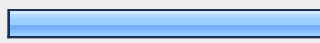






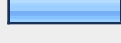
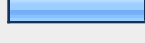


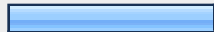
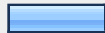
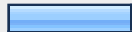
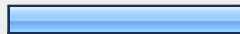



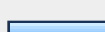
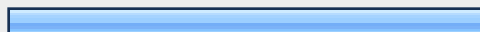
**This workforce solution was funded by a grant awarded under Workforce Innovation in Regional Economic Development (WIRED) as implemented by the U.S. Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This solution is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.**

# Employer Survey - CA Statewide Work and Career Readiness Certificate

1. Please indicate the industry sector and NAICS that best represents your business:				
			Response Percent	Response Count
Aerospace/Space			48.1%	37
Other Manufacturing			5.2%	4
Advanced manufacturing			1.3%	1
Health care			2.6%	2
Construction			2.6%	2
Biotechnology			1.3%	1
Hospitality/tourism			1.3%	1
Education			16.9%	13
Other			20.8%	16
Identify "Other" and/or enter NAICS codes				18
			<b>answered question</b>	<b>77</b>
			<b>skipped question</b>	<b>1</b>




2. In what county is your business located?		
		Response Count
		73
		<b>answered question</b>
		<b>73</b>
		<b>skipped question</b>
		<b>5</b>



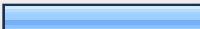
3. What is the size of your business?			
		Response Percent	Response Count
Less than 50 employees		31.6%	24
50 to 100 employees		14.5%	11
100 to 500 employees		18.4%	14
<b>500+ employees</b>		<b>35.5%</b>	<b>27</b>
		<i>answered question</i>	<b>76</b>
		<i>skipped question</i>	<b>2</b>

4. Please indicate your function in your company:			
		Response Percent	Response Count
HR professional		11.9%	8
Hiring Manager, specify functional area in Specify		14.9%	10
<b>Other, please specify in Specify</b>		<b>73.1%</b>	<b>49</b>
		Specify	60
		<i>answered question</i>	<b>67</b>
		<i>skipped question</i>	<b>11</b>

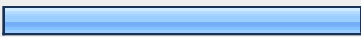
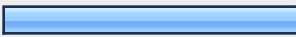
5. Is your business having difficulty recruiting qualified entry level workers?			
		Response Percent	Response Count
Yes		39.7%	29
<b>No</b>		<b>60.3%</b>	<b>44</b>
		<i>answered question</i>	<b>73</b>
		<i>skipped question</i>	<b>5</b>

6. Is your business having difficulty recruiting qualified technical workers?			
		Response Percent	Response Count
Yes. Go to Section 2.		52.1%	38
No. Go to Section 4.		47.9%	35
		<i>answered question</i>	73
		<i>skipped question</i>	5

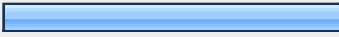
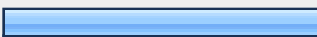
7. There is a shortage of S&E talent (indicate all that apply):			
		Response Percent	Response Count
now		67.6%	23
over the next 10 years		52.9%	18
there is no shortage		2.9%	1
		<i>answered question</i>	34
		<i>skipped question</i>	44

8. For current S&E staff, the quality/performance/knowledge of fundamental technical concepts most often (choose one):			
		Response Percent	Response Count
exceeds requirements		3.0%	1
meets current requirements		66.7%	22
does not meet requirements		30.3%	10
		<i>answered question</i>	33
		<i>skipped question</i>	45

**9. For S&E staff recent hires and candidates, the quality/performance/knowledge of fundamental technical concepts most often (choose one):**

		Response Percent	Response Count
exceeds requirements and expectations		0.0%	0
<b>meets current requirements and expectations</b>		<b>54.8%</b>	<b>17</b>
does not meet requirements and expectations		45.2%	14
		<i>answered question</i>	<b>31</b>
		<i>skipped question</i>	<b>47</b>

**10. For current S&E staff, interdisciplinary systems knowledge and problem solving capability most often (choose one):**

		Response Percent	Response Count
exceeds requirements		0.0%	0
<b>meets requirements</b>		<b>51.5%</b>	<b>17</b>
does not meet requirements		48.5%	16
		<i>answered question</i>	<b>33</b>
		<i>skipped question</i>	<b>45</b>

11. For S&E staff recent hires and candidates, interdisciplinary systems knowledge and problem solving capability most often (choose one):			
		Response Percent	Response Count
exceeds requirements and expectations		0.0%	0
meets current requirements and expectations		33.3%	11
does not meet requirements and expectations		66.7%	22
<i>answered question</i>			33
<i>skipped question</i>			45

12. There is a shortage of Technician talent (indicate all that apply):			
		Response Percent	Response Count
now		69.7%	23
over the next 10 years		48.5%	16
there is no shortage		9.1%	3
<i>answered question</i>			33
<i>skipped question</i>			45

13. For current Technician staff, the quality/performance/knowledge of fundamental technical concepts most often (choose one):			
		Response Percent	Response Count
exceeds requirements		12.5%	4
meets current requirements		46.9%	15
does not meet requirements		40.6%	13
<i>answered question</i>			32
<i>skipped question</i>			46

**14. For Technician staff recent hires and candidates, the quality/performance/knowledge of fundamental technical concepts most often (choose one):**

		Response Percent	Response Count
exceeds requirements and expectations		6.3%	2
meets current requirements and expectations		40.6%	13
<b>does not meet requirements and expectations</b>		<b>53.1%</b>	<b>17</b>
		<i>answered question</i>	<b>32</b>
		<i>skipped question</i>	<b>46</b>

**15. For current Technician staff, interdisciplinary systems knowledge and problem solving capability most often (choose one):**

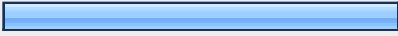
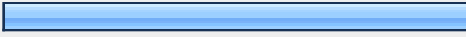
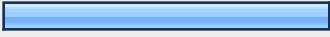
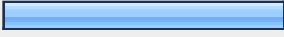

		Response Percent	Response Count
exceeds requirements		12.9%	4
meets requirements		41.9%	13
<b>does not meet requirements</b>		<b>45.2%</b>	<b>14</b>
		<i>answered question</i>	<b>31</b>
		<i>skipped question</i>	<b>47</b>

**16. For Technician staff recent hires and candidates, interdisciplinary systems knowledge and problem solving capability most often (choose one):**

		Response Percent	Response Count
exceeds requirements and expectations		6.5%	2
meets current requirements and expectations		32.3%	10
<b>does not meet requirements and expectations</b>		<b>61.3%</b>	<b>19</b>
		<i>answered question</i>	<b>31</b>
		<i>skipped question</i>	<b>47</b>

**17. A CA standard statewide assessment/certification process for interdisciplinary technical fundamental knowledge would assist in our hiring and /or workforce development process.**

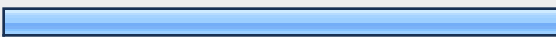
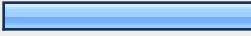
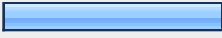
		Response Percent	Response Count
Yes		78.1%	25
No		21.9%	7
		<i>answered question</i>	<b>32</b>
		<i>skipped question</i>	<b>46</b>

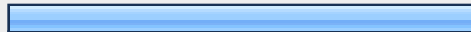
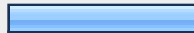
18. Regarding a potential CA standard Statewide Assessment/Certification process for interdisciplinary technical fundamental knowledge, our organization would (indicate all that apply):			
		Response Percent	Response Count
be interested in using for current workforce development planning		60.7%	17
be interested in using in the hiring process		71.4%	20
be interested in having HR and hiring managers briefed on CRC		50.0%	14
be interested in using it for advancement		42.9%	12
<b>recognize the value of a CA standard statewide CRC Certificate in interdisciplinary technical fundamental knowledge</b>		<b>78.6%</b>	<b>22</b>
		<i>answered question</i>	<b>28</b>
		<i>skipped question</i>	<b>50</b>



19. Is your business using an assessment tool/test to hire workers?			
		Response Percent	Response Count
Yes. Continue with next question.		40.9%	27
<b>No. Go to Section 6.</b>		<b>59.1%</b>	<b>39</b>
		Why or why not?	30
		<i>answered question</i>	<b>66</b>
		<i>skipped question</i>	<b>12</b>

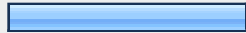
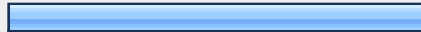
20. What tool/test are you using?		Response Count
		22
	<i>answered question</i>	22
	<i>skipped question</i>	56

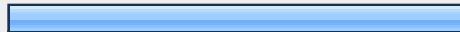
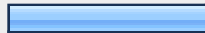
21. Why was the tool/test selected?		Response Count
		19
	<i>answered question</i>	19
	<i>skipped question</i>	59


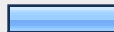
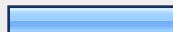

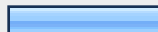
22. When is the tool/test used? Check all that apply			
		Response Percent	Response Count
For hiring		85.7%	18
For advancement		38.1%	8
For employee training and development		33.3%	7
	<i>answered question</i>		21
	<i>skipped question</i>		57

23. Is the use of the tool mandatory for all applicants and employees?			
		Response Percent	Response Count
Yes		71.4%	15
No		28.6%	6
if not, why and what is the criteria?			5
<b>answered question</b>			<b>21</b>
<b>skipped question</b>			<b>57</b>

24. Is there a training/remediation component in the program to help workers to increase their skills?			
		Response Percent	Response Count
Yes		77.3%	17
No		22.7%	5
<b>answered question</b>			<b>22</b>
<b>skipped question</b>			<b>56</b>

25. Does the tool include an assessment for soft skills (e.g., punctuality, ability to work in teams, critical thinking, etc.)?			
		Response Percent	Response Count
Yes		36.4%	8
No		63.6%	14
<b>answered question</b>			<b>22</b>
<b>skipped question</b>			<b>56</b>

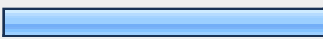
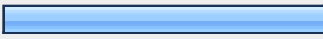
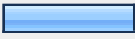
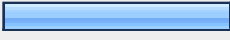

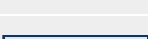
26. If no, would a soft skills component be of value to you?			
		Response Percent	Response Count
Yes		70.0%	14
No		30.0%	6
		<i>answered question</i>	20
		<i>skipped question</i>	58

27. How valuable would your organization find a statewide work and career readiness certificate program that validates job candidates on their level of skills? [On a scale from 1-5, 1=not at all valuable and 5=very valuable]			
		Response Percent	Response Count
1 - not at all valuable		8.9%	5
2		16.1%	9
3		25.0%	14
4		26.8%	15
5 - very valuable		23.2%	13
		<i>answered question</i>	56
		<i>skipped question</i>	22

**28. What skills would you want a work and career readiness certificate to assess and validate? [Rank with 1=most important and 4=least important]**

	1 - most important	2	3	4 - least important	Rating Average	Response Count
Soft Skills	19.6% (10)	<b>45.1% (23)</b>	27.5% (14)	7.8% (4)	2.24	51
Skills in applied reading, math, and locating information, at a level required for the job	<b>61.5% (32)</b>	25.0% (13)	9.6% (5)	3.8% (2)	1.56	52
Basic literacy skills (ability to read, write, and do basic math)	<b>45.1% (23)</b>	23.5% (12)	21.6% (11)	9.8% (5)	1.96	51
Other	<b>57.1% (12)</b>	14.3% (3)	4.8% (1)	23.8% (5)	1.95	21
Specify "Other"						18
<b>answered question</b>						<b>55</b>
<b>skipped question</b>						<b>23</b>

**29. What are the most important criteria to consider in determining whether or not to support a statewide work and career readiness certificate program (please check all that apply):**

		Response Percent	Response Count
Out of pocket cost to employers		49.1%	27
Ease of use by employers		49.1%	27
Assessment of soft skills		20.0%	11
Statewide or national acceptance		34.5%	19
Connection to increased employee retention and/or productivity		43.6%	24
Other		21.8%	12
Specify "Other"			13
<b>answered question</b>			<b>55</b>
<b>skipped question</b>			<b>23</b>

30. What is your email address? This is optional should you wish to receive information about the results and/or be willing to answer clarification questions, if any.		
		Response Count
		27
	<i>answered question</i>	27
	<i>skipped question</i>	51

31. What's your industry sector?		
		Response Count
		30
	<i>answered question</i>	30
	<i>skipped question</i>	48

32. Under what NAICS codes do you operate?		
		Response Count
		18
	<i>answered question</i>	18
	<i>skipped question</i>	60