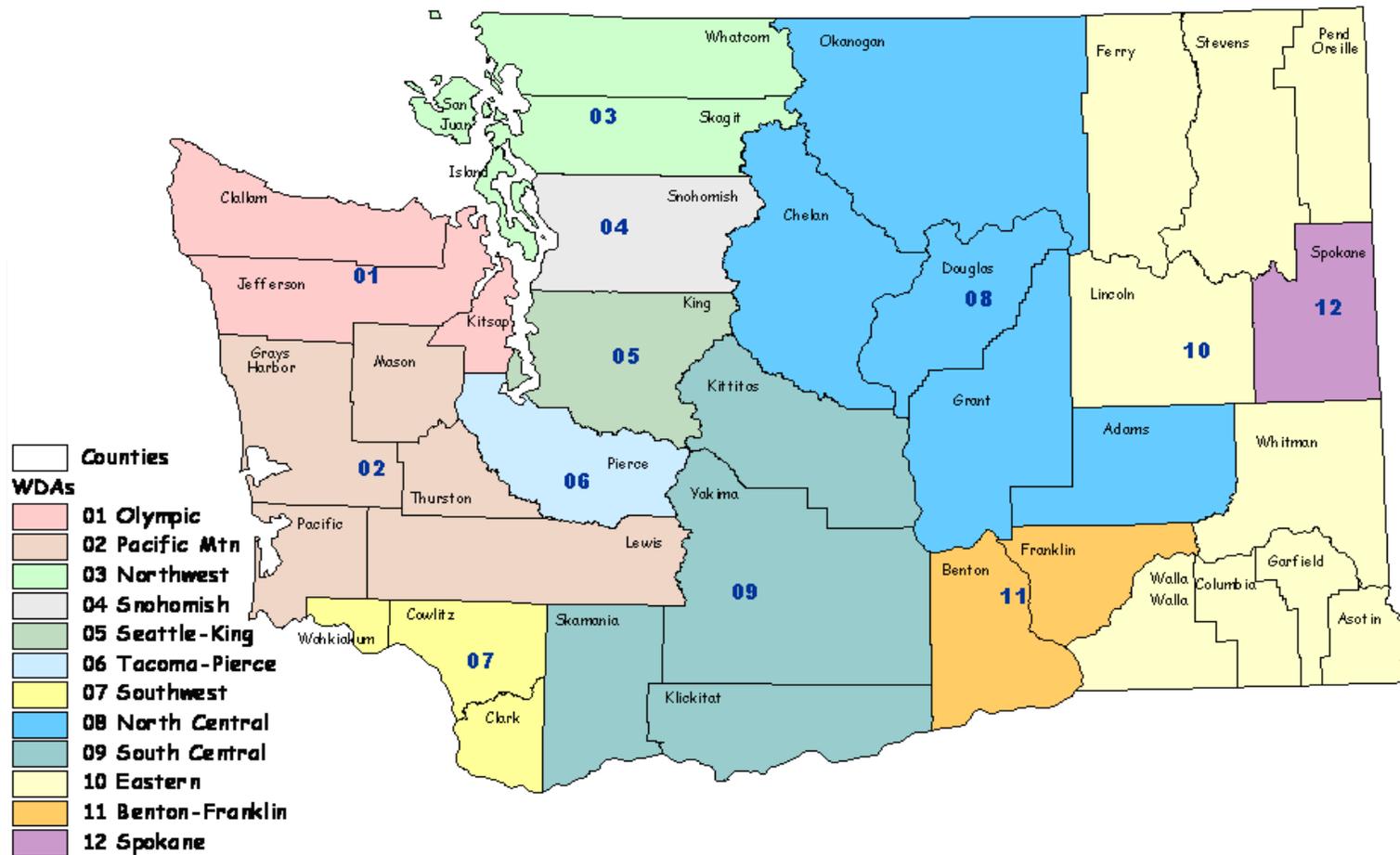


# Workforce Development Areas



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

**BEN-FRANK**

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	700	12%	1,400	24%	400	7%	3,300	57%
<b>b) Hired a less qualified</b>	1,300	23%	700	11%	500	8%	3,300	57%
<b>c) Outsourced the work/service</b>	500	9%	1,300	22%	600	11%	3,300	57%
<b>d) Increased overtime for employees</b>	1,000	17%	900	17%	500	9%	3,300	57%
<b>e) Increased recruiting efforts</b>	1,900	33%	400	7%	200	4%	3,300	57%
<b>f) Increased wages to attract applicants</b>	500	9%	1,400	24%	600	10%	3,300	57%

**EASTERN**

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	1,100	19%	1,800	30%	400	7%	2,700	44%
<b>b) Hired a less qualified</b>	2,300	39%	800	13%	200	4%	2,700	44%
<b>c) Outsourced the work/service</b>	600	10%	2,300	39%	400	7%	2,700	44%
<b>d) Increased overtime for employees</b>	2,200	37%	900	15%	300	4%	2,700	44%
<b>e) Increased recruiting efforts</b>	2,300	38%	500	8%	600	10%	2,700	44%
<b>f) Increased wages to attract applicants</b>	1,300	22%	1,600	27%	400	7%	2,700	44%

**KING**

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	13,700	19%	19,700	28%	2,800	4%	35,300	49%
<b>b) Hired a less qualified</b>	10,200	14%	20,300	28%	5,800	8%	35,300	49%
<b>c) Outsourced the work/service</b>	8,200	12%	24,100	34%	3,900	5%	35,300	49%
<b>d) Increased overtime for employees</b>	18,700	26%	15,400	22%	2,100	3%	35,300	49%
<b>e) Increased recruiting efforts</b>	30,700	43%	4,600	6%	1,000	1%	35,300	49%
<b>f) Increased wages to attract applicants</b>	13,600	19%	18,900	26%	3,800	5%	35,300	49%

## N-CENTRAL

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	2,200	26%	2,500	29%	900	11%	2,900	34%
<b>b) Hired a less qualified</b>	3,700	44%	1,600	19%	300	4%	2,900	34%
<b>c) Outsourced the work/service</b>	1,400	17%	2,700	32%	1,400	17%	2,900	34%
<b>d) Increased overtime for employees</b>	2,600	31%	2,400	29%	500	6%	2,900	34%
<b>e) Increased recruiting efforts</b>	4,500	53%	400	4%	700	8%	2,900	34%
<b>f) Increased wages to attract applicants</b>	1,900	22%	2,900	34%	800	10%	2,900	34%

## NORTHWEST

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	3,500	24%	4,600	32%	1,400	10%	4,900	34%
<b>b) Hired a less qualified</b>	5,000	34%	3,800	26%	800	6%	4,900	34%
<b>c) Outsourced the work/service</b>	1,400	10%	6,400	44%	1,800	13%	4,900	34%
<b>d) Increased overtime for employees</b>	4,300	30%	3,700	26%	1,500	10%	4,900	34%
<b>e) Increased recruiting efforts</b>	7,100	49%	1,000	7%	1,500	10%	4,900	34%
<b>f) Increased wages to attract applicants</b>	4,700	33%	2,800	19%	2,000	14%	4,900	34%

## OLYMPIC

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	2,900	25%	1,900	17%	1,300	11%	5,400	47%
<b>b) Hired a less qualified</b>	2,400	21%	2,700	24%	900	8%	5,400	47%
<b>c) Outsourced the work/service</b>	1,100	10%	4,000	35%	1,000	8%	5,400	47%
<b>d) Increased overtime for employees</b>	3,200	28%	2,200	19%	600	6%	5,400	47%
<b>e) Increased recruiting efforts</b>	3,800	33%	1,200	10%	1,100	10%	5,400	47%
<b>f) Increased wages to attract applicants</b>	1,100	10%	3,000	26%	1,900	17%	5,400	47%

## PAC-MNTN

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	900	6%	4,000	25%	700	5%	10,200	64%
<b>b) Hired a less qualified</b>	4,000	25%	1,300	8%	300	2%	10,200	64%
<b>c) Outsourced the work/service</b>	600	4%	4,200	26%	900	6%	10,200	64%
<b>d) Increased overtime for employees</b>	1,900	12%	3,100	19%	700	4%	10,200	64%
<b>e) Increased recruiting efforts</b>	4,800	30%	600	4%	200	2%	10,200	64%
<b>f) Increased wages to attract applicants</b>	1,200	8%	3,700	23%	700	4%	10,200	64%

## PIERCE

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	5,100	25%	4,300	21%	900	4%	10,500	51%
<b>b) Hired a less qualified</b>	6,400	31%	3,300	16%	500	3%	10,500	51%
<b>c) Outsourced the work/service</b>	1,800	8%	7,000	34%	1,500	7%	10,500	51%
<b>d) Increased overtime for employees</b>	4,600	22%	4,600	22%	1,000	5%	10,500	51%
<b>e) Increased recruiting efforts</b>	7,700	37%	2,200	11%	400	2%	10,500	51%
<b>f) Increased wages to attract applicants</b>	2,900	14%	6,600	32%	700	3%	10,500	51%

## S-CENTRAL

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	1,700	19%	1,700	19%	1,600	18%	3,900	44%
<b>b) Hired a less qualified</b>	2,600	29%	700	8%	1,800	20%	3,900	44%
<b>c) Outsourced the work/service</b>	1,000	11%	2,300	25%	1,800	20%	3,900	44%
<b>d) Increased overtime for employees</b>	2,800	31%	1,600	17%	700	8%	3,900	44%
<b>e) Increased recruiting efforts</b>	4,000	44%	400	5%	700	7%	3,900	44%
<b>f) Increased wages to attract applicants</b>	1,500	17%	1,800	20%	1,700	19%	3,900	44%

## SNOHOMISH

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	3,000	18%	3,700	23%	1,300	8%	8,300	51%
<b>b) Hired a less qualified</b>	3,900	24%	3,200	19%	900	6%	8,300	51%
<b>c) Outsourced the work/service</b>	1,300	8%	4,800	29%	1,900	12%	8,300	51%
<b>d) Increased overtime for employees</b>	5,400	33%	1,700	10%	900	5%	8,300	51%
<b>e) Increased recruiting efforts</b>	6,000	37%	800	5%	1,100	7%	8,300	51%
<b>f) Increased wages to attract applicants</b>	2,900	18%	3,300	21%	1,700	10%	8,300	51%

## SOUTHWEST

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	2,400	16%	2,900	20%	1,000	7%	8,200	56%
<b>b) Hired a less qualified</b>	3,400	23%	2,000	14%	900	6%	8,200	56%
<b>c) Outsourced the work/service</b>	1,100	7%	4,200	29%	1,100	7%	8,200	56%
<b>d) Increased overtime for employees</b>	1,700	12%	3,600	25%	1,000	7%	8,200	56%
<b>e) Increased recruiting efforts</b>	3,800	26%	1,900	13%	600	4%	8,200	56%
<b>f) Increased wages to attract applicants</b>	800	6%	4,500	31%	1,000	7%	8,200	56%

## SPOKANE

<b>Q3: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Did not fill the opening</b>	1,500	10%	5,200	35%	2,600	18%	5,400	37%
<b>b) Hired a less qualified</b>	6,200	43%	1,900	13%	1,100	7%	5,400	37%
<b>c) Outsourced the work/service</b>	800	5%	5,300	36%	3,100	21%	5,400	37%
<b>d) Increased overtime for employees</b>	5,400	37%	2,200	15%	1,600	11%	5,400	37%
<b>e) Increased recruiting efforts</b>	5,900	41%	1,700	12%	1,600	11%	5,400	37%
<b>f) Increased wages to attract applicants</b>	3,300	23%	4,300	30%	1,600	11%	5,400	37%

*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?*

## BEN-FRANK

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	2%	90	13%	700	29%	1,600	57%	3,300
<b>High school diploma or GED</b>	6%	400	24%	1,400	12%	700	57%	3,300
<b>Some college course work</b>	11%	600	14%	800	18%	1,000	57%	3,300
<b>Vocational certificate</b>	12%	700	7%	400	24%	1,400	57%	3,300
<b>Vocational associate's degree</b>	7%	400	9%	500	28%	1,600	57%	3,300
<b>Academic associate's degree</b>	9%	500	7%	400	27%	1,600	57%	3,300
<b>Baccalaureate degree</b>	12%	700	10%	600	21%	1,200	57%	3,300
<b>Master's degree</b>	5%	300	7%	400	30%	1,700	57%	3,300
<b>Doctoral or professional degree</b>	5%	300	5%	300	33%	1,900	57%	3,300

## EASTERN

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	14%	800	17%	1,000	25%	1,500	44%	2,700
<b>High school diploma or GED</b>	20%	1,200	28%	1,700	8%	500	44%	2,700
<b>Some college course work</b>	21%	1,200	13%	800	22%	1,300	44%	2,700
<b>Vocational certificate</b>	26%	1,500	5%	300	25%	1,500	44%	2,700
<b>Vocational associate's degree</b>	19%	1,200	6%	400	30%	1,800	44%	2,700
<b>Academic associate's degree</b>	22%	1,300	4%	200	30%	1,800	44%	2,700
<b>Baccalaureate degree</b>	20%	1,200	5%	300	30%	1,800	44%	2,700
<b>Master's degree</b>	11%	700	5%	300	40%	2,400	44%	2,700
<b>Doctoral or professional degree</b>	7%	400	2%	100	47%	2,800	44%	2,700

## KING

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	6%	4,100	8%	5,800	37%	26,400	49%	35,300
<b>High school diploma or GED</b>	10%	7,400	31%	22,000	10%	6,800	49%	35,300
<b>Some college course work</b>	30%	21,200	6%	4,000	15%	11,000	49%	35,300
<b>Vocational certificate</b>	21%	15,100	4%	2,800	26%	18,300	49%	35,300
<b>Vocational associate's degree</b>	18%	12,600	7%	4,900	26%	18,800	49%	35,300
<b>Academic associate's degree</b>	8%	6,000	14%	10,000	28%	20,200	49%	35,300
<b>Baccalaureate degree</b>	10%	7,400	10%	7,400	30%	21,400	49%	35,300
<b>Master's degree</b>	5%	3,400	8%	5,700	38%	27,100	49%	35,300
<b>Doctoral or professional degree</b>	5%	3,500	0%	200	46%	32,600	49%	35,300

## N-CENTRAL

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	15%	1,300	28%	2,400	22%	1,900	34%	2,900
<b>High school diploma or GED</b>	13%	1,100	36%	3,000	17%	1,400	34%	2,900
<b>Some college course work</b>	26%	2,200	16%	1,400	23%	2,000	34%	2,900
<b>Vocational certificate</b>	20%	1,700	15%	1,300	31%	2,600	34%	2,900
<b>Vocational associate's degree</b>	14%	1,200	18%	1,600	34%	2,800	34%	2,900
<b>Academic associate's degree</b>	13%	1,100	18%	1,500	35%	3,000	34%	2,900
<b>Baccalaureate degree</b>	23%	2,000	7%	600	35%	3,000	34%	2,900
<b>Master's degree</b>	18%	1,500	7%	600	42%	3,500	34%	2,900
<b>Doctoral or professional degree</b>	13%	1,100	8%	700	45%	3,800	34%	2,900

## NORTHWEST

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	4%	600	36%	5,300	26%	3,700	34%	4,900
<b>High school diploma or GED</b>	15%	2,200	37%	5,300	14%	2,000	34%	4,900
<b>Some college course work</b>	17%	2,500	15%	2,200	33%	4,800	34%	4,900
<b>Vocational certificate</b>	20%	2,900	15%	2,200	31%	4,400	34%	4,900
<b>Vocational associate's degree</b>	17%	2,500	14%	2,000	35%	5,000	34%	4,900
<b>Academic associate's degree</b>	18%	2,500	11%	1,500	38%	5,500	34%	4,900
<b>Baccalaureate degree</b>	17%	2,400	12%	1,700	38%	5,400	34%	4,900
<b>Master's degree</b>	8%	1,200	11%	1,500	47%	6,800	34%	4,900
<b>Doctoral or professional degree</b>	4%	600	10%	1,400	52%	7,600	34%	4,900

## OLYMPIC

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	8%	900	12%	1,400	33%	3,800	47%	5,400
<b>High school diploma or GED</b>	20%	2,300	27%	3,100	6%	600	47%	5,400
<b>Some college course work</b>	19%	2,100	21%	2,400	14%	1,600	47%	5,400
<b>Vocational certificate</b>	17%	1,900	18%	2,100	18%	2,000	47%	5,400
<b>Vocational associate's degree</b>	12%	1,400	12%	1,400	28%	3,200	47%	5,400
<b>Academic associate's degree</b>	18%	2,100	13%	1,400	22%	2,500	47%	5,400
<b>Baccalaureate degree</b>	22%	2,600	8%	900	23%	2,600	47%	5,400
<b>Master's degree</b>	11%	1,300	5%	600	37%	4,200	47%	5,400
<b>Doctoral or professional degree</b>	5%	500	5%	600	43%	5,000	47%	5,400

## PAC-MNTN

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	9%	1,400	10%	1,600	17%	2,700	64%	10,200
<b>High school diploma or GED</b>	14%	2,200	15%	2,400	6%	1,000	64%	10,200
<b>Some college course work</b>	15%	2,400	8%	1,200	13%	2,100	64%	10,200
<b>Vocational certificate</b>	15%	2,400	5%	800	15%	2,400	64%	10,200
<b>Vocational associate's degree</b>	16%	2,500	3%	500	17%	2,700	64%	10,200
<b>Academic associate's degree</b>	16%	2,500	3%	500	17%	2,600	64%	10,200
<b>Baccalaureate degree</b>	14%	2,300	3%	500	18%	2,900	64%	10,200
<b>Master's degree</b>	12%	1,900	1%	200	22%	3,500	64%	10,200
<b>Doctoral or professional degree</b>	11%	1,800	1%	200	23%	3,700	64%	10,200

## PIERCE

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	4%	700	22%	4,600	23%	4,900	51%	10,500
<b>High school diploma or GED</b>	11%	2,200	23%	4,700	16%	3,300	51%	10,500
<b>Some college course work</b>	17%	3,600	12%	2,400	20%	4,200	51%	10,500
<b>Vocational certificate</b>	13%	2,800	7%	1,500	29%	5,900	51%	10,500
<b>Vocational associate's degree</b>	11%	2,200	9%	1,800	30%	6,200	51%	10,500
<b>Academic associate's degree</b>	6%	1,200	9%	1,800	35%	7,300	51%	10,500
<b>Baccalaureate degree</b>	11%	2,300	5%	900	34%	7,000	51%	10,500
<b>Master's degree</b>	9%	1,800	4%	800	37%	7,700	51%	10,500
<b>Doctoral or professional degree</b>	6%	1,200	4%	800	40%	8,300	51%	10,500

## S-CENTRAL

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	7%	600	14%	1,300	35%	3,100	44%	3,900
<b>High school diploma or GED</b>	16%	1,400	26%	2,300	14%	1,300	44%	3,900
<b>Some college course work</b>	17%	1,600	14%	1,300	25%	2,200	44%	3,900
<b>Vocational certificate</b>	23%	2,100	4%	400	29%	2,600	44%	3,900
<b>Vocational associate's degree</b>	16%	1,500	4%	400	36%	3,200	44%	3,900
<b>Academic associate's degree</b>	14%	1,200	9%	800	33%	3,000	44%	3,900
<b>Baccalaureate degree</b>	21%	1,900	7%	700	28%	2,500	44%	3,900
<b>Master's degree</b>	16%	1,500	4%	300	36%	3,300	44%	3,900
<b>Doctoral or professional degree</b>	12%	1,100	2%	100	43%	3,800	44%	3,900

## SNOHOMISH

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	20%	3,200	8%	1,400	21%	3,300	51%	8,300
<b>High school diploma or GED</b>	18%	2,800	15%	2,500	16%	2,600	51%	8,300
<b>Some college course work</b>	22%	3,600	4%	600	23%	3,700	51%	8,300
<b>Vocational certificate</b>	23%	3,800	4%	600	22%	3,500	51%	8,300
<b>Vocational associate's degree</b>	10%	1,600	3%	400	37%	6,000	51%	8,300
<b>Academic associate's degree</b>	8%	1,300	4%	600	37%	6,000	51%	8,300
<b>Baccalaureate degree</b>	8%	1,400	4%	700	37%	5,900	51%	8,300
<b>Master's degree</b>	6%	1,000	3%	500	40%	6,500	51%	8,300
<b>Doctoral or professional degree</b>	4%	700	2%	300	43%	6,900	51%	8,300

## SOUTHWEST

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	6%	900	15%	2,200	23%	3,300	56%	8,200
<b>High school diploma or GED</b>	6%	900	22%	3,200	15%	2,200	56%	8,200
<b>Some college course work</b>	3%	400	17%	2,500	24%	3,400	56%	8,200
<b>Vocational certificate</b>	7%	1,000	9%	1,300	28%	4,100	56%	8,200
<b>Vocational associate's degree</b>	5%	700	6%	800	33%	4,800	56%	8,200
<b>Academic associate's degree</b>	2%	300	11%	1,600	31%	4,400	56%	8,200
<b>Baccalaureate degree</b>	5%	700	10%	1,400	29%	4,200	56%	8,200
<b>Master's degree</b>	3%	500	8%	1,200	32%	4,700	56%	8,200
<b>Doctoral or professional degree</b>	3%	400	4%	600	37%	5,300	56%	8,200

## SPOKANE

<b>Q5: All Employers</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Neither a high school diploma or GED</b>	12%	1,800	22%	3,200	29%	4,300	37%	5,400
<b>High school diploma or GED</b>	24%	3,600	23%	3,400	15%	2,300	37%	5,400
<b>Some college course work</b>	24%	3,500	16%	2,300	24%	3,400	37%	5,400
<b>Vocational certificate</b>	16%	2,300	14%	2,100	33%	4,900	37%	5,400
<b>Vocational associate's degree</b>	12%	1,700	13%	1,900	38%	5,600	37%	5,400
<b>Academic associate's degree</b>	11%	1,500	14%	2,000	39%	5,700	37%	5,400
<b>Baccalaureate degree</b>	12%	1,800	10%	1,500	41%	6,000	37%	5,400
<b>Master's degree</b>	11%	1,600	8%	1,100	45%	6,500	37%	5,400
<b>Doctoral or professional degree</b>	5%	700	5%	800	53%	7,700	37%	5,400

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

<b>Q6: Among all employers in BENTON-FRANKLIN WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
a) Reading skills	7%	400	30%	1,700	7%	400	57%	3,300
b) Writing skills	14%	800	22%	1,200	7%	400	57%	3,300
c) Math Skills	16%	900	16%	900	11%	600	57%	3,300
d) English as a Second Language skills	10%	600	17%	1,000	17%	900	57%	3,300
e) Occupation-specific skills	34%	1,900	5%	300	4%	200	57%	3,300
f) Computer skills	26%	1,500	12%	700	5%	300	57%	3,300
g) Teamwork skills	24%	1,400	14%	800	5%	300	57%	3,300
h) Problem solving or critical thinking skills	30%	1,700	7%	400	5%	300	57%	3,300
i) Communication skills	25%	1,400	13%	700	5%	300	57%	3,300
j) Positive work habits and attitudes	26%	1,500	12%	700	5%	300	57%	3,300
k) Ability to accept supervision	24%	1,400	14%	800	5%	300	57%	3,300
l) Ability to adapt to changes in duties and responsibilities	28%	1,600	10%	600	5%	300	57%	3,300

<b>Q6: Among all employers in EASTERN WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
a) Reading skills	22%	1,300	29%	1,700	5%	300	44%	2,700
b) Writing skills	30%	1,800	20%	1,200	5%	300	44%	2,700
c) Math Skills	35%	2,100	14%	800	7%	400	44%	2,700
d) English as a Second Language skills	13%	800	19%	1,200	23%	1,400	44%	2,700
e) Occupation-specific skills	45%	2,700	5%	300	5%	300	44%	2,700
f) Computer skills	42%	2,500	7%	400	7%	400	44%	2,700
g) Teamwork skills	43%	2,600	9%	500	3%	200	44%	2,700
h) Problem solving or critical thinking skills	47%	2,800	5%	300	4%	300	44%	2,700
i) Communication skills	50%	3,000	4%	300	1%	90	44%	2,700
j) Positive work habits and attitudes	43%	2,600	12%	700	1%	70	44%	2,700
k) Ability to accept supervision	37%	2,200	17%	1,000	2%	100	44%	2,700
l) Ability to adapt to changes in duties and responsibilities	44%	2,600	10%	600	2%	100	44%	2,700

<b>Q6: Among all employers in SEATTLE-KING WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	14%	10,000	35%	24,900	2%	1,300	49%	35,300
<b>b) Writing skills</b>	17%	12,200	31%	22,200	3%	1,900	49%	35,300
<b>c) Math Skills</b>	28%	19,700	20%	14,500	3%	2,000	49%	35,300
<b>d) English as a Second Language skills</b>	22%	15,400	8%	5,600	21%	15,200	49%	35,300
<b>e) Occupation-specific skills</b>	46%	32,600	2%	1,600	3%	2,000	49%	35,300
<b>f) Computer skills</b>	17%	12,000	17%	12,400	16%	11,800	49%	35,300
<b>g) Teamwork skills</b>	35%	25,200	13%	9,600	2%	1,500	49%	35,300
<b>h) Problem solving or critical thinking skills</b>	45%	32,100	5%	3,700	1%	500	49%	35,300
<b>i) Communication skills</b>	26%	18,600	24%	17,300	0%	300	49%	35,300
<b>j) Positive work habits and attitudes</b>	28%	19,800	22%	16,000	1%	400	49%	35,300
<b>k) Ability to accept supervision</b>	28%	20,300	22%	15,500	1%	400	49%	35,300
<b>l) Ability to adapt to changes in duties and responsibilities</b>	28%	20,300	22%	15,500	1%	400	49%	35,300

<b>Q6: Among all employers in NORTH CENTRAL WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	28%	2,400	30%	2,500	8%	600	34%	2,900
<b>b) Writing skills</b>	38%	3,200	21%	1,800	7%	600	34%	2,900
<b>c) Math Skills</b>	47%	4,000	14%	1,200	5%	500	34%	2,900
<b>d) English as a Second Language skills</b>	24%	2,100	26%	2,200	16%	1,300	34%	2,900
<b>e) Occupation-specific skills</b>	50%	4,300	8%	700	7%	600	34%	2,900
<b>f) Computer skills</b>	39%	3,300	9%	800	18%	1,500	34%	2,900
<b>g) Teamwork skills</b>	40%	3,400	19%	1,600	7%	600	34%	2,900
<b>h) Problem solving or critical thinking skills</b>	45%	3,800	9%	800	12%	1,000	34%	2,900
<b>i) Communication skills</b>	49%	4,100	13%	1,100	4%	400	34%	2,900
<b>j) Positive work habits and attitudes</b>	54%	4,600	9%	700	3%	300	34%	2,900
<b>k) Ability to accept supervision</b>	43%	3,600	20%	1,700	4%	300	34%	2,900
<b>l) Ability to adapt to changes in duties and responsibilities</b>	49%	4,200	11%	1,000	6%	500	34%	2,900

<b>Q6: Among all employers in NORTHWEST WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	7%	1,000	53%	7,700	6%	800	34%	4,900
<b>b) Writing skills</b>	26%	3,700	33%	4,800	7%	1,100	34%	4,900
<b>c) Math Skills</b>	22%	3,200	36%	5,100	8%	1,200	34%	4,900
<b>d) English as a Second Language skills</b>	17%	2,400	33%	4,800	16%	2,300	34%	4,900
<b>e) Occupation-specific skills</b>	58%	8,400	4%	700	3%	500	34%	4,900
<b>f) Computer skills</b>	17%	2,500	25%	3,600	24%	3,500	34%	4,900
<b>g) Teamwork skills</b>	48%	7,000	11%	1,600	6%	900	34%	4,900
<b>h) Problem solving or critical thinking skills</b>	47%	6,800	11%	1,600	8%	1,100	34%	4,900
<b>i) Communication skills</b>	45%	6,500	13%	1,800	8%	1,200	34%	4,900
<b>j) Positive work habits and attitudes</b>	51%	7,400	11%	1,700	3%	500	34%	4,900
<b>k) Ability to accept supervision</b>	21%	3,000	41%	5,900	5%	700	34%	4,900
<b>l) Ability to adapt to changes in duties and responsibilities</b>	43%	6,200	19%	2,800	4%	500	34%	4,900

<b>Q6: Among all employers in OLYMPIC WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	11%	1,300	31%	3,600	10%	1,200	47%	5,400
<b>b) Writing skills</b>	24%	2,800	19%	2,200	9%	1,100	47%	5,400
<b>c) Math Skills</b>	17%	1,900	26%	2,900	10%	1,200	47%	5,400
<b>d) English as a Second Language skills</b>	5%	600	15%	1,800	32%	3,700	47%	5,400
<b>e) Occupation-specific skills</b>	47%	5,300	2%	200	5%	500	47%	5,400
<b>f) Computer skills</b>	24%	2,800	17%	1,900	12%	1,300	47%	5,400
<b>g) Teamwork skills</b>	37%	4,200	13%	1,500	3%	300	47%	5,400
<b>h) Problem solving or critical thinking skills</b>	40%	4,600	11%	1,200	2%	200	47%	5,400
<b>i) Communication skills</b>	42%	4,800	9%	1,100	2%	200	47%	5,400
<b>j) Positive work habits and attitudes</b>	47%	5,400	4%	500	2%	200	47%	5,400
<b>k) Ability to accept supervision</b>	34%	3,900	17%	1,900	2%	200	47%	5,400
<b>l) Ability to adapt to changes in duties and responsibilities</b>	43%	5,000	9%	1,000	1%	100	47%	5,400

<b>Q6: Among all employers in PACIFIC-MOUNTAIN WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	15%	2,300	19%	2,900	2%	400	64%	10,200
<b>b) Writing skills</b>	19%	2,900	15%	2,400	2%	300	64%	10,200
<b>c) Math Skills</b>	18%	2,900	11%	1,700	7%	1,100	64%	10,200
<b>d) English as a Second Language skills</b>	15%	2,400	11%	1,700	10%	1,600	64%	10,200
<b>e) Occupation-specific skills</b>	19%	3,000	14%	2,300	2%	400	64%	10,200
<b>f) Computer skills</b>	20%	3,200	8%	1,200	8%	1,200	64%	10,200
<b>g) Teamwork skills</b>	26%	4,100	7%	1,100	3%	500	64%	10,200
<b>h) Problem solving or critical thinking skills</b>	30%	4,700	4%	700	2%	200	64%	10,200
<b>i) Communication skills</b>	29%	4,500	6%	1,000	1%	100	64%	10,200
<b>j) Positive work habits and attitudes</b>	33%	5,300	2%	300	1%	100	64%	10,200
<b>k) Ability to accept supervision</b>	30%	4,800	4%	600	2%	200	64%	10,200
<b>l) Ability to adapt to changes in duties and responsibilities</b>	30%	4,700	5%	800	1%	200	64%	10,200

<b>Q6: Among all employers in PIERCE WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	15%	3,100	23%	4,800	12%	2,400	51%	10,500
<b>b) Writing skills</b>	18%	3,800	22%	4,500	10%	2,000	51%	10,500
<b>c) Math Skills</b>	21%	4,400	17%	3,600	11%	2,200	51%	10,500
<b>d) English as a Second Language skills</b>	16%	3,400	14%	2,800	20%	4,100	51%	10,500
<b>e) Occupation-specific skills</b>	32%	6,600	9%	1,900	9%	1,800	51%	10,500
<b>f) Computer skills</b>	13%	2,700	23%	4,800	13%	2,700	51%	10,500
<b>g) Teamwork skills</b>	35%	7,300	8%	1,700	6%	1,300	51%	10,500
<b>h) Problem solving or critical thinking skills</b>	42%	8,700	3%	600	5%	1,000	51%	10,500
<b>i) Communication skills</b>	38%	7,800	7%	1,400	5%	1,000	51%	10,500
<b>j) Positive work habits and attitudes</b>	38%	7,800	7%	1,500	5%	1,000	51%	10,500
<b>k) Ability to accept supervision</b>	30%	6,200	9%	1,900	10%	2,200	51%	10,500
<b>l) Ability to adapt to changes in duties and responsibilities</b>	31%	6,500	8%	1,600	10%	2,200	51%	10,500

<b>Q6: Among all employers in SOUTH CENTRAL WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	19%	1,700	27%	2,400	11%	1,000	44%	3,900
<b>b) Writing skills</b>	28%	2,500	16%	1,400	13%	1,100	44%	3,900
<b>c) Math Skills</b>	33%	3,000	10%	900	13%	1,200	44%	3,900
<b>d) English as a Second Language skills</b>	33%	3,000	9%	800	14%	1,300	44%	3,900
<b>e) Occupation-specific skills</b>	41%	3,700	4%	300	12%	1,100	44%	3,900
<b>f) Computer skills</b>	21%	1,900	10%	900	25%	2,300	44%	3,900
<b>g) Teamwork skills</b>	34%	3,100	12%	1,100	10%	900	44%	3,900
<b>h) Problem solving or critical thinking skills</b>	41%	3,700	6%	500	9%	800	44%	3,900
<b>i) Communication skills</b>	44%	3,900	5%	400	8%	700	44%	3,900
<b>j) Positive work habits and attitudes</b>	37%	3,300	12%	1,100	8%	700	44%	3,900
<b>k) Ability to accept supervision</b>	33%	3,000	15%	1,400	8%	700	44%	3,900
<b>l) Ability to adapt to changes in duties and responsibilities</b>	34%	3,100	14%	1,300	8%	700	44%	3,900

<b>Q6: Among all employers in SNOHOMISH WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	17%	2,800	28%	4,500	4%	600	51%	8,300
<b>b) Writing skills</b>	26%	4,200	19%	3,100	4%	600	51%	8,300
<b>c) Math Skills</b>	29%	4,700	12%	1,900	8%	1,300	51%	8,300
<b>d) English as a Second Language skills</b>	24%	3,900	13%	2,100	12%	2,000	51%	8,300
<b>e) Occupation-specific skills</b>	43%	7,000	2%	400	4%	600	51%	8,300
<b>f) Computer skills</b>	22%	3,600	10%	1,700	17%	2,700	51%	8,300
<b>g) Teamwork skills</b>	25%	4,000	19%	3,100	5%	800	51%	8,300
<b>h) Problem solving or critical thinking skills</b>	35%	5,600	11%	1,800	3%	500	51%	8,300
<b>i) Communication skills</b>	37%	6,000	11%	1,800	1%	200	51%	8,300
<b>j) Positive work habits and attitudes</b>	36%	5,800	13%	2,100	1%	100	51%	8,300
<b>k) Ability to accept supervision</b>	33%	5,400	14%	2,200	2%	400	51%	8,300
<b>l) Ability to adapt to changes in duties and responsibilities</b>	36%	5,800	11%	1,800	2%	300	51%	8,300

<b>Q6: Among all employers in SOUTHWEST WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	3%	500	32%	4,700	8%	1,100	56%	8,200
<b>b) Writing skills</b>	6%	900	31%	4,400	7%	1,000	56%	8,200
<b>c) Math Skills</b>	11%	1,500	25%	3,600	8%	1,100	56%	8,200
<b>d) English as a Second Language skills</b>	8%	1,200	20%	2,900	15%	2,200	56%	8,200
<b>e) Occupation-specific skills</b>	24%	3,500	13%	1,800	7%	1,000	56%	8,200
<b>f) Computer skills</b>	11%	1,600	20%	2,900	12%	1,800	56%	8,200
<b>g) Teamwork skills</b>	13%	1,900	23%	3,300	8%	1,100	56%	8,200
<b>h) Problem solving or critical thinking skills</b>	19%	2,800	16%	2,400	8%	1,100	56%	8,200
<b>i) Communication skills</b>	17%	2,400	20%	2,900	7%	1,000	56%	8,200
<b>j) Positive work habits and attitudes</b>	24%	3,500	12%	1,800	7%	1,000	56%	8,200
<b>k) Ability to accept supervision</b>	14%	2,100	22%	3,200	7%	1,100	56%	8,200
<b>l) Ability to adapt to changes in duties and responsibilities</b>	17%	2,400	19%	2,800	8%	1,100	56%	8,200

<b>Q6: Among all employers in SPOKANE WDA</b>	<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Reading skills</b>	20%	3,000	37%	5,400	6%	900	37%	5,400
<b>b) Writing skills</b>	24%	3,500	31%	4,600	8%	1,200	37%	5,400
<b>c) Math Skills</b>	30%	4,400	22%	3,300	11%	1,600	37%	5,400
<b>d) English as a Second Language skills</b>	15%	2,200	15%	2,200	33%	4,800	37%	5,400
<b>e) Occupation-specific skills</b>	53%	7,800	2%	400	8%	1,100	37%	5,400
<b>f) Computer skills</b>	29%	4,200	18%	2,600	17%	2,500	37%	5,400
<b>g) Teamwork skills</b>	35%	5,100	20%	3,000	8%	1,100	37%	5,400
<b>h) Problem solving or critical thinking skills</b>	50%	7,300	5%	700	8%	1,200	37%	5,400
<b>i) Communication skills</b>	51%	7,500	6%	900	6%	900	37%	5,400
<b>j) Positive work habits and attitudes</b>	53%	7,700	4%	600	6%	900	37%	5,400
<b>k) Ability to accept supervision</b>	38%	5,600	18%	2,700	7%	1,000	37%	5,400
<b>l) Ability to adapt to changes in duties and responsibilities</b>	47%	6,900	9%	1,300	7%	1,100	37%	5,400

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

BEN-FRANK

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
a) Lowered overall productivity	1,400	24%	900	16%	200	3%	3,300	57%
b) Reduced product or service quality	1,000	18%	1,200	22%	200	3%	3,300	57%
c) Reduced production output or sales	1,400	24%	900	16%	200	3%	3,300	57%
d) Prevented firm from expanding its facilities	600	10%	1,600	29%	200	4%	3,300	57%
e) Prevented firm from developing new products/services	700	12%	1,300	24%	400	7%	3,300	57%
f) Caused firm to move some operations out of Washington	20	0%	2,200	38%	300	5%	3,300	57%

EASTERN

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
a) Lowered overall productivity	2,200	36%	1,000	17%	100	2%	2,700	44%
b) Reduced product or service quality	1,900	31%	1,200	20%	300	5%	2,700	44%
c) Reduced production output or sales	1,600	27%	1,100	18%	600	11%	2,700	44%
d) Prevented firm from expanding its facilities	1,100	18%	1,500	25%	700	12%	2,700	44%
e) Prevented firm from developing new products/services	800	14%	1,800	30%	700	12%	2,700	44%
f) Caused firm to move some operations out of Washington	40	1%	2,500	41%	800	14%	2,700	44%

KING

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
a) Lowered overall productivity	23,100	32%	11,300	16%	1,800	3%	35,300	49%
b) Reduced product or service quality	11,500	16%	21,800	30%	3,000	4%	35,300	49%
c) Reduced production output or sales	24,100	34%	11,100	15%	1,100	2%	35,300	49%
d) Prevented firm from expanding its facilities	7,900	11%	22,800	32%	5,600	8%	35,300	49%
e) Prevented firm from developing new products/services	8,000	11%	22,600	32%	5,600	8%	35,300	49%
f) Caused firm to move some operations out of Washington	1,500	2%	25,200	35%	9,600	13%	35,300	49%

## N-CENTRAL

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	3,600	42%	1,900	22%	200	2%	2,900	34%
<b>b) Reduced product or service quality</b>	2,800	33%	2,300	27%	500	6%	2,900	34%
<b>c) Reduced production output or sales</b>	3,000	35%	1,700	20%	900	10%	2,900	34%
<b>d) Prevented firm from expanding its facilities</b>	1,700	20%	2,900	34%	1,000	12%	2,900	34%
<b>e) Prevented firm from developing new products/services</b>	1,900	22%	2,700	32%	1,000	12%	2,900	34%
<b>f) Caused firm to move some operations out of Washington</b>	90	1%	4,500	53%	1,000	12%	2,900	34%

## NORTHWEST

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	4,500	31%	3,600	25%	1,400	10%	4,900	34%
<b>b) Reduced product or service quality</b>	5,400	37%	3,400	23%	800	5%	4,900	34%
<b>c) Reduced production output or sales</b>	3,500	24%	4,000	28%	2,100	14%	4,900	34%
<b>d) Prevented firm from expanding its facilities</b>	2,200	15%	6,100	42%	1,300	9%	4,900	34%
<b>e) Prevented firm from developing new products/services</b>	2,100	15%	5,300	36%	2,200	15%	4,900	34%
<b>f) Caused firm to move some operations out of Washington</b>	60	0%	8,400	58%	1,100	8%	4,900	34%

## OLYMPIC

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	4,700	41%	1,000	9%	300	2%	5,400	47%
<b>b) Reduced product or service quality</b>	2,900	25%	2,900	25%	300	2%	5,400	47%
<b>c) Reduced production output or sales</b>	2,900	25%	2,900	25%	300	3%	5,400	47%
<b>d) Prevented firm from expanding its facilities</b>	3,100	27%	2,200	20%	700	6%	5,400	47%
<b>e) Prevented firm from developing new products/services</b>	2,300	20%	3,000	26%	700	6%	5,400	47%
<b>f) Caused firm to move some operations out of Washington</b>	600	5%	4,200	37%	1,300	11%	5,400	47%

## PAC-MNTN

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	2,400	15%	3,000	19%	200	2%	10,200	64%
<b>b) Reduced product or service quality</b>	3,300	21%	2,100	14%	200	2%	10,200	64%
<b>c) Reduced production output or sales</b>	3,000	19%	2,400	15%	200	1%	10,200	64%
<b>d) Prevented firm from expanding its facilities</b>	2,000	13%	3,400	22%	200	1%	10,200	64%
<b>e) Prevented firm from developing new products/services</b>	900	6%	4,400	28%	300	2%	10,200	64%
<b>f) Caused firm to move some operations out of Washington</b>	40	0%	5,100	32%	500	3%	10,200	64%

## PIERCE

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	7,300	35%	1,600	8%	1,300	6%	10,500	51%
<b>b) Reduced product or service quality</b>	5,800	28%	2,600	13%	1,800	9%	10,500	51%
<b>c) Reduced production output or sales</b>	6,800	33%	1,600	8%	1,800	9%	10,500	51%
<b>d) Prevented firm from expanding its facilities</b>	2,300	11%	4,500	21%	3,500	17%	10,500	51%
<b>e) Prevented firm from developing new products/services</b>	1,500	7%	4,700	23%	4,100	20%	10,500	51%
<b>f) Caused firm to move some operations out of Washington</b>	600	3%	6,200	30%	3,500	17%	10,500	51%

## S-CENTRAL

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	3,200	35%	1,400	15%	500	6%	3,900	44%
<b>b) Reduced product or service quality</b>	1,800	20%	2,700	30%	600	6%	3,900	44%
<b>c) Reduced production output or sales</b>	2,700	30%	1,800	20%	600	6%	3,900	44%
<b>d) Prevented firm from expanding its facilities</b>	1,600	18%	2,900	32%	500	6%	3,900	44%
<b>e) Prevented firm from developing new products/services</b>	1,600	17%	2,900	32%	600	7%	3,900	44%
<b>f) Caused firm to move some operations out of Washington</b>	40	0%	4,000	44%	1,000	12%	3,900	44%

## SNOHOMISH

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	4,800	30%	2,900	18%	300	2%	8,300	51%
<b>b) Reduced product or service quality</b>	3,300	20%	4,300	27%	300	2%	8,300	51%
<b>c) Reduced production output or sales</b>	3,100	19%	4,400	27%	500	3%	8,300	51%
<b>d) Prevented firm from expanding its facilities</b>	2,100	13%	5,000	31%	800	5%	8,300	51%
<b>e) Prevented firm from developing new products/services</b>	1,400	9%	5,700	35%	800	5%	8,300	51%
<b>f) Caused firm to move some operations out of Washington</b>	200	1%	6,700	41%	1,100	7%	8,300	51%

## SOUTHWEST

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	2,800	19%	2,600	18%	900	7%	8,200	56%
<b>b) Reduced product or service quality</b>	2,300	16%	3,000	21%	1,000	7%	8,200	56%
<b>c) Reduced production output or sales</b>	2,800	20%	2,400	17%	1,000	7%	8,200	56%
<b>d) Prevented firm from expanding its facilities</b>	1,500	10%	3,700	26%	1,100	8%	8,200	56%
<b>e) Prevented firm from developing new products/services</b>	900	6%	4,300	30%	1,100	8%	8,200	56%
<b>f) Caused firm to move some operations out of Washington</b>	100	1%	5,100	35%	1,200	8%	8,200	56%

## SPOKANE

<b>Q7: All Employers</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>a) Lowered overall productivity</b>	5,100	35%	3,300	22%	900	6%	5,400	37%
<b>b) Reduced product or service quality</b>	4,200	29%	4,100	28%	900	6%	5,400	37%
<b>c) Reduced production output or sales</b>	5,400	37%	2,600	18%	1,300	9%	5,400	37%
<b>d) Prevented firm from expanding its facilities</b>	2,600	18%	5,000	34%	1,600	11%	5,400	37%
<b>e) Prevented firm from developing new products/services</b>	2,900	20%	4,900	33%	1,500	10%	5,400	37%
<b>f) Caused firm to move some operations out of Washington</b>	900	6%	6,200	42%	2,100	15%	5,400	37%

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

## BEN-FRANK

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Q8a</b>	<b>Speaks so others can understand</b>	8%	500	25%	1,400	9%	500	57%	3,300
<b>Q8b</b>	<b>Listen actively</b>	20%	1,100	14%	800	9%	500	57%	3,300
<b>Q8c</b>	<b>Read with understanding</b>	10%	600	23%	1,300	9%	500	57%	3,300
<b>Q8d</b>	<b>Observe critically</b>	21%	1,200	12%	700	10%	600	57%	3,300
<b>Q8e</b>	<b>Cooperate with others</b>	15%	900	19%	1,100	9%	500	57%	3,300
<b>Q8f</b>	<b>Resolve conflict and negotiate</b>	15%	800	18%	1,000	11%	600	57%	3,300
<b>Q8g</b>	<b>Use math to solve problems and communicate</b>	12%	700	8%	400	23%	1,300	57%	3,300
<b>Q8h</b>	<b>Solve problems and make decisions</b>	22%	1,200	12%	700	9%	500	57%	3,300
<b>Q8i</b>	<b>Take responsibility for learning</b>	23%	1,300	10%	600	9%	500	57%	3,300
<b>Q8j</b>	<b>Use information and communications technology</b>	16%	900	11%	700	15%	900	57%	3,300

## EASTERN

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Q8a</b>	<b>Speaks so others can understand</b>	19%	1,100	35%	2,100	2%	100	44%	2,700
<b>Q8b</b>	<b>Listen actively</b>	26%	1,600	29%	1,700	1%	50	44%	2,700
<b>Q8c</b>	<b>Read with understanding</b>	28%	1,700	27%	1,600	1%	80	44%	2,700
<b>Q8d</b>	<b>Observe critically</b>	28%	1,700	20%	1,200	8%	500	44%	2,700
<b>Q8e</b>	<b>Cooperate with others</b>	29%	1,700	26%	1,600	1%	50	44%	2,700
<b>Q8f</b>	<b>Resolve conflict and negotiate</b>	32%	1,900	19%	1,200	5%	300	44%	2,700
<b>Q8g</b>	<b>Use math to solve problems and communicate</b>	32%	1,900	15%	900	8%	500	44%	2,700
<b>Q8h</b>	<b>Solve problems and make decisions</b>	45%	2,700	10%	600	1%	50	44%	2,700
<b>Q8i</b>	<b>Take responsibility for learning</b>	36%	2,200	18%	1,100	1%	60	44%	2,700
<b>Q8j</b>	<b>Use information and communications technology</b>	32%	1,900	20%	1,200	3%	200	44%	2,700

## KING

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Q8a</b>	<b>Speaks so others can understand</b>	21%	15,000	28%	19,900	2%	1,400	49%	35,300
<b>Q8b</b>	<b>Listen actively</b>	18%	12,600	31%	22,100	2%	1,500	49%	35,300
<b>Q8c</b>	<b>Read with understanding</b>	22%	15,900	22%	16,000	6%	4,300	49%	35,300
<b>Q8d</b>	<b>Observe critically</b>	27%	19,400	20%	14,500	3%	2,300	49%	35,300
<b>Q8e</b>	<b>Cooperate with others</b>	22%	15,500	27%	19,400	2%	1,400	49%	35,300
<b>Q8f</b>	<b>Resolve conflict and negotiate</b>	30%	21,700	18%	12,600	3%	2,000	49%	35,300
<b>Q8g</b>	<b>Use math to solve problems and communicate</b>	27%	19,200	19%	13,700	5%	3,300	49%	35,300
<b>Q8h</b>	<b>Solve problems and make decisions</b>	30%	21,300	19%	13,300	2%	1,600	49%	35,300
<b>Q8i</b>	<b>Take responsibility for learning</b>	30%	21,200	19%	13,600	2%	1,400	49%	35,300
<b>Q8j</b>	<b>Use information and communications technology</b>	18%	12,800	28%	20,400	4%	3,100	49%	35,300

## N-CENTRAL

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Q8a</b>	<b>Speaks so others can understand</b>	29%	2,400	34%	2,900	3%	300	34%	2,900
<b>Q8b</b>	<b>Listen actively</b>	45%	3,900	17%	1,400	4%	300	34%	2,900
<b>Q8c</b>	<b>Read with understanding</b>	41%	3,500	21%	1,800	3%	300	34%	2,900
<b>Q8d</b>	<b>Observe critically</b>	35%	3,000	23%	2,000	7%	600	34%	2,900
<b>Q8e</b>	<b>Cooperate with others</b>	38%	3,200	21%	1,800	7%	600	34%	2,900
<b>Q8f</b>	<b>Resolve conflict and negotiate</b>	44%	3,800	18%	1,600	3%	300	34%	2,900
<b>Q8g</b>	<b>Use math to solve problems and communicate</b>	40%	3,400	20%	1,700	6%	500	34%	2,900
<b>Q8h</b>	<b>Solve problems and make decisions</b>	53%	4,500	8%	700	5%	400	34%	2,900
<b>Q8i</b>	<b>Take responsibility for learning</b>	45%	3,800	18%	1,500	3%	300	34%	2,900
<b>Q8j</b>	<b>Use information and communications technology</b>	42%	3,600	14%	1,200	10%	800	34%	2,900

## NORTHWEST

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Q8a	Speaks so others can understand	30%	4,300	30%	4,400	6%	900	34%	4,900
Q8b	Listen actively	35%	5,100	23%	3,300	8%	1,200	34%	4,900
Q8c	Read with understanding	28%	4,100	31%	4,400	7%	1,000	34%	4,900
Q8d	Observe critically	40%	5,800	21%	3,100	5%	700	34%	4,900
Q8e	Cooperate with others	38%	5,500	25%	3,600	3%	500	34%	4,900
Q8f	Resolve conflict and negotiate	34%	4,900	25%	3,600	7%	1,000	34%	4,900
Q8g	Use math to solve problems and communicate	22%	3,200	30%	4,300	14%	2,000	34%	4,900
Q8h	Solve problems and make decisions	45%	6,600	14%	2,000	7%	1,000	34%	4,900
Q8i	Take responsibility for learning	46%	6,600	16%	2,300	5%	700	34%	4,900
Q8j	Use information and communications technology	17%	2,500	27%	3,900	22%	3,200	34%	4,900

## OLYMPIC

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Q8a	Speaks so others can understand	12%	1,300	23%	2,600	18%	2,100	47%	5,400
Q8b	Listen actively	29%	3,300	12%	1,300	12%	1,400	47%	5,400
Q8c	Read with understanding	23%	2,700	17%	2,000	13%	1,400	47%	5,400
Q8d	Observe critically	36%	4,100	6%	700	12%	1,300	47%	5,400
Q8e	Cooperate with others	36%	4,100	6%	700	11%	1,300	47%	5,400
Q8f	Resolve conflict and negotiate	38%	4,300	4%	400	12%	1,400	47%	5,400
Q8g	Use math to solve problems and communicate	24%	2,800	14%	1,600	15%	1,700	47%	5,400
Q8h	Solve problems and make decisions	37%	4,200	5%	500	11%	1,300	47%	5,400
Q8i	Take responsibility for learning	25%	2,900	16%	1,900	11%	1,300	47%	5,400
Q8j	Use information and communications technology	16%	1,900	19%	2,200	18%	2,000	47%	5,400

## PAC-MNTN

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Q8a	Speaks so others can understand	19%	3,000	13%	2,100	4%	600	64%	10,200
Q8b	Listen actively	25%	4,000	8%	1,300	2%	400	64%	10,200
Q8c	Read with understanding	19%	2,900	14%	2,300	3%	400	64%	10,200
Q8d	Observe critically	24%	3,700	9%	1,400	3%	500	64%	10,200
Q8e	Cooperate with others	24%	3,800	9%	1,400	3%	400	64%	10,200
Q8f	Resolve conflict and negotiate	24%	3,800	9%	1,400	3%	400	64%	10,200
Q8g	Use math to solve problems and communicate	18%	2,800	10%	1,500	8%	1,300	64%	10,200
Q8h	Solve problems and make decisions	25%	4,000	7%	1,000	4%	600	64%	10,200
Q8i	Take responsibility for learning	28%	4,400	5%	800	2%	400	64%	10,200
Q8j	Use information and communications technology	22%	3,500	6%	1,000	8%	1,200	64%	10,200

## PIERCE

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Q8a	Speaks so others can understand	21%	4,300	26%	5,500	2%	500	51%	10,500
Q8b	Listen actively	31%	6,500	16%	3,200	2%	500	51%	10,500
Q8c	Read with understanding	24%	4,900	19%	3,900	7%	1,400	51%	10,500
Q8d	Observe critically	36%	7,500	10%	2,000	3%	700	51%	10,500
Q8e	Cooperate with others	35%	7,300	12%	2,500	2%	500	51%	10,500
Q8f	Resolve conflict and negotiate	38%	7,800	10%	2,000	2%	500	51%	10,500
Q8g	Use math to solve problems and communicate	29%	6,000	15%	3,200	5%	1,000	51%	10,500
Q8h	Solve problems and make decisions	34%	7,000	13%	2,800	2%	500	51%	10,500
Q8i	Take responsibility for learning	35%	7,300	11%	2,200	3%	700	51%	10,500
Q8j	Use information and communications technology	25%	5,200	17%	3,500	8%	1,600	51%	10,500

## S-CENTRAL

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Q8a	Speaks so others can understand	19%	1,700	27%	2,400	10%	900	44%	3,900
Q8b	Listen actively	28%	2,600	21%	1,900	6%	600	44%	3,900
Q8c	Read with understanding	28%	2,600	20%	1,800	7%	700	44%	3,900
Q8d	Observe critically	36%	3,200	12%	1,100	8%	700	44%	3,900
Q8e	Cooperate with others	24%	2,200	26%	2,400	5%	500	44%	3,900
Q8f	Resolve conflict and negotiate	31%	2,800	14%	1,300	11%	1,000	44%	3,900
Q8g	Use math to solve problems and communicate	31%	2,800	12%	1,100	13%	1,100	44%	3,900
Q8h	Solve problems and make decisions	34%	3,000	17%	1,500	6%	500	44%	3,900
Q8i	Take responsibility for learning	37%	3,300	13%	1,100	7%	600	44%	3,900
Q8j	Use information and communications technology	24%	2,200	20%	1,800	12%	1,100	44%	3,900

## SNOHOMISH

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
Q8a	Speaks so others can understand	14%	2,200	27%	4,400	8%	1,400	51%	8,300
Q8b	Listen actively	25%	4,000	18%	2,900	6%	1,000	51%	8,300
Q8c	Read with understanding	19%	3,200	20%	3,300	9%	1,500	51%	8,300
Q8d	Observe critically	26%	4,300	12%	1,900	11%	1,800	51%	8,300
Q8e	Cooperate with others	16%	2,600	28%	4,500	5%	800	51%	8,300
Q8f	Resolve conflict and negotiate	32%	5,200	11%	1,900	5%	900	51%	8,300
Q8g	Use math to solve problems and communicate	22%	3,500	16%	2,600	11%	1,800	51%	8,300
Q8h	Solve problems and make decisions	38%	6,100	5%	800	7%	1,100	51%	8,300
Q8i	Take responsibility for learning	35%	5,700	9%	1,500	4%	700	51%	8,300
Q8j	Use information and communications technology	18%	2,900	18%	2,800	14%	2,300	51%	8,300

## SOUTHWEST

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Q8a</b>	<b>Speaks so others can understand</b>	6%	900	23%	3,400	14%	2,000	56%	8,200
<b>Q8b</b>	<b>Listen actively</b>	13%	1,900	16%	2,400	14%	2,000	56%	8,200
<b>Q8c</b>	<b>Read with understanding</b>	5%	800	25%	3,600	14%	2,000	56%	8,200
<b>Q8d</b>	<b>Observe critically</b>	11%	1,600	18%	2,600	15%	2,200	56%	8,200
<b>Q8e</b>	<b>Cooperate with others</b>	13%	1,900	17%	2,500	14%	2,000	56%	8,200
<b>Q8f</b>	<b>Resolve conflict and negotiate</b>	16%	2,300	13%	1,800	15%	2,200	56%	8,200
<b>Q8g</b>	<b>Use math to solve problems and communicate</b>	12%	1,700	16%	2,300	16%	2,300	56%	8,200
<b>Q8h</b>	<b>Solve problems and make decisions</b>	16%	2,300	14%	2,000	14%	2,000	56%	8,200
<b>Q8i</b>	<b>Take responsibility for learning</b>	20%	2,800	9%	1,400	15%	2,100	56%	8,200
<b>Q8j</b>	<b>Use information and communications technology</b>	12%	1,800	16%	2,300	15%	2,200	56%	8,200

## SPOKANE

<b>Q8: Among All Employers</b>		<b>Had Difficulty</b>		<b>No Difficulty</b>		<b>Don't Know</b>		<b>Not Reporting</b>	
<b>Q8a</b>	<b>Speaks so others can understand</b>	29%	4,300	26%	3,800	8%	1,200	37%	5,400
<b>Q8b</b>	<b>Listen actively</b>	36%	5,300	24%	3,400	3%	500	37%	5,400
<b>Q8c</b>	<b>Read with understanding</b>	23%	3,300	34%	5,000	7%	1,000	37%	5,400
<b>Q8d</b>	<b>Observe critically</b>	29%	4,200	22%	3,200	13%	1,900	37%	5,400
<b>Q8e</b>	<b>Cooperate with others</b>	33%	4,800	25%	3,700	5%	800	37%	5,400
<b>Q8f</b>	<b>Resolve conflict and negotiate</b>	26%	3,900	24%	3,500	13%	1,900	37%	5,400
<b>Q8g</b>	<b>Use math to solve problems and communicate</b>	27%	4,000	21%	3,000	16%	2,300	37%	5,400
<b>Q8h</b>	<b>Solve problems and make decisions</b>	40%	5,900	16%	2,400	7%	1,000	37%	5,400
<b>Q8i</b>	<b>Take responsibility for learning</b>	36%	5,300	22%	3,100	6%	800	37%	5,400
<b>Q8j</b>	<b>Use information and communications technology</b>	27%	3,900	22%	3,300	14%	2,100	37%	5,400

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

**BEN-FRANK**

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	4%	238	41%	2,326	8%	466	47%	2,666
Q9b: with high school /GED diploma	23%	1,325	46%	2,624	4%	210	27%	1,537
Q9c: with some college coursework, no degree	24%	1,347	46%	2,605	0%	5	31%	1,739
Q9d: with vocational certificate	17%	996	43%	2,434	2%	108	38%	2,158
Q9e: with vocational associate's degree	8%	482	48%	2,748	2%	108	41%	2,358
Q9f: with academic associate's degree	9%	529	39%	2,220	0%	5	52%	2,942
Q9g: with BA/BS degree	16%	920	33%	1,866	NA	NA	51%	2,910
Q9h: with Master's degree	6%	347	30%	1,732	NA	NA	64%	3,617
Q9i: with PhD/Professional degree	6%	317	22%	1,256	NA	NA	72%	4,123

**EASTERN**

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	2%	139	53%	3,188	10%	627	34%	2,064
Q9b: with high school /GED diploma	16%	942	67%	4,005	5%	304	13%	767
Q9c: with some college coursework, no degree	22%	1,335	51%	3,060	1%	90	25%	1,533
Q9d: with vocational certificate	17%	1,007	51%	3,072	2%	92	31%	1,847
Q9e: with vocational associate's degree	14%	835	42%	2,546	2%	99	42%	2,538
Q9f: with academic associate's degree	12%	732	44%	2,619	2%	136	42%	2,531
Q9g: with BA/BS degree	18%	1,101	35%	2,100	1%	37	46%	2,780
Q9h: with Master's degree	7%	448	34%	2,033	2%	126	57%	3,411
Q9i: with PhD/Professional degree	6%	356	23%	1,364	1%	37	71%	4,261

## KING

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	20%	14,255	45%	32,067	1%	525	34%	24,647
Q9b: with high school /GED diploma	25%	17,688	68%	48,573	0%	280	7%	4,953
Q9c: with some college coursework, no degree	27%	19,137	54%	38,880	1%	1,028	17%	12,449
Q9d: with vocational certificate	20%	14,323	48%	34,234	0%	210	32%	22,727
Q9e: with vocational associate's degree	19%	13,557	46%	33,142	1%	1,049	33%	23,746
Q9f: with academic associate's degree	6%	3,933	48%	34,620	13%	9,060	33%	23,881
Q9g: with BA/BS degree	20%	13,951	44%	31,722	0%	77	36%	25,744
Q9h: with Master's degree	5%	3,829	39%	28,044	11%	7,829	44%	31,792
Q9i: with PhD/Professional degree	3%	2,497	32%	23,073	11%	7,825	53%	38,099

## N-CENTRAL

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	26%	2,231	33%	2,837	12%	1,043	28%	2,384
Q9b: with high school /GED diploma	27%	2,326	52%	4,425	2%	147	19%	1,597
Q9c: with some college coursework, no degree	40%	3,411	34%	2,884	0%	41	25%	2,159
Q9d: with vocational certificate	46%	3,924	26%	2,204	NA	NA	28%	2,367
Q9e: with vocational associate's degree	27%	2,280	28%	2,365	5%	428	40%	3,422
Q9f: with academic associate's degree	17%	1,440	31%	2,617	9%	776	43%	3,662
Q9g: with BA/BS degree	10%	847	32%	2,713	6%	541	52%	4,394
Q9h: with Master's degree	7%	556	25%	2,128	5%	428	63%	5,383
Q9i: with PhD/Professional degree	4%	299	22%	1,867	9%	733	66%	5,596

## NORTHWEST

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	10%	1,404	48%	6,946	14%	2,072	28%	4,026
Q9b: with high school /GED diploma	12%	1,783	68%	9,835	4%	567	16%	2,263
Q9c: with some college coursework, no degree	24%	3,409	44%	6,413	0%	40	32%	4,586
Q9d: with vocational certificate	23%	3,393	34%	4,937	NA	NA	42%	6,118
Q9e: with vocational associate's degree	23%	3,312	32%	4,557	0%	7	45%	6,572
Q9f: with academic associate's degree	17%	2,438	32%	4,583	1%	96	51%	7,331
Q9g: with BA/BS degree	13%	1,872	36%	5,252	1%	89	50%	7,235
Q9h: with Master's degree	8%	1,219	20%	2,884	1%	89	71%	10,256
Q9i: with PhD/Professional degree	4%	634	15%	2,238	1%	89	80%	11,487

## OLYMPIC

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	10%	1,092	33%	3,823	5%	531	52%	6,009
Q9b: with high school /GED diploma	6%	730	59%	6,781	9%	1,068	25%	2,876
Q9c: with some college coursework, no degree	21%	2,392	43%	4,910	2%	203	34%	3,950
Q9d: with vocational certificate	16%	1,857	33%	3,818	6%	676	45%	5,104
Q9e: with vocational associate's degree	14%	1,611	34%	3,891	6%	676	46%	5,277
Q9f: with academic associate's degree	7%	747	33%	3,828	6%	638	54%	6,242
Q9g: with BA/BS degree	24%	2,762	24%	2,783	2%	206	50%	5,704
Q9h: with Master's degree	9%	1,043	27%	3,101	2%	203	62%	7,108
Q9i: with PhD/Professional degree	2%	247	26%	3,012	NA	NA	72%	8,196

## PAC-MNTN

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	2%	288	50%	7,957	4%	598	44%	6,990
Q9b: with high school /GED diploma	11%	1,678	79%	12,491	2%	261	9%	1,403
Q9c: with some college coursework, no degree	24%	3,824	61%	9,622	0%	7	15%	2,380
Q9d: with vocational certificate	29%	4,586	49%	7,811	0%	16	22%	3,420
Q9e: with vocational associate's degree	23%	3,587	44%	6,917	0%	16	34%	5,313
Q9f: with academic associate's degree	15%	2,297	53%	8,469	0%	51	32%	5,016
Q9g: with BA/BS degree	20%	3,090	42%	6,703	2%	240	37%	5,800
Q9h: with Master's degree	5%	795	34%	5,350	9%	1,410	52%	8,278
Q9i: with PhD/Professional degree	2%	351	28%	4,467	9%	1,406	61%	9,609

## PIERCE

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	5%	954	51%	10,666	5%	1,139	38%	7,952
Q9b: with high school /GED diploma	13%	2,596	63%	13,008	0%	64	24%	5,043
Q9c: with some college coursework, no degree	24%	4,878	34%	6,993	1%	141	42%	8,699
Q9d: with vocational certificate	12%	2,559	28%	5,749	0%	34	60%	12,369
Q9e: with vocational associate's degree	10%	1,981	28%	5,782	0%	22	62%	12,926
Q9f: with academic associate's degree	5%	1,047	31%	6,356	3%	529	62%	12,779
Q9g: with BA/BS degree	10%	2,076	20%	4,243	2%	419	67%	13,973
Q9h: with Master's degree	5%	1,088	19%	3,986	4%	819	72%	14,818
Q9i: with PhD/Professional degree	2%	356	16%	3,402	2%	417	80%	16,536

## S-CENTRAL

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	11%	1,001	38%	3,432	3%	253	48%	4,311
Q9b: with high school /GED diploma	20%	1,775	56%	5,067	3%	309	21%	1,846
Q9c: with some college coursework, no degree	38%	3,420	26%	2,336	0%	16	36%	3,225
Q9d: with vocational certificate	30%	2,699	23%	2,067	0%	16	47%	4,215
Q9e: with vocational associate's degree	20%	1,829	23%	2,100	0%	16	56%	5,052
Q9f: with academic associate's degree	21%	1,893	26%	2,346	NA	NA	53%	4,758
Q9g: with BA/BS degree	27%	2,462	24%	2,123	NA	NA	49%	4,412
Q9h: with Master's degree	22%	2,010	21%	1,892	1%	99	56%	4,996
Q9i: with PhD/Professional degree	8%	758	14%	1,286	3%	240	75%	6,713

## SNOHOMISH

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	8%	1,222	40%	6,513	4%	643	48%	7,835
Q9b: with high school /GED diploma	12%	2,022	46%	7,403	7%	1,096	35%	5,692
Q9c: with some college coursework, no degree	34%	5,557	29%	4,750	0%	20	36%	5,886
Q9d: with vocational certificate	23%	3,796	33%	5,355	2%	319	42%	6,743
Q9e: with vocational associate's degree	14%	2,267	38%	6,209	2%	319	46%	7,418
Q9f: with academic associate's degree	9%	1,468	40%	6,548	0%	37	50%	8,160
Q9g: with BA/BS degree	24%	3,887	24%	3,854	2%	264	51%	8,208
Q9h: with Master's degree	9%	1,396	24%	3,861	0%	38	67%	10,918
Q9i: with PhD/Professional degree	2%	357	19%	3,126	0%	24	78%	12,706

## SOUTHWEST

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	4%	596	42%	6,118	4%	569	50%	7,185
Q9b: with high school /GED diploma	13%	1,937	56%	8,041	1%	187	30%	4,303
Q9c: with some college coursework, no degree	14%	2,004	52%	7,571	0%	7	34%	4,886
Q9d: with vocational certificate	8%	1,214	39%	5,675	0%	7	52%	7,572
Q9e: with vocational associate's degree	5%	680	36%	5,205	0%	7	59%	8,576
Q9f: with academic associate's degree	6%	809	40%	5,810	0%	7	54%	7,842
Q9g: with BA/BS degree	7%	963	36%	5,213	0%	39	57%	8,253
Q9h: with Master's degree	4%	617	31%	4,469	0%	16	65%	9,366
Q9i: with PhD/Professional degree	6%	879	21%	3,103	0%	16	72%	10,470

## SPOKANE

<b>Q9: For All Firms</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Not Needed</b>	
Q9a: No high school /GED diploma	6%	909	54%	7,917	5%	791	34%	5,029
Q9b: with high school /GED diploma	19%	2,721	58%	8,446	4%	521	20%	2,958
Q9c: with some college coursework, no degree	35%	5,087	42%	6,221	1%	147	22%	3,191
Q9d: with vocational certificate	38%	5,603	23%	3,383	NA	NA	39%	5,660
Q9e: with vocational associate's degree	27%	4,012	36%	5,207	NA	NA	37%	5,427
Q9f: with academic associate's degree	25%	3,630	34%	5,037	NA	NA	41%	5,979
Q9g: with BA/BS degree	23%	3,423	28%	4,159	0%	12	48%	7,052
Q9h: with Master's degree	13%	1,915	18%	2,635	0%	71	68%	10,025
Q9i: with PhD/Professional degree	5%	752	22%	3,226	1%	86	72%	10,582

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

<b>Q10 All Employers</b>	<b>Increase</b>		<b>Stay Same</b>		<b>Decrease</b>		<b>Don't Know</b>	
<b>BEN-FRANK</b>	49%	2,779	46%	2,625	4%	230	1%	62
<b>EASTERN</b>	44%	2,640	50%	3,020	5%	297	1%	61
<b>KING</b>	39%	27,589	59%	42,009	2%	1,689	0%	207
<b>N-CENTRAL</b>	60%	5,138	34%	2,848	3%	215	3%	294
<b>NORTHWEST</b>	30%	4,403	60%	8,668	1%	111	9%	1,266
<b>OLYMPIC</b>	37%	4,265	58%	6,672	0%	43	4%	475
<b>PAC-MNTN</b>	38%	6,014	42%	6,698	11%	1,733	9%	1,388
<b>PIERCE</b>	49%	10,104	45%	9,420	0%	57	5%	1,130
<b>S-CENTRAL</b>	34%	3,033	62%	5,565	3%	237	2%	162
<b>SNOHOMISH</b>	40%	6,460	55%	8,955	1%	93	4%	705
<b>SOUTHWEST</b>	37%	5,387	59%	8,468	1%	83	4%	530
<b>SPOKANE</b>	51%	7,437	43%	6,246	2%	276	5%	687
<b>Statewide</b>	41%	85,249	53%	111,194	2%	5,064	3%	6,967

*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?*

<b>Q11</b>	<b>Yes</b>		<b>No</b>		<b>Not Applicable</b>	
<b>BEN-FRANK</b>	60%	3,412	40%	2,269	0%	15
<b>EASTERN</b>	59%	3,523	40%	2,421	1%	74
<b>KING</b>	61%	43,737	39%	27,726	0%	31
<b>N-CENTRAL</b>	62%	5,283	36%	3,079	2%	133
<b>NORTHWEST</b>	57%	8,263	41%	5,957	2%	228
<b>OLYMPIC</b>	63%	7,209	33%	3,832	4%	414
<b>PAC-MNTN</b>	59%	9,273	32%	5,003	10%	1,557
<b>PIERCE</b>	57%	11,838	38%	7,938	5%	935
<b>S-CENTRAL</b>	57%	5,146	40%	3,618	3%	233
<b>SNOHOMISH</b>	69%	11,229	30%	4,896	1%	88
<b>SOUTHWEST</b>	53%	7,687	47%	6,772	0%	9
<b>SPOKANE</b>	62%	9,093	38%	5,542	0%	11
<b>Statewide</b>	60%	125,693	38%	79,053	2%	3,728

*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")*

<b>Q12</b>	<b>Q12a</b>	<b>Q12b</b>	<b>Q12c</b>	<b>Q12d</b>	<b>Q12e</b>	<b>Q12f</b>	<b>Q12g</b>	<b>Q12h</b>
<b>BEN-FRANK</b>	42%	30%	36%	17%	25%	18%	13%	3%
<b>EASTERN</b>	50%	37%	35%	15%	30%	13%	24%	6%
<b>KING</b>	52%	31%	31%	12%	28%	31%	33%	20%
<b>N-CENTRAL</b>	41%	28%	33%	18%	23%	31%	25%	5%
<b>NORTHWEST</b>	50%	42%	26%	32%	24%	21%	21%	18%
<b>OLYMPIC</b>	49%	37%	27%	13%	39%	18%	30%	1%
<b>PAC-MNTN</b>	33%	19%	21%	11%	16%	8%	12%	3%
<b>PIERCE</b>	67%	26%	26%	35%	29%	20%	36%	2%
<b>S-CENTRAL</b>	55%	43%	42%	20%	35%	35%	13%	2%
<b>SNOHOMISH</b>	32%	29%	15%	24%	13%	14%	12%	0%
<b>SOUTHWEST</b>	53%	36%	30%	16%	29%	22%	15%	1%
<b>SPOKANE</b>	42%	40%	44%	30%	29%	27%	27%	1%
<b>Statewide</b>	49%	32%	30%	19%	26%	24%	26%	9%

*Note:*

*Q12a = Managerial and administrative occupations*

*Q12b = Professional occupations*

*Q12c = Technical and paraprofessional occupations*

*Q12d = Marketing and sales-related occupations*

*Q12e = Clerical and administrative support occupations*

*Q12f = Service occupations*

*Q12g = Production, construction, operation, maintenance, and material-handling occupations*

*Q12h = Agricultural, forestry, fishing, and related occupations*

*Question 13: Approximately what percentage 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 Companies Providing Any Training At Least Four Hours (Q11="Yes"))*

Percentage of Workers Need CTC Training

<b>Q13a (CTC)</b>	<b>Ag_Food</b>	<b>Construction</b>	<b>High_Tech</b>	<b>Manufacturing</b>	<b>Services</b>	<b>Trade</b>	<b>F.I.R.E. Trans. Wrhs. Utl. Gov.</b>	<b>All Industries</b>
<b>BEN-FRANK</b>	8%	18%	10%	12%	25%	20%	8%	17%
<b>EASTERN</b>	25%	21%	13%	16%	21%	7%	14%	16%
<b>KING</b>	24%	14%	7%	38%	38%	12%	2%	24%
<b>N-CENTRAL</b>	28%	10%	25%	8%	27%	24%	8%	19%
<b>NORTHWEST</b>	24%	9%	34%	11%	11%	3%	22%	13%
<b>OLYMPIC</b>	12%	13%	12%	4%	23%	10%	9%	17%
<b>PAC-MNTN</b>	29%	13%	22%	17%	4%	9%	14%	10%
<b>PIERCE</b>	11%	7%	29%	20%	4%	9%	19%	10%
<b>S-CENTRAL</b>	21%	22%	38%	15%	14%	6%	16%	14%
<b>SNOHOMISH</b>	15%	13%	19%	25%	11%	9%	18%	14%
<b>SOUTHWEST</b>	37%	16%	9%	11%	14%	11%	6%	12%
<b>SPOKANE</b>	36%	30%	6%	14%	7%	23%	15%	16%
<b>STATEWIDE</b>	23%	14%	12%	23%	23%	12%	11%	17%

\* "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.

## Percent Workers Need Training at Four-year Colleges

<b>Q13b (4 Year)</b>	<b>Ag_Food</b>	<b>Construction</b>	<b>High_Tech</b>	<b>Manufacturing</b>	<b>Services</b>	<b>Trade</b>	<b>F.I.R.E. Trans. Wrhs. Utl. Gov.</b>	<b>All Industries</b>
<b>BEN-FRANK</b>	2%	1%	2%	0%	0%	1%	9%	3%
<b>EASTERN</b>	2%	3%	0%	5%	0%	0%	3%	2%
<b>KING</b>	1%	0%	2%	33%	20%	2%	8%	12%
<b>N-CENTRAL</b>	0%	1%	0%	1%	1%	5%	3%	2%
<b>NORTHWEST</b>	2%	2%	5%	1%	8%	0%	9%	5%
<b>OLYMPIC</b>	6%	5%	10%	0%	20%	10%	3%	13%
<b>PAC-MNTN</b>	0%	7%	8%	3%	1%	0%	9%	4%
<b>PIERCE</b>	9%	0%	7%	2%	0%	21%	15%	9%
<b>S-CENTRAL</b>	6%	0%	11%	2%	13%	1%	14%	10%
<b>SNOHOMISH</b>	3%	0%	1%	1%	5%	0%	17%	8%
<b>SOUTHWEST</b>	14%	4%	2%	0%	1%	10%	11%	5%
<b>SPOKANE</b>	28%	2%	0%	1%	1%	2%	9%	4%
<b>STATEWIDE</b>	5%	2%	3%	13%	11%	4%	10%	8%

*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?*

Q14	Increase		Stay Same		Decrease		Don't Know	
	Q11="Yes"	All Firms	Q11="Yes"	All Firms	Q11="Yes"	All Firms	Q11="Yes"	All Firms
WDA								
BEN-FRANK	37%	20%	60%	33%	1%	1%	1%	1%
EASTERN	44%	23%	53%	28%	2%	1%	2%	1%
KING	44%	26%	45%	27%	11%	6%	0%	0%
N-CENTRAL	48%	28%	42%	25%	9%	5%	1%	1%
NORTHWEST	40%	19%	51%	24%	0%	0%	9%	4%
OLYMPIC	41%	20%	55%	26%	0%	0%	3%	2%
PAC-MNTN	25%	14%	55%	30%	1%	1%	19%	10%
PIERCE	34%	19%	62%	35%	0%	0%	4%	2%
S-CENTRAL	38%	20%	57%	30%	3%	2%	1%	1%
SNOHOMISH	39%	21%	56%	30%	1%	1%	4%	2%
SOUTHWEST	47%	25%	51%	27%	1%	0%	1%	0%
SPOKANE	45%	28%	48%	30%	0%	0%	7%	4%
Statewide	41%	23%	51%	28%	5%	3%	4%	2%

*Question 15. Which of the following are reasons for your increase in training?  
Among Companies Providing Any Training At Least Four Hours (Q11=Yes)*

**BEN-FRANK**

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	928	80%	173	15%	56	5%
Changes in technology	1,003	87%	154	13%	NA	NA
Changes in the organization of work	802	69%	247	21%	108	9%
Need to improve the quality of your output	966	83%	191	17%	NA	NA
Need to improve worker productivity	663	57%	484	42%	10	1%
New hires did not have necessary skills	512	44%	522	45%	123	11%
To help employees develop more positive attitudes and work habits	757	65%	385	33%	15	1%
To keep up with competition from foreign countries	NA	NA	925	80%	232	20%
To keep up with competitors at home	664	57%	416	36%	77	7%
To improve the morale of employees	785	68%	361	31%	11	1%
To develop a more flexible and versatile workforce	919	79%	217	19%	21	2%
To promote the personal or career development of employees	946	82%	211	18%	NA	NA
Legal requirements forced us to increase training	737	64%	404	35%	16	1%

**EASTERN**

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	734	53%	495	36%	154	11%
Changes in technology	981	71%	266	19%	136	10%
Changes in the organization of work	862	62%	496	36%	25	2%
Need to improve the quality of your output	858	62%	411	30%	114	8%
Need to improve worker productivity	796	58%	464	34%	123	9%
New hires did not have necessary skills	963	70%	297	21%	123	9%
To help employees develop more positive attitudes and work habits	672	49%	588	43%	123	9%
To keep up with competition from foreign countries	21	2%	898	65%	464	34%
To keep up with competitors at home	571	41%	606	44%	206	15%
To improve the morale of employees	735	53%	495	36%	153	11%
To develop a more flexible and versatile workforce	1,086	79%	131	9%	166	12%
To promote the personal or career development of employees	860	62%	468	34%	55	4%
Legal requirements forced us to increase training	853	62%	512	37%	18	1%

## KING

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	15,769	86%	2,318	13%	190	1%
Changes in technology	17,720	97%	440	2%	117	1%
Changes in the organization of work	7,293	40%	10,836	59%	148	1%
Need to improve the quality of your output	14,868	81%	2,541	14%	868	5%
Need to improve worker productivity	14,828	81%	2,464	13%	985	5%
New hires did not have necessary skills	14,097	77%	3,025	17%	1,155	6%
To help employees develop more positive attitudes and work habits	6,812	37%	10,172	56%	1,293	7%
To keep up with competition from foreign countries	1,071	6%	13,735	75%	3,471	19%
To keep up with competitors at home	5,886	32%	10,083	55%	2,308	13%
To improve the morale of employees	13,265	73%	3,983	22%	1,029	6%
To develop a more flexible and versatile workforce	16,146	88%	1,959	11%	172	1%
To promote the personal or career development of employees	17,525	96%	635	3%	117	1%
Legal requirements forced us to increase training	3,340	18%	13,939	76%	998	5%

## N-CENTRAL

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	1,836	78%	523	22%	6	0%
Changes in technology	1,945	82%	420	18%	NA	NA
Changes in the organization of work	1,254	53%	1,111	47%	NA	NA
Need to improve the quality of your output	1,587	67%	768	32%	10	0%
Need to improve worker productivity	1,930	82%	417	18%	18	1%
New hires did not have necessary skills	1,890	80%	463	20%	12	1%
To help employees develop more positive attitudes and work habits	1,846	78%	512	22%	7	0%
To keep up with competition from foreign countries	361	15%	1,509	64%	495	21%
To keep up with competitors at home	1,066	45%	918	39%	381	16%
To improve the morale of employees	1,883	80%	471	20%	11	0%
To develop a more flexible and versatile workforce	2,179	92%	186	8%	NA	NA
To promote the personal or career development of employees	1,583	67%	782	33%	NA	NA
Legal requirements forced us to increase training	1,053	45%	947	40%	365	15%

## NORTHWEST

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	1,874	68%	663	24%	201	7%
Changes in technology	2,204	80%	474	17%	60	2%
Changes in the organization of work	2,346	86%	238	9%	154	6%
Need to improve the quality of your output	2,279	83%	312	11%	147	5%
Need to improve worker productivity	1,754	64%	844	31%	140	5%
New hires did not have necessary skills	1,976	72%	751	27%	11	0%
To help employees develop more positive attitudes and work habits	2,305	84%	344	13%	89	3%
To keep up with competition from foreign countries	98	4%	2,103	77%	537	20%
To keep up with competitors at home	1,180	43%	1,263	46%	295	11%
To improve the morale of employees	2,312	84%	286	10%	140	5%
To develop a more flexible and versatile workforce	2,092	76%	632	23%	14	1%
To promote the personal or career development of employees	2,407	88%	331	12%	NA	NA
Legal requirements forced us to increase training	1,718	63%	731	27%	289	11%

## OLYMPIC

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	696	31%	830	37%	730	32%
Changes in technology	1,259	56%	267	12%	730	32%
Changes in the organization of work	331	15%	1,202	53%	723	32%
Need to improve the quality of your output	358	16%	944	42%	954	42%
Need to improve worker productivity	1,074	48%	1,014	45%	168	7%
New hires did not have necessary skills	1,384	61%	827	37%	45	2%
To help employees develop more positive attitudes and work habits	1,211	54%	863	38%	182	8%
To keep up with competition from foreign countries	8	0%	532	24%	1,716	76%
To keep up with competitors at home	237	11%	364	16%	1,655	73%
To improve the morale of employees	1,324	59%	771	34%	161	7%
To develop a more flexible and versatile workforce	1,943	86%	299	13%	14	1%
To promote the personal or career development of employees	1,940	86%	155	7%	161	7%
Legal requirements forced us to increase training	1,187	53%	877	39%	192	9%

## PAC-MNTN

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	1,635	74%	504	23%	78	4%
Changes in technology	2,001	90%	147	7%	69	3%
Changes in the organization of work	1,297	59%	821	37%	99	4%
Need to improve the quality of your output	1,660	75%	548	25%	9	0%
Need to improve worker productivity	1,221	55%	747	34%	249	11%
New hires did not have necessary skills	1,192	54%	658	30%	367	17%
To help employees develop more positive attitudes and work habits	1,379	62%	822	37%	16	1%
To keep up with competition from foreign countries	249	11%	1,786	81%	182	8%
To keep up with competitors at home	1,233	56%	876	40%	108	5%
To improve the morale of employees	1,202	54%	992	45%	23	1%
To develop a more flexible and versatile workforce	1,296	58%	829	37%	92	4%
To promote the personal or career development of employees	1,733	78%	470	21%	14	1%
Legal requirements forced us to increase training	703	32%	1,445	65%	69	3%

## PIERCE

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	2,771	72%	1,065	28%	22	1%
Changes in technology	3,417	89%	441	11%	NA	NA
Changes in the organization of work	2,404	62%	665	17%	789	20%
Need to improve the quality of your output	2,809	73%	272	7%	777	20%
Need to improve worker productivity	2,417	63%	664	17%	777	20%
New hires did not have necessary skills	1,108	29%	1,927	50%	823	21%
To help employees develop more positive attitudes and work habits	1,855	48%	1,180	31%	823	21%
To keep up with competition from foreign countries	217	6%	1,921	50%	1,720	45%
To keep up with competitors at home	1,735	45%	433	11%	1,690	44%
To improve the morale of employees	1,905	49%	1,120	29%	833	22%
To develop a more flexible and versatile workforce	1,613	42%	1,468	38%	777	20%
To promote the personal or career development of employees	2,846	74%	1,012	26%	NA	NA
Legal requirements forced us to increase training	1,173	30%	1,037	27%	1,648	43%

## S-CENTRAL

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	1,160	65%	327	18%	309	17%
Changes in technology	1,682	94%	114	6%	NA	NA
Changes in the organization of work	1,207	67%	280	16%	309	17%
Need to improve the quality of your output	1,715	95%	81	5%	NA	NA
Need to improve worker productivity	1,112	62%	375	21%	309	17%
New hires did not have necessary skills	774	43%	697	39%	325	18%
To help employees develop more positive attitudes and work habits	1,215	68%	557	31%	24	1%
To keep up with competition from foreign countries	149	8%	1,202	67%	445	25%
To keep up with competitors at home	858	48%	580	32%	358	20%
To improve the morale of employees	1,345	75%	412	23%	39	2%
To develop a more flexible and versatile workforce	1,161	65%	326	18%	309	17%
To promote the personal or career development of employees	1,624	90%	156	9%	16	1%
Legal requirements forced us to increase training	930	52%	527	29%	339	19%

## SNOHOMISH

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	1,841	54%	1,516	45%	30	1%
Changes in technology	2,743	81%	644	19%	NA	NA
Changes in the organization of work	1,602	47%	1,785	53%	NA	NA
Need to improve the quality of your output	3,088	91%	293	9%	6	0%
Need to improve worker productivity	2,854	84%	533	16%	NA	NA
New hires did not have necessary skills	1,031	30%	1,500	44%	856	25%
To help employees develop more positive attitudes and work habits	1,291	38%	2,096	62%	NA	NA
To keep up with competition from foreign countries	615	18%	2,748	81%	24	1%
To keep up with competitors at home	1,406	42%	1,957	58%	24	1%
To improve the morale of employees	1,208	36%	2,179	64%	NA	NA
To develop a more flexible and versatile workforce	1,531	45%	1,856	55%	NA	NA
To promote the personal or career development of employees	1,993	59%	1,394	41%	NA	NA
Legal requirements forced us to increase training	1,768	52%	1,610	48%	9	0%

## SOUTHWEST

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	2,643	73%	503	14%	457	13%
Changes in technology	3,442	96%	161	4%	NA	NA
Changes in the organization of work	3,475	96%	128	4%	NA	NA
Need to improve the quality of your output	3,315	92%	288	8%	NA	NA
Need to improve worker productivity	3,021	84%	582	16%	NA	NA
New hires did not have necessary skills	1,548	43%	1,642	46%	413	11%
To help employees develop more positive attitudes and work habits	2,724	76%	463	13%	416	12%
To keep up with competition from foreign countries	110	3%	2,974	83%	519	14%
To keep up with competitors at home	1,241	34%	1,917	53%	445	12%
To improve the morale of employees	2,746	76%	423	12%	434	12%
To develop a more flexible and versatile workforce	3,303	92%	286	8%	14	0%
To promote the personal or career development of employees	3,505	97%	74	2%	24	1%
Legal requirements forced us to increase training	1,871	52%	1,287	36%	445	12%

## SPOKANE

<b>Q15 by WDA</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>	
Changes in products or services you provide	3,089	75%	877	21%	159	4%
Changes in technology	3,723	90%	231	6%	171	4%
Changes in the organization of work	2,554	62%	1,424	35%	147	4%
Need to improve the quality of your output	2,994	73%	1,131	27%	NA	NA
Need to improve worker productivity	3,537	86%	588	14%	NA	NA
New hires did not have necessary skills	3,298	80%	680	16%	147	4%
To help employees develop more positive attitudes and work habits	3,056	74%	1,057	26%	12	0%
To keep up with competition from foreign countries	17	0%	2,977	72%	1,131	27%
To keep up with competitors at home	1,479	36%	2,128	52%	518	13%
To improve the morale of employees	2,388	58%	1,578	38%	159	4%
To develop a more flexible and versatile workforce	2,828	69%	1,004	24%	293	7%
To promote the personal or career development of employees	3,358	81%	608	15%	159	4%
Legal requirements forced us to increase training	2,907	70%	1,062	26%	156	4%

*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>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Applicable</b>	
<b>BEN-FRANK</b>	54%	1,708	25%	786	0.4%	11	20%	629
<b>EASTERN</b>	65%	2,076	21%	663	1%	37	12%	395
<b>KING</b>	34%	14,062	38%	16,017	0.3%	125	28%	11,508
<b>N-CENTRAL</b>	62%	3,072	23%	1,141	2%	76	14%	678
<b>NORTHWEST</b>	51%	3,490	21%	1,412	0.1%	10	28%	1,912
<b>OLYMPIC</b>	54%	2,934	32%	1,777	NA	NA	14%	760
<b>PAC-MNTN</b>	32%	2,763	29%	2,539	NA	NA	39%	3,408
<b>PIERCE</b>	74%	8,546	16%	1,831	0.4%	46	9%	1,071
<b>S-CENTRAL</b>	73%	3,433	16%	746	3%	118	8%	380
<b>SNOHOMISH</b>	48%	4,207	32%	2,838	2%	202	17%	1,500
<b>SOUTHWEST</b>	66%	5,019	16%	1,177	3%	196	16%	1,201
<b>SPOKANE</b>	69%	6,259	20%	1,828	0.1%	12	11%	994
<b>Statewide</b>	50%	57,569	28%	32,755	1%	833	21%	24,436

*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>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Applicable</b>	
<b>BEN-FRANK</b>	32%	989	67%	2,091	0%	11	1%	43
<b>EASTERN</b>	23%	738	74%	2,342	3%	89	0%	2
<b>KING</b>	10%	4,141	89%	36,926	1%	612	0%	33
<b>N-CENTRAL</b>	17%	828	82%	4,052	1%	29	1%	58
<b>NORTHWEST</b>	20%	1,397	70%	4,804	0%	22	9%	601
<b>OLYMPIC</b>	26%	1,407	71%	3,881	0%	8	3%	175
<b>PAC-MNTN</b>	18%	1,585	63%	5,472	0%	16	19%	1,637
<b>PIERCE</b>	12%	1,332	84%	9,668	1%	58	4%	436
<b>S-CENTRAL</b>	26%	1,196	70%	3,289	3%	134	1%	58
<b>SNOHOMISH</b>	4%	344	88%	7,726	3%	294	4%	383
<b>SOUTHWEST</b>	34%	2,598	65%	4,905	0%	14	1%	76
<b>SPOKANE</b>	19%	1,713	74%	6,748	0%	18	7%	614
<b>Statewide</b>	16%	18,268	80%	91,904	1%	1,305	4%	4,116

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

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

<b>Q20</b>	<b>Yes</b>		<b>No</b>		<b>Don't Know</b>		<b>Not Applicable</b>	
<b>BEN-FRANK</b>	78%	2,442	17%	524	1%	17	5%	151
<b>EASTERN</b>	82%	2,597	18%	572	NA	NA	0%	2
<b>KING</b>	65%	27,255	33%	13,726	2%	698	0%	33
<b>N-CENTRAL</b>	79%	3,913	14%	684	0%	7	7%	363
<b>NORTHWEST</b>	69%	4,734	22%	1,479	0%	10	9%	601
<b>OLYMPIC</b>	91%	5,002	5%	294	NA	NA	3%	175
<b>PAC-MNTN</b>	54%	4,695	27%	2,365	0%	13	19%	1,637
<b>PIERCE</b>	70%	8,054	26%	2,948	0%	46	4%	446
<b>S-CENTRAL</b>	80%	3,732	16%	750	3%	137	1%	58
<b>SNOHOMISH</b>	83%	7,221	7%	651	6%	501	4%	374
<b>SOUTHWEST</b>	80%	6,040	19%	1,408	NA	NA	2%	145
<b>SPOKANE</b>	87%	7,924	6%	526	0%	29	7%	614
<b>Statewide</b>	72%	83,609	22%	25,927	1%	1,458	4%	4,599

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)*

<b>Q21</b>	<b>Yes</b>		<b>No</b>		<b>All</b>
<b>BEN-FRANK</b>	43%	1,472	57%	1,940	3,412
<b>EASTERN</b>	39%	1,375	61%	2,148	3,523
<b>KING</b>	42%	18,364	58%	25,373	43,737
<b>N-CENTRAL</b>	31%	1,658	69%	3,625	5,283
<b>NORTHWEST</b>	33%	2,730	67%	5,533	8,263
<b>OLYMPIC</b>	42%	3,026	58%	4,183	7,209
<b>PAC-MNTN</b>	21%	1,912	79%	7,361	9,273
<b>PIERCE</b>	38%	4,531	62%	7,307	11,838
<b>S-CENTRAL</b>	34%	1,754	66%	3,392	5,146
<b>SNOHOMISH</b>	42%	4,691	58%	6,538	11,229
<b>SOUTHWEST</b>	47%	3,594	53%	4,093	7,687
<b>SPOKANE</b>	45%	4,133	55%	4,960	9,093
<b>Statewide</b>	39%	49,240	61%	76,453	125,693

*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>Yes</b>		<b>No</b>		<b>Don't Know</b>	
<b>BEN-FRANK</b>	86%	1,214	13%	181	1%	11
<b>EASTERN</b>	71%	971	29%	395	1%	9
<b>KING</b>	85%	13,827	12%	1,959	3%	553
<b>N-CENTRAL</b>	67%	1,068	31%	491	2%	29
<b>NORTHWEST</b>	83%	1,853	17%	384	0%	9
<b>OLYMPIC</b>	93%	2,281	7%	169	1%	14
<b>PAC-MNTN</b>	68%	1,211	32%	569	1%	9
<b>PIERCE</b>	44%	1,830	53%	2,234	3%	123
<b>S-CENTRAL</b>	87%	1,217	13%	186	NA	NA
<b>SNOHOMISH</b>	87%	2,757	12%	387	1%	24
<b>SOUTHWEST</b>	76%	2,681	17%	586	7%	258
<b>SPOKANE</b>	86%	3,547	14%	569	0%	17
<b>Statewide</b>	79%	34,457	19%	8,110	2%	1,056

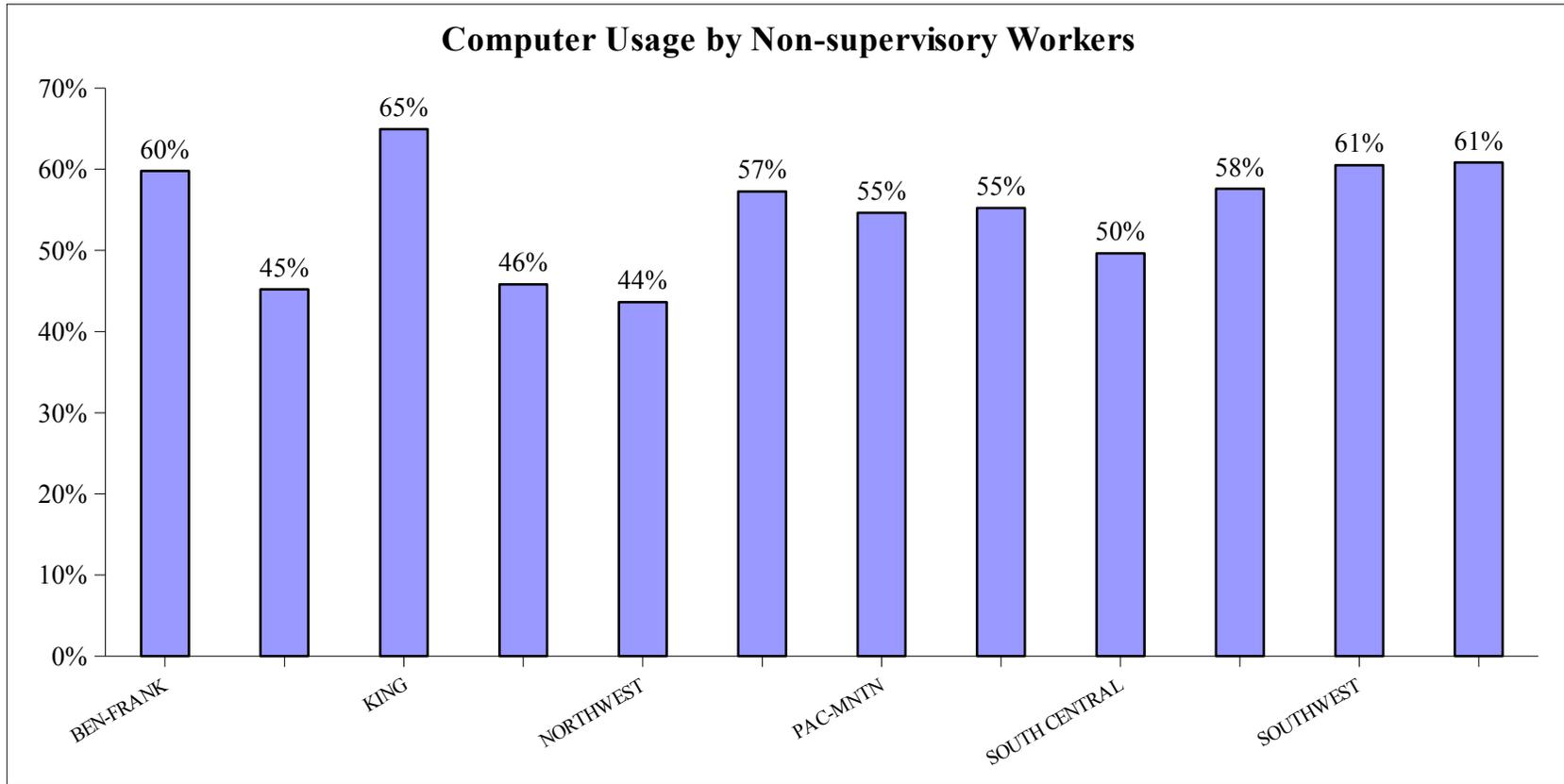
Question 23: Percentage of Employers That Had Written Plan with Any Employee for **On-the-job Training** at Least Four Hours

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

Q23	Yes		No		Not Applicable	
<b>BEN-FRANK</b>	37%	2,108	62%	3,539	1%	49
<b>EASTERN</b>	43%	2,581	55%	3,310	2%	127
<b>KING</b>	62%	44,631	37%	26,576	0%	287
<b>N-CENTRAL</b>	53%	4,490	45%	3,823	2%	182
<b>NORTHWEST</b>	50%	7,293	40%	5,844	9%	1,311
<b>OLYMPIC</b>	57%	6,495	42%	4,772	2%	188
<b>PAC-MNTN</b>	51%	8,036	47%	7,451	2%	346
<b>PIERCE</b>	27%	5,669	68%	14,164	4%	878
<b>S-CENTRAL</b>	46%	4,176	51%	4,570	3%	251
<b>SNOHOMISH</b>	41%	6,676	57%	9,168	2%	369
<b>SOUTHWEST</b>	31%	4,539	66%	9,504	3%	425
<b>SPOKANE</b>	46%	6,763	52%	7,689	1%	194
<b>Statewide</b>	50%	103,457	48%	100,410	2%	4,607

Question 25: What percentage of your firm's current employees are in jobs that require each of the education levels?

<b>Q25. All Employers</b>	<b>Neither a high school diploma or GED</b>	<b>High school diploma or GED</b>	<b>Some college course work</b>	<b>Vocational certificate</b>	<b>Vocational associate's degree</b>	<b>Academic associate's degree</b>	<b>Baccalaureate degree</b>	<b>Master's degree</b>	<b>Doctoral or professional degree</b>
<b>BEN-FRANK</b>	22%	41%	13%	4%	1%	3%	11%	1%	2%
<b>EASTERN</b>	28%	35%	15%	5%	2%	3%	11%	1%	1%
<b>KING</b>	17%	42%	14%	6%	2%	4%	11%	5%	1%
<b>N-CENTRAL</b>	26%	47%	12%	3%	1%	3%	4%	2%	2%
<b>NORTHWEST</b>	23%	48%	10%	4%	1%	2%	9%	2%	0%
<b>OLYMPIC</b>	25%	35%	17%	6%	1%	3%	10%	2%	0%
<b>PAC-MNTN</b>	20%	51%	8%	3%	1%	3%	11%	1%	1%
<b>PIERCE</b>	36%	27%	8%	8%	1%	4%	7%	7%	2%
<b>S-CENTRAL</b>	16%	35%	11%	9%	2%	6%	18%	4%	1%
<b>SNOHOMISH</b>	21%	29%	9%	8%	3%	5%	20%	3%	1%
<b>SOUTHWEST</b>	24%	41%	15%	2%	1%	4%	8%	1%	2%
<b>SPOKANE</b>	11%	45%	20%	4%	1%	2%	11%	3%	2%
<b>All WDA</b>	21%	40%	13%	6%	1%	4%	11%	3%	1%



Question 27: Percentage and number of employers reporting the type of institution or program that trained at least one employee for the company within the past 12 months.

Q27a: High School Vocational Programs

WDA	Yes		No		Not Applicable		All
BEN-FRANK	17%	1000	76%	4,400	6%	400	5,700
EASTERN	10%	600	75%	4,500	15%	900	6,000
KING	6%	4,000	67%	47,900	27%	19,600	71,500
N-CENTRAL	13%	1,100	73%	6,200	15%	1,300	8,500
NORTHWEST	26%	3,700	63%	9,100	11%	1,600	14,400
OLYMPIC	14%	1,600	74%	8,500	12%	1,400	11,500
PAC-MNTN	30%	4,700	50%	7,900	20%	3,200	15,800
PIERCE	8%	1,700	59%	12,200	33%	6,800	20,700
S-CENTRAL	23%	2,100	62%	5,600	15%	1,300	9,000
SNOHOMISH	20%	3,200	61%	9,900	19%	3,100	16,200
SOUTHWEST	9%	1,400	78%	11,300	13%	1,800	14,500
SPOKANE	21%	3,100	65%	9,500	13%	2,000	14,600
Statewide	14%	28,200	66%	137000	21%	43,300	208,500

Q27b: Community and Technical Colleges

WDA	Yes		No		Not Applicable		All
BEN-FRANK	30%	1,700	65%	3,700	6%	300	5,700
EASTERN	25%	1,500	60%	3,600	15%	900	6,000
KING	32%	22,600	59%	41,900	10%	6,900	71,500
N-CENTRAL	18%	1,600	72%	6,100	10%	800	8,500
NORTHWEST	37%	5,400	43%	6,100	20%	2,900	14,400
OLYMPIC	34%	3,900	55%	6,300	11%	1,300	11,500
PAC-MNTN	45%	7,100	37%	5,900	18%	2,900	15,800
PIERCE	19%	3,900	52%	10,700	29%	6,100	20,700
S-CENTRAL	30%	2,700	54%	4,900	16%	1,500	9,000
SNOHOMISH	23%	3,800	58%	9,500	18%	3,000	16,200
SOUTHWEST	24%	3,400	64%	9,200	13%	1,900	14,500
SPOKANE	52%	7,700	39%	5,800	8%	1,200	14,600
Statewide	31%	65,200	54%	113600	14%	29,700	208,500

## Q27c: WIA, WDC, or WorkSource

<b>WDA</b>	<b>Yes</b>		<b>No</b>		<b>Not Applicable</b>		<b>All</b>
<b>BEN-FRANK</b>	8%	400	80%	4,600	12%	700	5,700
<b>EASTERN</b>	8%	500	76%	4,600	16%	900	6,000
<b>KING</b>	3%	2,300	79%	56,800	17%	12,400	71,500
<b>N-CENTRAL</b>	14%	1,200	73%	6,200	13%	1,100	8,500
<b>NORTHWEST</b>	4%	600	72%	10,500	23%	3,400	14,400
<b>OLYMPIC</b>	6%	700	78%	8,900	16%	1,900	11,500
<b>PAC-MNTN</b>	13%	2,000	70%	11,000	18%	2,800	15,800
<b>PIERCE</b>	1%	300	67%	13,800	32%	6,700	20,700
<b>S-CENTRAL</b>	2%	200	77%	7,000	20%	1,800	9,000
<b>SNOHOMISH</b>	9%	1,500	71%	11,500	20%	3,200	16,200
<b>SOUTHWEST</b>	5%	800	81%	11,700	14%	2,000	14,500
<b>SPOKANE</b>	5%	700	74%	10,900	21%	3,100	14,600
<b>Statewide</b>	5%	11,200	75%	157,200	19%	40,000	208,500

## Q27d: Private Vocational Schools

<b>WDA</b>	<b>Yes</b>		<b>No</b>		<b>Not Applicable</b>		<b>All</b>
<b>BEN-FRANK</b>	22%	1,300	72%	4,100	6%	300	5,700
<b>EASTERN</b>	10%	600	78%	4,700	12%	700	6,000
<b>KING</b>	20%	14,300	64%	45,400	17%	11,800	71,500
<b>N-CENTRAL</b>	25%	2,200	61%	5,200	13%	1,100	8,500
<b>NORTHWEST</b>	12%	1,700	71%	10,300	16%	2,400	14,400
<b>OLYMPIC</b>	17%	1,900	69%	7,900	14%	1,600	11,500
<b>PAC-MNTN</b>	15%	2,400	70%	11,000	15%	2,500	15,800
<b>PIERCE</b>	14%	2,900	54%	11,300	32%	6,600	20,700
<b>S-CENTRAL</b>	18%	1,600	64%	5,700	18%	1,600	9,000
<b>SNOHOMISH</b>	16%	2,500	65%	10,500	19%	3,100	16,200
<b>SOUTHWEST</b>	7%	1,000	75%	10,900	18%	2,600	14,500
<b>SPOKANE</b>	24%	3,500	62%	9,100	14%	2,100	14,600
<b>Statewide</b>	17%	35,800	65%	136,200	18%	36,500	208,500

## Q27e: Apprenticeship

<b>WDA</b>	<b>Yes</b>		<b>No</b>		<b>Not Applicable</b>		<b>All</b>
<b>BEN-FRANK</b>	18%	1,000	78%	4,500	4%	200	5,700
<b>EASTERN</b>	7%	400	79%	4,700	15%	900	6,000
<b>KING</b>	17%	12,500	67%	47,900	16%	11,100	71,500
<b>N-CENTRAL</b>	10%	900	79%	6,700	11%	1000	8,500
<b>NORTHWEST</b>	6%	900	70%	10,100	24%	3,500	14,400
<b>OLYMPIC</b>	12%	1,300	70%	8,000	19%	2,100	11,500
<b>PAC-MNTN</b>	21%	3,300	61%	9,600	18%	2,900	15,800
<b>PIERCE</b>	9%	2,000	59%	12,300	31%	6,400	20,700
<b>S-CENTRAL</b>	7%	600	75%	6,700	18%	1,700	9,000
<b>SNOHOMISH</b>	10%	1,700	69%	11,200	20%	3,300	16,200
<b>SOUTHWEST</b>	8%	1,200	77%	11,100	15%	2,200	14,500
<b>SPOKANE</b>	11%	1,600	75%	11,000	14%	2,100	14,600
<b>Statewide</b>	13%	27,300	69%	143800	18%	37,300	208,500

## Q27f: Adult Basic Skills (GED, ESL)

<b>WDA</b>	<b>Yes</b>		<b>No</b>		<b>Not Applicable</b>		<b>All</b>
<b>BEN-FRANK</b>	8%	400	88%	5,000	4%	200	5,700
<b>EASTERN</b>	3%	200	82%	4,900	15%	900	6,000
<b>KING</b>	7%	4,900	79%	56,500	14%	10,100	71,500
<b>N-CENTRAL</b>	11%	900	73%	6,200	16%	1,400	8,500
<b>NORTHWEST</b>	6%	800	77%	11,100	18%	2,600	14,400
<b>OLYMPIC</b>	7%	800	77%	8,800	16%	1,800	11,500
<b>PAC-MNTN</b>	6%	1000	78%	12,400	16%	2,500	15,800
<b>PIERCE</b>	4%	800	66%	13,700	30%	6,200	20,700
<b>S-CENTRAL</b>	12%	1,100	69%	6,200	19%	1,700	9,000
<b>SNOHOMISH</b>	10%	1,700	69%	11,200	21%	3,400	16,200
<b>SOUTHWEST</b>	6%	900	74%	10,800	19%	2,800	14,500
<b>SPOKANE</b>	3%	400	77%	11,300	20%	2,900	14,600
<b>Statewide</b>	7%	13,900	76%	158000	18%	36,600	208,500

## Q27g: Four-year Colleges

<b>WDA</b>	<b>Yes</b>		<b>No</b>		<b>Not Applicable</b>		<b>All</b>
<b>BEN-FRANK</b>	22%	1,300	73%	4,200	4%	300	5,700
<b>EASTERN</b>	24%	1,400	62%	3,700	14%	900	6,000
<b>KING</b>	31%	21,900	66%	47,000	4%	2,600	71,500
<b>N-CENTRAL</b>	14%	1,200	75%	6,400	11%	900	8,500
<b>NORTHWEST</b>	25%	3,700	57%	8,200	18%	2,600	14,400
<b>OLYMPIC</b>	34%	3,900	48%	5,500	18%	2,000	11,500
<b>PAC-MNTN</b>	41%	6,400	44%	7,000	15%	2,400	15,800
<b>PIERCE</b>	14%	2,800	58%	12,000	29%	5,900	20,700
<b>S-CENTRAL</b>	31%	2,800	55%	4,900	14%	1,300	9,000
<b>SNOHOMISH</b>	29%	4,600	52%	8,400	20%	3,200	16,200
<b>SOUTHWEST</b>	18%	2,600	69%	10,000	13%	1,900	14,500
<b>SPOKANE</b>	47%	6,800	44%	6,400	10%	1,400	14,600
<b>Statewide</b>	29%	59,400	59%	123,700	12%	25,300	208,500