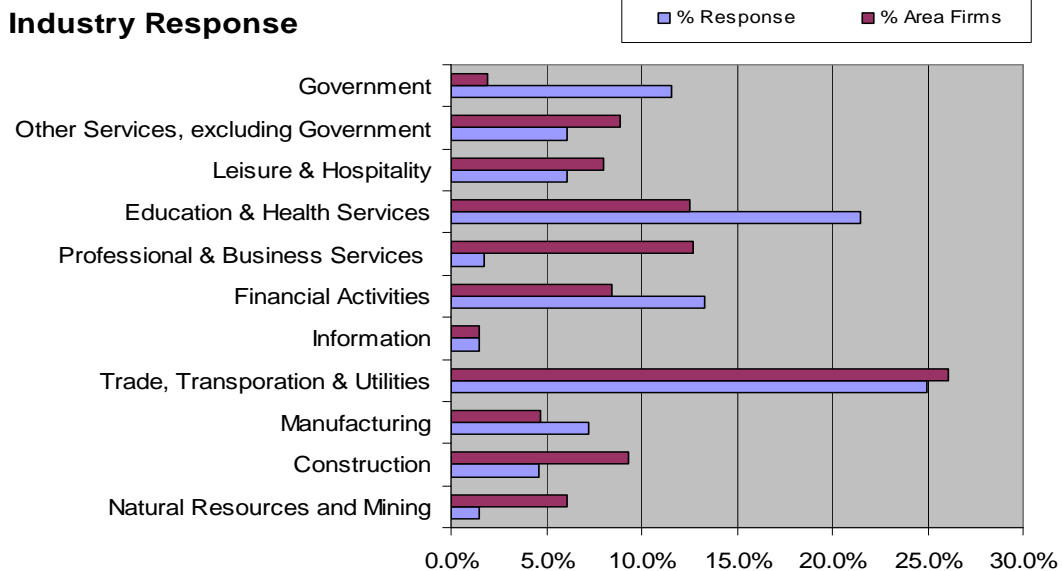
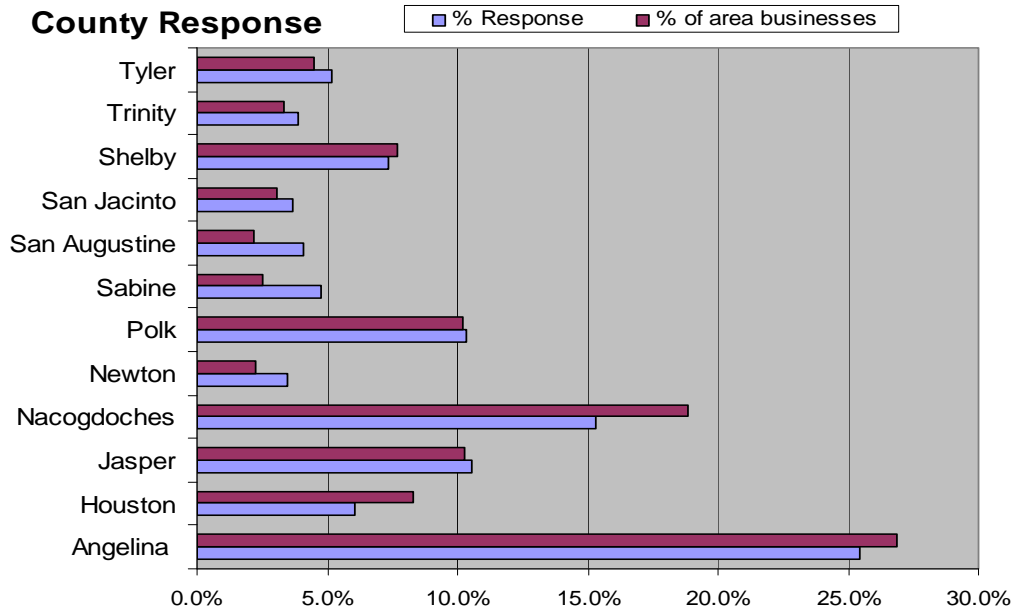


WorkForce Solutions Deep East Texas 2007 Employer Survey

Response

Number of Surveys Mailed: 3,280
 Total Number of Businesses Responding: 358
 Response Rate: 11%



Survey Results

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business?

No:	204	58.45%
Yes:	145	41.55%
Information – “Yes”		65.52%
Financial Activities – “Yes”		26.32%

What positions are hard to fill (by Occupational Cluster):

38 Healthcare Practitioners & Technical	8 Architecture and Engineering
38 Office & Administrative Support	8 Education, Training & Library Occupations
38 Transportation & Material Moving	7 Protective Service Occupations
30 Healthcare Support Occupations	6 Art, Design, Entertainment, Sports, & Media Occupations
26 Food Preparation & Servicing	4 Community and Social Services
26 Installation, Maintenance & Repair	3 Building and Grounds Cleaning and Maintenance
25 Management	3 Legal
25 Production Occupations	3 Personal Care and Service
18 Sales and Related	2 Business & Financial Operations
17 Construction and Extraction	2 Computer
10 Farming, Fishing, & Forestry	1 Life, Physical & Social Science

Why are these positions hard to fill:

Skill Based	Worker Issues	Other
25 Small skilled labor pool	24 High wage/benefit expectations	13 Lack experience
5 Lack basic skills	13 Lazy &/or Unmotivated	8 Work conditions
3 Training was deficient	9 Undependable	1 Only undocumented workers apply
3 Bilingual needed	6 Not drug free	
2 Lack good driving record	6 Unable to pass background check	
1 Lack customer service skills	4 Poor personal presentation	
	4 Poor work ethic	
	5 Welfare/Unemployment available	
	4 Poor attitude	
	3 Unstable life style	
	1 Lack of transportation	

2. Do you anticipate a shortage of skilled workers within the next 5 years?

Yes	181	54.19%
No	153	45.81%

Most mentioned	46	Office & Administrative Support
Least mentioned	1	Business & Financial Operations or Computer Occupations

If yes, in what positions (by Occupational Cluster):

46	Office & Administrative Support	6	Architecture and Engineering
33	Transportation and Material Moving	6	Farming, Fishing, & Forestry
28	Installation, Maintenance & Repair	6	Sales and Related
23	Construction and Extraction	5	Healthcare Support Occupations
21	Healthcare Practitioners & Technical	4	Education, Training & Library
13	Production Occupations	2	Community and Social Services
9	Protective Service Occupations	2	Art, Design, Entertainment, Sports, & Media
9	Food Preparation & Servicing	1	Life, Physical & Social Science
8	Management	1	Business & Financial Operations
6	Personal Care and Service	1	Computer

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?

Yes	255	69.11%
No	114	30.89%

Why not?

Skill Based	Worker Issues	Other
10 Training was deficient	6 Lazy &/or Unmotivated	4 Small skilled labor pool
8 Bilingual needed	4 Immature &/or Irresponsible	1 Higher wages elsewhere
8 Lack basic skills	3 Poor work ethic	
7 Lack experience	2 Poor personal presentation	
3 Lack customer service skills	1 Dishonest &/or Untrustworthy	
	1 Unable to follow directions	
	1 Undependable	

4. Are there training programs that would benefit your business? (Question 4 and part of question 3 are combined)

Vocational Training	Personal and Work Attitude	Non-vocational
Auto mechanic/technician-include computer diagnostics, emissions and electrical	Attitude	Advanced technology
Aviation Mechanic	Communication and social skills	Basic skills
Cook	Customer Service	Computer system and software
Diesel and Marine mechanics	Etiquette	Continuing education
Dietary Management	Common sense	Financial Training
Dispatcher	Leadership	Teamwork
Electrical	Life Skills (time management)	Proper office attire
Pilot	Listening	Safety training
Food Handlers Course	Money Handling	Montessori training
Light equipment operator - Forklift	Multi-tasking	Business and Office skills
Heating/Air Conditioning	People skills	Cashier
Maintenance	Personal Presentation	CPR
Mechanic	Thinking and Logic	First Aid
Nurse Aide	Unstable life style	Skin Care
Police Officer training	Work ethics	Shipping and packing regulations and requirements
Tow Truck	Work etiquette	Basic Insurance
Trade Workers - Carpentry, Plumbers, Bricklayers		OSHA training
Truck Drivers and Heavy Equipment Operator		
Water & Wastewater training		

5. What are the biggest problems your business has had with the local labor pool?

Skill Based	Worker Issues	Other
17 Lack basic skills	58 Lazy &/or Unmotivated	53 Small skilled labor pool
11 Training was deficient	42 Poor work ethic	25 Unqualified-does not meet minimum requirements
9 Lack communication or customer service skills	42 Undependable	18 Lack experience
4 Workers require constant supervision	13 Dishonest &/or Untrustworthy	11 Higher wages elsewhere
2 Lack good driving record	12 Not loyal to company	2 Work conditions (Too hot, cold)
1 Bilingual needed	12 Poor personal presentation	1 Students Schedules
1 Need computer literacy	12 High wage/benefit expectations	1 Only undocumented workers apply
1 Unlicensed	11 Immature &/or Irresponsible	1 Finding temporary workers
	10 Poor attitude	1 Perception that working with your hands is "dirty"
	10 Unstable life style	
	9 Not drug free	
	7 Unable to follow directions	
	6 Unable to pass background check	
	4 Welfare or unemployment available	
	2 Lack of child care	
	2 Lack of transportation	

