
Go2WorkSource.com as a resource to recruit new
employees?*



How satisfied was your firm with the overall productivity of the new employees?



How satisfied was your firm with the overall quality of the new employees?

