

Final Sample Size

2010 Washington State Employers Needs and Practices Survey

WDA	Completed Surveys	Percent
Olympic	240	8%
Pacific Mountain	256	9%
Northwest	260	9%
Snohomish	261	9%
King	240	8%
Pierce	262	9%
Southwest	246	8%
North Central	251	8%
South Central	250	8%
Eastern	241	8%
Benton-Franklin	237	8%
Spokane	259	9%
Statewide	3003	100%

Response Rate

Survey	Response Rate	Incidence Rate
Long-Form	72.20%	91.60%
Short-Form	66.70%	70.40%

There are a total of 126 question on the long form of the survey and a total of 71 questions on the short form. In 2007 the total number of questions on the survey was 125.

Question 1

Has your firm/organization hired any new employees in the last 12 months?

WDA	Percent Hired	Approximate Number of Firms Hired	Number of Firms in WDA
Olympic	51%	4,600	9,050
Pacific Mountain	69%	8,000	11,650
Northwest	56%	6,100	11,000
Snohomish	72%	10,700	14,900
King	62%	39,400	63,600
Pierce	58%	10,700	18,400
Southwest	66%	8,000	12,000
North Central	60%	3,400	5,700
South Central	54%	3,700	6,900
Eastern	57%	2,300	4,100
Benton-Franklin	69%	3,600	5,200
Spokane	62%	8,300	13,350
Statewide	62%	108,800	175,850

	Percent Hired	Approximate Number of Firms Hired	Number of Firms in Industry
Ag Food	52%	2,730	5,220
Construction	48%	6,370	13,300
High-Tech	57%	2,120	3,690
Manufacturing	51%	2,640	5,140
Services	65%	46,320	71,820
Trade	67%	31,040	46,680
Other	59%	17,680	29,960

	Percent Hired	Approximate Number of Firms Hired	Number of Firms in Industry
Micro	49%	46,038	94,340
Small	72%	42,167	58,810
Medium	92%	17,654	19,210
Large	94%	3,266	3,460

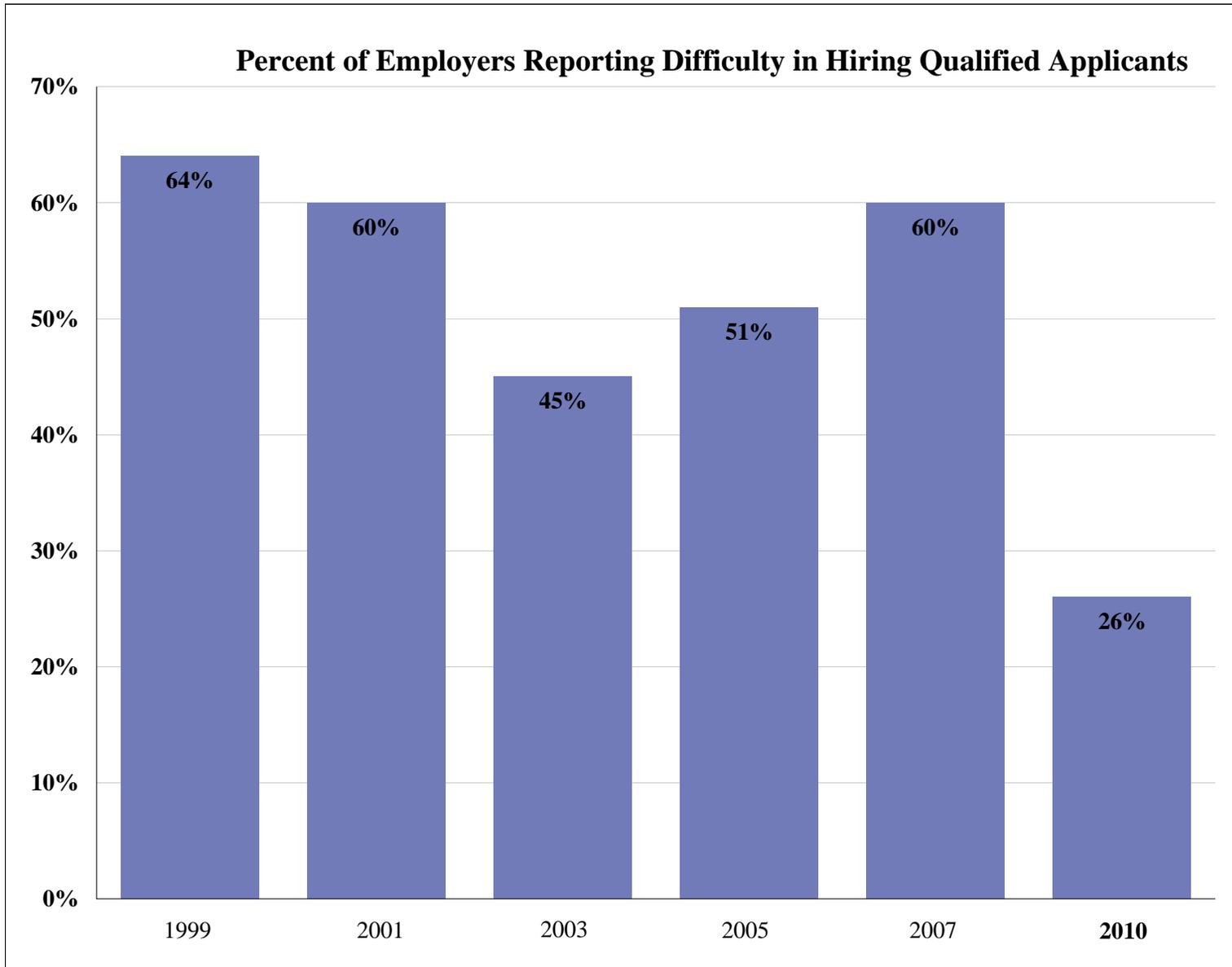
Question 2

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

WDA	Employers with Difficulty (Among Those Attempting to Hire)		All Employers	
			N	Percent
Olympic	1,500	33%	9,050	21%
Pacific Mountain	1,930	24%	11,650	18%
Northwest	1,730	28%	11,000	18%
Snohomish	3,810	36%	14,900	26%
King	10,520	27%	63,600	17%
Pierce	1,950	18%	18,400	13%
Southwest	1,020	13%	12,000	10%
North Central	1,150	34%	5,700	23%
South Central	1,170	32%	6,900	18%
Eastern	600	26%	4,100	17%
Benton-Franklin	1,320	37%	5,200	27%
Spokane	1,390	17%	13,350	13%
Statewide	28,090	26%	175,850	17%

Industry	Employers with Difficulty (Among Those Attempting to Hire)		All Employers	
			N	Percent
Ag_Food	740	27%	5,220	17%
Construction	850	13%	13,300	9%
High-Tech	500	24%	3,690	17%
Manufacturing	770	29%	5,140	16%
Services	12,780	28%	71,820	19%
Trade	5,990	19%	46,680	13%
Other	6,470	37%	29,960	24%
Statewide	28,100	26%	175,810	17%

Size	Employers with Difficulty (Among Those Attempting to Hire)		All Employers	
			N	Percent
Micro	11,790	26%	94,340	14%
Small	10,210	24%	58,810	19%
Medium	5,380	31%	19,210	28%
Large	860	26%	3,460	25%
Statewide	28,240	26%	175,820	17%



Question 3

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

	Employers With Difficulty (Among Those Attempting to Hire)		Percent of All Employers
Did not fill the job opening	10,900	39%	6%
Hired a less qualified applicant	14,100	50%	9%
Increased overtime for current workers	13,500	48%	8%
Increased recruiting efforts	19,100	68%	12%
Increased wages to attract applicants	6,500	23%	4%
Outsourced the work/service	6,200	22%	4%

Question 4

Please indicate the occupation for which your firm/organization had the most difficulty finding qualified applicants in the last 12 months.

Among those with difficulty hiring

Service Occupations	21%
Production, Construction, Operation, Maintenance and Material-handling	19%
Technical and Paraprofessional Occupations	16%
Clerical and Administrative Support Occupations	13%
Professional Occupations	10%
Marketing and Sales	9%
Managerial and Administrative Occupations	8%
Agricultural, Forestry, Fishing and Related Occupations	3%

Respondents could not find qualified applicants, or applicants with the specific skills needed for the job. Qualifications specifically mentioned were heavy equipment handling, medical billing, technology and a CDL.

Respondents had difficulty finding people in their geographic area; mainly in rural areas. Applicants had no desire to work, a bad attitude or work ethic. Applicants couldn't pass a background check or a drug test that was required for a position.

A limited number of respondents had to search out of state to find qualified applicants.

Question 5

How much difficulty has your firm/organization experienced in the last 12 months finding qualified applicants with the following education levels?

	Employers With Difficulty (Among Those Attempting to Hire)		Percent of All Employers
Neither a high school diploma or GED	3,120	11%	1.8%
High school diploma or GED	6,940	25%	3.9%
Some college course work	10,200	36%	5.8%
Vocational certificate	11,400	41%	6.5%
Vocational associate degree	7,360	26%	4.2%
Academic associate degree (A.A. or A.S.)	6,940	25%	3.9%
Bachelor's degree (B.A. or B.S.)	6,290	22%	3.6%
Master's degree (M.A. or M.S.)	6,120	22%	3.5%
Doctoral or Professional degree	4,240	15%	2.4%

Question 6

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

	Employers With Difficulty (Among Those Attempting to Hire)		Percent of All Employers
Occupation specific skills	23,960	85%	14%
Communication skills	21,210	76%	12%
Ability to adapt to changes in duties and	20,980	75%	12%
Problem solving or critical thinking	19,490	69%	11%
Positive work habits and attitudes	19,190	68%	11%
Team work skills	17,130	61%	10%
Ability to accept supervision	16,180	58%	9%
Computer skills	11,570	41%	7%
Writing skills	10,200	36%	6%
Math skills	10,200	36%	6%
English as a Second Language	10,140	36%	6%
Reading skills	5,670	20%	3%

Question 7

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

	Employers With Difficulty (Among Those Attempting to Hire)		Percent of All Employers
Lowered overall productivity	15,340	55%	9%
Reduced product or service quality	11,600	41%	7%
Reduced production output or sales	13,010	46%	7%
Prevented firm from expanding its facilities	10,420	37%	6%
Prevented firm from developing new products/services	8,370	30%	5%
Caused firm to move some operations out of Washington	2,610	9%	1%

Question 8

How much difficulty has your firm/organization experienced with entry-level workers demonstrating the following skills?

	Employers With Difficulty (Among Those Attempting to Hire)		Percent of All Employers
Speaks so others can understand	7,300	26%	4%
Listen actively	10,280	37%	6%
Read with understanding	9,690	35%	6%
Observe critically	10,670	38%	6%
Cooperate with others	10,980	39%	6%
Resolve conflict and negotiate	11,660	42%	7%
Use math to solve problems and communicate	7,220	26%	4%
Solve problems and make decisions	13,370	48%	8%
Take responsibility for learning	13,370	48%	8%
Use information and communications technology	11,150	40%	6%

Question 9

How will your firm's/organization's need for employees with each of the types of education listed below change in the next five years?

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

Question 9 by Education Level

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Neither a high school diploma or GED				
	Increase	Stay About the Same	Decrease	Not Needed
Total	7%	43%	5%	45%
Micro	6%	40%	4%	51%
Small	8%	46%	6%	39%
Medium	8%	47%	2%	36%
Large	6%	60%	6%	30%
Ag_Food	7%	49%	3%	41%
Construction	5%	57%	8%	30%
High-Tech	9%	36%	3%	51%
Manufacturing	11%	50%	4%	36%
Services	7%	53%	7%	33%
Trade	7%	53%	7%	33%
Other	5%	36%	6%	53%
High school diploma or GED				
	Increase	Stay About the Same	Decrease	Not Needed
Total	12%	63%	1%	22%
Micro	10%	56%	1%	33%
Small	14%	74%	1%	10%
Medium	20%	64%	2%	5%
Large	11%	80%	2%	6%
Ag_Food	8%	67%	2%	23%
Construction	17%	68%	0%	14%
High-Tech	18%	50%	1%	31%
Manufacturing	18%	61%	4%	16%
Services	9%	57%	0%	31%
Trade	14%	73%	1%	13%
Other	16%	63%	2%	18%

Question 9 by Education Level (continued)

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Some college course work				
	Increase	Stay About the Same	Decrease	Not Needed
Total	19%	55%	1%	24%
Micro	16%	52%	1%	32%
Small	23%	59%	1%	16%
Medium	20%	58%	2%	13%
Large	19%	68%	1%	13%
Ag_Food	13%	51%	0%	36%
Construction	23%	48%	1%	28%
High-Tech	24%	48%	2%	26%
Manufacturing	25%	50%	2%	22%
Services	16%	56%	1%	26%
Trade	17%	58%	1%	23%
Other	26%	55%	0%	19%

Vocational certificate				
	Increase	Stay About the Same	Decrease	Not Needed
Total	19%	48%	1%	32%
Micro	18%	46%	0%	36%
Small	20%	52%	1%	27%
Medium	15%	40%	1%	36%
Large	20%	65%	1%	15%
Ag_Food	15%	40%	0%	44%
Construction	26%	46%	0%	28%
High-Tech	23%	45%	0%	32%
Manufacturing	27%	47%	1%	25%
Services	17%	48%	0%	33%
Trade	15%	55%	0%	29%
Other	23%	39%	1%	36%

Question 9 by Education Level (continued)

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Vocational associate degree				
	Increase	Stay About the Same	Decrease	Not Needed
Total	15%	47%	1%	37%
Micro	15%	43%	1%	42%
Small	14%	54%	1%	30%
Medium	14%	41%	1%	37%
Large	14%	65%	1%	19%
Ag_Food	8%	43%	1%	49%
Construction	15%	45%	1%	39%
High-Tech	18%	44%	1%	35%
Manufacturing	17%	51%	1%	31%
Services	14%	47%	1%	36%
Trade	12%	52%	0%	36%
Other	21%	38%	1%	40%

Academic associate degree (A.A. or A.S.)				
	Increase	Stay About the Same	Decrease	Not Needed
Total	16%	45%	1%	37%
Micro	17%	38%	1%	44%
Small	14%	54%	2%	30%
Medium	13%	47%	1%	30%
Large	15%	66%	1%	19%
Ag_Food	5%	39%	1%	55%
Construction	13%	36%	2%	50%
High-Tech	19%	44%	0%	36%
Manufacturing	10%	47%	1%	42%
Services	18%	41%	2%	37%
Trade	11%	53%	1%	36%
Other	20%	47%	2%	30%

Question 9 by Education Level (continued)

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Bachelor's degree (B.A. or B.S.)				
	Increase	Stay About the Same	Decrease	Not Needed
Total	17%	38%	2%	42%
Micro	17%	33%	1%	49%
Small	16%	43%	2%	39%
Medium	17%	45%	5%	25%
Large	24%	56%	1%	19%
Ag_Food	10%	33%	1%	56%
Construction	12%	34%	2%	52%
High-Tech	36%	36%	0%	28%
Manufacturing	14%	40%	2%	43%
Services	24%	34%	1%	40%
Trade	10%	41%	2%	46%
Other	12%	46%	4%	39%

Master's degree (M.A. or M.S.)				
	Increase	Stay About the Same	Decrease	Not Needed
Total	6%	30%	2%	60%
Micro	3%	25%	2%	70%
Small	9%	36%	3%	49%
Medium	10%	32%	6%	45%
Large	12%	46%	1%	37%
Ag_Food	1%	30%	1%	68%
Construction	2%	25%	3%	71%
High-Tech	18%	37%	0%	45%
Manufacturing	5%	32%	2%	61%
Services	7%	27%	2%	61%
Trade	6%	32%	3%	59%
Other	6%	35%	3%	55%

Question 9 by Education Level (continued)

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Doctoral or Professional degree				
	Increase	Stay About the Same	Decrease	Not Needed
Total	6%	29%	2%	62%
Micro	8%	25%	2%	66%
Small	3%	33%	3%	58%
Medium	4%	33%	1%	55%
Large	8%	42%	1%	48%
Ag_Food	7%	28%	1%	64%
Construction	1%	21%	2%	75%
High-Tech	13%	31%	1%	55%
Manufacturing	1%	29%	3%	67%
Services	9%	29%	1%	57%
Trade	3%	29%	1%	66%
Other	3%	63%	3%	61%

Question 9 by business size

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Micro (2-4)	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	6%	40%	4%	51%
High school diploma or GED	10%	56%	1%	33%
Some college course work	16%	52%	1%	32%
Vocational certificate	18%	46%	0%	36%
Vocational associate degree	15%	43%	1%	42%
Academic associate degree (A.A. or A.S.)	17%	38%	1%	44%
Bachelor's degree (B.A. or B.S.)	17%	33%	1%	49%
Master's degree (M.A. or M.S.)	3%	25%	2%	70%
Doctoral or Professional degree	8%	25%	2%	66%

Small (5-19)	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	8%	46%	6%	39%
High school diploma or GED	14%	74%	1%	10%
Some college course work	23%	59%	1%	16%
Vocational certificate	20%	52%	1%	27%
Vocational associate degree	14%	54%	1%	30%
Academic associate degree (A.A. or A.S.)	14%	54%	2%	30%
Bachelor's degree (B.A. or B.S.)	16%	43%	2%	39%
Master's degree (M.A. or M.S.)	9%	36%	3%	49%
Doctoral or Professional degree	3%	33%	3%	58%

Question 9 by business size (continued)

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Medium (20-99)	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	8%	47%	2%	36%
High school diploma or GED	20%	64%	2%	5%
Some college course work	20%	58%	2%	13%
Vocational certificate	15%	40%	1%	36%
Vocational associate degree	14%	41%	1%	37%
Academic associate degree (A.A. or A.S.)	13%	47%	1%	30%
Bachelor's degree (B.A. or B.S.)	17%	45%	5%	25%
Master's degree (M.A. or M.S.)	10%	32%	6%	45%
Doctoral or Professional degree	4%	33%	1%	55%

Large (100+)	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	6%	60%	6%	30%
High school diploma or GED	11%	80%	2%	6%
Some college course work	19%	68%	1%	13%
Vocational certificate	20%	65%	1%	15%
Vocational associate degree	14%	65%	1%	19%
Academic associate degree (A.A. or A.S.)	15%	66%	1%	19%
Bachelor's degree (B.A. or B.S.)	24%	56%	1%	19%
Master's degree (M.A. or M.S.)	12%	46%	1%	37%
Doctoral or Professional degree	8%	42%	1%	48%

Question 9 by Industry

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Ag Food				
	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	7%	49%	3%	41%
High school diploma or GED	8%	67%	2%	23%
Some college course work	13%	51%	0%	36%
Vocational certificate	15%	40%	0%	44%
Vocational associate degree	8%	43%	1%	49%
Academic associate degree (A.A. or A.S.)	5%	39%	1%	55%
Bachelor's degree (B.A. or B.S.)	10%	33%	1%	56%
Master's degree (M.A. or M.S.)	1%	30%	1%	68%
Doctoral or Professional degree	7%	28%	1%	64%

Construction				
	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	5%	57%	8%	30%
High school diploma or GED	17%	68%	0%	14%
Some college course work	23%	48%	1%	28%
Vocational certificate	26%	46%	0%	28%
Vocational associate degree	15%	45%	1%	39%
Academic associate degree (A.A. or A.S.)	13%	36%	2%	50%
Bachelor's degree (B.A. or B.S.)	12%	34%	2%	52%
Master's degree (M.A. or M.S.)	2%	25%	3%	71%
Doctoral or Professional degree	1%	21%	2%	75%

Question 9 by Industry (continued)

How will your firm's need for employees with each of the types of education listed below change in the next five years?

High-Tech				
	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	9%	36%	3%	51%
High school diploma or GED	18%	50%	1%	31%
Some college course work	24%	48%	2%	26%
Vocational certificate	23%	45%	0%	32%
Vocational associate degree	18%	44%	1%	35%
Academic associate degree (A.A. or A.S.)	19%	44%	0%	36%
Bachelor's degree (B.A. or B.S.)	36%	36%	0%	28%
Master's degree (M.A. or M.S.)	18%	37%	0%	45%
Doctoral or Professional degree	13%	31%	1%	55%

Manufacturing				
	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	11%	50%	4%	36%
High school diploma or GED	18%	61%	4%	16%
Some college course work	25%	50%	2%	22%
Vocational certificate	27%	47%	1%	25%
Vocational associate degree	17%	51%	1%	31%
Academic associate degree (A.A. or A.S.)	10%	47%	1%	42%
Bachelor's degree (B.A. or B.S.)	14%	40%	2%	43%
Master's degree (M.A. or M.S.)	5%	32%	2%	61%
Doctoral or Professional degree	1%	29%	3%	67%

Question 9 by Industry (continued)

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Other				
	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	5%	36%	6%	53%
High school diploma or GED	16%	63%	2%	18%
Some college course work	26%	55%	0%	19%
Vocational certificate	23%	39%	1%	36%
Vocational associate degree	21%	38%	1%	40%
Academic associate degree (A.A. or A.S.)	20%	47%	2%	30%
Bachelor's degree (B.A. or B.S.)	12%	46%	4%	39%
Master's degree (M.A. or M.S.)	6%	35%	3%	55%
Doctoral or Professional degree	3%	63%	3%	61%

Services				
	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	7%	53%	7%	33%
High school diploma or GED	9%	57%	0%	31%
Some college course work	16%	56%	1%	26%
Vocational certificate	17%	48%	0%	33%
Vocational associate degree	14%	47%	1%	36%
Academic associate degree (A.A. or A.S.)	18%	41%	2%	37%
Bachelor's degree (B.A. or B.S.)	24%	34%	1%	40%
Master's degree (M.A. or M.S.)	7%	27%	2%	61%
Doctoral or Professional degree	9%	29%	1%	57%

Question 9 by Industry (continued)

How will your firm's need for employees with each of the types of education listed below change in the next five years?

Trade				
	Increase	Stay About the Same	Decrease	Not Needed
Neither a high school diploma or GED	7%	53%	7%	33%
High school diploma or GED	14%	73%	1%	13%
Some college course work	17%	58%	1%	23%
Vocational certificate	15%	55%	0%	29%
Vocational associate degree	12%	52%	0%	36%
Academic associate degree (A.A. or A.S.)	11%	53%	1%	36%
Bachelor's degree (B.A. or B.S.)	10%	41%	2%	46%
Master's degree (M.A. or M.S.)	6%	32%	3%	59%
Doctoral or Professional degree	3%	29%	1%	66%

Question 10

In the last three years, have the skills required to adequately perform production or support jobs (primary or front-line services or support jobs) increased, decreased or remained the same?

	Increased		Stay Same		Decreased		Don't Know		Total
Micro (2-4)	35%	33,190	54%	51,300	5%	4,900	5%	5,000	94,300
Small (5-19)	38%	22,170	57%	33,630	5%	2,650	0%	-	58,800
Medium (20-99)	24%	4,510	64%	12,290	12%	2,300	0.50%	96	19,200
Large (100+)	37%	1,310	57%	2,010	3%	110	2%	80	3,500
All	35%	61,882	56%	99,151	6%	10,021	3%	4,922	175,800

	Increased		Stay Same		Decreased		Don't Know		Total
Olympic	26%	2,350	60%	5,450	11%	980	3%	260	9,050
Pacific Mountain	45%	5,280	49%	4,430	6%	510	0%	-	11,650
Northwest	35%	3,850	59%	5,320	6%	540	0%	-	11,000
Snohomish	32%	4,720	62%	5,570	7%	620	0%	-	14,900
King	38%	23,850	50%	4,560	6%	520	6%	570	63,600
Pierce	39%	7,160	53%	4,780	8%	680	0%	-	18,400
Southwest	24%	2,930	72%	6,470	3%	270	0%	-	12,000
North Central	36%	2,070	58%	5,220	6%	530	0%	-	5,700
South Central	35%	2,420	59%	5,300	4%	390	2%	180	6,900
Eastern	35%	1,450	58%	5,220	3%	280	3%	310	4,100
Benton-Franklin	29%	1,510	67%	6,060	3%	240	1%	120	5,200
Spokane	27%	3,640	67%	6,040	3%	260	3%	270	13,350
All	35%	61,899	56%	99,151	6%	10,021	3%	4,922	175,850

	Increased		Stay Same		Decreased		Don't Know		Total
Ag_Food	22%	1,130	67%	3,510	9%	470	1%	40	5,220
Construction	31%	4,140	58%	7,690	11%	1,460	0%	-	13,300
High-Tech	40%	1,480	54%	2,000	4%	150	2%	60	3,690
Manufacturing	32%	1,620	62%	3,190	6%	300	0%	-	5,140
Services	44%	31,600	45%	32,390	4%	3,160	6%	4,520	71,820
Trade	20%	9,290	73%	34,170	6%	2,660	1%	330	46,680
Other	40%	11,920	54%	16,270	6%	1,740	0%	30	29,960
All	35%	61,885	56%	99,151	6%	10,021	3%	4,922	175,810

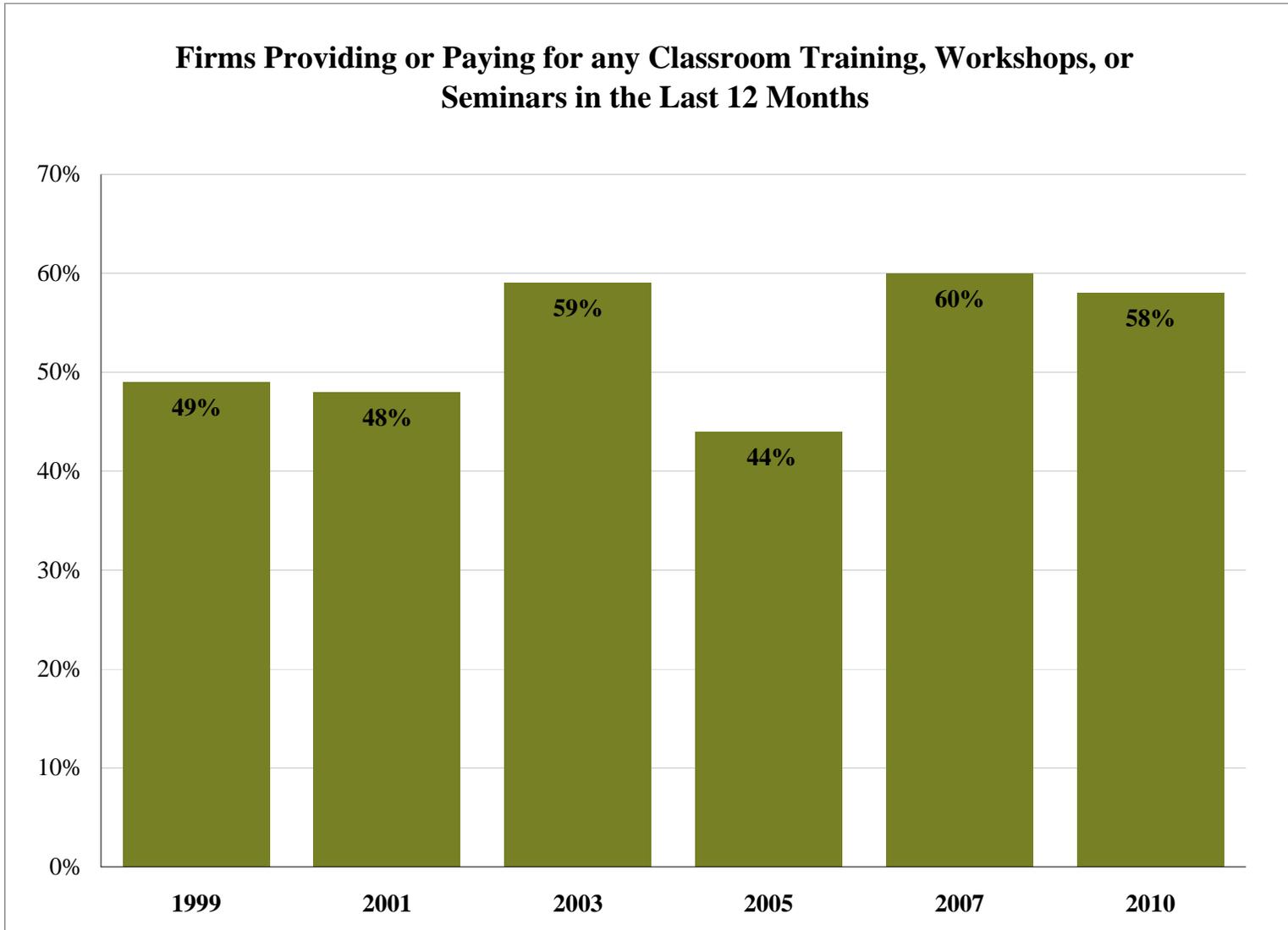
Question 11

Did your firm/organization provided or pay for any classroom training, workshops, or seminars (lasting at least four hours) for any employees in the last 12 months?

	Yes		No		Total
Micro (2-4)	49%	45,830	51%	48,280	94,300
Small (5-19)	66%	38,750	34%	19,820	58,800
Medium (20-99)	75%	14,300	25%	4,860	19,200
Large (100+)	85%	2,960	15%	530	3,500
All	58%	101,800	42%	73,700	175,800

by industry	Yes		No		Total
Ag Food	42%	2,172	58%	3,028	5,220
Construction	57%	7,594	43%	5,692	13,300
High-Tech	55%	2,018	45%	1,661	3,690
Manufacturing	40%	2,071	60%	3,058	5,140
Services	65%	46,468	35%	25,065	71,820
Trade	44%	20,539	56%	26,001	46,680
Other	69%	20,762	31%	9,168	29,960
All	58%	101,788	42%	73,660	175,800

Question 11



Question 12

What percentage received classroom training, workshops, or seminars (lasting at least 4 hours) did each type of employee received in the last 12 months?

Major Occupational Group	Percent
Managerial and administrative occupations	60%
Professional occupations	45%
Technical and paraprofessional occupations	41%
Marketing and sales-related occupations	35%
Clerical and administrative support occupations	36%
Service occupations	38%
Production, construction, operation, maintenance, and material-handling occupations	37%
Agricultural, forestry, fishing, and related occupations	6%

Question 13

What percent of your current employees would you say need further training in a formal program in order to reach the current level of productivity and competence that your company needs?

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

Question 14

In the last three years, has the percentage of your employees who receive classroom training, workshops, or seminars of some kind increased, decreased, or stayed the same?

	Increased	Stayed Same	Decreased
Small (5-19)	26%	69%	5%
Medium (20-99)	30%	63%	7%
Large (100+)	28%	61%	9%
All	27%	67%	6%

Question 15**Which of the following are reasons for your increase in training?***Among those who increased training in the last 12 months.*

	Yes	No	N/A
Changes in products or services you provide	58%	41%	0%
Changes in technology	60%	40%	0%
Changes in the organization of work	56%	44%	0%
Need to improve the quality of your output	74%	26%	0%
Need to improve worker productivity	56%	44%	0%
New hires did not have necessary skills	56%	43%	0%
To help employees develop more positive attitudes and work habits	62%	38%	0%
To keep up with competition from foreign countries	11%	88%	0%
To keep up with competitors at home	56%	44%	0%
To improve the morale of employees	61%	39%	0%
To develop a more flexible and versatile workforce	68%	29%	0%
To promote the personal or career development of employees	81%	19%	0%
Legal requirements forced us to increase training	53%	46%	1%

Are there any other reasons for your increase in training?

Safety and changing government regulations were the most cited reasons for increased training. This included ISO certification, OSHA, WISHA, and teacher certification. Other reasons include professional development, risk management and more time available for training because there is less work coming in

Question 16

Has your firm/organization ever had an arrangement with a community of technical college to provide education and training services to your employees?

Yes	16%
No	82%

Question 17

Why did you select a community or technical college to conduct training?

	Yes	No	N/A	Don't Know	Refused
Cost-effective value for money	64%	28%	2%	2%	4%
Quality of instruction	75%	22%	0%	0%	3%
Community or technical college customized the training program for our needs	74%	22%	0%	0%	4%
Convenient location	87%	11%	0%	0%	2%
Training programs referred to us by other businesses	31%	62%	0%	3%	4%
Contracted with community or technical college in the past with satisfactory results	77%	20%	1%	0%	2%

Why select a community or technical college to conduct training?
The community colleges offer specific training (Boeing certification, blueprint reading, RN, marine technical program, electronics.)
The school selected was the only option in the area.
There is a federal, state or company mandate for training.
The respondent was given a grant.

Question 18

In the last 12 months, did your firm provide or pay for classroom training, workshops, or seminars (lasting at least four hours) in work-place practices for any employee?

Among those who provided classroom training in the last 12 months (Q11=Yes)

	2003	2005	2007	2010
Ag_Food	63%	69%	61%	52%
Construction	59%	69%	55%	73%
High-Tech	49%	39%	28%	48%
Manufacturing	68%	66%	44%	58%
Services	68%	73%	39%	68%
Trade	60%	66%	45%	65%
Other	78%	68%	72%	73%
All Industries	67%	67%	50%	67%

Question 19

In the past 12 months, did your firm/organization provide or pay for classroom training, workshops, or seminars (lasting at least four hours) in basic skills for any employee?

Among those who provided classroom training in the last 12 months (Q11=Yes)

	2003	2005	2007	2010
Ag Food	15%	13%	10%	8%
Construction	7%	5%	24%	12%
High-Tech	12%	21%	29%	15%
Manufacturing	10%	12%	25%	7%
Services	8%	22%	8%	25%
Trade	18%	21%	21%	16%
Other	18%	20%	23%	38%
All Industries	13%	19%	16%	23%

Question 20

In the past 12 months, did your firm/organization provide or pay for classroom training, workshops, or seminars (lasting at least four hours) in job-specific skills for any employee?

Among those who provided classroom training in the last 12 months (Q11=Yes)

	2003	2005	2007	2010
Ag_Food	85%	91%	78%	69%
Construction	84%	79%	73%	80%
High-Tech	78%	97%	92%	73%
Manufacturing	74%	70%	79%	58%
Services	80%	91%	64%	85%
Trade	56%	90%	70%	61%
Other	85%	82%	85%	84%
All Industries	74%	88%	72%	77%

Question 21

Did your firm/organization have a tuition reimbursement program for any employee during the past 12 months?

Among those who provided classroom training in the last 12 months (Q11=Yes)

	2003	2005	2007	2010
Ag_Food	41%	38%	42%	44%
Construction	29%	41%	41%	41%
High-Tech	63%	59%	39%	43%
Manufacturing	53%	35%	53%	43%
Services	34%	65%	24%	49%
Trade	32%	48%	39%	24%
Other	37%	49%	65%	54%
All Industries	35%	50%	39%	44%

Question 22

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

Among those who have a tuition reimbursement program (Q21=Yes)

	2003	2005	2007	2010
Ag_Food	86%	92%	83%	97%
Construction	92%	77%	94%	89%
High-Tech	81%	90%	80%	71%
Manufacturing	82%	56%	53%	80%
Services	92%	98%	81%	89%
Trade	65%	96%	79%	83%
Other	77%	77%	77%	71%
All Industries	80%	91%	79%	83%

Question 23

Did your firm/organization provide at least 4 hours of on the job training that was described in a written plan or agreement for any employee in the last 12 months?

	2003	2005	2007	2010
Ag_Food	42%	45%	46%	40%
Construction	40%	34%	32%	38%
High-Tech	53%	36%	29%	41%
Manufacturing	27%	39%	33%	34%
Services	45%	40%	49%	33%
Trade	56%	54%	55%	47%
Other	53%	46%	57%	54%
All Industries	49%	47%	50%	41%

Question 24

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

	2003	2005	2007	2010
Managerial and administrative occupations	43%	38%	28%	52%
Professional occupations	33%	26%	16%	38%
Technical and paraprofessional occupations	31%	25%	21%	36%
Marketing and sales-related occupations	35%	33%	18%	34%
Clerical and administrative support occupations	40%	37%	34%	41%
Service occupations	40%	23%	20%	49%
Production, construction, operation, maintenance, and material-handling occupations	29%	32%	28%	35%
Agricultural, forestry, fishing, and related occupations	11%	6%	9%	5%

Question 11, 18-23

Percent of Employers that provided various trainings for at least four hours, or had a tuition reimbursement program or a written plan for on the job training. (in the last 12 months)

	Classroom Training, Workshop or Seminar				Tuition Reimbursement		Training was in a Written Plan or Agreement (Q23)
	for Any Employee (Q11)	in Work-Place Practices (Q18)	for Basic Skills (Q19)	in Job Specific Skills (Q20)	for Any Employee (Q21)	Restricted to Job-Related Training Only (Q22)	
Ag Food	42%	52%	8%	69%	44%	97%	40%
Construction	57%	73%	12%	80%	41%	89%	38%
High-Tech	55%	48%	15%	73%	43%	71%	41%
Manufacturing	40%	58%	7%	58%	43%	80%	34%
Services	65%	68%	25%	85%	49%	89%	33%
Trade	44%	65%	16%	61%	24%	83%	47%
Other	69%	73%	38%	84%	54%	71%	54%
All	58%	67%	23%	77%	44%	83%	41%

Question 25

What percent of your firm's current employees are in jobs that require each of the educational levels listed below.

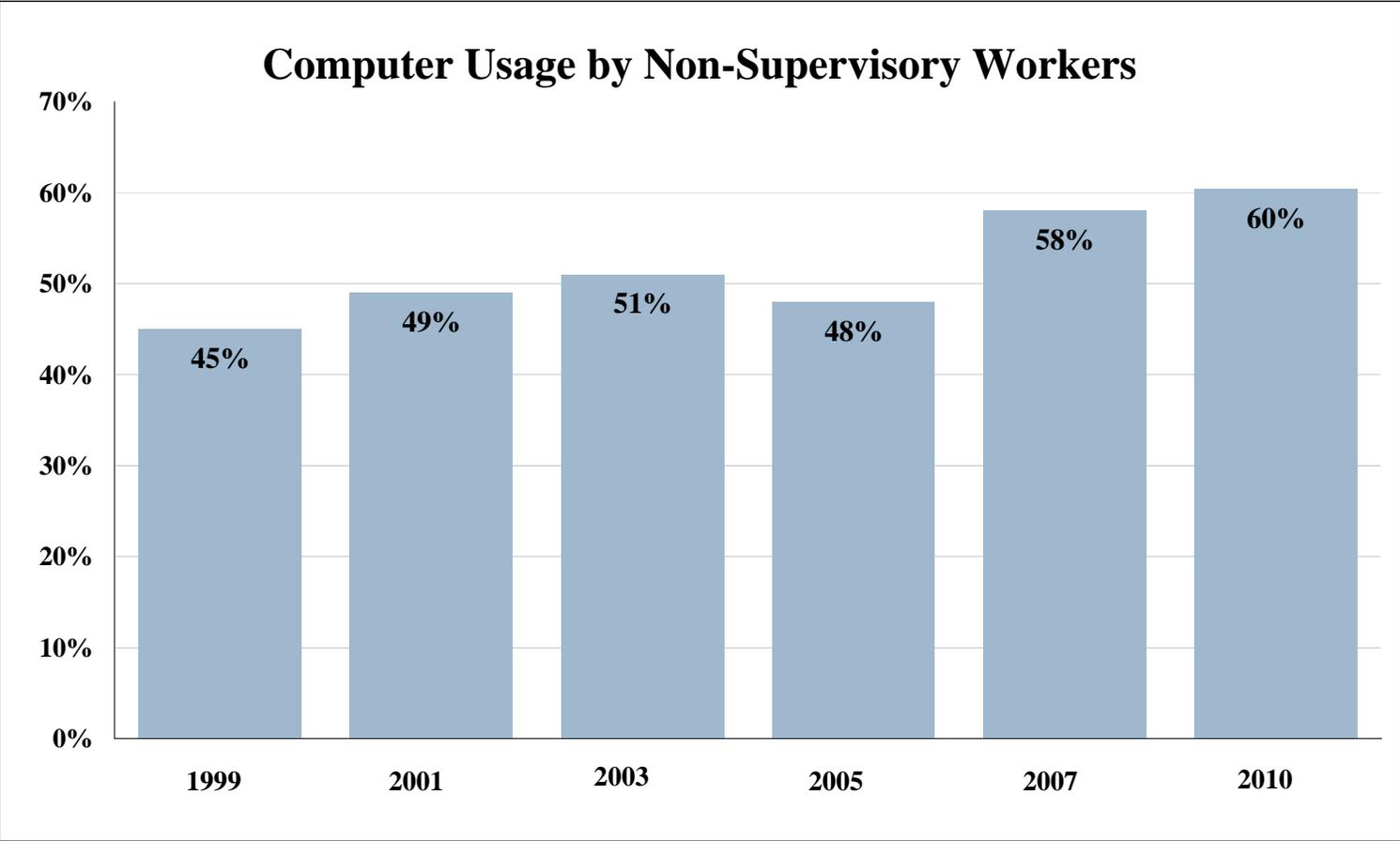
	Percent
Neither a high school diploma or GED	20%
High school diploma or GED	44%
Some college course work	8%
Vocational certificate	6%
Vocational associate degree	2%
Academic associate degree (A.A. or A.S.)	3%
Bachelor's degree (B.A. or B.S.)	14%
Master's degree (M.A. or M.S.)	2%
Doctoral or Professional degree	1%

Question 26

What percentage of your non-supervisory employees use computers in their jobs?

	Ag_Food	Const- ruction	High-Tech	Manu- facturing	Services	Trade	Other	Total
Olympic	37%	22%	84%	53%	59%	47%	83%	55%
Pacific Mountain	38%	29%	87%	50%	69%	59%	77%	60%
Northwest	61%	28%	73%	38%	58%	52%	78%	56%
Snohomish	47%	32%	75%	35%	60%	69%	89%	59%
King	53%	26%	77%	55%	64%	67%	76%	60%
Pierce	43%	31%	68%	49%	64%	50%	79%	55%
Southwest	43%	25%	68%	50%	57%	68%	76%	56%
North Central	31%	14%	65%	51%	64%	59%	73%	54%
South Central	34%	16%	59%	45%	69%	49%	76%	52%
Eastern	50%	39%	84%	33%	65%	51%	78%	60%
Benton-Franklin	29%	18%	80%	64%	62%	60%	83%	56%
Spokane	41%	13%	66%	48%	61%	56%	78%	52%
Total	42%	24%	74%	48%	63%	57%	79%	56%

Question 26



Question 27

Was anyone in your firm who was hired in the last 12 months attended, or was trained by, one of the following institutions or programs?

	Yes	No	N/A	Don't Know	Refused
High school vocational education programs	18%	74%	1%	0%	8%
Community or technical colleges vocational training programs	31%	62%	1%	0%	6%
Workforce Investment Act (WIA) Workforce Development Council (WDC) or WorkSource Programs	8%	83%	2%	0%	6%
Private vocational/technical schools	12%	81%	1%	0%	6%
Apprenticeship programs	8%	86%	1%	0%	5%
Adult basic skills classes such as GED and English as a Second Language	8%	85%	1%	0%	6%
Four-year college or universities	35%	61%	1%	0%	4%

Definition of Industry Sectors Used in the Survey

SIC	INDUSTRY NAME	MAJOR SUB GROUPS (at 2 Digit SIC)
01	Agriculture-Food	AGRICULTURAL PRODUCTION CROPS
02	Agriculture-Food	AGRICULTURAL PRODUCTION LIVESTOCK
07	Agriculture-Food	AGRICULTURAL SERVICES
08	Agriculture-Food	FORESTRY
09	Agriculture-Food	FISHING, HUNTING AND TRAPPING
20	Agriculture-Food	FOOD AND KINDRED PRODUCTS
10	Construction	METAL MINING
12	Construction	COAL MINING
13	Construction	OIL AND GAS EXTRACTION
14	Construction	NONMETALLIC MINERALS, EXCEPT FUELS
16	Construction	HEAVY CONSTRUCTION, EX. BUILDING
17	Construction	SPECIAL TRADE CONTRACTORS
28	High Tech	CHEMICALS AND ALLIED PRODUCTS
35	High Tech	INDUSTRIAL MACHINERY AND EQUIPMENT
36	High Tech	ELECTRONIC AND OTHER ELECTRIC EQUIPMENT
38	High Tech	INSTRUMENTS AND RELATED PRODUCTS
48	High Tech	COMMUNICATION
73	High Tech	BUSINESS SERVICES
87	High Tech	ENGINEERING AND MANAGEMENT SERVICES
22	Manufacturing	TEXTILE MILL PRODUCTS
23	Manufacturing	APPAREL AND OTHER TEXTILE PRODUCTS
24	Manufacturing	LUMBER AND WOOD PRODUCTS
25	Manufacturing	FURNITURE AND FIXTURES
26	Manufacturing	PAPER AND ALLIED PRODUCTS
27	Manufacturing	PRINTING AND PUBLISHING
28	Manufacturing	CHEMICALS AND ALLIED PRODUCTS
29	Manufacturing	PETROLEUM AND COAL PRODUCTS
30	Manufacturing	RUBBER AND MISC PLASTICS PRODUCTS
31	Manufacturing	LEATHER AND LEATHER PRODUCTS
32	Manufacturing	STONE, CLAY, AND GLASS PRODUCTS
33	Manufacturing	PRIMARY METAL INDUSTRIES
34	Manufacturing	FABRICATED METAL PRODUCTS
35	Manufacturing	INDUSTRIAL MACHINERY AND EQUIPMENT
37	Manufacturing	TRANSPORTATION EQUIPMENT
39	Manufacturing	MISCELLANEOUS MANUFACTURING INDUSTRIES
41	Other	LOCAL AND INTERURBAN PASSENGER TRANSIT
42	Other	TRUCKING AND WAREHOUSING

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

SIC	MAJOR SUB GROUPS (at 2 Digit SIC)	
44	Other	WATER TRANSPORTATION
45	Other	TRANSPORTATION BY AIR
46	Other	PIPELINES, EXCEPT NATURAL GAS
47	Other	TRANSPORTATION SERVICES
49	Other	ELECTRIC, GAS, AND SANITARY SERVICES
60	Other	DEPOSITORY INSTITUTIONS
61	Other	NONDEPOSITORY INSTITUTIONS
62	Other	SECURITY AND COMMODITY BROKERS
63	Other	INSURANCE CARRIERS
64	Other	INSURANCE AGENTS, BROKERS, & SERVICE
65	Other	REAL ESTATE
67	Other	HOLDING AND OTHER INVESTMENT OFFICES
70	Services	HOTELS AND OTHER LODGING PLACES
72	Services	PERSONAL SERVICES
73	Services	BUSINESS SERVICES
75	Services	AUTO REPAIR SERVICES AND PARKING
76	Services	MISCELLANEOUS REPAIR SERVICES
78	Services	MOTION PICTURES
79	Services	AMUSEMENT AND RECREATION SERVICES
80	Services	HEALTH SERVICES
81	Services	LEGAL SERVICES
82	Services	EDUCATIONAL SERVICES
83	Services	SOCIAL SERVICES
84	Services	MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS
86	Services	MEMBERSHIP ORGANIZATIONS
87	Services	ENGINEERING AND MANAGEMENT SERVICES
89	Services	SERVICES, NEC
50	Trade	WHOLESALE TRADE DURABLE GOODS
51	Trade	WHOLESALE TRADE NONDURABLE GOODS
52	Trade	BUILDING MATERIALS & GARDEN SUPPLIES
53	Trade	GENERAL MERCHANDISE STORES
54	Trade	FOOD STORES
55	Trade	AUTO DEALERS AND SERVICE STATIONS
56	Trade	APPAREL AND ACCESSORY STORES
57	Trade	FURNITURE AND HOME FURNISHING STORES
58	Trade	EATING AND DRINKING PLACES
59	Trade	MISCELLANEOUS RETAIL