

# 2012 Employer Survey

Virtual Business Forum

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# Biennial Employer Survey

- Phone survey of over 2800 private and public employers
- Calls made in September-December 2012.
- Results expressed as estimated overall percentages and numbers of **employers**, not **jobs** -- large employers do not dominate results.
- Most training questions are only asked of those firms with five or more employees.

# Has your firm hired any new employees in the last twelve months?

Q1	# of Employers (est.)	Percent
Yes	60,314	51%
No	58,620	49%
Total	118,934	100%

# Did your firm have any difficulty finding qualified applicants?

*Among those who hired*

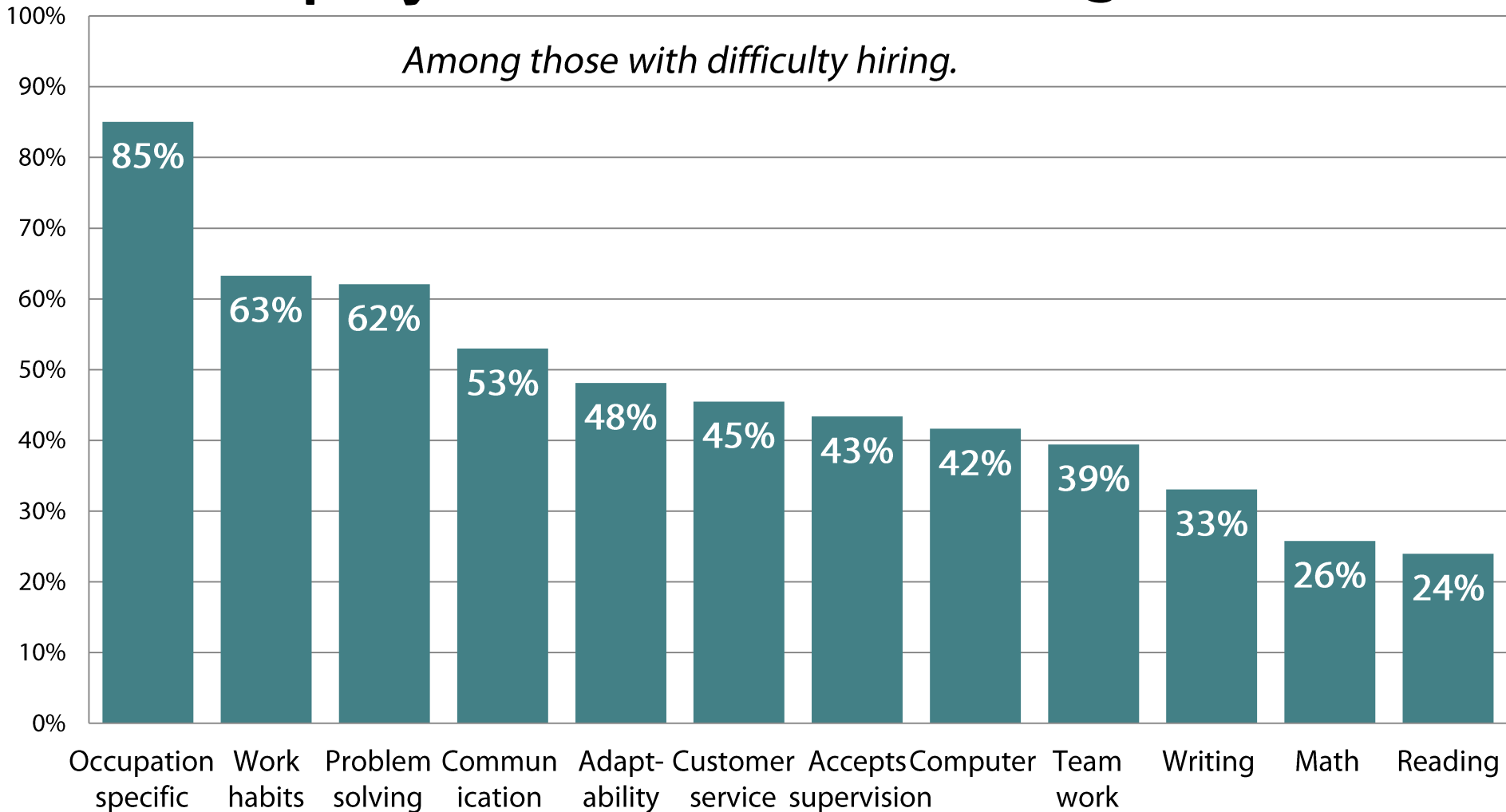
Q2	# of Employers (est.)	Percent
Yes	12,686	21%
No	47,622	79%
Total	60,307	

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

<i>Among those with difficulty hiring.</i>	
Increased recruiting efforts	65%
Hired a less qualified applicant	44%
Increased overtime hours for current workers	43%
Did not fill the job opening	37%
Increased wages to attract more applicants	15%
Outsourced work or purchased services from another firm	11%

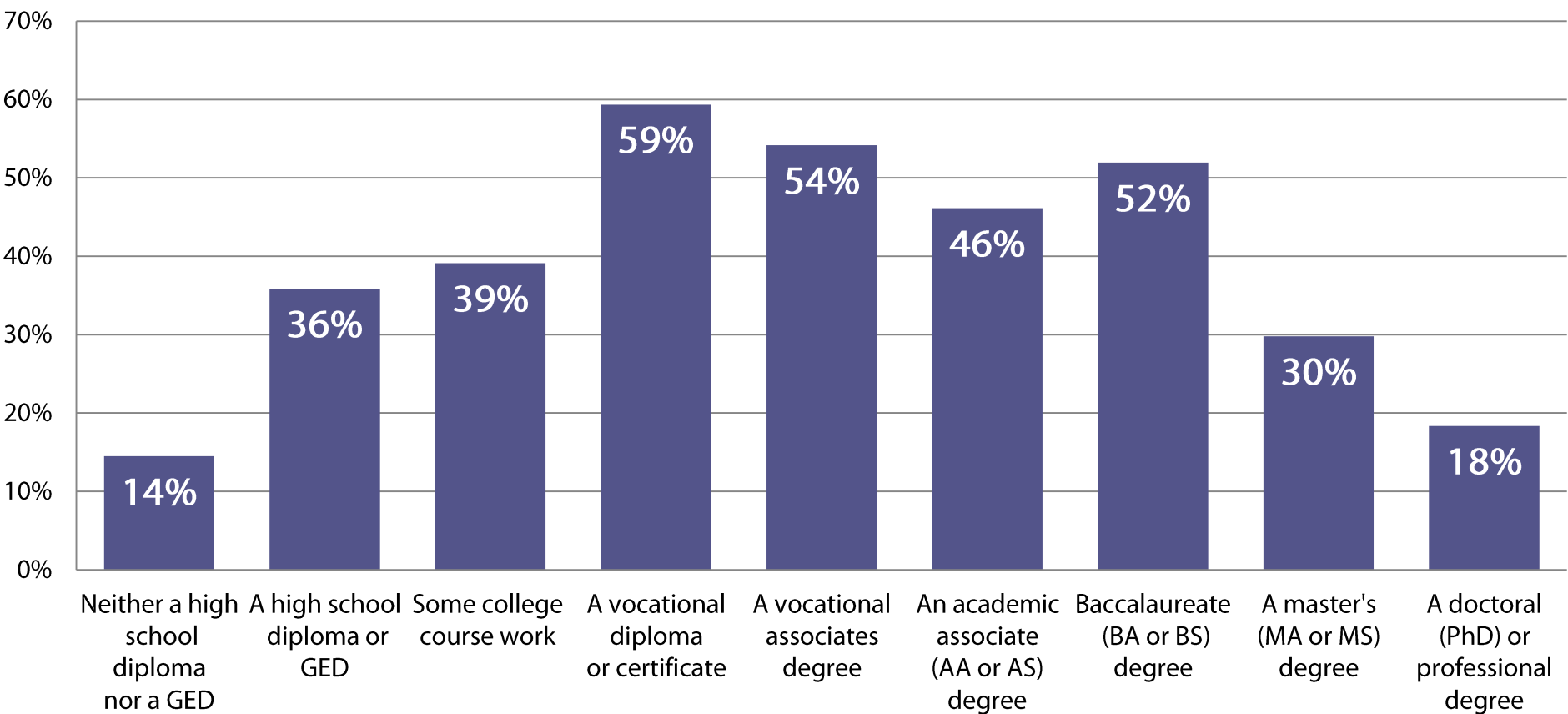
# Firms with difficulty finding employees with the following skills?

*Among those with difficulty hiring.*



# Firms that experienced difficulty finding qualified applicants with the different education levels listed below in the last 12 months.

*Among those with difficulty hiring.*



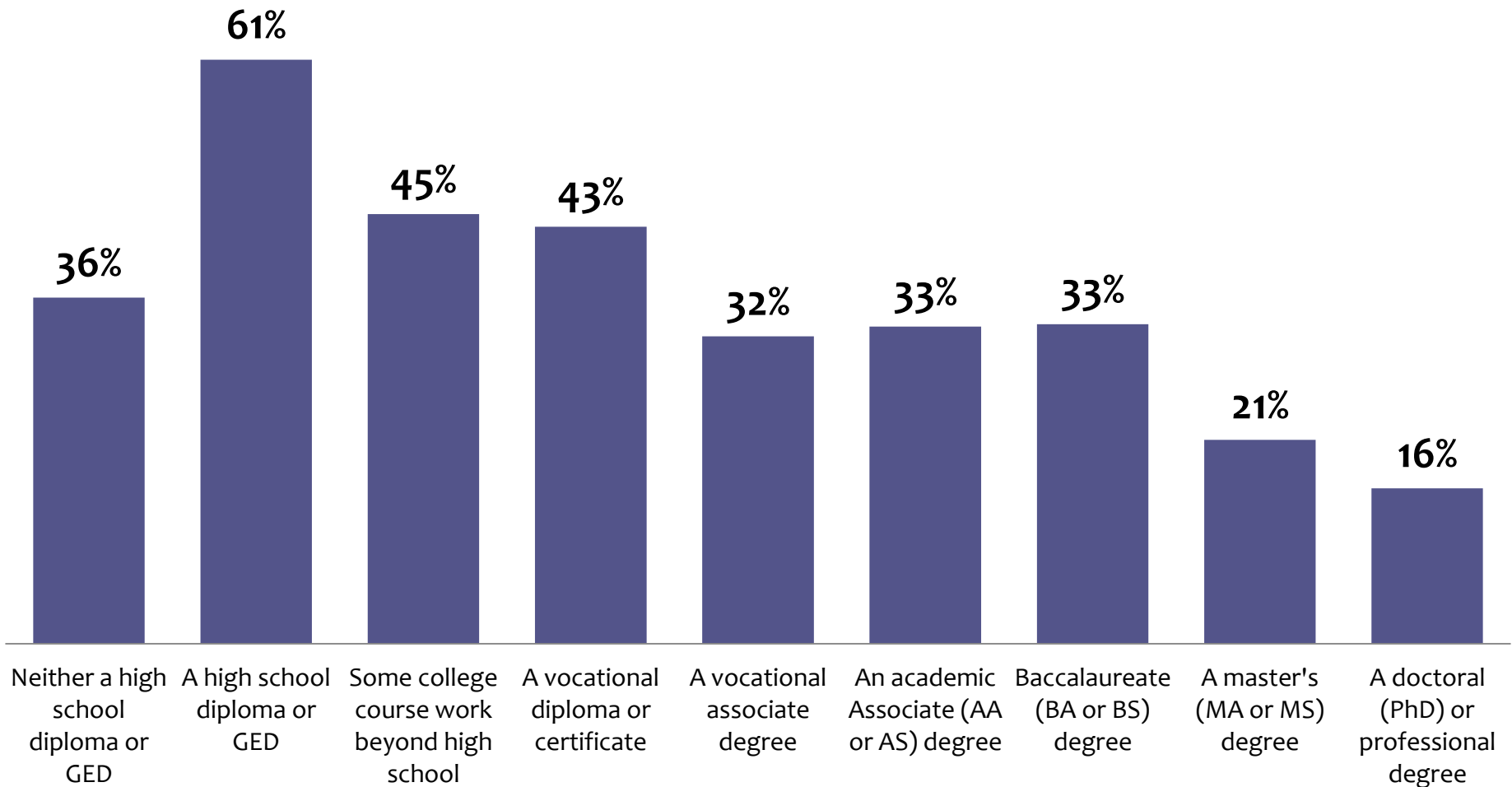
## In the last 6 months how much difficulty has your firm/organization experienced with entry-level workers demonstrating the following skills?

*Among those with difficulty hiring.*

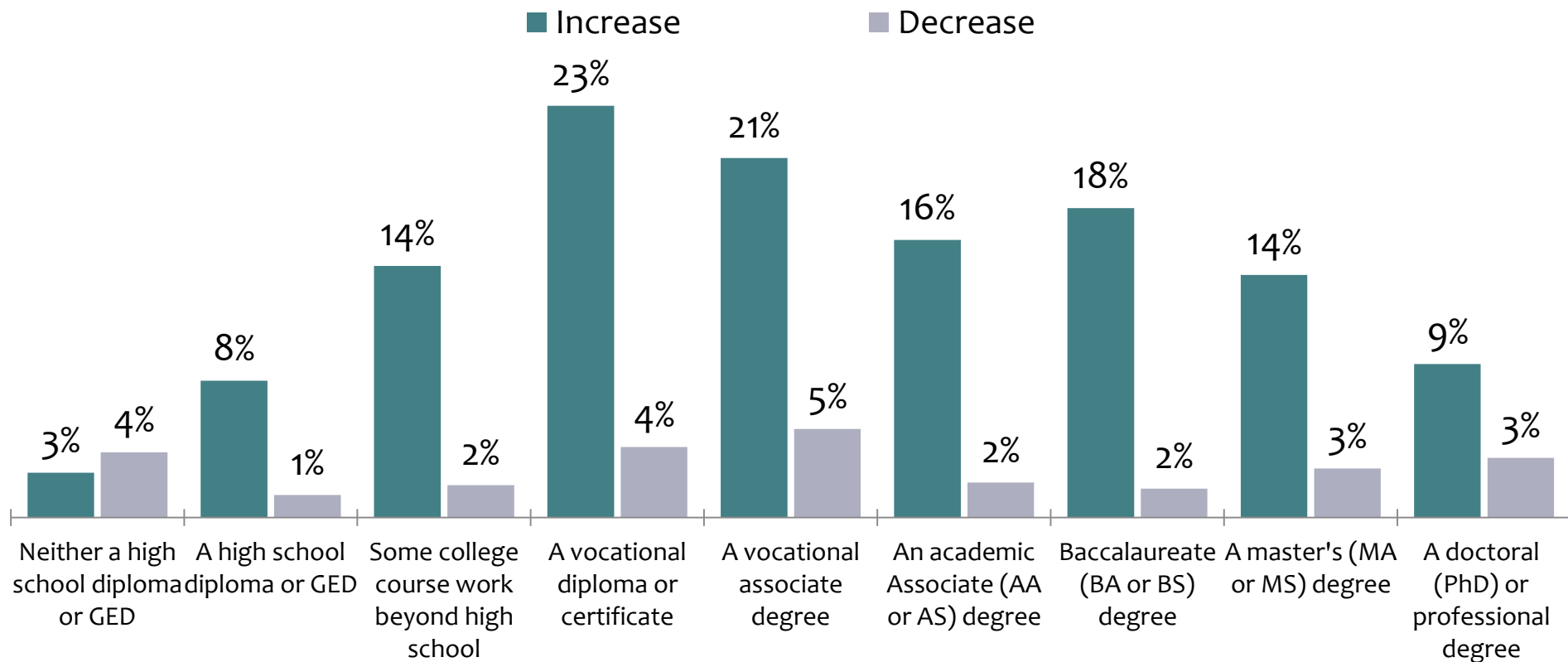
Solve problems and make decisions	50%
Take responsibility for learning	43%
Listen actively	40%
Observe critically	38%
Resolve conflict and negotiate	38%
Use information and communications technology	35%
Cooperate with others	33%
Read with understanding	32%
Use math to solve problems and communicate	31%
Speak so others can understand	29%
Interact well with customers	28%



# In the next five years, will your firm need employees with...



# How will the firm's need for employees with the following education levels change over the next five years?



*Of those firms who needed employees at each education levels*

**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	# of Employers (est.)	Percent
Increased	26,048	22%
Decreased	3,915	3%

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

*Among those who increased training in the last three years.*

To promote the personal or career development of employees	85%
Need to improve the quality of output	73%
To develop a more flexible and versatile workforce	71%
Changes in technology	64%
Need to improve worker productivity	61%
Changes in the organization of work	60%
To improve the morale of employees	55%
Changes in products or services you provide	55%
To keep up with competitors at home	54%
Legal requirements forced us to increase training	46%
To help employees develop more positive attitudes and work habits	40%
New hires did not have necessary skills	39%
To keep up with competition from foreign countries	5%

# Your Turn

Questions and Comments?

More on the survey at:

[www.wtb.wa.gov/EmployerSurvey.asp](http://www.wtb.wa.gov/EmployerSurvey.asp)

To receive our weekly email blasts on workforce issues, send address to [tsweeney@wtb.wa.gov](mailto:tsweeney@wtb.wa.gov)