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		Yellow cells are for comments.							
WIRED 3.1 Survey									
Part I: Demographic	Part I Details	1	2	3	4	5	6	7	8
Employer Name	Employer Name	Dynamic Plumbing Systems Inc.	Harley Ellis & Devereaux	Lynam Industries Inc.	PC & Mac Exchange	Desert Orthopedic Center	Southwest Networks Inc.	Health Care Imaging Center	Psomas
Industry NAICS	Industry NAICS	238220	541310	238220	541512	621111	541519	621511	541330
Business Type	Business Type	Other	Service	Manufacturing	Service	Service	Service	Service	Service
Size of Business	Size of Business	50-99	20-49	50-99	20-49	100-249	11-19	20-49	50-99
Respondent Position	Respondent Position	HR Dir	Supervisor/Manager	HR Dir	President/CEO/Director	HR Dir	President/CEO/Director	Supervisor/Manager	Supervisor/Manager
Primary Site	Primary Site	5920 Winterhaven Ave, Riverside, CA 92504	1770 Iowa Ave. # 100, Riverside, CA 92507	11186 Venture Dr., Mira Loma, CA 91752	27326 Jefferson Ave. #12, Temecula, CA 92590	39-000 Bob Hope Dr. #2, Rancho Mirage, CA 92270	19020 N Indian Avenue, North Palm Springs, CA 92258	4334 Central Avenue Riverside, CA 92506	2010 Iowa Ave., #101, Riverside, CA 92507
Part II: Background		C	A	C	C	C	C	A	A
Part IV: Questions Part IV Details									
Critical Occupations and their Basic Skills	Critical Occupations and their Basic Skills	3	2.8	3	3.2	2.8	3.8	2.8	3
1	1. What are some of the core critical occupations that drive your company or make your company able to perform,?	Plumbers	Civil engineers and architects	Machine operators	Computer consultants (sales representatives) and computer technicians	Medical support staff	Computer network technicians	X-Ray Technicians	Civil Engineers
1a	1.a. For each occupation, what are the most critical skills of these occupations?	Knowledge of plumbing code, ISO, mechanics of installation are helpful, but will train. Entry level employees need basic math and reading and good communication skills. Good work ethic is	Architects and engineers must have a degree. Teamwork, social skills, global perspective are vital. Math and science important for engineers.	Basic skills such as the ability to read work orders and design plans and to understand dimensions of products for quality control.	Computer product knowledge. Mac and PC product knowledge.	Computer skills, knowledge of health care through specific training or experience.	Logic, problem-solving skills, troubleshooting skills, applied mathematics.	Licensed x-ray technicians with at least one year's experience	Degree in engineering plus experience
Importance	How important is it that employees meet your expectations in those skills?	4	4	4	4	3	4	3	4
2	2. How do you rate their problem solving skills performance/competency?	3	2	3	3	3	3.5	3	3
Importance	Please rate the importance of problem-solving skills for future entry-level employees?	1	3	3	3	3	3.5	3	2
3	3. How would you rate typical new-hire performance/competency in	3	1	2	3	2	4	2	3
Importance	How important will these skills be for future employees?	4	4	3	3	3	4	3	3
Technical Skills	Technical Skills	2.7	3.0	2.7	3.3	3.2	3.9	3.0	2.3
4	4. In your company, how well does the new employee typically meet	3	3	2	3	2	3.5	3	2
5	5. Please rate the future importance of occupational knowledge for employees	4	3	3	3	4	4	4	3
6	6. In the area of technical skills, how important will it be for entry-level employees to	4	3	3	3	4	4	3	3
7	7. What is the importance of these skills and/or abilities for future entry level employees?	4	3	3	4	4	4	3	2
8	8. In terms of specific computer skills such as using spreadsheets, databases,	0	3	2	3	1	4	2	2
9	9. How would you rate the importance of information technology use and	1	3	3	4	4	4	3	2
10	10. Do you look for any other skills that are among your entry-level expectations for	No	Yes	No	Yes	Yes	Yes	Yes	Yes
Social Skills	Social Skills	2.3	2.3	2.7	3.3	2.0	3.3	2.7	2.0
11	11. In the area of social skills, how well does the employee meet entry level performance	3	2	2	3	1	3	2	2
	What level of future importance will social skills have for your entry level	2	3	3	3	4	4	3	2



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WIRED 3.1 Survey									
12	12. Are there any social skills not mentioned which you include in entry level?	People who work well together, teamwork is most important.	Good table manners, communication skills including good grammar, the ability to listen and ask questions; cross-cultural appreciation	No	Soft skills. For example, dressing for an interview and showing up on time/dependable	Personal presentation (no visible piercing, tattoos) and customer service skills	Communication skills	Team player	Good attitude
13	13. In demonstrating good work ethics (initiative, dependability, reliability), how?	2	2	3	4	1	3	3	2
13b	13.b In terms of technical abilities and organizational fit, please identify the	Technical knowledge, works safely, understands physical demands of the job, team player, meets deadlines	Collaborative, cooperative, open to other's views, able to take constructive criticism, open to mentoring (teachable), time management skills, self initiative, able to	Ability to read drawings, good quality control skills	n/a	Reliable, flexible, willing to do what they are asked (teachable), positive attitude, good work ethic	Ability to follow-up and complete assigned tasks. We look for basic electronics skills in entry-level employees.	Able to work in a fast-paced environment	Team player
Overall Perception of today's workforce		2.7	2.3	3.0	3.0	1.7	2.7	2.7	2.7
14	14. In general, how satisfied are you with the education of today's worker?	2.7	2.3	3.0	3.0	1.7	2.7	2.7	2.7
Entry level:	Entry level:	2	2	3	3	1	4	2	2
Technical	Technical	3	3	3	3	3	2	3	3
Professional	Professional	3	2	3	3	1	2	3	3
15	15. Is there a critical skills shortage, if so, is it more at the:	Technician	Technician	Technician	Professional	Technician	Technician	Professional	Professional
16	16. Are there any new skills sets that may be required of future workers in this	No	Ability to adapt to software changes. REVIT will be the new software standard (replacing AutoCAD).	Programming machinery (at this time company outsources the programming of its machinery)	No	More computer skills are required because of paperless environment	Merging of technologies (phones, CCTB systems, etc.)	Must be able to easily adapt to new equipment, software and computers.	New versions of AutoCAD and other engineering software.
17	17. Are there any classes or training programs you would like to see covered during	Teach social skills and effective communication skills	Teach REVIT (vs. AutoCAD) and BIM (Building Information Model)	Basic training on CNC machines. Be able to teach programming without having the CNC machine (due to high cost).	Soft skills training	Team building, group project work, leadership skills	No	Basic introduction to medical terminology and skills and introduction to patient care services	No
18	18. What types of companies are involved in your supply chain?	Material supply warehouses	Raw materials, building materials, manufacturing companies	Aluminum extruding, carton cardboard and packaging sheet metal companies	1,500 computer product manufacturers, schools/school districts [sells to schools nationwide]	Office supply, medical supply and drug supply companies	Microsoft, HP, Cisco Systems, distributors of industry-specific software	Hospitals, doctors' offices, laboratories	Real estate developers, land management companies, government agencies
19	19. Are there any further comments you would like to make?	Company hires high school graduates and trains them. High turnover rate because of poor work ethic. Company supports immigration reform because immigrants	Engineers and architects need technical skills as a foundation, but liberal arts education is also very important. Most new hires are loners - lack ability to work in a	No	No	For entry level positions we are drawing from a very unskilled labor pool with no social skills. Applicants are looking for someone to train them. They switch jobs	No	No	Company offers extensive in-house training and other continuing education. Company has offered job shadowing to high school and community college students to



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WIRED 3.1 Survey									
Part I: Demographic	Part I Details	9	10	11	12	13	14	15	16
Employer Name	Employer Name	Real Goods Carlson Solar	STK Architecture Inc.	Hemet Valley Imaging Medical Group	N/A (Offices of Physicians/ Rehabilitation Center)	Smith Tractor Services	Placement Power	Pacific Diagnostic Imaging LLC	PA Construction
Industry NAICS	Industry NAICS	238220	541310	621111	621111	238910	541512	621511	238310
Business Type	Business Type	Other	Service	Service	Service	Other	Service	Service	Other
Size of Business	Size of Business	11-19	11-19	20-49	100-249	5-10	11-19	5-10	50-99
Respondent Position	Respondent Position	Supervisor/Manager	President/CEO/Director	Supervisor/Manager	HR Dir	President/CEO/Director	Supervisor/Manager	Supervisor/Manager	Supervisor/Manager
Primary Site	Primary Site	963 W. Mayberry Ave., Hemet, CA 92543	2575 S. San Jacinto Ave., San Jacinto, CA 92583	1001 E. Latham Ave., #X, Hemet, CA 92543	Riverside CA	34200 Mission Trail, Wildomar, CA 92595	43274 Business Park Dr. #106, Temecula, CA 92590	36450 Inland Valley Dr. #106, Wildomar, CA 92595	83649 Indio Blvd., Indio, CA 92201
Part II: Background		A	A	A	C	B	A	A	C
Part IV: Questions	Part IV Details								
Critical Occupations and their Basic Skills	Critical Occupations and their Basic Skills	2.6	3.4	3.8	2.4	3.6	3.8	3.6	3.8
1	1. What are some of the core critical occupations that drive your company or make your company able to perform,?	Solar Electric System Installers	Architects	Certified Radiology Technicians, certified by the state of California	Medical support staff	Tractor operators	Website Developers	X-Ray Technicians	Plasterer, Lathe Operator
1a	1.a. For each occupation, what are the most critical skills of these occupations?	Basic electrical skills, basic math, construction knowledge helpful	Formal broad-based architectural education, technical design, drafting capabilities	Technical training, great communication, customer service and computer skills, detail-oriented.	Good communication skills, knowledge of medical fundamentals	Ability to operate tractor in agricultural setting, take initiative	Detail-oriented, good customer service skills, creativity and technical skills in website design	Precision, knowledge of new x-ray equipment, certified program graduate	Experienced in lathing and plaster work. Have a responsible work ethic.
Importance	How important is it that employees meet your expectations in those skills?	3	4	4	4	4	4	4	4
2	2. How do you rate their problem solving skills performance/competency?	3	4	4	1	3	4	3	4
Importance	Please rate the importance of problem-solving skills for future entry-level employees?	2	3	3	3	4	4	4	3
3	3. How would you rate typical new-hire performance/competency in	2	3	4	1	3	4	3	4
Importance	How important will these skills be for future employees?	3	3	4	3	4	3	4	4
Technical Skills	Technical Skills	3.0	3.7	3.4	2.5	3.5	3.7	3.5	3.5
4	4. In your company, how well does the new employee typically meet	1	3	2.5	0	4	4	4	3
5	5. Please rate the future importance of occupational knowledge for employees	4	4	3	4	3	4	3	4
6	6. In the area of technical skills, how important will it be for entry-level employees to	4	4	3	3	4	4	3	4
7	7. What is the importance of these skills and/or abilities for future entry level employees?	4	4	4	3	4	4	4	4
8	8. In terms of specific computer skills such as using spreadsheets, databases,	1	3	4	1	3	3	4	2
9	9. How would you rate the importance of information technology use and	4	4	4	4	3	3	3	4
10	10. Do you look for any other skills that are among your entry-level expectations for	Yes	Yes	No	Yes	No	No	No	Yes
Social Skills	Social Skills	3.0	3.0	3.7	2.3	3.0	3.3	3.7	4.0
11	11. In the area of social skills, how well does the employee meet entry level performance	2	3	4	2	3	4	3	4
	What level of future importance will social skills have for your entry level	4	3	4	4	3	3	4	4



WIRED 3.1 Survey									
How to Enter Data:									
12	12. Are there any social skills not mentioned which you include in entry level?	Public speaking skills for working at trade shows	Respect for others, eagerness to learn, able to accept instruction and constructive guidance, team player	Customer service skills, problem-solving skills	No	No	No	No	No
13	13. In demonstrating good work ethics (initiative, dependability, reliability), how?	3	3	3	1	3	3	4	4
13b	13.b In terms of technical abilities and organizational fit, please identify the	Good problem-solving skills, customer service skills, basic electrical and construction skills	Broad knowledge of commercial construction technology, trained in design theory, able to produce technical documents with software, open-minded	Great technical skills, accurate (no-rework), team player	Entry level employees who understand technical fundamentals make better employees than those who possess only superficial skills.	Two or more years of experience. Show initiative without having a supervisor on-site.	Good customer service skills, ability to create what the customer wants	Accurate, precise	Trainable, able to multi-task, very professional, accurate, responsible and reliable
Overall Perception of today's workforce		Overall Perception of today's workforce	2.0	3.3	3.0	3.0	2.7	3.3	3.0
14	14. In general, how satisfied are you with the education of today's worker?	2.0	3.3	3.0	3.0	2.7	3.3	3.0	3.3
Entry level:		Entry level:	2	4	3	2	3	3	3
Technical		Technical	2	3	3	3	3	4	3
Professional		Professional	2	3	3	4	2	3	3
15	15. Is there a critical skills shortage, if so, is it more at the:	Technician and Professional	Technician and Professional	No	Technician and Professional	Professional	No	Professional	Technician
16	16. Are there any new skills sets that may be required of future workers in this:	Basic electrical skills	No	Technology changes all the time. Continued education required - 24 hours of courses every 2 years.	No	Ability to operate new tractor trailers in agricultural setting	Keep up with new software, website design techniques	Knowledge of new technology	No
17	17. Are there any classes or training programs you would like to see covered during:	No (Company will train)	Training in CAD drafting and graphics programs. General design class or design specifically for architecture	High school - basic customer service skills, how to be a team player. College - medical terminology.	Courses in writing and public speaking, ethics and fundamental business skills	No	Offer more website design classes at the community college and university level	More x-ray technology courses	Offer carpentry courses
18	18. What types of companies are involved in your supply chain?	Inverter and solar panel manufacturers, wire and electronic equipment companies, local utility companies	Software, marketing and advertising companies, construction supply companies.	Companies that sell IV's and x-ray film and supplies, IT support companies	Medical equipment companies, food service companies, drug companies	Manufacturing and construction companies	All types of professional businesses	Medical supply companies, medical facilities	Stucco, metal and sand companies
19	19. Are there any further comments you would like to make?	No	Would like high schools to provide vocational courses, such as Interior Design, AutoCAD drafting, electronic documentation and general design.	New employees typically do not meet expectations - most take awhile to adapt to fast work pace. 90% of tech job is computer work (must have computer)	Very reluctant to participate in survey due to HIPAA regulations. Administrator does not want business name or address listed.	No	No	No	No



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How to Enter Data:									
WIRED 3.1 Survey									
Part I: Demographic	Part I Details	17	18	19	20				
Employer Name	Employer Name	Holt Architects Inc.	La Quinta Dental Group	Spectrum Communications	Hogle-Ireland Inc.				
Industry NAICS	Industry NAICS	541310	621210	238290	541320				
Business Type	Business Type	Service	Service	Other	Service				
Size of Business	Size of Business	11-19	20-49	100-249	20-49				
Respondent Position	Respondent Position	President/CEO/Director	Supervisor/Manager	Hr Dir	President/CEO/Director				
Primary Site	Primary Site	70225 Highway 111, #D, Rancho Mirage, CA 92270	78595 Hwy 111, #300, La Quinta, CA 92253	226 N. Lincoln Ave., Corona, CA 92882	1500 Iowa Ave., #110, Riverside, CA 92507				
Part II: Background		C	A	A	C				
Part IV: Questions	Part IV Details					Total	# Responses	Average	Median
Critical Occupations and their Basic Skills	Critical Occupations and their Basic Skills	3.4	3.4	2.6	3.2	320		3.2	
1	1. What are some of the core critical occupations that drive your company or make your company able to perform,? Architects		Registered Dental Assistants and Registered Dental Assistants for Extended Fields	Computer, telephone, security network installers	Land Use Planner				
1a	1.a. For each occupation, what are the most critical skills of these occupations? Architectural degree, listening skills, good communication skills (verbal and written), present original thoughts and practical solutions		Certified for dental functions, well-organized, able to multi-task, good chair-side manner	Basic skills such as the ability to plan, schedule, self-manage, read drawings, keep consistent quality in repetitive tasks, learn technical skills, get required certifications and have good	Knowledge of land use planning laws and regulations (college degree), problem-solving skills, good communication skills and teachable				
Importance	How important is it that employees meet your expectations in those skills?	4	4	3	3	75	20	3.8	
2	2. How do you rate their problem solving skills performance/competency?	3	3	2	3	60.5	20	3.0	
Importance	Please rate the importance of problem-solving skills for future entry-level employees?	4	4	3	4	62.5	20	3.1	
3	3. How would you rate typical new-hire performance/competency in	3	3	2	2	54	20	2.7	
Importance	How important will these skills be for future employees?	3	3	3	4	68	20	3.4	
Technical Skills	Technical Skills	3.2	3.0	3.0	3.7	382.0		3.2	
4	4. In your company, how well does the new employee typically meet	2	3	2	3	53	20	2.7	
5	5. Please rate the future importance of occupational knowledge for employees	3	4	3	4	71	20	3.6	
6	6. In the area of technical skills, how important will it be for entry-level employees to	4	4	4	4	72	20	3.6	
7	7. What is the importance of these skills and/or abilities for future entry level employees?	4	4	4	4	74	20	3.7	
8	8. In terms of specific computer skills such as using spreadsheets, databases,	2	0	1	3	44	20	2.2	
9	9. How would you rate the importance of information technology use and	4	3	4	4	68	20	3.4	
10	10. Do you look for any other skills that are among your entry-level expectations for	Yes	No	No	Yes		12	Yes	
Social Skills	Social Skills	2.7	3.7	2.0	3.3	175		2.9	
11	11. In the area of social skills, how well does the employee meet entry level performance	2	3	1	3	52	20	2.6	
	What level of future importance will social skills have for your entry level	3	4	3	4	67	20	3.35	



