Washington State Employers' Workforce Training Needs and Practice Survey, 2001

A Chart Book by Workforce Development Areas

Workforce Training and Education Coordinating Board

November 2002

Number of Valid Responses by WDC Name and Industries								
	INDUSTRIES							
WDC NAME	Agriculture-Food	Construc-tion	High Tech	Manufac-turing	Other	Services	Trade	WDC Count
BENTON FRANKLIN	9	14	0	2	25	75	60	185
EASTERN	11	10	3	9	56	93	44	226
KING	40	9	45	61	29	67	29	280
NORTH CENTRAL	11	19	0	6	30	78	51	195
NORTHWEST	13	27	10	11	27	73	37	198
OLYMPIC	8	21	7	7	25	85	44	197
PACIFIC MT	20	9	10	11	27	67	35	179
PIERCE	10	14	5	16	19	60	44	168
SNOHOMISH	13	11	8	18	16	63	38	167
SOUTHWEST	8	17	9	19	26	67	57	203
SPOKANE	17	17	12	19	17	82	54	218
TRI COUNTY	11	18	5	7	29	61	58	189
Industry Total	171	186	114	186	326	871	551	2405

Note: "Other" industries in this survey means Transportation, Public Utilities, Financial, Insurance, Real Estate industries.

Number of Valid Responses by Industries and Firm Size						
	FIRM SIZE					
INDUSTRIES	NA	1-4 Workers	5-19 Workers	20-99 Workers	100+ Workers	Industry Total
Agriculture-Food	1	87	57	21	5	171
Construction	0	91	61	22	12	186
High Tech	1	43	42	20	8	114
Manufacturing	2	46	67	43	28	186
Other	21	117	111	53	24	326
Services	3	396	302	105	65	871
Trade	0	221	236	75	19	551
Count by Firm Size	28	1001	876	339	161	2405

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
44	Other	WATER TRANSPORTATION
45	Other	TRANSPORTATION BY AIR
46	Other	PIPELINES, EXCEPT NATURAL GAS
47	Other	TRANSPORTATION SERVICES
48	Other	COMMUNICATION
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
54	Trade	FOOD STORES (Cont.)
55	Trade	AUTO DEALERS AND SERVICE STATIONS
56	Trade	APPAREL AND ACCESSORY STORES
57	Trade	FURNITURE AND HOMEFURNISHING STORES
58	Trade	EATING AND DRINKING PLACES
59	Trade	MISCELLANEOUS RETAIL

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

Q1. Has your firm/organization hired any new employees in the last 12 months? (For All Firms)

Q1	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOH OMISH	SOUTH WEST	SPOKANE	TRI COUNTY	Industry Average
Ag_Food	94.4%	59.7%	55.9%	80.5%	62.5%	84.7%	77.0%	89.4%	56.1%	76.7%	84.5%	71.2%	70.3%
Construction	85.6%	17.8%	42.7%	64.9%	67.4%	75.6%	62.5%	75.5%	73.4%	62.9%	76.4%	59.6%	60.9%
High_Tech	.	30.5%	70.8%	.	27.3%	19.4%	75.3%	46.4%	50.2%	66.3%	31.7%	54.4%	58.9%
Manufacturing	100.0%	48.4%	56.2%	71.6%	59.1%	53.9%	68.1%	61.4%	53.8%	79.4%	50.4%	66.2%	59.6%
Services	59.4%	52.8%	75.0%	58.0%	59.7%	58.9%	52.2%	73.8%	68.6%	53.7%	65.8%	61.4%	66.4%
Trade	69.7%	58.8%	65.9%	56.9%	62.6%	68.5%	58.3%	71.4%	58.6%	59.7%	71.8%	69.4%	65.0%
Other	78.5%	66.3%	40.8%	65.8%	68.7%	72.0%	48.3%	73.2%	65.0%	42.2%	66.9%	68.2%	56.3%
WDC Average	70.4%	54.7%	63.6%	60.9%	62.3%	65.4%	55.3%	72.6%	64.1%	56.2%	67.6%	65.3%	63.5%

Q3 Among Firms Looking, Percentage Reporting Difficulty Finding Qualified Applicants

Q3	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOH OMISH	SOUTH WEST	SPOKANE	TRI COUNTY	Industry Average
Ag_Food	72%	91%	84%	57%	39%	82%	60%	83%	65%	60%	45%	40%	67%
Construction	45%	95%	56%	25%	48%	48%	76%	54%	25%	31%	37%	54%	48%
High_Tech	.	100%	53%	.	28%	.	36%	61%	11%	14%	66%	46%	47%
Manufacturing	50%	44%	63%	100%	75%	73%	53%	45%	37%	51%	81%	49%	59%
Services	58%	59%	74%	45%	35%	54%	65%	65%	68%	45%	48%	54%	63%
Trade	67%	47%	68%	38%	35%	59%	74%	49%	72%	33%	48%	41%	58%
Other	64%	45%	78%	38%	62%	77%	70%	28%	50%	81%	43%	67%	61%
WDC Average	61%	54%	71%	42%	43%	61%	69%	54%	61%	45%	47%	51%	60%

Among Firms Looking, Percentage Reporting Difficulty Finding Qualified Applicants													Average by Firm Size
Q3	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOH OMISH	SOUTH WEST	SPOKANE	TRI COUNTY	
1-4 Workers	60%	58%	69%	44%	41%	57%	65%	52%	62%	40%	31%	49%	57%
5-19 Workers	63%	40%	73%	40%	43%	58%	67%	52%	57%	49%	60%	49%	61%
20-99 Workers	53%	67%	70%	37%	50%	64%	80%	66%	70%	44%	49%	64%	63%
100+ Workers	.	94%	75%	30%	68%	32%	69%	65%	61%	52%	78%	69%	69%
WDC Average	61%	54%	71%	42%	43%	61%	69%	54%	61%	45%	47%	51%	60%

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

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	ALL
Did not fill the opening	49.0%	50.9%	47.0%	45.3%	52.0%	53.8%	45.1%	37.6%	63.3%	57.4%	38.7%	49.1%	47.9%
Hired a less qualified	59.8%	67.2%	58.6%	80.6%	79.8%	74.3%	77.5%	67.7%	73.5%	70.1%	75.3%	70.4%	66.9%
Outsourced work	22.4%	17.2%	24.2%	22.6%	34.4%	15.9%	28.4%	23.0%	23.0%	21.9%	25.6%	34.2%	24.5%
Increased overtime	49.9%	56.5%	59.1%	42.5%	55.3%	62.1%	44.0%	50.9%	54.6%	49.2%	62.1%	55.1%	55.4%
Increased recruiting efforts	61.2%	67.3%	82.0%	56.6%	47.4%	69.0%	62.0%	70.1%	74.0%	60.2%	64.6%	63.1%	71.8%
Increased wage offer	46.7%	30.3%	51.8%	30.6%	42.7%	40.2%	34.6%	38.2%	63.6%	21.0%	58.7%	21.6%	45.9%

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

Firms with Difficulty Hiring Only	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	ALL WDC
Lowered overall productivity [A]	60.7%	65.0%	55.8%	56.5%	75.4%	62.2%	64.7%	62.3%	77.0%	80.1%	67.0%	77.8%	63.1%
Reduced product or service quality [B]	50.3%	53.6%	53.5%	51.4%	50.9%	56.3%	64.6%	54.4%	58.3%	58.9%	60.8%	66.0%	55.9%
Reduced production output or sales [C]	58.8%	48.1%	62.2%	54.9%	72.9%	55.5%	58.8%	57.9%	78.9%	64.3%	63.4%	69.7%	62.8%
Prevented firm from expanding its facilities [D]	36.3%	18.4%	39.3%	32.8%	42.1%	39.4%	22.3%	32.5%	44.1%	36.7%	22.7%	40.0%	35.9%
Prevented firm from developing new products/services [E]	35.7%	31.5%	34.2%	31.4%	26.1%	27.6%	32.4%	24.2%	36.5%	39.0%	39.2%	39.9%	33.2%
Caused firm to move some operations out of Washington [F]	2.1%	5.1%	3.9%	2.2%	.	4.7%	0.9%	1.2%	3.0%	4.8%	2.5%	8.7%	3.3%

Percent of Firms with Difficulty Hiring Workers with Certain Education Credentials	**Vocational Certificate / Associate Degree**		**Bachelor, Graduate, Professional Degree**	
	Firms With Difficulty Hiring	All Firms	Firms With Difficulty Hiring	All Firms
BENTON FRANKLIN	89.7%	17.2%	96.6%	12.6%
EASTERN	77.0%	7.9%	91.9%	9.8%
KING	76.4%	15.6%	90.7%	14.9%
NORTH CENTRAL	88.1%	7.1%	92.5%	6.8%
NORTHWEST	87.6%	8.3%	72.4%	5.3%
OLYMPIC	78.6%	17.2%	80.9%	12.3%
PACIFIC MT	82.8%	12.2%	90.7%	8.8%
PIERCE	85.7%	19.1%	91.3%	13.2%
SNOHOMISH	93.1%	20.8%	85.2%	10.0%
SPOKANE	84.2%	12.8%	87.0%	8.8%
TRI COUNTY	84.2%	15.7%	88.0%	12.0%

Q6. In general, how much difficulty has your firm/organization experienced in the last 12 months finding qualified applicants with the different education levels listed below? (Percent of Firms with Difficulty Hiring at that Education Level, among Firms with Difficulty Hiring Only)

Without High School/GED Diploma	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Much Difficulty	24.1%	.	.	4.0%	8.2%	2.7%	5.5%	1.2%	7.5%	.	.	3.1%	2.5%
Some Difficulty	14.2%	23.4%	26.0%	15.2%	26.5%	13.9%	38.4%	9.9%	17.9%	52.3%	39.5%	29.7%	25.6%
No Difficulty	61.6%	76.5%	73.9%	80.6%	65.2%	83.2%	56.0%	88.7%	74.5%	47.6%	60.4%	67.1%	71.7%
N	962	758	14572	1236	1396	1799	2916	2962	2466	1099	2236	1774	34176

With High School/GED Diploma	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Much Difficulty	7.6%	.	7.8%	3.0%	11.9%	4.2%	8.5%	3.6%	.	4.9%	2.2%	2.3%	5.9%
Some Difficulty	37.0%	33.2%	29.6%	33.2%	40.2%	27.6%	31.9%	22.3%	35.6%	32.0%	26.9%	45.6%	31.0%
No Difficulty	55.3%	66.7%	62.4%	63.6%	47.8%	68.0%	59.5%	73.9%	64.3%	63.0%	70.8%	52.0%	62.9%
N	1856	1209	24257	1647	2576	3228	4736	4967	4385	2018	3183	2392	56454

With Some Coursework in College, No Degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Much Difficulty	21.1%	10.5%	22.0%	9.4%	15.5%	7.7%	20.5%	21.4%	18.0%	22.5%	12.2%	22.9%	19.0%
Some Difficulty	47.9%	38.4%	42.3%	45.6%	56.1%	44.2%	63.7%	48.0%	62.4%	37.9%	53.9%	51.0%	47.9%
No Difficulty	30.9%	50.9%	35.5%	44.9%	28.2%	48.0%	15.6%	30.5%	19.5%	39.5%	33.8%	25.9%	33.0%
N	1368	1170	17680	971	1904	2902	2668	4574	3676	1442	3250	2113	43718

With Vocational Certificate	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Much Difficulty	48.4%	22.9%	43.7%	30.7%	33.5%	29.4%	15.8%	21.3%	30.1%	27.8%	15.6%	39.7%	33.6%
Some Difficulty	42.8%	57.7%	34.8%	56.4%	59.4%	41.7%	69.6%	57.5%	67.4%	58.9%	70.9%	45.0%	48.8%
No Difficulty	8.6%	19.3%	21.4%	12.7%	6.9%	28.7%	14.4%	21.0%	2.4%	13.2%	13.4%	15.2%	17.4%
N	1122	766	15310	776	1323	2731	2333	4391	3584	1702	2299	1815	38152

With Vocational Associate Degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Much Difficulty	38.8%	38.2%	44.8%	65.4%	24.1%	31.3%	22.0%	33.8%	19.9%	35.6%	31.2%	27.3%	36.6%
Some Difficulty	41.2%	32.5%	35.8%	13.2%	57.6%	46.1%	68.1%	54.8%	69.4%	43.6%	52.8%	42.1%	45.5%
No Difficulty	19.8%	29.2%	19.2%	21.2%	18.1%	22.4%	9.7%	11.2%	10.5%	20.6%	15.9%	30.5%	17.8%
N	780	452	11552	602	839	2024	1627	2648	2534	1073	1731	1118	26980

With Academic Associate Degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Much Difficulty	50.6%	46.0%	27.0%	50.3%	14.2%	21.7%	36.5%	36.9%	30.9%	37.9%	31.8%	48.3%	31.8%
Some Difficulty	28.9%	19.4%	49.8%	27.6%	53.8%	46.3%	55.8%	42.4%	58.6%	44.3%	50.7%	33.5%	46.9%
No Difficulty	20.4%	34.5%	23.0%	22.0%	31.8%	31.8%	7.5%	20.6%	10.3%	17.7%	17.4%	18.0%	21.2%
N	671	591	10680	622	490	1602	927	2356	1983	936	1867	1428	24153

With BA/BS Degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Much Difficulty	62.5%	55.8%	36.5%	58.2%	35.5%	29.5%	56.1%	55.0%	47.6%	32.2%	37.7%	48.8%	42.3%
Some Difficulty	31.4%	33.5%	40.3%	34.2%	42.6%	49.4%	25.6%	29.5%	31.6%	53.1%	46.2%	38.8%	38.5%
No Difficulty	5.9%	10.5%	23.1%	7.4%	21.8%	20.9%	18.1%	15.3%	20.6%	14.6%	15.9%	12.3%	19.1%
N	802	798	12163	761	664	1870	1501	2888	1767	919	1564	1398	27095

With Graduate or Professional Degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Much Difficulty	76.6%	89.1%	44.2%	84.4%	71.4%	83.7%	61.3%	46.5%	66.4%	48.2%	36.0%	62.2%	54.1%
Some Difficulty	23.3%	3.7%	52.8%	7.7%	28.5%	7.6%	29.1%	53.4%	8.0%	39.7%	22.5%	22.5%	37.4%
No Difficulty	.	7.1%	2.8%	7.7%	.	8.5%	9.4%	.	25.5%	12.0%	41.4%	15.2%	8.3%
N	535	432	6513	373	210	980	733	1745	1170	614	866	840	15011

Q7. How much difficulty has your firm/organization had finding employees with the following skills?

Firms that had difficulty finding applicants with sufficient reading skills (Of Firms with Difficulty Hiring)													
Q7a	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	7.6%	0.9%	12.2%	.	2.4%	0.6%	1.1%	.	4.0%	12.6%	.	6.1%	6.7%
Some Difficulty	35.0%	24.1%	24.0%	56.2%	44.3%	25.8%	44.6%	25.0%	38.5%	27.7%	39.3%	55.8%	31.6%
No Difficulty	57.2%	74.8%	63.7%	43.7%	53.2%	73.5%	54.2%	74.9%	57.4%	59.6%	60.6%	37.9%	61.6%
N	1978	1641	30848	1929	3980	3861	5763	7135	5639	2825	4494	3227	73320

Firms that had difficulty finding applicants with sufficient writing skills (Of Firms with Difficulty)													
Q7b	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	21.2%	5.6%	19.0%	10.5%	13.8%	1.8%	6.4%	3.4%	12.3%	30.8%	9.5%	20.6%	14.5%
Some Difficulty	38.4%	42.4%	47.1%	66.9%	48.0%	53.6%	65.8%	36.9%	54.2%	43.8%	44.9%	54.8%	48.9%
No Difficulty	40.2%	51.9%	33.7%	22.4%	38.1%	44.5%	27.7%	59.5%	33.4%	25.3%	45.4%	24.5%	36.4%
N	1931	1691	30942	1741	3715	3737	5987	6064	5553	2935	4147	3185	71628

Percent of Firms that had difficulty finding applicants with sufficient math skills (Of Firms with Difficulty Hiring)													
Q7c	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	18.1%	10.4%	19.7%	15.8%	8.9%	9.1%	4.9%	5.6%	5.2%	9.4%	12.9%	31.6%	14.5%
Some Difficulty	59.4%	51.0%	42.9%	64.2%	46.5%	52.1%	66.2%	47.4%	68.6%	65.0%	55.7%	52.3%	50.8%
No Difficulty	22.3%	38.5%	37.2%	19.9%	44.4%	38.7%	28.7%	46.9%	26.1%	25.5%	31.2%	16.0%	34.5%
N	1886	1567	30605	1844	3579	3509	5718	6232	4816	2561	4190	3045	69552

Percent of Firms that had difficulty finding applicants with sufficient job-specific skills (Of Firms with Difficulty Hiring)													
Q7d	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	40.7%	51.4%	35.0%	44.9%	50.3%	47.0%	54.0%	29.3%	51.1%	62.9%	46.6%	50.2%	41.9%
Some Difficulty	53.6%	41.5%	54.0%	42.7%	43.1%	43.4%	38.2%	56.4%	43.9%	28.2%	48.1%	46.3%	48.8%
No Difficulty	5.5%	7.0%	10.8%	12.3%	6.5%	9.4%	7.7%	14.2%	4.9%	8.7%	5.1%	3.3%	9.2%
N	2201	1753	32378	1788	3847	4769	5904	7041	5790	2963	4415	3290	76139

Percent of Firms that had difficulty finding applicants with sufficient computer skills (Of Firms with Difficulty Hiring)													
Q7e	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	13.2%	9.7%	10.6%	12.3%	26.6%	14.9%	12.3%	4.7%	2.4%	18.5%	12.7%	24.2%	11.9%
Some Difficulty	68.2%	53.7%	53.6%	67.6%	49.7%	58.6%	57.5%	57.4%	68.9%	52.6%	53.6%	51.0%	55.9%
No Difficulty	18.4%	36.5%	35.7%	19.9%	23.5%	26.3%	30.1%	37.7%	28.6%	28.8%	33.6%	24.7%	32.1%
N	1937	1335	26205	1416	2834	3232	4341	4956	3704	2142	3787	2661	58550

Percent of Firms that had difficulty finding applicants with sufficient team work skills (Of Firms with Difficulty Hiring)													
Q7f	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	22.6%	11.7%	17.0%	7.2%	16.5%	21.5%	15.5%	18.3%	24.2%	30.3%	18.3%	24.2%	18.4%
Some Difficulty	50.6%	53.7%	57.2%	64.2%	50.7%	54.7%	60.0%	56.8%	63.7%	45.6%	64.2%	67.1%	57.6%
No Difficulty	26.6%	34.4%	25.7%	28.4%	32.7%	23.7%	24.4%	24.8%	12.0%	24.0%	17.4%	8.6%	23.8%
N	1864	1927	33309	1925	3751	4513	6165	6912	5421	3255	4450	3123	76615

Percent of Firms that had difficulty finding applicants with sufficient problem solving skills (Of Firms With Difficutly)													
Q7g	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	25.0%	20.6%	35.0%	34.7%	33.2%	23.9%	23.3%	26.3%	26.5%	53.8%	33.7%	35.5%	31.9%
Some Difficulty	62.1%	62.7%	52.2%	57.2%	58.1%	72.8%	58.2%	62.4%	54.2%	43.0%	52.3%	60.3%	55.9%
No Difficulty	12.7%	16.6%	12.6%	7.9%	8.6%	3.2%	18.4%	11.2%	19.1%	3.0%	13.8%	4.0%	12.0%
N	2261	1777	32835	1915	4022	4444	5988	7315	5795	2991	4290	3211	76844

Percent of Firms that had difficulty finding applicants with sufficient communication skills (Of Firms with Difficulty Hiring)													
Q7h	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	16.6%	10.4%	34.6%	15.7%	23.6%	13.1%	19.2%	20.6%	17.0%	25.7%	16.0%	31.0%	25.9%
Some Difficulty	68.3%	58.4%	53.3%	69.0%	57.8%	64.5%	56.6%	60.8%	61.5%	59.1%	72.6%	57.8%	58.2%
No Difficulty	14.9%	31.1%	12.0%	15.1%	18.4%	22.3%	24.1%	18.4%	21.4%	15.0%	11.2%	11.1%	15.8%
N	2138	1976	33131	1813	3931	4540	5814	7375	5839	3329	4285	3409	77580

Percent of Firms that had difficulty finding applicants with good work habit (Of Firms with Difficulty Hiring)													
Q7i	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	28.8%	36.5%	37.5%	36.4%	34.8%	33.9%	37.5%	42.4%	38.5%	38.4%	44.0%	41.1%	37.9%
Some Difficulty	50.9%	39.6%	43.1%	49.6%	56.4%	53.7%	46.3%	37.3%	48.9%	45.9%	44.5%	51.7%	45.5%
No Difficulty	20.1%	23.8%	19.2%	13.8%	8.6%	12.3%	16.1%	20.2%	12.4%	15.6%	11.4%	7.0%	16.4%
N	2377	2016	33604	1844	4254	5020	6653	7268	5803	3301	4901	3537	80578

Percent of Firms that had difficulty finding applicants with sufficient ability to accept supervision (Of Firms with Difficulty Hiring)													
Q7j	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	18.3%	11.8%	20.5%	3.6%	17.6%	17.5%	19.2%	18.3%	20.3%	15.5%	14.5%	22.8%	18.7%
Some Difficulty	38.8%	57.7%	49.2%	66.0%	56.8%	60.2%	50.6%	57.8%	51.9%	54.0%	56.2%	59.9%	52.7%
No Difficulty	42.7%	30.3%	30.1%	30.2%	25.5%	22.1%	30.1%	23.7%	27.7%	30.4%	29.2%	17.2%	28.4%
N	2213	1938	32740	1825	3891	4416	6288	6785	5917	3219	4712	3446	77390

Percent of Firms that had difficulty finding applicants with sufficient ability to adapt to changes (Of Firms with Difficulty Hiring)													
Q7k	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	All
Much Difficulty	18.8%	17.2%	25.1%	10.6%	22.4%	18.7%	20.9%	27.0%	18.7%	19.7%	21.4%	24.7%	22.8%
Some Difficulty	46.5%	59.8%	57.3%	76.5%	63.5%	64.6%	60.8%	49.7%	66.7%	63.0%	59.5%	55.5%	58.9%
No Difficulty	34.6%	22.9%	17.4%	12.8%	14.0%	16.6%	18.2%	23.2%	14.4%	17.1%	18.9%	19.6%	18.2%
N	2094	1847	31234	1803	4002	4479	6369	7073	5574	3276	4550	3259	75560

Q9. 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? (All Firms)

Without a high school diploma/GED	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Increase	5.8%	8.7%	13.3%	5.1%	5.4%	8.4%	8.9%	6.4%	9.4%	8.9%	9.3%	11.8%	9.8%
Stay Same	74.5%	81.3%	66.9%	85.2%	80.2%	84.0%	79.5%	83.2%	68.5%	86.3%	71.1%	76.1%	74.9%
Decrease	19.6%	9.9%	19.6%	9.6%	14.3%	7.4%	11.4%	10.3%	21.9%	4.6%	19.4%	12.0%	15.2%

Without a high school diploma/GED	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Increase	20.0%	13.9%	26.7%	11.3%	21.2%	9.2%	18.2%	13.8%	16.1%	15.6%	15.6%	19.8%	19.2%
Stay Same	73.4%	82.7%	64.2%	84.3%	75.1%	86.5%	78.4%	79.8%	80.0%	81.0%	77.9%	75.3%	74.8%
Decrease	6.5%	3.3%	8.9%	4.2%	3.6%	4.1%	3.3%	6.2%	3.7%	3.2%	6.4%	4.7%	5.9%

Some college course work beyond high school	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Increase	39.7%	28.4%	36.2%	16.8%	24.2%	28.9%	21.7%	21.7%	29.2%	30.1%	33.3%	33.5%	30.5%
Stay Same	59.0%	68.6%	62.6%	81.0%	73.4%	71.0%	76.6%	77.1%	68.4%	66.4%	65.8%	64.0%	67.9%
Decrease	1.2%	2.8%	1.0%	2.1%	2.3%	.	1.6%	1.0%	2.3%	3.3%	0.8%	2.4%	1.5%

A vocational diploma or certificate	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Increase	40.2%	27.4%	37.7%	31.9%	41.8%	39.8%	37.8%	36.6%	47.5%	33.1%	34.5%	43.4%	37.9%
Stay Same	59.0%	71.0%	57.8%	65.3%	56.5%	59.4%	55.5%	62.2%	51.2%	64.7%	63.5%	53.7%	59.1%
Decrease	0.6%	1.5%	4.4%	2.6%	1.6%	0.7%	6.5%	1.1%	1.2%	2.0%	1.9%	2.7%	2.9%

A vocational associate degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Increase	31.8%	17.3%	37.5%	28.9%	22.2%	31.5%	22.5%	33.7%	34.3%	30.0%	31.9%	32.6%	32.1%
Stay Same	66.4%	80.1%	56.5%	64.5%	77.7%	67.6%	74.7%	64.7%	64.7%	68.2%	67.0%	65.0%	64.7%
Decrease	1.7%	2.5%	5.8%	6.5%	.	0.8%	2.7%	1.4%	0.9%	1.6%	0.9%	2.3%	3.1%

An academic associate (A.A. or A.S.) degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Increase	26.6%	17.7%	23.8%	16.3%	28.2%	33.7%	22.0%	25.1%	26.8%	27.5%	28.5%	29.8%	25.2%
Stay Same	70.4%	79.8%	74.9%	77.1%	67.0%	65.3%	74.9%	74.8%	69.0%	70.6%	71.1%	65.6%	72.7%
Decrease	2.9%	2.4%	1.1%	6.5%	4.7%	0.8%	3.0%	.	4.1%	1.8%	0.2%	4.4%	1.9%

A baccalaureate degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Increase	43.5%	23.3%	28.4%	24.5%	31.5%	35.6%	35.9%	33.0%	19.8%	27.8%	29.9%	35.3%	29.6%
Stay Same	53.1%	75.3%	68.3%	69.7%	66.3%	62.2%	64.0%	65.6%	77.1%	70.7%	69.4%	60.6%	67.8%
Decrease	3.3%	1.2%	3.2%	5.6%	2.0%	2.1%	.	1.2%	2.9%	1.3%	0.5%	4.0%	2.4%

A Graduate or Professional Degree	WDC_NAME												All
	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	
Increase	32.3%	19.6%	34.5%	17.7%	25.9%	32.2%	28.5%	16.9%	12.3%	24.0%	18.7%	26.5%	27.0%
Stay Same	66.4%	76.9%	63.5%	79.0%	74.0%	62.6%	66.4%	81.4%	79.2%	70.6%	76.9%	62.6%	69.6%
Decrease	1.1%	3.3%	1.8%	3.2%	.	5.0%	4.9%	1.5%	8.4%	5.2%	4.2%	10.7%	3.3%

Q10. 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?

Q10. For All Firms	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	ALL
Increase	54.2%	44.7%	46.6%	42.2%	44.4%	53.1%	49.7%	41.4%	48.3%	39.3%	51.9%	44.2%	46.6%
Stay Same	42.5%	53.8%	48.9%	55.8%	53.7%	43.2%	49.1%	55.9%	49.5%	58.0%	43.8%	51.9%	50.2%
Decrease	3.1%	1.3%	4.3%	1.9%	1.8%	3.6%	1.1%	2.5%	2.0%	2.6%	4.1%	3.7%	3.1%

Q14. 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 about the same?

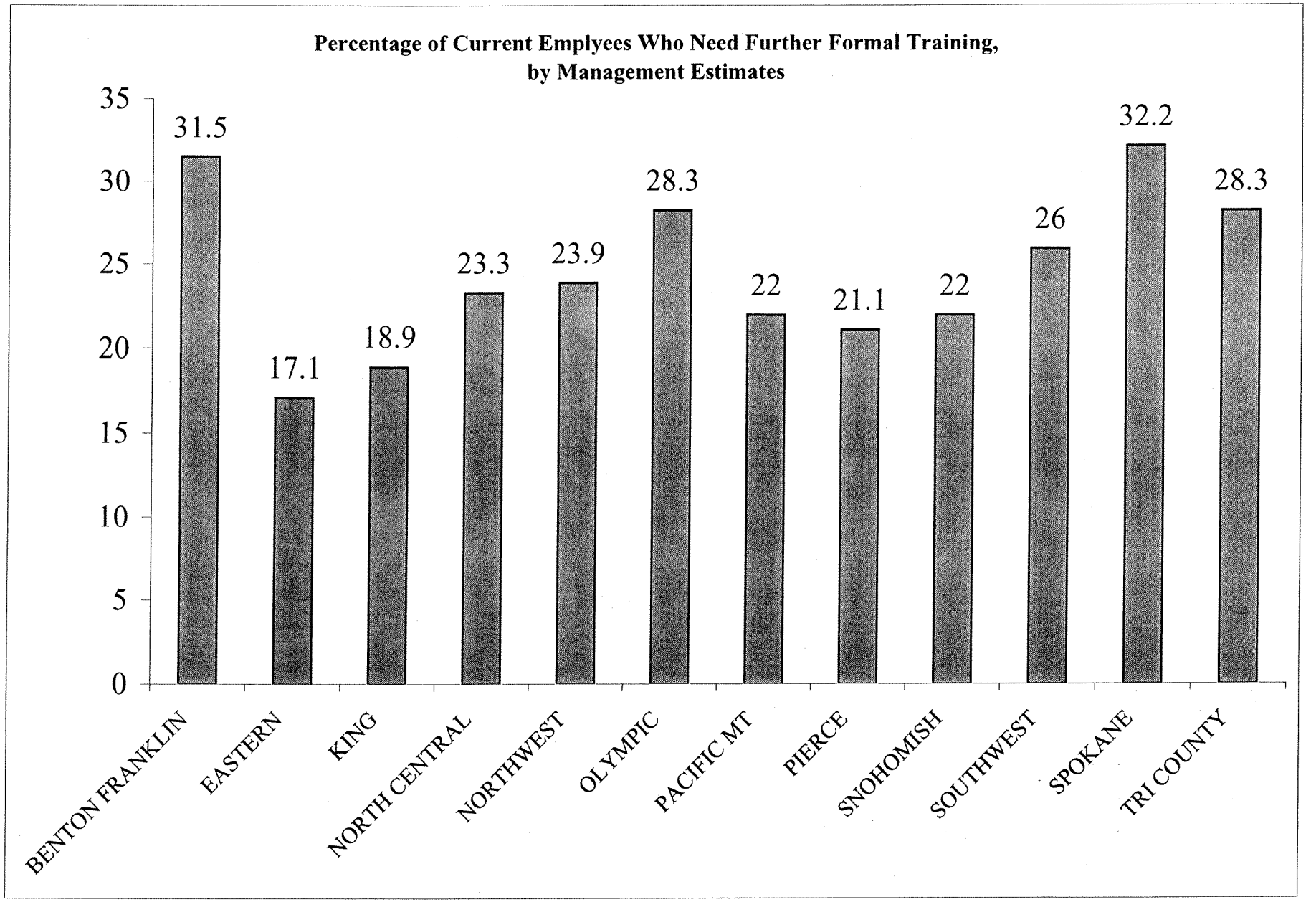
Q14. For All Firms	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO MISH	SOUTH WEST	SPOKANE	TRI COUNTY	ALL
Increase	47.0%	32.6%	43.1%	35.4%	31.5%	39.4%	39.6%	37.4%	34.3%	35.7%	58.5%	39.9%	41.0%
Stay Same	50.0%	61.2%	51.9%	61.5%	68.4%	51.7%	54.3%	61.7%	64.5%	61.6%	37.2%	56.6%	54.9%
Decrease	2.8%	6.1%	4.8%	2.9%	.	8.8%	5.9%	0.7%	1.0%	2.6%	4.2%	3.3%	3.9%

Q12. For each type of employee listed below, approximately what percentage received classroom training, workshops, or seminars (lasting at least 4 hours) in the last 12 months?

Occuptations	Managerial and administrative occupations	Professional occupations	Technical and paraprofessional occupations	Marketing and sales-related occupations	Clerical and administrative support occupations	Service occupations	construction, operation, maintenance, and material-handling occupations	Agricultural, forestry, fishing, and related occupations
BENTON FRANKLIN	67.1%	49%	46.1%	36.5%	39.3%	21.2%	38.1%	15%
EASTERN	63.8%	51.7%	49.9%	22.6%	38.9%	32.4%	37.2%	10.7%
KING	38.5%	36%	26.8%	33.6%	28.8%	19.6%	14.8%	0.9%
NORTH CENTRAL	55.9%	47.2%	43.2%	34.2%	37.7%	20.5%	33.3%	7.3%
NORTHWES	59.9%	27.1%	38.3%	37.9%	43.4%	30.1%	44%	7.8%
OLYMPIC	58.1%	44.2%	43.1%	24.9%	35.1%	32%	17.4%	4.9%
PACIFIC MT	61.4%	45.9%	34.8%	33.4%	42%	16.9%	19.4%	7.7%
PIERCE	61.3%	49.1%	35.2%	31.2%	44.6%	36.9%	30%	0%
SNOHOMISH	55.1%	39.2%	26.1%	38.9%	33.4%	23.9%	16.3%	2.2%
SOUTHWEST	50.5%	35.2%	32.3%	19.1%	29.6%	21.9%	15.3%	4.6%
SPOKANE	67.2%	42.8%	34.5%	33.3%	41.7%	26.3%	29.8%	8.6%
TRI COUNTY	48.1%	36.3%	27.8%	26.2%	31.0%	27.0%	26.6%	3.6%

Q15. Which of the following are reasons for your increase in training?

Q15	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTHW EST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPOKANE	TRI COUNTY
Changes in products or services	69.7%	62.9%	74.2%	66.5%	65.0%	59.3%	55.6%	61.8%	65.3%	65.7%	70.3%	79.1%
Changes in technology	82.5%	88.3%	70.6%	83.5%	80.3%	71.8%	91.7%	78.0%	83.3%	73.4%	84.8%	88.2%
Changes in the organization of work	55.8%	47.3%	66.8%	47.7%	54.8%	48.1%	58.1%	51.4%	50.1%	64.7%	62.1%	64.1%
Need to improve the quality of your output	85.2%	74.6%	87.3%	72.4%	75.5%	75.1%	82.2%	74.9%	81.4%	66.3%	77.2%	85.4%
Need to improve worker productivity	75.3%	66.7%	73.6%	57.1%	58.1%	69.9%	65.1%	70.2%	78.8%	64.7%	80.3%	63.7%
New hires did not have necessary skills	63.1%	63.1%	68.9%	58.4%	61.4%	75.6%	75.6%	65.0%	80.2%	72.6%	80.2%	79.5%
To help employees develop more positive attitudes and work habits	74.4%	65.8%	72.0%	77.6%	60.3%	84.9%	60.2%	63.2%	75.4%	60.7%	65.7%	79.2%
To keep up with competition from foreign countries	3.7%	4.7%	5.2%	1.2%	4.8%	0.0%	6.1%	1.0%	6.0%	2.9%	4.4%	3.6%
To keep up with competitors at home	50.9%	40.2%	45.2%	26.7%	58.4%	39.3%	41.9%	45.1%	52.1%	53.8%	55.7%	54.0%
To improve the morale of employees	78.3%	65.2%	69.0%	74.8%	72.1%	71.9%	85.2%	48.2%	73.0%	69.2%	74.1%	69.3%
To promote the personal or career development of employees	89.6%	66.4%	75.1%	73.1%	68.5%	92.1%	84.0%	67.9%	79.9%	74.2%	71.5%	76.6%
Legal requirements forced us to increase training	49.3%	56.5%	26.0%	65.3%	34.8%	61.2%	41.5%	31.4%	49.6%	39.9%	44.8%	57.2%


Percentage of Current Emplyees Who Need Further Formal Training,
by Management Estimates
35
30
25
20
15
10
5
0
31.5
17.1
18.9
23.3
23.9
28.3
22
21.1
22
26
32.2
28.3
BENTON FRANKLIN
EASTERN
KING
NORTH CENTRAL
NORTHWEST
OLYMPIC
PACIFIC MT
PIERCE
SNOHOMISH
SOUTHWEST
SPOKANE
TRI COUNTY

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

WDC_NAME	Classromm Training, Workshop, Seminar				Tuition Reimbursement		On-the-Job Training Was in a Written Plan or an Agreement (Q26)
	for Any Employee (Q11)	in Work-Place Practices (Q20)	for Basic Skills (Q21)	in Job Specific Skills (Q22)	for Any Employee (Q24)	Restricted to Job-related Training Only (Q25)	
BENTON FRANKLIN	52%	76%	26%	84%	51%	76%	41%
EASTERN	43%	76%	15%	82%	42%	86%	31%
KING	53%	71%	14%	82%	38%	81%	38%
NORTH CENTRAL	46%	71%	17%	85%	32%	78%	29%
NORTHWES	40%	74%	17%	81%	35%	75%	34%
OLYMPIC	48%	74%	17%	91%	41%	76%	32%
PACIFIC MT	49%	86%	33%	91%	50%	73%	37%
PIERCE	49%	71%	13%	85%	39%	88%	36%
SNOHOMISH	38%	69%	16%	77%	48%	93%	37%
SOUTHWEST	46%	74%	10%	87%	42%	95%	26%
SPOKANE	43%	73%	25%	89%	40%	83%	30%
TRI COUNTY	50%	72%	20%	82%	32%	74%	42%

Q27. For each type of employee listed below, approximately what percentage received on-the-job training in the last 12 months.

Major Occupation Groups	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPOKANE	TRI COUNTY
Managerial and administrative occupations	37.6%	32.2%	43.7%	35.8%	37.5%	26.1%	39.3%	52.2%	42.8%	31.2%	36.2%	38.2%
Professional occupations	18.4%	28.8%	20.3%	29.8%	20%	22.7%	37%	36.1%	37.5%	16.6%	21.9%	21.7%
Technical and paraprofessional occupations	31%	32.9%	14.6%	29.5%	23%	19.8%	20%	28.4%	19.4%	28.6%	27.4%	29.1%
Marketing and sales-related occupations	30.2%	20.4%	48.4%	31.7%	44.4%	23.3%	31.5%	38.9%	35.5%	22.1%	36.5%	27.2%
Clerical and administrative support occupations	32.1%	31.9%	38.4%	26.8%	33.8%	37.7%	47.3%	61.1%	36%	32%	38%	35.5%
Service occupations	36.3%	23.3%	32.4%	29.9%	35.4%	30.8%	15.9%	37%	36.5%	22.9%	27.1%	35.7%
Production, construction, operation, maintenance, and material-handling occupations	40.6%	30.6%	25.6%	33.4%	42.9%	25.4%	27.1%	43.8%	41%	21%	16.6%	34.2%
Agricultural, forestry, fishing, and related occupations	13.8%	13%	8.9%	8.2%	4.7%	7.2%	5.2%	7.9%	4.9%	0.7%	4.5%	5.3%

Q29. What percent of your firm's/organization's current employees are in jobs that require each of the educational levels listed below?

Education Level	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPOKANE	TRI COUNTY
Neither a high school diploma nor a GED	19.6%	14.3%	12.8%	21.2%	16.7%	19.9%	20.6%	17.8%	21.8%	16.9%	11.9%	30.8%
A high school diploma or GED	47.7%	36.4%	39.6%	55.7%	57.3%	41.1%	43.1%	48.7%	48.3%	50.4%	46.2%	36.9%
Some college course work of training beyond high school	12.9%	21.5%	18.6%	15.6%	16.7%	24.9%	18.3%	17.1%	22.8%	21.6%	13.7%	14.7%
A vocational diploma or certificate	13.7%	9.5%	20.8%	12%	10.2%	14.5%	11.5%	12.1%	13.9%	12.5%	8.1%	6.6%
A vocational associate degree	3.5%	2.8%	3.4%	3.9%	4.6%	4.8%	3.8%	5.3%	4.7%	3.4%	6.4%	2.7%
An academic associate (A.A. or A.S.) degree	5.5%	10.1%	4.6%	8.8%	2.9%	5.4%	6%	2.7%	8.6%	4.4%	7.9%	6.6%
A baccalaureate (B.A. or B.S. degree)	9.5%	15%	23%	14.5%	13.4%	10.7%	12.1%	16.5%	16.5%	14.5%	14.9%	10.4%
A graduate or professional degree	6.3%	8%	10.4%	5.2%	9.3%	7.7%	11.3%	8.1%	7.5%	7.5%	6%	7%

Q30. What percentage of your non-supervisory employees uses computers in their jobs?

WDC	INDUSTRIES							WDC Average
	Ag_Food	Construction	High_Tech	Manufacturing	Services	Trade	Other	
BENTON FRANKLIN	49.1%	23.9%	.	0.0%	55.6%	41.5%	57.7%	48.1%
EASTERN	27.8%	4.4%	88.3%	17.4%	47.0%	33.3%	69.3%	43.8%
KING	33.0%	12.7%	77.0%	38.9%	65.1%	41.3%	90.9%	58.4%
NORTH CENTRAL	10.0%	7.7%	.	27.7%	36.2%	37.1%	48.7%	35.3%
NORTHWEST	9.8%	1.2%	59.7%	55.3%	47.6%	37.4%	40.3%	37.7%
OLYMPIC	35.8%	8.4%	70.5%	43.6%	52.3%	33.5%	76.9%	48.0%
PACIFIC MT	27.5%	3.3%	92.9%	29.5%	59.4%	35.4%	77.6%	51.3%
PIERCE	45.6%	19.6%	67.4%	21.9%	56.9%	35.7%	77.0%	48.9%
SNOHOMISH	31.1%	18.0%	62.2%	33.8%	41.5%	37.0%	64.5%	40.6%
SOUTHWEST	50.5%	5.7%	76.9%	42.8%	46.1%	33.1%	74.4%	43.8%
SPOKANE	46.1%	10.6%	63.6%	37.3%	39.9%	31.6%	59.4%	39.3%
TRI COUNTY	3.5%	7.5%	70.8%	32.3%	47.5%	34.6%	59.0%	40.7%
Industry Average	29.8%	10.3%	74.1%	35.6%	54.4%	37.4%	74.2%	48.7%

Q31. Please indicate whether or not your firm/organization is using any of the work-place practices listed below.

WORK PLACE PRACTICE	BENTON FRANKLIN	EASTERN	KING	NORTH CENTRAL	NORTH WEST	OLYMPIC	PACIFIC MT	PIERCE	SNOHO-MISH	SOUTH WEST	SPOKANE	TRI COUNTY
Self-managed work teams	45.8%	55.9%	42.3%	39.1%	47.9%	43.8%	44.4%	46.5%	48.9%	41.3%	36.5%	46.8%
Cross training	88.7%	91.7%	90.5%	93.6%	84.9%	79.6%	93.5%	89.7%	88.6%	86.2%	88.5%	81.8%
Job-sharing or flextime program	25.0%	25.2%	20.3%	20.6%	18.5%	26.4%	20.9%	20.2%	22.7%	20.5%	21.5%	23.5%
Job rotation	29.5%	35.3%	25.9%	36.5%	34.8%	25.4%	33.5%	31.0%	30.6%	29.5%	34.5%	38.6%
Link compensation to performance	60.8%	47.1%	70.6%	51.6%	60.9%	65.8%	59.8%	67.3%	64.4%	62.0%	62.3%	67.0%
Regular meetings between managers/ supervisor and workers	72.4%	72.1%	70.0%	67.2%	65.7%	75.0%	66.8%	72.5%	57.9%	69.3%	64.5%	75.7%
Management or Continuous Quality Improvement Program	26.7%	22.8%	22.5%	25.3%	16.2%	17.3%	38.3%	26.8%	19.4%	20.7%	20.5%	28.6%
Benchmarking	57.9%	56.3%	41.9%	62.1%	45.0%	57.2%	44.0%	49.4%	33.8%	46.2%	52.0%	44.2%
Just-in-time inventories	18.3%	19.5%	16.4%	15.5%	25.1%	10.5%	20.3%	23.9%	18.3%	17.2%	24.0%	23.3%
Quality circles	6.7%	12.5%	6.1%	4.1%	6.7%	6.2%	12.0%	16.4%	11.6%	3.1%	9.9%	6.9%