

**Deep East Texas
2007 Employer Survey
Results by Industry**

Natural Resources and Mining

Total Number of Businesses Responding: 4

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 2 No - 2

What positions are hard to fill:

- 3 Forest, Conservation and Logging Workers
- 2 Motor Vehicle Operators

Why are these positions hard to fill:

- 1 Unlicensed
- 1 Not drug free

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes - 3 No - 1

If so, in what positions?

- 3 Truck Drivers
- 1 Logging Workers
- 1 Construction Workers

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 2 No – 2

Why not?

- | | |
|--------------------------|--------------------------|
| 1 Lack experience | 1 Irresponsible |
| 1 Skill level inadequate | 1 High wage expectations |

4. Are there training programs that would benefit your business? (Question 4 and part of question 3 are combined)
(None provided)

5. What are the biggest problems your business has had with the local labor pool?
- | | |
|--------------------------|--------------------|
| 1 Not drug free | 1 Small labor pool |
| 1 Undependable | 1 Lazy |
| 1 Skill level inadequate | |



Construction

Total Number of Businesses Responding: 19

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 5 No - 14

What positions are hard to fill:

- | | |
|--|---|
| 1 Other Management Occupations | 7 Other Installation, Maintenance, and Repair |
| 1 Building Cleaning and Pest Control | 1 Plant and System Operators |
| 7 Agricultural Workers | 1 Other Production Occupations |
| 2 Helpers, Construction Trades | 2 Motor Vehicle Operators |
| 2 Other Construction & Related Workers | |

Why are these positions hard to fill:

- | | |
|-----------------------------------|--|
| 1 Only undocumented workers apply | 2 Small skilled labor pool |
| 3 Higher wages elsewhere | 1 Unable to pass background check |
| 2 Lack good driving record | 1 Undependable |
| 2 Not drug free | 1 Workers require constant supervision |
| 1 Skill level inadequate | |

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes - 13 No - 4

If so, in what positions?

- | | |
|--------------------------------|---|
| 1 Management | 5 Other Installation, Maintenance, and Repair |
| 4 Agricultural Workers | 1 Plant and System Operators |
| 3 Helpers, Construction Trades | 3 Motor Vehicle Operators |

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 12 No – 5

Why not?

- 3 Skill level inadequate

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

- | | |
|------------------------|------------------------------|
| 2 College Tech Courses | 1 College Tech Courses |
| 1 Repair type work | 2 Plumber apprentice program |

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

- | | |
|-----------------------------|--|
| 1 Dishonest | 1 Poor attitude |
| 1 Finding temporary workers | 3 Poor work ethic |
| 1 High benefit expectations | 1 Skill level inadequate |
| 2 High wage expectations | 5 Small skilled labor pool |
| 1 Higher wages elsewhere | 2 Undependable |
| 1 Irresponsible | 3 Unqualified |
| 3 Lack experience | 3 Unstable life style |
| 2 Lazy | 1 Workers require constant supervision |
| 1 Not loyal to company | |
-
-

Manufacturing

Total Number of Businesses Responding: 21

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 10 No - 11

What positions are hard to fill:

- | | |
|--|--|
| 6 Other Construction & Related
Other Installation, Maintenance, &
4 Repair | 1 Material Moving Workers |
| 4 Metal Workers and Plastic Workers | 1 Construction Trades Workers |
| 3 Motor Vehicle Operators | 1 Electrical and Electronic Equipment Mech.,
Installation, Repair |
| 1 Other Sales and Related Workers | 1 Material Recording, Scheduling, Dispatching, &
Distributing |

Why are these positions hard to fill:

- | | |
|----------------------------|--------------------------|
| 3 Lazy | 2 High wage expectations |
| 2 Small skilled labor pool | 1 Undependable |
| 2 Lack experience | 1 Unstable work history |

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes - 11 No - 10

If so, in what positions?

- | | |
|---|---|
| 4 Metal Workers and Plastic Workers
Other Installation, Maintenance, and
3 Repair | 1 Other Sales and Related Workers |
| 3 Motor Vehicle Operators | 1 Other Construction & Related Workers |
| 2 Construction Trades Workers | 1 Assembler and Fabricator |
| 1 Other Management Occupations | 1 Electrical and Electronic Equipment Mech,
Installation, Repair |

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 16 No – 5

Why not?

- | | |
|---------------------|--------------------------|
| 1 Lack basic skills | 1 Skill level inadequate |
| | 2 Unqualified |

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

- 1 OSHA training

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

- | | |
|----------------------------|-----------------------------------|
| 7 Lazy | 1 Only undocumented workers apply |
| 3 Not drug free | 1 Skill level inadequate |
| 3 Poor work ethic | 1 Undependable |
| 3 Small skilled labor pool | 1 Unlicensed |
| 1 High wage expectations | 1 Unstable life style |
| 1 Lack experience | 1 Welfare |

Trade Transportation and Utilities

Total Number of Businesses Responding: 95

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 30 No - 63

What positions are hard to fill:

19	Motor Vehicle Operators Vehicle & Mobile Equip Mechanic/	2	Other Food Preparation and Serving Related
16	Installer	2	Other Sales and Related Workers
10	Information and Record Clerks	2	Financial Clerk
8	Retail Sales	2	Secretaries and Administrative Assistants
7	Other Construction & Related Workers	1	Operations Specialties Managers
6	Sales Representatives - Wholesale & Mfg	1	Legal Support Workers
4	Material Recording, Scheduling, Dispatching, and Distributing	1	Other Teachers and Instructors
3	Art and Design Workers	1	Health Technologists and Technicians
3	Construction Trades Workers	1	Food and Beverage Serving Workers
2	Cooks and Food Prep Workers	1	Other Installation, Maintenance, and Repair Plant and System Operators

Why are these positions hard to fill:

7	Unqualified	2	Poor personal presentation
6	Small skilled labor pool	2	Unstable life style
5	Lazy	2	Welfare
4	Higher wages elsewhere	1	High wage expectations
4	Undependable	1	Lack experience
3	Poor work conditions	1	Not drug free
3	Unable to pass background check	1	Poor attitude
2	Lack basic skills		

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes - 50 No - 43

If so, in what positions?

15	Motor Vehicle Operators	2	Material Recording, Scheduling, Dispatching, and Distributing
12	Construction Trades Workers	1	Other Teachers and Instructors
11	Financial Clerk	1	Art and Design Workers
8	Information and Record Clerks	1	Media and Communication Workers
4	Retail Sales Workers	1	Health Diagnosing and Treating Practitioners & Technical
4	Financial Clerk	1	Food and Beverage Serving Workers
3	Electrical and Electronic Equipment Mech, Installation, Repair Other Installation, Maintenance, and Repair	1	Secretaries and Administrative Assistants
3	Repair	1	Plant and System Operators
2	Other Management Occupations	1	Other Production Occupations
2	Cooks and Food Prep Workers		

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 58 No – 31

Why not?

- | | | | |
|---|------------------------|---|-----------------------------|
| 4 | Lack basic skills | 2 | Poor personal presentation |
| 4 | Skill level inadequate | 1 | Higher wages elsewhere |
| 4 | Undependable | 1 | Lack experience |
| 3 | Poor work ethic | 1 | Small skilled labor pool |
| 3 | Unqualified | 1 | Unable to follow directions |
| 2 | Lazy | 1 | Welfare |
| 2 | Not drug free | | |

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

- | | | | |
|---|---|---|---|
| 3 | Auto mechanic/technician-include emissions and electrical | 1 | Auto mechanic/technician-include computer diagnostics |
| 2 | Basic skills | 1 | Forklift |
| 2 | Electrical workers | 1 | General education and common sense |
| 2 | Heavy Equipment Operator | 1 | Govt. subsidized flight training |
| 2 | Shipping and packing regulations and requirements | 1 | Aviation Mech. Training - Govt. subsidized |
| 1 | Brick layers | 1 | Installation |
| 1 | Business skills | 1 | Marine Mechanic |
| 1 | Cashier | 1 | Personal Presentation |
| 1 | Communication skills | 1 | Plumbers |
| 1 | computer | 1 | Technical school |
| 1 | Customer service | 1 | Truck drivers |
| 1 | Diesel mechanics | 1 | Typing |

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

- | | | | |
|----|-----------------------------|---|--|
| 23 | Lazy | 2 | Higher wages elsewhere |
| 17 | Undependable | 2 | Lack basic skills |
| 12 | Poor work ethic | 2 | Lack of child care |
| 10 | Small skilled labor pool | 2 | Not drug free |
| 6 | Dishonest | 2 | Poor work conditions |
| 6 | Not loyal to company | 1 | Bilingual needed |
| 5 | Skill level inadequate | 1 | Need computer literacy |
| 4 | Lack experience | 1 | Need for communication skills |
| 4 | Poor attitude | 1 | Perception that working with your hands is "dirty" |
| 4 | Unable to follow directions | 1 | Poor personal presentation |
| 3 | Irresponsible | 1 | Students Schedules |
| 2 | High wage expectations | 1 | Unable to pass background check |



Information

Total Number of Businesses Responding: 10

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 5 No - 5

What positions are hard to fill:

- | | | | |
|---|---|---|---|
| 2 | Drafters, Engineering & Mapping Tech | 1 | Supervisors, Construction & Extraction |
| 2 | Entertainers & Performers, Sports & Related | 1 | Sales Representatives - Wholesale & Mfg |
| 1 | Media and Communication Workers | 1 | Computer Specialists |
| | | 1 | Engineers |

Why are these positions hard to fill:

- | | | | |
|---|--------------------------|---|------------------------|
| 2 | Unqualified | 1 | Skill level inadequate |
| 2 | Lack experience | 1 | Poor work conditions |
| 1 | Small skilled labor pool | 1 | Lack of transportation |
| 1 | Higher wages elsewhere | | |

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes – 2 No - 7

If so, in what positions?

- | | | | |
|---|----------------------------|---|-----------|
| 1 | Network Operations Support | 1 | Engineers |
|---|----------------------------|---|-----------|

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 10 No – 0

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

- | | | | |
|---|---------------|---|-----------------|
| 1 | Office skills | 1 | Computer skills |
|---|---------------|---|-----------------|

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

- | | | | |
|---|------------------------|---|--------------------------------------|
| 2 | Lack experience | 1 | Small skilled labor pool |
| 2 | Lazy | 1 | Unable to pass background check |
| 1 | Poor work ethic | 1 | Undependable |
| 1 | Skill level inadequate | 1 | Workers require constant supervision |

Financial Activities

Total Number of Businesses Responding: 30

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 19 No - 10

What positions are hard to fill:

Supervisors, Office and Administrative	
7 Support	1 Financial Specialists
2 Other Education, Training and Library	1 Supervisors, Office & Admin Support
2 Information and Record Clerks	

Why are these positions hard to fill:

2 Lack experience	1 Poor work ethic
2 Lazy	1 Undependable
2 Small skilled labor pool	1 Unqualified
1 Poor attitude	1 Unstable life style
1 Poor personal presentation	1 Workers require constant supervision

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes – 10 No - 19

If so, in what positions?

5 Supervisors, Office and Administrative Support	1 Other Management Occupations
3 Information and Record Clerks	1 Financial Clerk

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 22 No – 7

Why Not

4 Lazy	2 Immature
3 Lack customer service skills	2 Lack basic skills
3 Lack experience	1 Irresponsible

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

2 Customer Service Skills	1 Financial Training
1 Basic Skills (math)	1 Money Handling
1 Basic Insurance	1 Proper office attire
1 Computer Skills	1 Training to get people to think
1 Etiquette	1 Work ethics

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

4 Unstable life style	2 Unqualified
2 Poor personal presentation	2 Welfare
2 Poor work ethic	1 Not drug free
2 Unable to pass background check	1 Small skilled labor pool
2 Undependable	

Professional and Business Services

Total Number of Businesses Responding: 22

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 11 No - 10

What positions are hard to fill:

5	Drafters, Engineering and Mapping Technicians	1	Financial Specialists
3	Secretaries and Administrative Assistants	1	Physical Scientists
2	Legal Support Workers	1	Other Healthcare Support
1	Operations Specialties Managers	1	Financial Clerk

Why are these positions hard to fill:

4	Small skilled labor pool	1	Skill level inadequate
1	Higher wages elsewhere	1	Unable to pass background check
1	Lack experience	1	Undependable
1	Lazy	1	Unqualified
1	Poor attitude		

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes – 8 No - 13

If so, in what positions?

5	Drafters, Engineering and Mapping Technicians	1	Other Healthcare Support
1	Primary, Secondary, & Special Ed Teachers	1	Information & Record Clerks
1	Health Diagnosing and Treating Practitioners & Technical	1	Physical Scientists
1	Electrical & Electronic Equipment Mech, Installation, Repair		

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 15 No – 7

Why Not

3	Skill level inadequate	1	Lack basic skills
2	Unqualified	1	Lack experience
1	Dishonest	1	Poor work ethic

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

3	Computer-system & software operation	1	Water and Wastewater Lab
1	Customer Service	1	Work ethics
1	Personal presentation		

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

6	Poor work ethic	2	Undependable
6	Unqualified	1	Higher wages elsewhere
5	Unmotivated	1	Lack experience
4	Dishonest	1	Lack of transportation
4	Lack basic skills	1	Poor attitude
4	Small skilled labor pool	1	Unable to follow directions
3	Poor personal presentation	1	Unable to pass background check
2	Lazy		

Health and Education

Total Number of Businesses Responding: 72

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 29 No - 41

What positions are hard to fill:

Health Diagnosing and Treating	
17 Practitioners & Technical	3 Health Technologists and Technicians
17 Health Technologists and Technicians	1 Other Management Occupations
13 Other Healthcare Support Workers	1 Building Cleaning and Pest Control
10 Other Personal Care and Service Workers	1 Information and Record Clerks
9 Nursing, Psychiatric and Home Health Aids	1 Secretaries and Admin Assistants
Counselors/Social Workers and Other	
3 Community/Service Specialist	

Why are these positions hard to fill:

9 Unqualified	1 Lack basic skills
8 Higher wages elsewhere	1 Not drug free
5 Small skilled labor pool	1 Poor work ethic
4 Lack experience	1 Unable to pass background check
1 Bilingual needed	1 Unqualified

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes – 41 No - 28

If so, in what positions?

10 Health Technologists & Technicians	2 Other Management Occupations
5 Nursing, Psychiatric & Home Health Aids	2 Counselors/Social Workers and Other Community/Service Specialist
5 Other Personal Care and Service	1 Primary, Secondary, & Special Ed Teachers
4 Other Healthcare Support Workers	1 Sales Representatives - Wholesale & Mfg
3 Health Diagnosing and Treating Practitioners & Technical	1 Information and Record Clerks
	1 Secretaries and Administrative Assistants

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 48 No – 20

Why Not

4 Skill level inadequate	1 Lack experience
3 Small skilled labor pool	1 Poor personal presentation
2 Unqualified	1 Undependable

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

- | | |
|---------------------------------|------------------------|
| 3 Nurse Aide | 1 Continuing education |
| 3 Work etiquette | 1 CPR |
| 2 Customer service | 1 Dietary Management |
| 2 First Aid | 1 Food Handlers Course |
| 2 Life Skills (time management) | 1 Montessori training |

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

- | | |
|--------------------------------|------------------------------|
| 15 Small skilled labor pool | 3 Lack experience |
| 6 Undependable | 2 Lack communication skills |
| 6 Unqualified | 2 Poor attitude |
| 5 Lazy | 2 Poor personal presentation |
| 4 Not loyal to company | 2 Skill level inadequate |
| 4 Poor work ethic | 1 Dishonest |
| 3 High wage expectations | 1 Immature |
| 3 Higher wages elsewhere | 1 Lack of transportation |
| 3 Lack basic skills | 1 Unmotivated |
| 3 Lack customer service skills | |



Leisure and Hospitality

Total Number of Businesses Responding: 19

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 9 No - 10

What positions are hard to fill:

4	Cooks and Food Prep Workers	2	Retail Sales Workers
3	Food and Beverage Serving Workers	1	Building Cleaning and Pest Control Workers
2	Other Management Occupations	1	Transportation, Tourism, and Lodging Attendants
2	Other Food Prep & Serving Related	1	Sales Representatives-Wholesale & Manufacturing

Why are these positions hard to fill:

3	Lazy	1	Poor work conditions
2	Lack basic skills	1	Poor work ethic
2	Small skilled labor pool	1	Undependable
2	Welfare or Unemployment available	1	Unqualified

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes – 9 No - 10

If so, in what positions?

3	Food and Beverage Serving Workers	1	Cooks and Food Prep Workers
1	Other Management Occupations	1	Retail Sales Workers

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 12 No – 7

Why Not

1	Irresponsible	1	Poor work ethic
1	Lazy	1	Unable to follow directions
1	Poor personal presentation	1	Unmotivated

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

4	Computer systems and software	1	Multi-tasking
3	People skills	1	Poor attitude
1	Cook	1	Teamwork
1	Listening	1	Unable to follow directions
1	Logic	1	Unstable life style

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

6	Poor work ethic	1	Lack communication skills
6	Undependable	1	Not loyal to company
3	Lack basic skills	1	Poor attitude
2	High wage expectations	1	Unable to follow directions
2	Immature	1	Unqualified
2	Irresponsible	1	Untrustworthy
2	Poor personal presentation	1	Welfare or unemployment
2	Small skilled labor pool	1	Workers require constant supervision
2	Unmotivated		

Other Services

Total Number of Businesses Responding: 23

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 10 No - 12

What positions are hard to fill:

- | | | | |
|---|---|---|---------------------------------|
| 4 | Vehicle and Mobile Equipment Mechanic/Installer | 2 | Food and Beverage Serving |
| 3 | Other Installation, Maintenance, and Repair | 2 | Information and Record Clerks |
| 3 | Motor Vehicle Operators | 1 | Other Personal Care and Service |

Why are these positions hard to fill:

- | | | | |
|---|----------------------|---|--------------------------|
| 1 | Lack experience | 1 | Small skilled labor pool |
| 1 | Lazy | 1 | Undependable |
| 1 | Poor attitude | 1 | Unmotivated |
| 1 | Poor work conditions | 1 | Unqualified |
| 1 | Poor work ethic | | |

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes – 10 No - 11

If so, in what positions?

- | | | | |
|---|--|---|---|
| 3 | Vehicle and Mobile Equipment Mechanic/Installer | 1 | Information and Record Clerks |
| 2 | Personal Appearance Workers | 1 | Other Installation, Maintenance, & Repair |
| 1 | Sales Representatives - Wholesale and Mfg | 1 | Motor Vehicle Operators |
| 1 | Electrical and Electronic Equipment Mech, Installation, Repair | 1 | Financial Clerk |

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate?
Yes – 13 No – 8

Why Not

None provided

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

- | | | | |
|---|------------------------------|---|-----------|
| 1 | Need a technical school here | 1 | Tow Truck |
| 1 | Skin Care | | |

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

- | | | | |
|---|--------------------------|---|--------------------------------------|
| 5 | Lazy | 1 | Not drug free |
| 4 | Small skilled labor pool | 1 | Poor attitude |
| 2 | Undependable | 1 | Poor personal presentation |
| 2 | Unqualified | 1 | Unable to follow directions |
| 1 | High wage expectations | 1 | Unmotivated |
| 1 | Lack basic skills | 1 | Unstable life style |
| 1 | Lack good driving record | 1 | Workers require constant supervision |

Government

Total Number of Businesses Responding: 41

1. Are you satisfied that there is currently an ample pool of qualified labor to fill vacant positions in your business? Yes – 15 No - 26

What positions are hard to fill:

16	Plant and System Operators	2	Information and Record Clerks
7	Law Enforcement Workers	2	Material Moving Workers
6	Motor Vehicle Operators	1	Operations Specialties Managers
4	Construction Trades Workers	1	Primary, Secondary, & Special Ed Teachers
3	Material Recording, Scheduling, Dispatching, and Distributing	1	Counselors/Social Workers and Other Community/Service Specialist
3	Other Installation, Maintenance, and Repair	1	Supervisors, Office & Admin Support
2	Librarians, Curators, and Archivists	1	Financial Clerk
2	Other Education, Training and Library	1	Vehicle & Mobile Equip Mechanic/Installer
2	Helpers, Construction Trades	1	Other Production Occupations

Why are these positions hard to fill:

6	Higher wages elsewhere	1	Lack customer service skills
2	Lack experience	1	Not drug free
2	Poor work conditions	1	Part-time office Position are hard to fill
2	Small skilled labor pool	1	Poor personal presentation
2	Unqualified	1	Welfare or Unemployment
1	Bilingual needed		

2. Do you anticipate a shortage of skilled workers within the next 5 years? Yes – 24 No - 17

If so, in what positions?

8	Law Enforcement Workers	1	Accountants and Auditors
5	Plant and System Operators	1	Primary, Secondary, & Special Education School Teachers
3	Material Recording, Scheduling, Dispatching, and Distributing	1	Health Diagnosing and Treating Practitioners and Technical
3	Construction Trades Workers	1	Fire Fighting and Prevention Workers
3	Other Installation, Maintenance, and Repair	1	Financial Clerk
3	Motor Vehicle Operators	1	Electrical and Electronic Equipment Mech, Installation, Repair
2	Information and Record Clerks		

3. Of the skilled workers that you have recently hired, do you consider their skill level adequate? Yes – 25 No – 15

Why Not

- | | | | |
|---|------------------------|---|--------------------------|
| 4 | Lack basic skills | 1 | Higher wages elsewhere |
| 3 | Lack experience | 1 | Poor work ethic |
| 3 | Skill level inadequate | 1 | Small skilled labor pool |
| 3 | Unqualified | | |

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

- | | | | |
|---|------------------------------|---|--------------------------------------|
| 3 | Communication skills | 1 | HVAC |
| 3 | Computer system and software | 1 | Leadership |
| 2 | Electrical | 1 | Maintenance |
| 2 | Heavy Equipment Operator | 1 | Mechanical skills |
| 2 | Plumbing | 1 | Police Officer training |
| 1 | Advanced technology | 1 | Safety training |
| 1 | Carpentry | 1 | Team work |
| 1 | Customer Service | 1 | Water & wastewater training programs |
| 1 | Dispatcher | | |

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

- | | | | |
|---|---------------------------------|---|------------------------------|
| 7 | Small skilled labor pool | 2 | Undependable |
| 5 | Poor work ethic | 1 | High wage expectations |
| 5 | Unqualified | 1 | Immature |
| 4 | Higher wages elsewhere | 1 | Irresponsible |
| 4 | Lack basic skills | 1 | Lack customer service skills |
| 4 | Lack experience | 1 | Not drug free |
| 2 | Lazy | 1 | Poor personal presentation |
| 2 | Unable to pass background check | 1 | Unstable life style |
-
-