

2016 Year End Industry Survey

Date of Results	1/12/2017	12/30/2015	12/10/2014	12/9/2013
Total Responses	22	22	31	21

Involvement	2016	2016	2015	% of Total	2014	% of Total	2013	% of Total
Extremely Involved	12	54.5%	11	50.0%	11	35%	4	19%
Somewhat Involved	9	40.9%	10	45.4%	15	48%	13	62%
Not Involved	1	4.5%	1	4.5%	5	16%	4	19%

Cluster	2016	2016	2015	% of Total	2014	% of Total	2013	% of Total
Aviation	4	18.2%	4	18.2%	6	19%	2	10%
Healthcare	2	9.1%	2	9.1%	6	19%	3	14%
Construction	2	9.1%	1	4.5%	2	6%	3	14%
Maritime	2	9.1%	3	13.6%	5	16%	4	19%
General Manufacturing	9	40.9%	9	40.9%	9	29%	8	38%
Other	3	13.6%	3	13.6%	3	10%	2	10%

	2016*	2015	2014	2013
Total Number of Employees Represented	32,885	33,960	24,056	23,206
New Skilled Workers Needed in Next 12 Mnths*	3,122	4,851	4,477	4,234
% of Total Employees	9.49%	14.28%	18.61%	18.25%

* 17 of 22 employers in 2016 included attrition in their reported numbers

Scale of 1 (poor) to 7 (great)	2016	2015	2014	2013
Availability of Workers	4.41	4.55	4.61	4.14
Quality of Workforce	4.50	4.59	4.29	4.19
Stability of Workforce	4.64	4.95	4.74	4.24
Average	4.52	4.70	4.55	4.19



% Qualified Candidates	2016	% of Total	2015	% of Total	2014	% of Total	2013	% of Total
Less than 10%	4	18%	6	27%	6	19%	2	10%
10% (1 out of 10)	7	32%	7	32%	7	23%	3	14%
20% (1 out of 5)	5	23%	5	23%	8	26%	6	29%
25% (1 out of 4)	2	9%	3	14%	6	19%	3	14%
33% (1 out of 3)	2	9%	1	5%	3	10%	4	19%
60% and above	1	5%	0	0%	1	3%	1	5%
Unknown	1	5%	0	0%	0	0%	2	10%
Average	19.1%		19.5%		21.7%		24.3%	

Average Time to Fill Positions	2016	% of Total	2015	% of Total	2014	% of Total	2013	% of Total
Less than one month	3	13.6%	4	18%	12	39%	10	48%
one to two months	13	59.0%	12	55%	11	35%	6	29%
three to four months	5	22.7%	6	27%	7	23%	4	19%
five to six months	1	4.5%	0	0%	1	3%	0	0%
Average (in days)	60		56		57		49	

Recruitment Problems	2016	% of Total	2015	% of Total	2014	% of Total	2013	% of Total
Yes	17	77.2%	18	82%	21	68%	17	81%
No	4	18.1%	4	18%	10	32%	4	19%
No Response	1	4.5%						

Unfilled Positions	2016	% of Total	2015	% of Total	2014	% of Total	2013	% of Total
Increasing	8	36.3%	6	27%	10	32%	7	33%
Stable	12	54.5%	16	73%	16	52%	13	62%
Decreasing	2	9.0%	0	0.0%	5	16%	1	5%

Recruitment Problems Limited to	2016	% of Total	2015	% of Total	2014	% of Total	2013	% of Total
Community	6	27.3%	6	27%	4	13%	9	43%
Industry	9	40.9%	11	50%	21	68%	9	43%
Other	7	31.8%	5	23%	5	16%	2	10%
No response	0	0.0%	0	0.0%	1	3%	1	5%

Investment in Training	2016	% of Total	2015	% of Total	2014	% of Total	2013	% of Total
Increasing	8	36.3%	10	45%	16	52%	12	57%
Stable	12	54.5%	10	45%	13	42%	8	38%
Decreasing	2	9.0%	1	5%	0	0%	0	0%
None	0	0.0%	1	5%	2	6%	1	5%

% Training Budget	2016 Avg	2015 Avg	2014 Avg	2013 Avg
New jobs skill training	36%	34%	38%	41%
Proficiency training	45%	48%	48%	46%
Remedial skills training	20%	21%	21%	26%