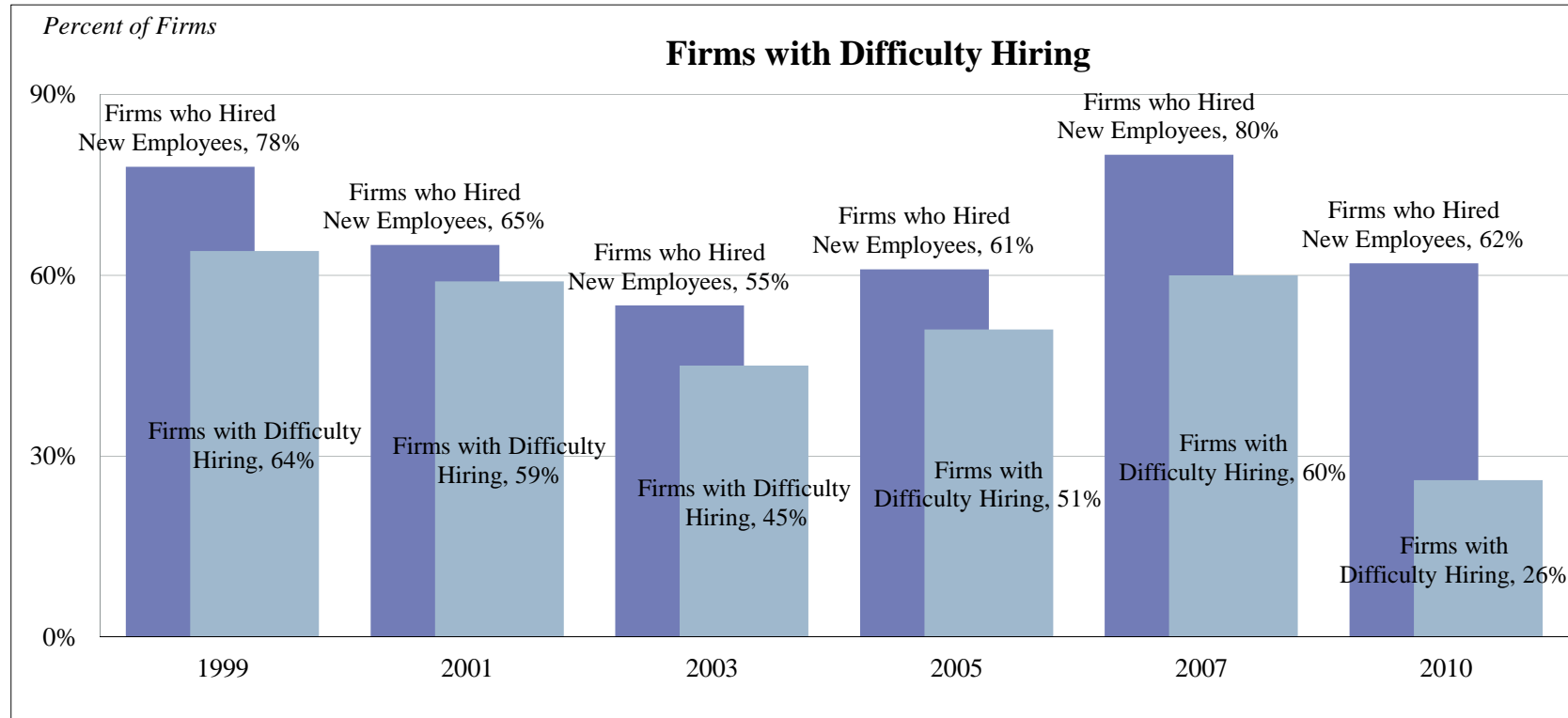


Workforce Training and Education Coordinating Board  
Employer Needs Survey  
2007-2010



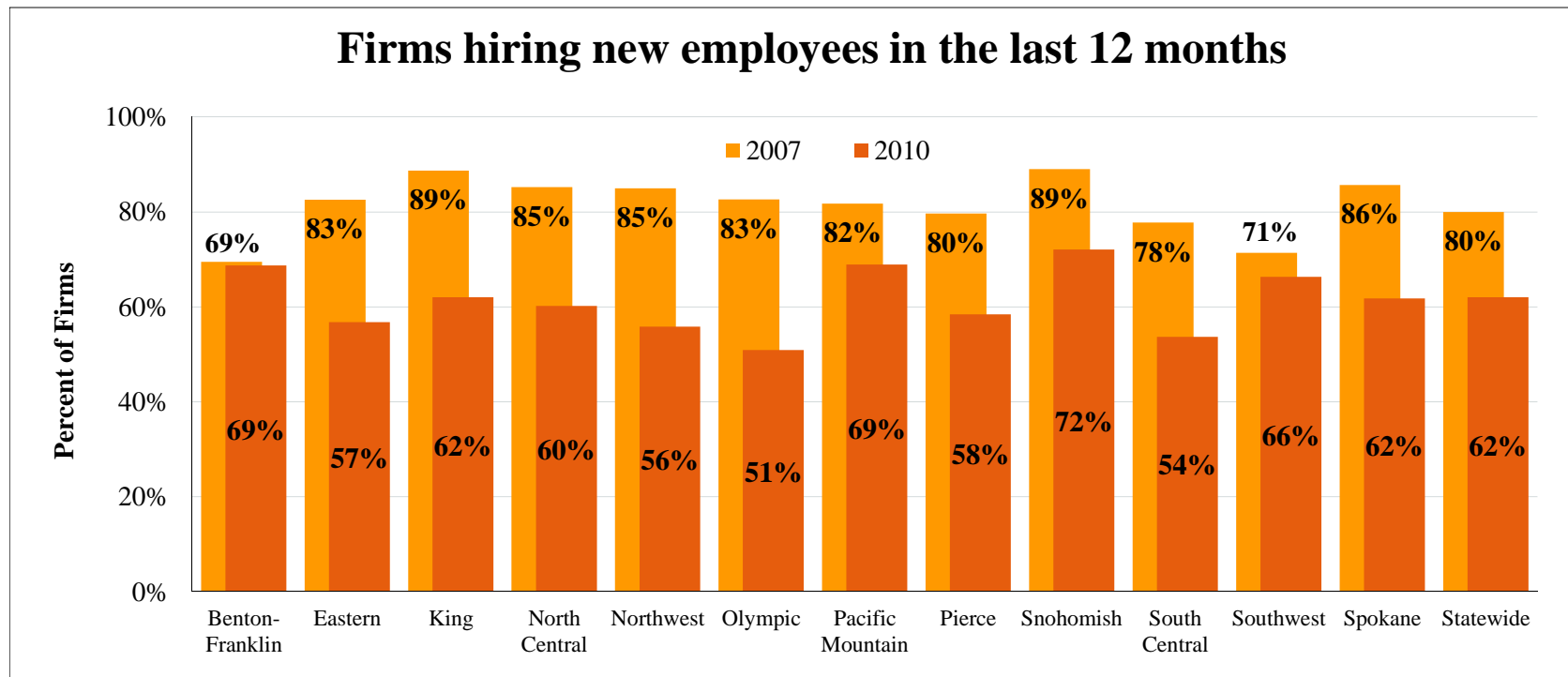


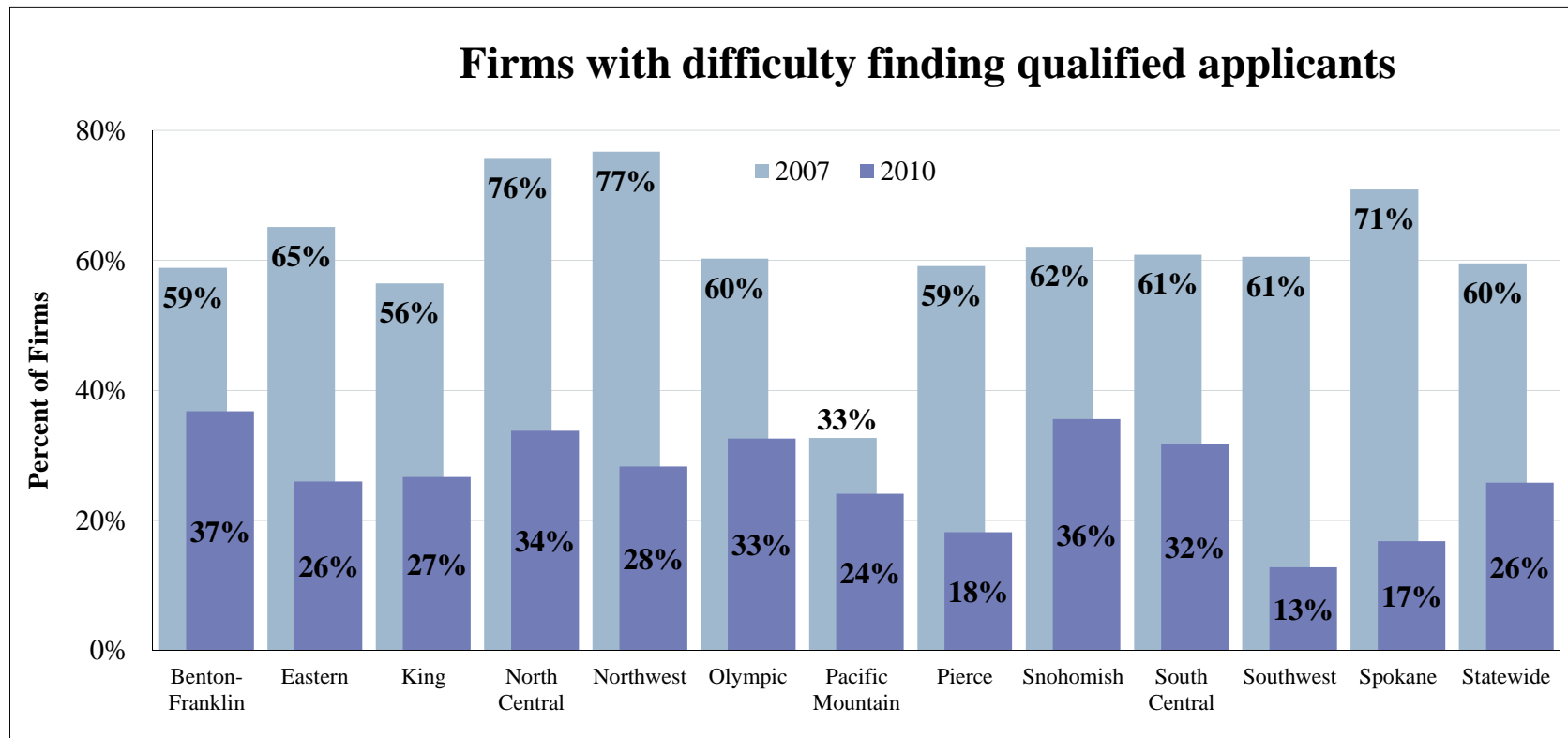
**Has your firm hired any new employees  
in the last 12 months?**

WDA	All Employers	
	2007	2010
Benton-Franklin	69%	69%
Eastern	83%	57%
King	89%	62%
North Central	85%	60%
Northwest	85%	56%
Olympic	83%	51%
Pacific Mountain	82%	69%
Pierce	80%	58%
Snohomish	89%	72%
South Central	78%	54%
Southwest	71%	66%
Spokane	86%	62%
<b>Statewide</b>	<b>80%</b>	<b>62%</b>

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

WDA	Among those attempting to hire		All Employers	
	2007	2010	2007	2010
Benton-Franklin	59%	37%	42%	27%
Eastern	65%	26%	52%	17%
King	56%	27%	50%	17%
North Central	76%	34%	64%	23%
Northwest	77%	28%	66%	18%
Olympic	60%	33%	50%	21%
Pacific Mountain	33%	24%	27%	18%
Pierce	59%	18%	47%	13%
Snohomish	62%	36%	55%	26%
South Central	61%	32%	47%	18%
Southwest	61%	13%	43%	10%
Spokane	71%	17%	61%	13%
<b>Statewide</b>	<b>60%</b>	<b>26%</b>	<b>50%</b>	<b>17%</b>





Q1.) Did you hire any new employees in the last 12 months.

	Projected Number of Firms Hired 2007	Projected Number of Firms Hired 2010	Decline from 2007-2010
Benton-Franklin	4,000	3,600	10%
Eastern	5,000	2,300	54%
King	63,600	39,400	38%
North Central	7,300	3,400	53%
Northwest	12,400	6,100	51%
Olympic	9,500	4,600	52%
Pacific Mountain	13,000	8,000	38%
Pierce	16,600	10,700	36%
Snohomish	12,700	10,700	16%
South Central	8,100	3,700	54%
Southwest	10,400	8,000	23%
Spokane	12,600	8,300	34%
<b>Statewide</b>	<b>175,100</b>	<b>108,800</b>	<b>38%</b>

Q2.) Did you have difficulty finding qualified applicants for the jobs you were trying to fill?

*Among those who attempted to hire*

	Projected Number with Difficulty 2007	Projected Number with Difficulty 2010	Decline from 2007-2010
Benton-Franklin	2,400	1,320	45%
Eastern	3,200	600	81%
King	35,800	10,520	71%
North Central	5,500	1,150	79%
Northwest	9,500	1,730	82%
Olympic	5,700	1,500	74%
Pacific Mountain	4,300	1,930	55%
Pierce	9,700	1,950	80%
South Central	5,000	1,170	77%
Snohomish	7,700	3,810	51%
Southwest	6,200	1,020	84%
Spokane	8,900	1,390	84%
<b>Statewide</b>	<b>104,100</b>	<b>28,090</b>	<b>73%</b>

<b>In the last 12 months, did your firm have any difficulty finding qualified applicants for any jobs you were trying to fill?</b>			
Employers with Difficulty (Among Those Attempting to Hire)			
	<b>2007</b>	<b>2010</b>	<b>Decline</b>
Ag_Food	3,000	740	75%
Construction	10,400	850	92%
High-Tech	1,300	500	62%
Manufacturing	3,100	770	75%
Other	23,100	6,470	72%
Services	36,200	12,780	65%
Trade	27,000	5,990	78%
<b>Statewide</b>	<b>104,100</b>	<b>28,100</b>	<b>73%</b>

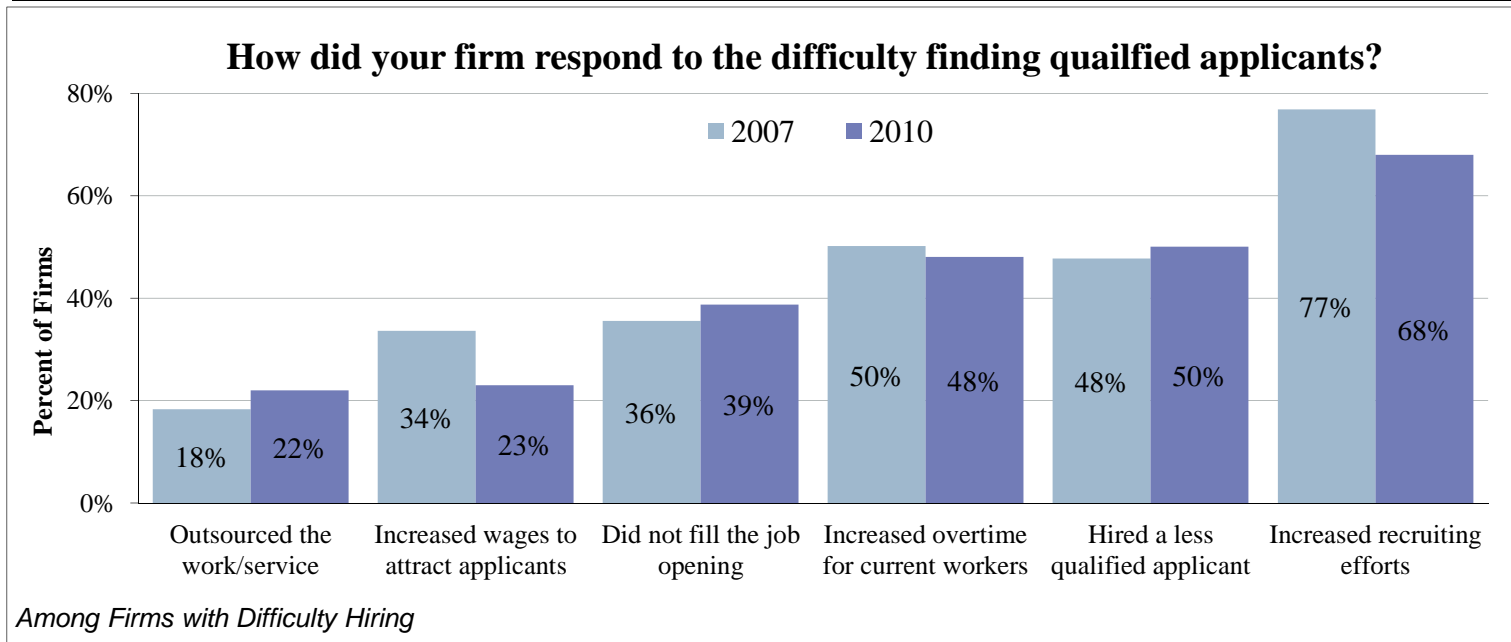
<b>In the last 12 months, did your firm have any difficulty finding qualified applicants for any jobs you were trying to fill?</b>			
Employers with Difficulty (Among Those Attempting to Hire)			
	<b>2007</b>	<b>2010</b>	<b>Decline</b>
Micro		11,790	
Small	75,200	10,210	71%
Medium	22,200	5,380	76%
Large	6,600	860	87%
<b>Statewide</b>	<b>104,100</b>	<b>28,240</b>	<b>73%</b>

Question 3

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

*Among those with difficulty hiring*

	Among Those Attempting to Hire		Percent of All Employers		Projected Number of Employers	
	2007	2010	2007	2010	2007	2010
Outsourced the work/service	18%	22%	9%	4%	19,100	6,200
Increased wages to attract applicants	34%	23%	17%	4%	35,000	6,500
Did not fill the job opening	36%	39%	19%	6%	37,060	10,900
Increased overtime for current workers	50%	48%	26%	8%	52,300	13,500
Hired a less qualified applicant	48%	50%	25%	9%	49,700	14,100
Increased recruiting efforts	77%	68%	39%	12%	80,030	19,100



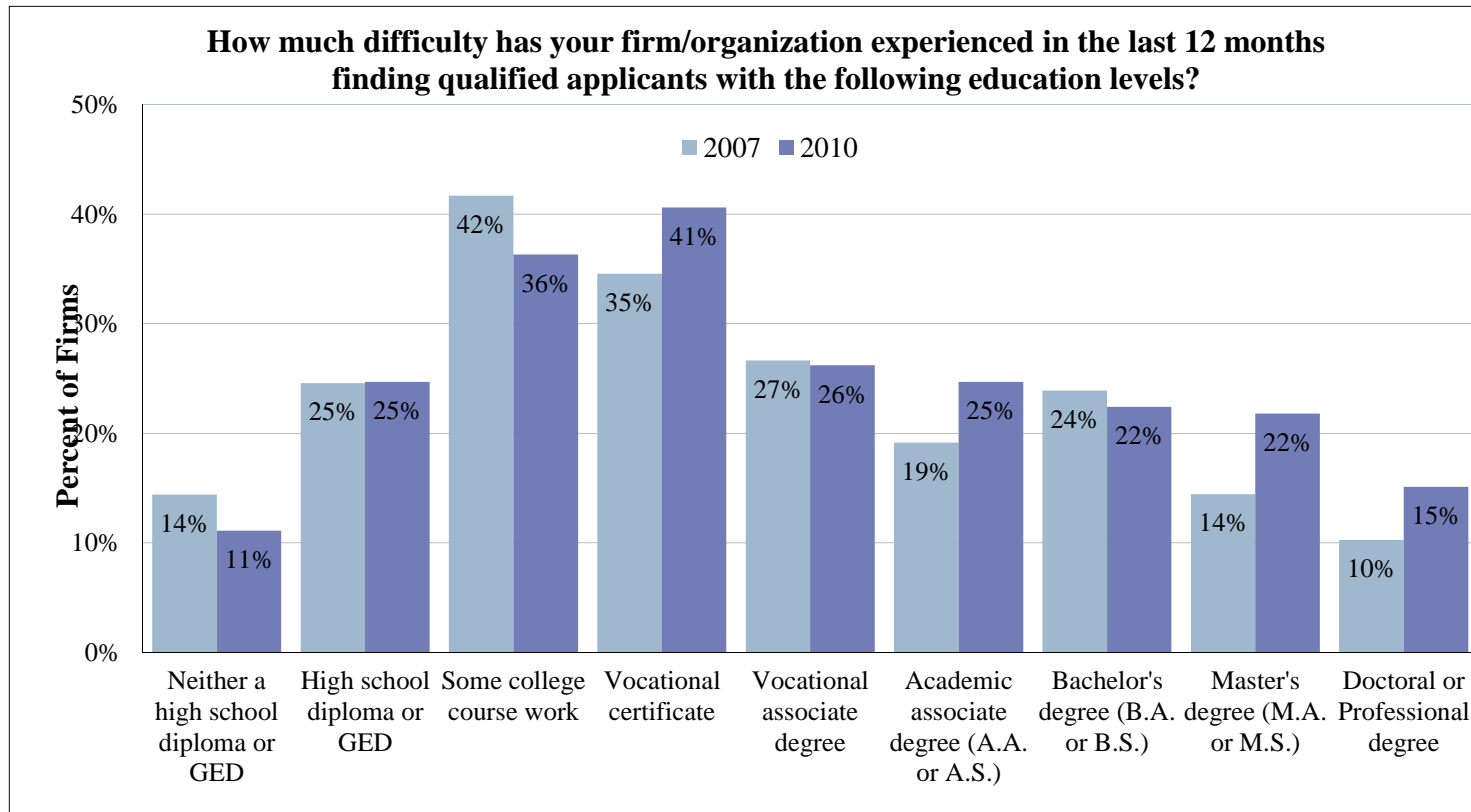


Question 5

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

*Among firms with difficulty hiring*

	2007	2010
Neither a high school diploma or GED	14%	11%
High school diploma or GED	25%	25%
Some college course work	42%	36%
Vocational certificate	35%	41%
Vocational associate degree	27%	26%
Academic associate degree (A.A. or A.S.)	19%	25%
Bachelor's degree (B.A. or B.S.)	24%	22%
Master's degree (M.A. or M.S.)	14%	22%
Doctoral or Professional degree	10%	15%



Question 6

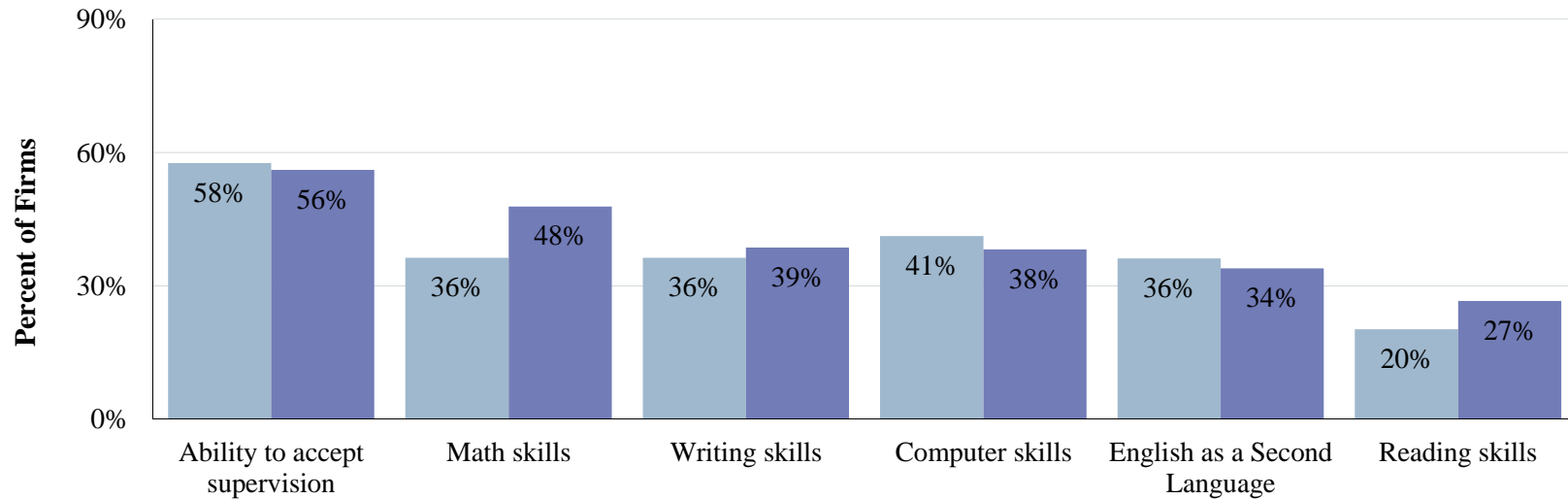
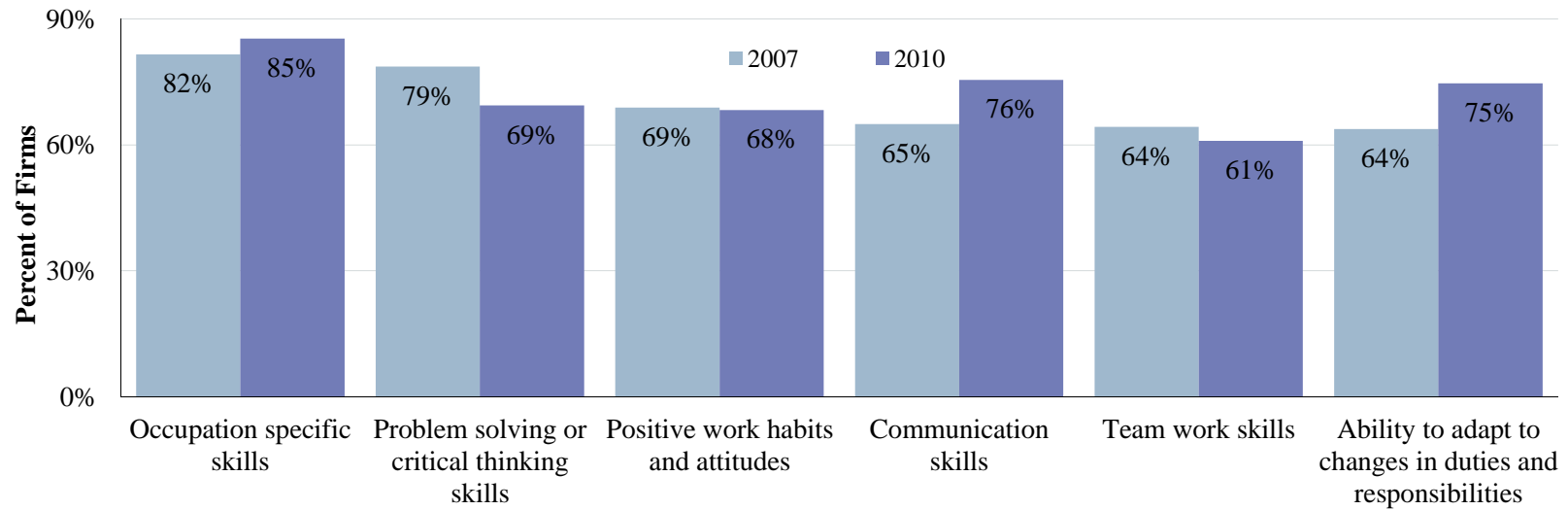
**How much difficulty has your firm/organization had finding employees with the following skills?**

*Among those with difficulty hiring*

	<b>2007</b>	<b>2010</b>
Occupation specific skills	82%	85%
Problem solving or critical thinking skills	79%	69%
Positive work habits and attitudes	69%	68%
Communication skills	65%	76%
Team work skills	64%	61%
Ability to adapt to changes in duties and responsibilities	64%	75%
Ability to accept supervision	56%	58%
Math skills	48%	36%
Writing skills	39%	36%
Computer skills	38%	41%
English as a Second Language	34%	36%
Reading skills	27%	20%

Question 6

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

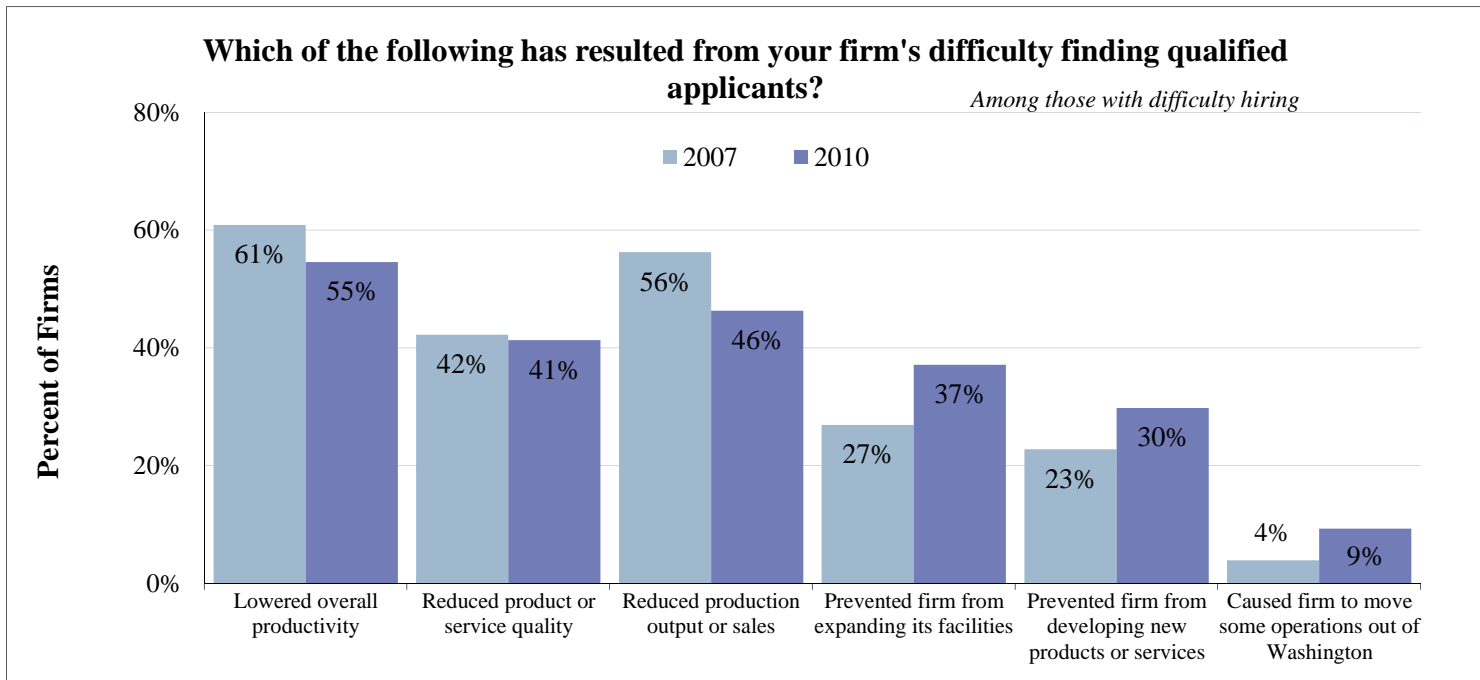


Question 7

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

*Among those with difficulty hiring*

	2007	2010	2007	2010
Lowered overall productivity	61%	55%	63,300	15,340
Reduced product or service quality	42%	41%	44,000	11,600
Reduced production output or sales	56%	46%	58,600	13,010
Prevented firm from expanding its facilities	27%	37%	28,000	10,420
Prevented firm from developing new products or services	23%	30%	23,700	8,370
Caused firm to move some operations out of Washington	4%	9%	4,000	2,610

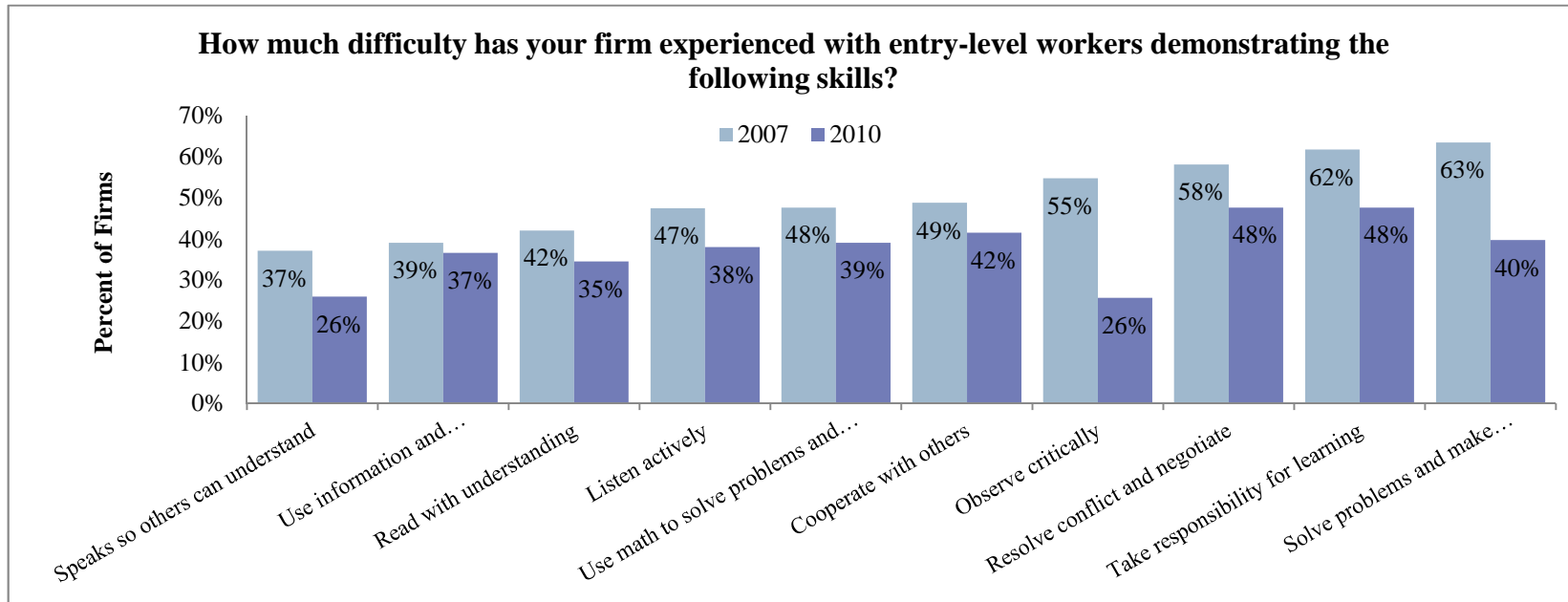


Question 8

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

*Among those with difficulty hiring*

	2007	2010
<b>Speaks so others can understand</b>	37%	26%
<b>Use information and communications technology</b>	39%	37%
<b>Read with understanding</b>	42%	35%
<b>Listen actively</b>	47%	38%
<b>Use math to solve problems and communicate</b>	48%	39%
<b>Cooperate with others</b>	49%	42%
<b>Observe critically</b>	55%	26%
<b>Resolve conflict and negotiate</b>	58%	48%
<b>Take responsibility for learning</b>	62%	48%
<b>Solve problems and make decisions</b>	63%	40%



Question 9

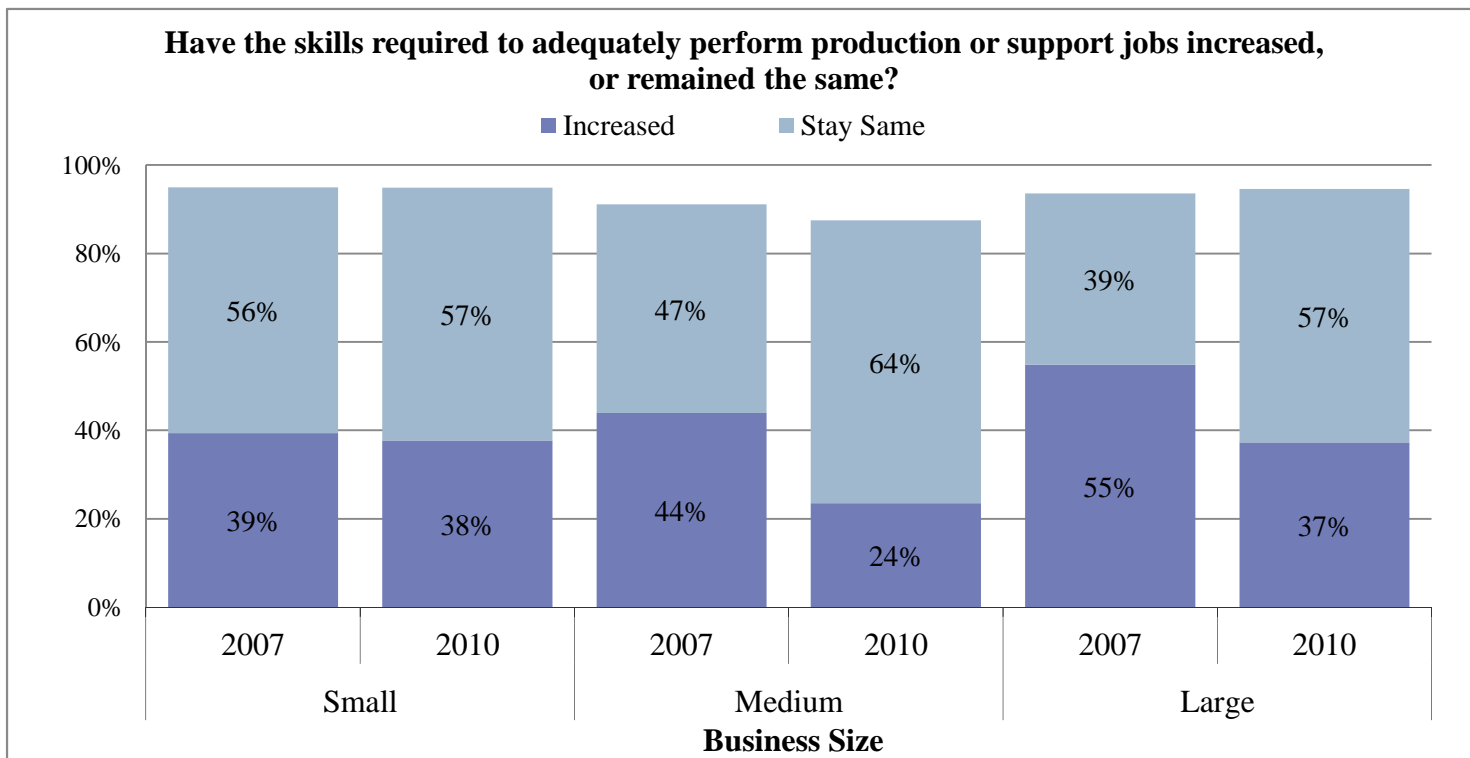
**How will your firm's/organization's need for employees with each of the types of education listed below change in the next five years?**

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

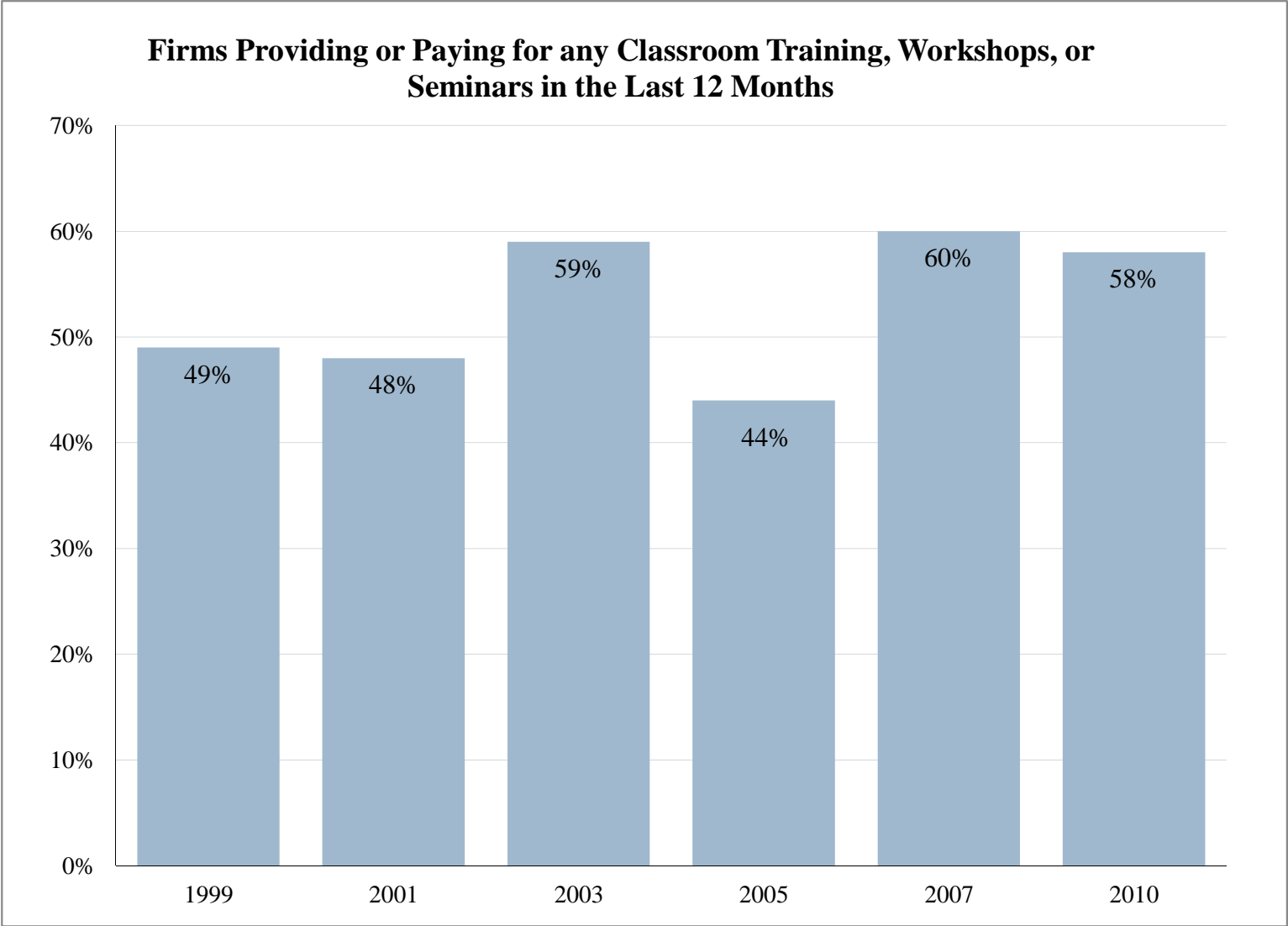
Question 10

**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
<b>Small</b>	2007	39%	56%	1%	4%
	2010	38%	57%	5%	0%
<b>Medium</b>	2007	44%	47%	6%	3%
	2010	24%	64%	12%	1%
<b>Large</b>	2007	55%	39%	4%	3%
	2010	37%	57%	3%	2%







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?**

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

2010	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?**

2007		Increased	Stayed Same	Decreased
	Small (5-19)	37%	53%	6%
	Medium (20-99)	49%	47%	2%
	Large (100+)	51%	43%	2%
	<b>All Industries</b>	<b>41%</b>	<b>51%</b>	<b>5%</b>

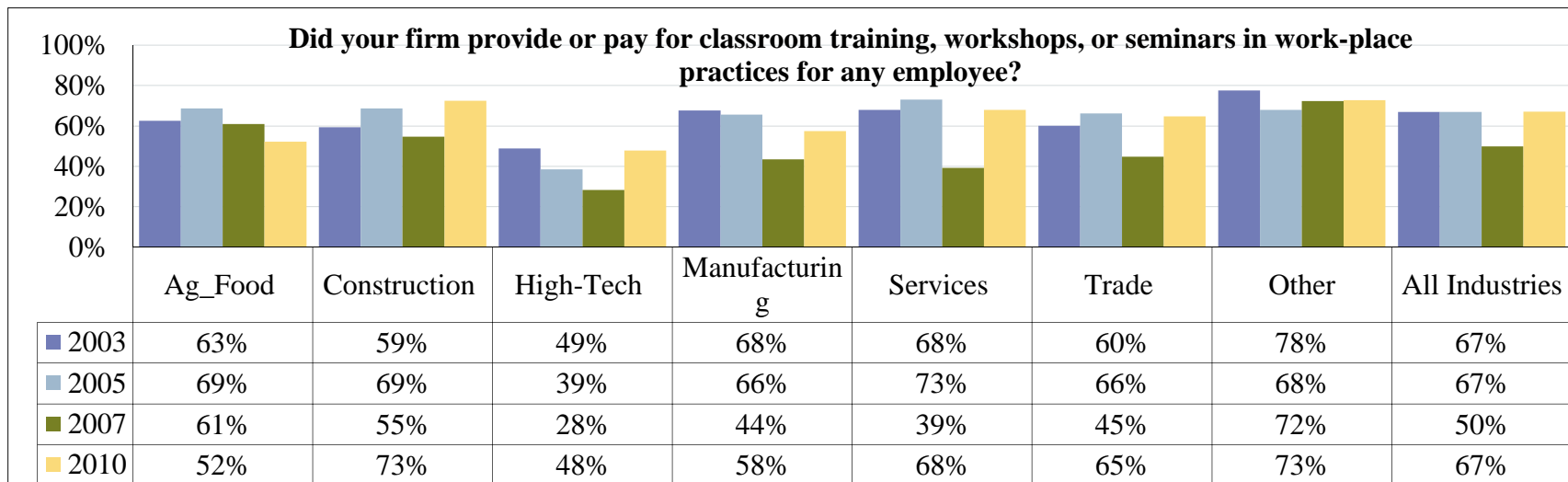
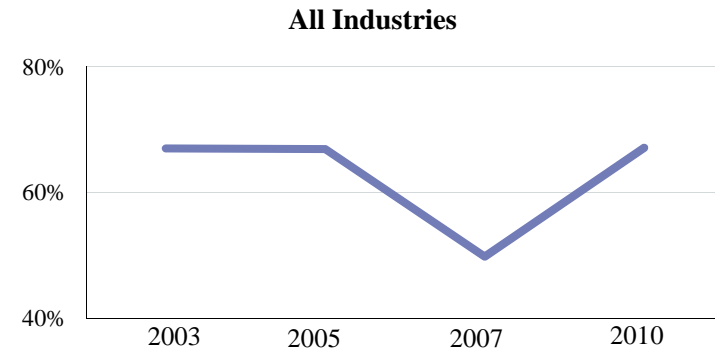
2010		Increased	Stayed Same	Decreased
	Small (5-19)	26%	69%	5%
	Medium (20-99)	30%	63%	7%
	Large (100+)	28%	61%	9%
	<b>All</b>	<b>27%</b>	<b>67%</b>	<b>6%</b>

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%
<b>All Industries</b>	<b>67%</b>	<b>67%</b>	<b>50%</b>	<b>67%</b>

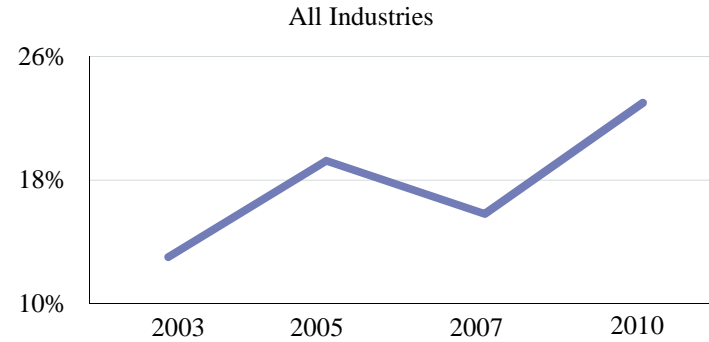


Question 19

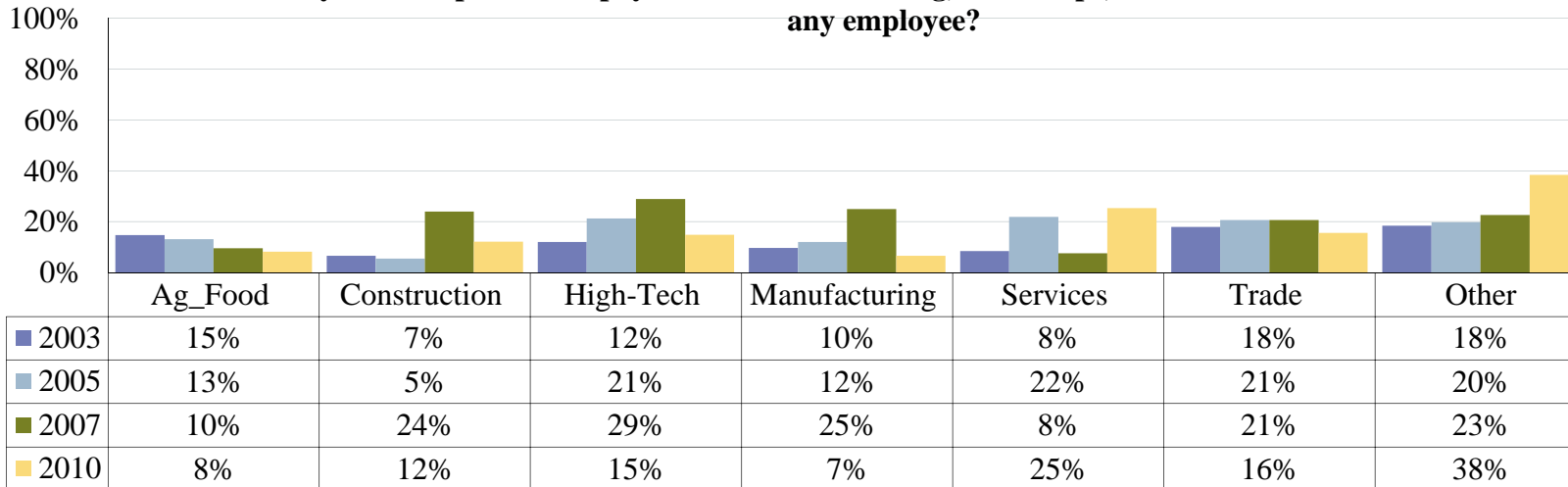
**In the past 12 months, did your firm/organization provide or pay for classroom training, workshops, or seminars (lasting at least four hours) in basic skills for any employee?**

*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%
<b>All Industries</b>	<b>13%</b>	<b>19%</b>	<b>16%</b>	<b>23%</b>



**Did your firm provide or pay for classroom training, workshops, or seminars in basic skills for any employee?**

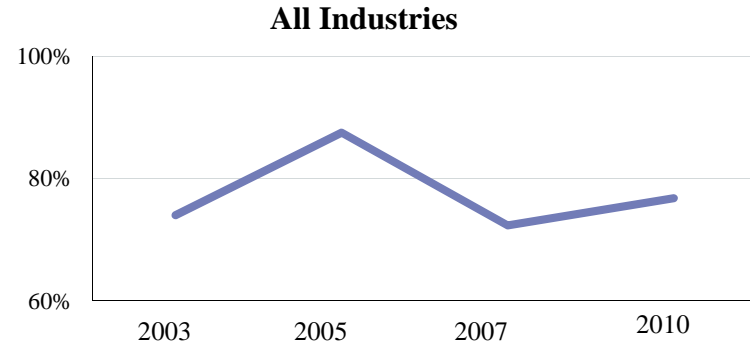


Question 20

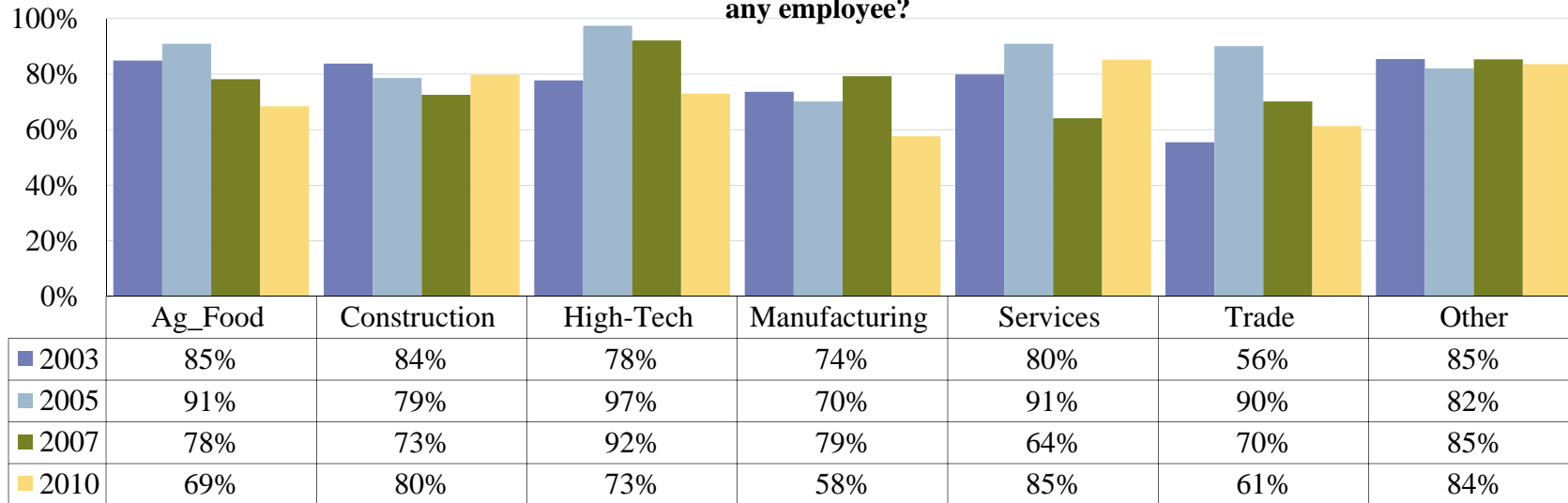
**In the past 12 months, did your firm/organization provide or pay for classroom training, workshops, or seminars (lasting at least four hours) in job-specific skills for any employee?**

*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%
<b>All Industries</b>	<b>74%</b>	<b>88%</b>	<b>72%</b>	<b>77%</b>



**Did your firm provide or pay for classroom training, workshops, or seminars in job-specific skills for any employee?**



Question 21

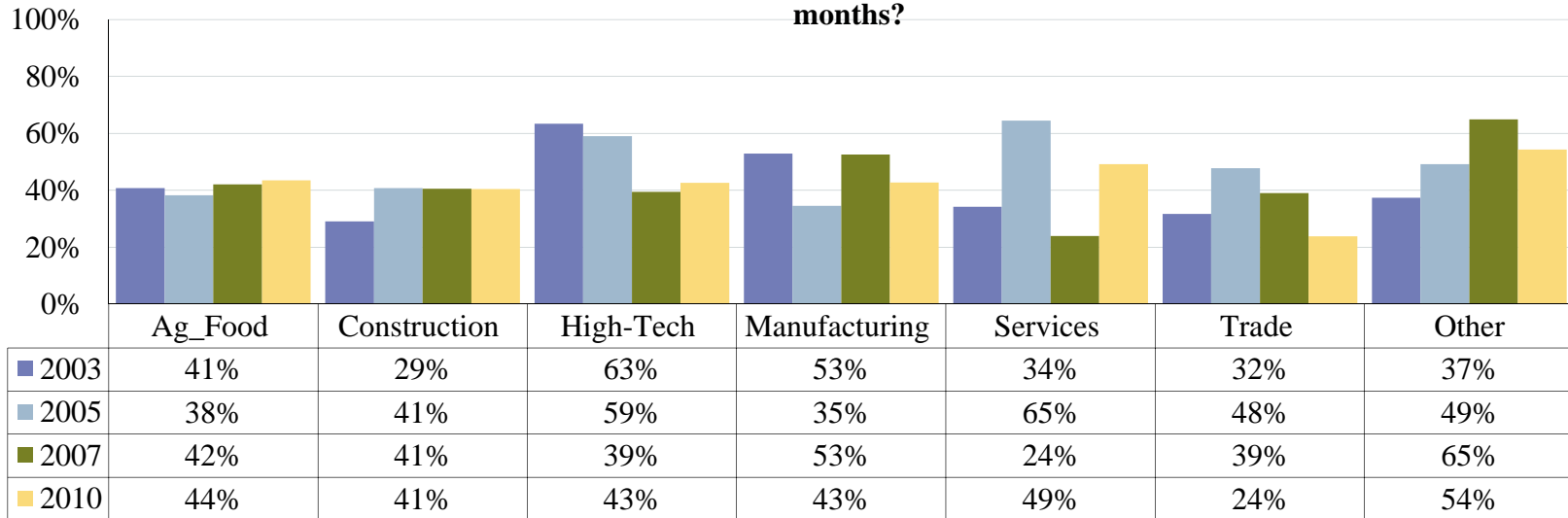
**Did your firm/organization have a tuition reimbursement program for any employee during the past 12 months?**

*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%
<b>All Industries</b>	<b>35%</b>	<b>50%</b>	<b>39%</b>	<b>44%</b>



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

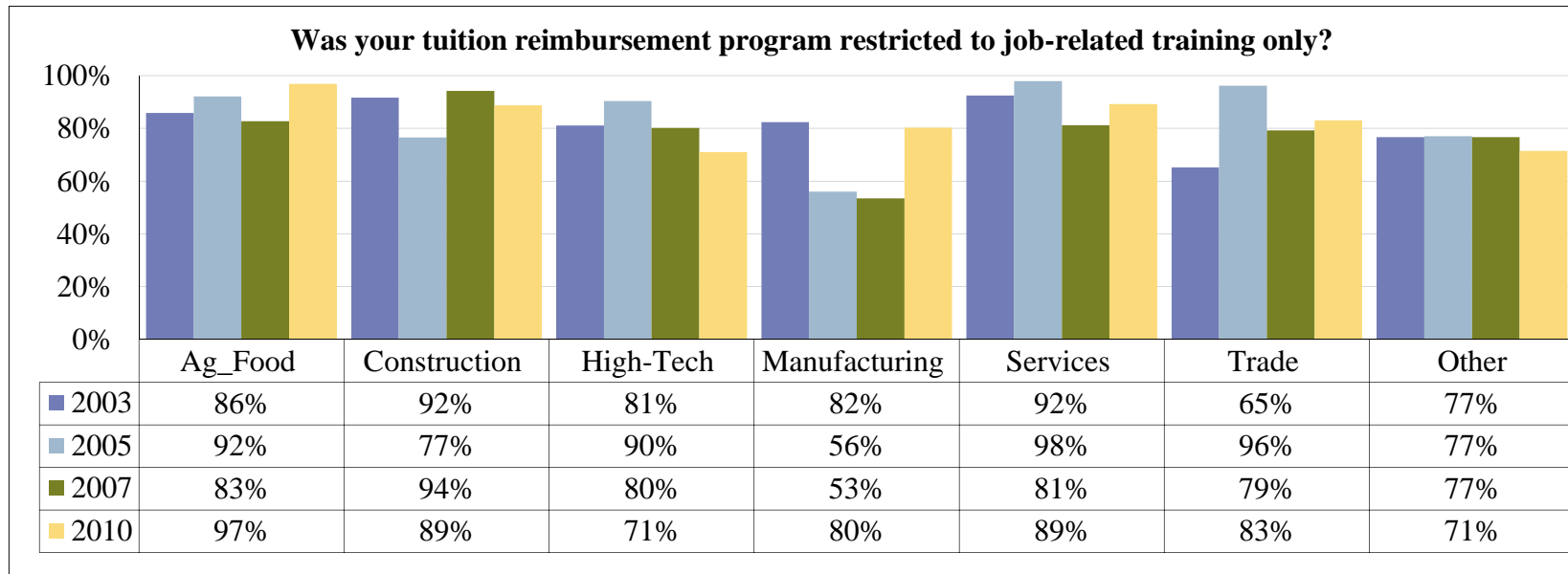
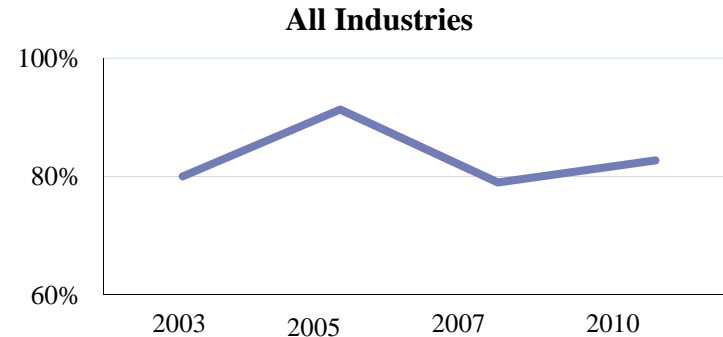


Question 22

**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%
<b>All Industries</b>	<b>80%</b>	<b>91%</b>	<b>79%</b>	<b>83%</b>

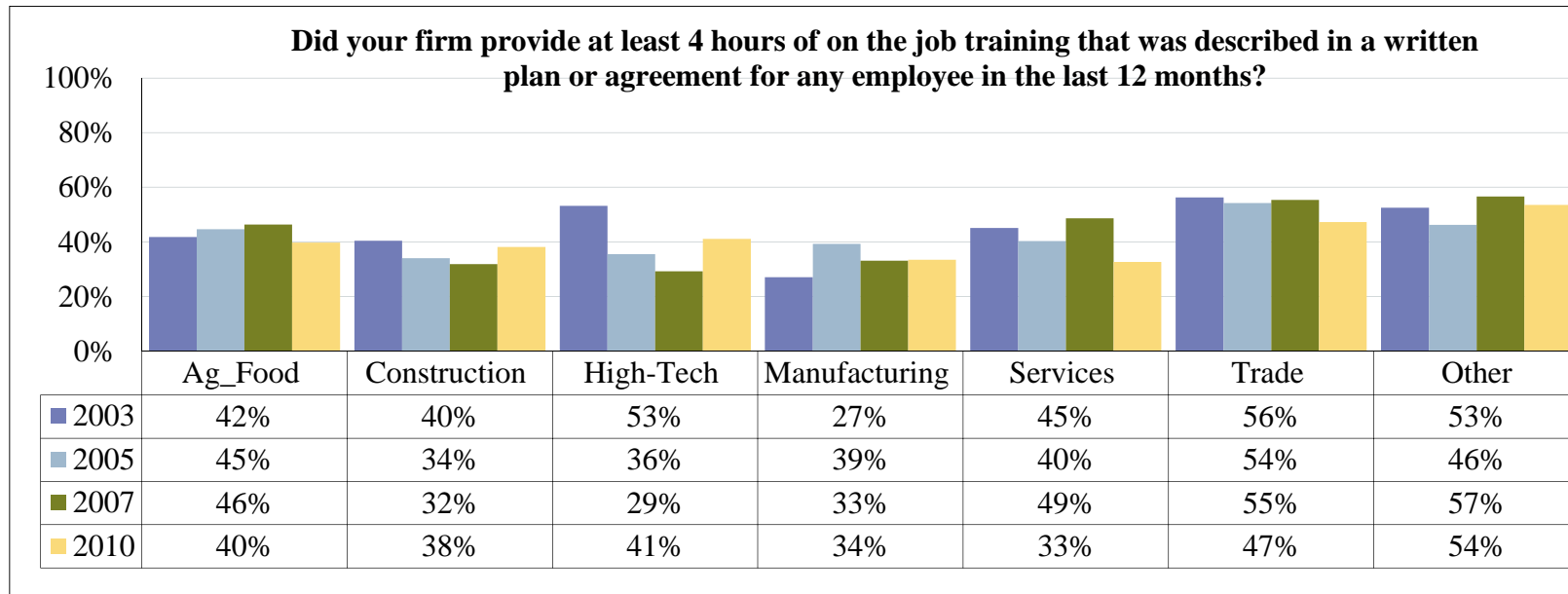
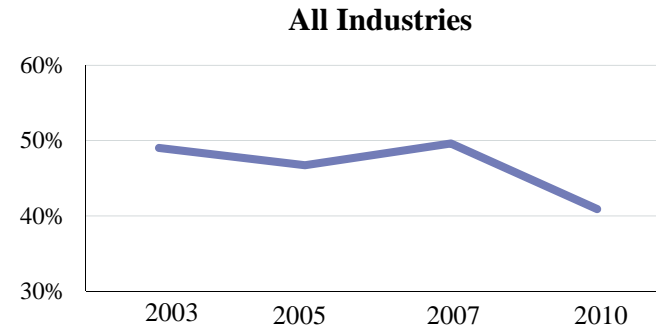




Question 23

**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%
<b>All Industries</b>	<b>49%</b>	<b>47%</b>	<b>50%</b>	<b>41%</b>



Question 24

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

	<b>2003</b>	<b>2005</b>	<b>2007</b>	<b>2010</b>
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%

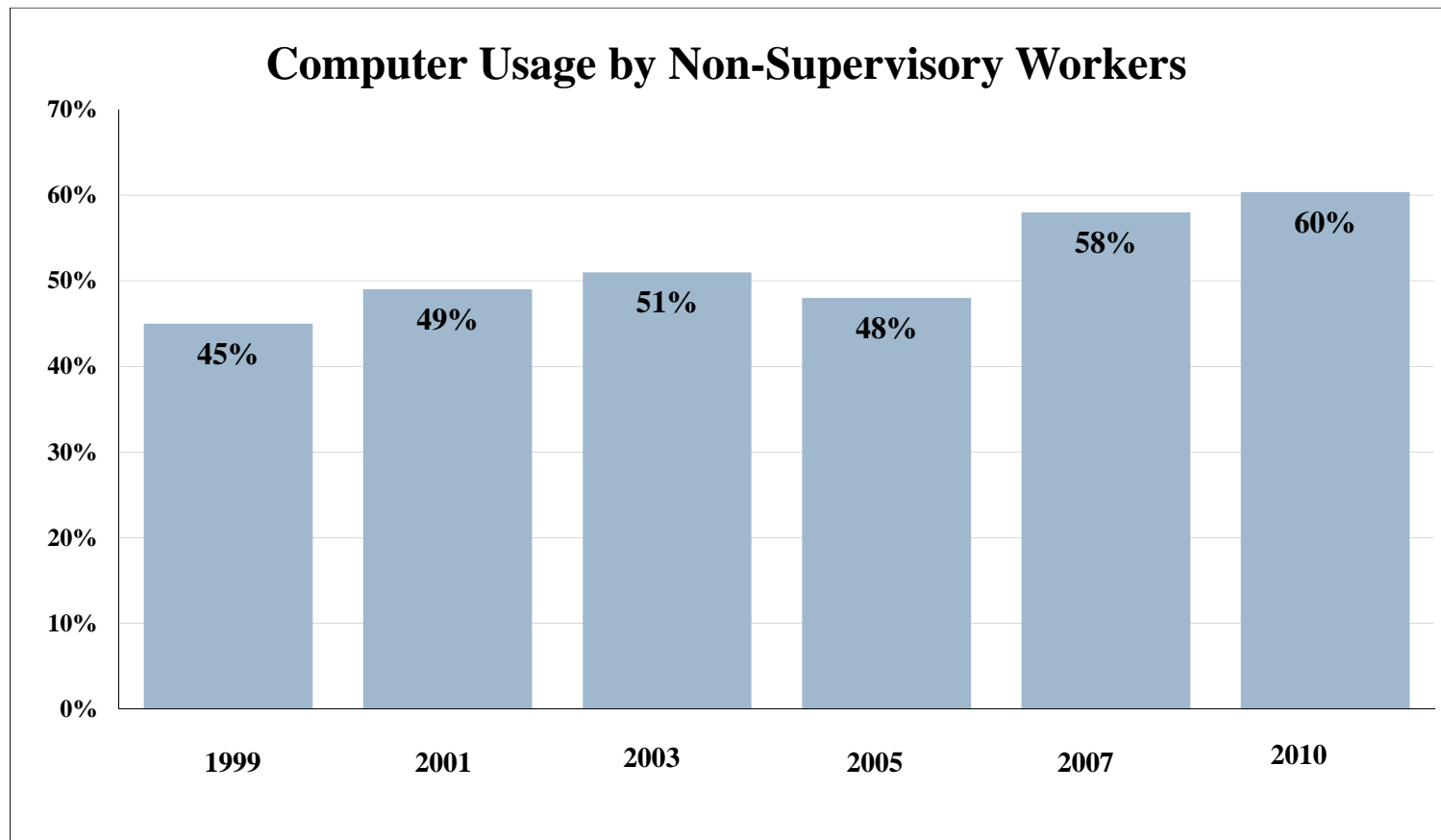
Question 25

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

	<b>2007</b>	<b>2010</b>
Neither a high school diploma or GED	21.0%	19.9%
High school diploma or GED	37.8%	43.7%
Some college course work	11.2%	7.7%
Vocational certificate	5.8%	5.9%
Vocational associate degree	2.3%	2.3%
Academic associate degree (A.A. or A.S.)	4.5%	3.4%
Bachelor's degree (B.A. or B.S.)	12.4%	13.5%
Master's degree (M.A. or M.S.)	2.9%	2.0%
Doctoral or Professional degree	1.5%	1.4%

Question 26

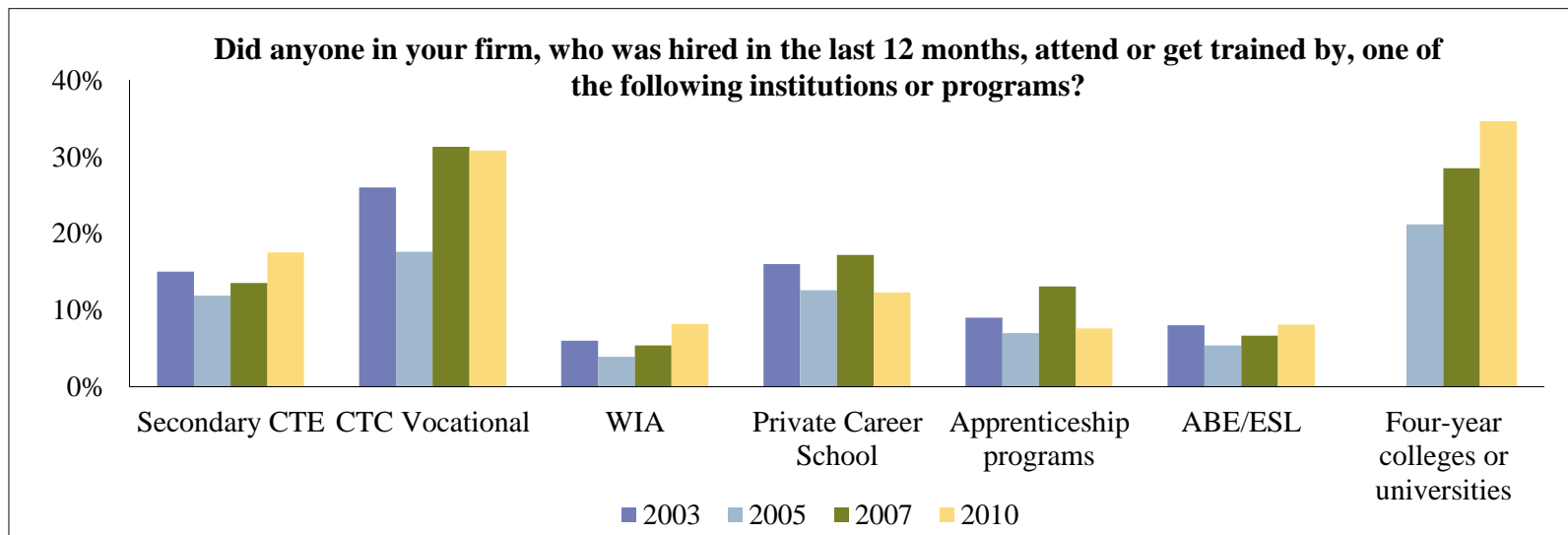
**What percentage of your non-supervisory employees use computers in their jobs?**



Question 27

**Did anyone in your firm, who was hired in the last 12 months, attend or get trained by, one of the following institutions or programs?**

	2003	2005	2007	2010
Secondary CTE	15%	12%	14%	18%
CTC Vocational	26%	18%	31%	31%
WIA	6%	4%	5%	8%
Private Career School	16%	13%	17%	12%
Apprenticeship programs	9%	7%	13%	8%
ABE/ESL	8%	5%	7%	8%
Four-year colleges or universities	N/A	21%	29%	35%



**Definition of Industry Sectors Used in the Survey**

<b>SIC</b>	<b>INDUSTRY NAME</b>	<b>MAJOR SUB GROUPS (at 2 Digit SIC)</b>	<b>SIC</b>	<b>MAJOR SUB GROUPS (at 2 Digit SIC)</b>	
01	Agriculture-Food	AGRICULTURAL PRODUCTION CROPS	44	Other	WATER TRANSPORTATION
02	Agriculture-Food	AGRICULTURAL PRODUCTION LIVESTOCK	45	Other	TRANSPORTATION BY AIR
07	Agriculture-Food	AGRICULTURAL SERVICES	46	Other	PIPELINES, EXCEPT NATURAL GAS
08	Agriculture-Food	FORESTRY	47	Other	TRANSPORTATION SERVICES
09	Agriculture-Food	FISHING, HUNTING AND TRAPPING	49	Other	ELECTRIC, GAS, AND SANITARY SERVICES
20	Agriculture-Food	FOOD AND KINDRED PRODUCTS	60	Other	DEPOSITORY INSTITUTIONS
10	Construction	METAL MINING	61	Other	NONDEPOSITORY INSTITUTIONS
12	Construction	COAL MINING	62	Other	SECURITY AND COMMODITY BROKERS
13	Construction	OIL AND GAS EXTRACTION	63	Other	INSURANCE CARRIERS
14	Construction	NONMETALLIC MINERALS, EXCEPT FUELS	64	Other	INSURANCE AGENTS, BROKERS, & SERVICE
16	Construction	HEAVY CONSTRUCTION, EX. BUILDING	65	Other	REAL ESTATE
17	Construction	SPECIAL TRADE CONTRACTORS	67	Other	HOLDING AND OTHER INVESTMENT OFFICES
28	High Tech	CHEMICALS AND ALLIED PRODUCTS	70	Services	HOTELS AND OTHER LODGING PLACES
35	High Tech	INDUSTRIAL MACHINERY AND EQUIPMENT	72	Services	PERSONAL SERVICES
36	High Tech	ELECTRONIC AND OTHER ELECTRIC EQUIPMENT	73	Services	BUSINESS SERVICES
38	High Tech	INSTRUMENTS AND RELATED PRODUCTS	75	Services	AUTO REPAIR SERVICES AND PARKING
48	High Tech	COMMUNICATION	76	Services	MISCELLANEOUS REPAIR SERVICES
73	High Tech	BUSINESS SERVICES	78	Services	MOTION PICTURES
87	High Tech	ENGINEERING AND MANAGEMENT SERVICES	79	Services	AMUSEMENT AND RECREATION SERVICES
22	Manufacturing	TEXTILE MILL PRODUCTS	80	Services	HEALTH SERVICES
23	Manufacturing	APPAREL AND OTHER TEXTILE PRODUCTS	81	Services	LEGAL SERVICES
24	Manufacturing	LUMBER AND WOOD PRODUCTS	82	Services	EDUCATIONAL SERVICES
25	Manufacturing	FURNITURE AND FIXTURES	83	Services	SOCIAL SERVICES
26	Manufacturing	PAPER AND ALLIED PRODUCTS	84	Services	MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS
27	Manufacturing	PRINTING AND PUBLISHING	86	Services	MEMBERSHIP ORGANIZATIONS
28	Manufacturing	CHEMICALS AND ALLIED PRODUCTS	87	Services	ENGINEERING AND MANAGEMENT SERVICES
29	Manufacturing	PETROLEUM AND COAL PRODUCTS	89	Services	SERVICES, NEC
30	Manufacturing	RUBBER AND MISC PLASTICS PRODUCTS	50	Trade	WHOLESALE TRADE DURABLE GOODS
31	Manufacturing	LEATHER AND LEATHER PRODUCTS	51	Trade	WHOLESALE TRADE NONDURABLE GOODS
32	Manufacturing	STONE, CLAY, AND GLASS PRODUCTS	52	Trade	BUILDING MATERIALS & GARDEN SUPPLIES
33	Manufacturing	PRIMARY METAL INDUSTRIES	53	Trade	GENERAL MERCHANDISE STORES
34	Manufacturing	FABRICATED METAL PRODUCTS	54	Trade	FOOD STORES
35	Manufacturing	INDUSTRIAL MACHINERY AND EQUIPMENT	55	Trade	AUTO DEALERS AND SERVICE STATIONS
37	Manufacturing	TRANSPORTATION EQUIPMENT	56	Trade	APPAREL AND ACCESSORY STORES
39	Manufacturing	MISCELLANEOUS MANUFACTURING INDUSTRIES	57	Trade	FURNITURE AND HOME FURNISHING STORES
41	Other	LOCAL AND INTERURBAN PASSENGER TRANSIT	58	Trade	EATING AND DRINKING PLACES
42	Other	TRUCKING AND WAREHOUSING	59	Trade	MISCELLANEOUS RETAIL

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