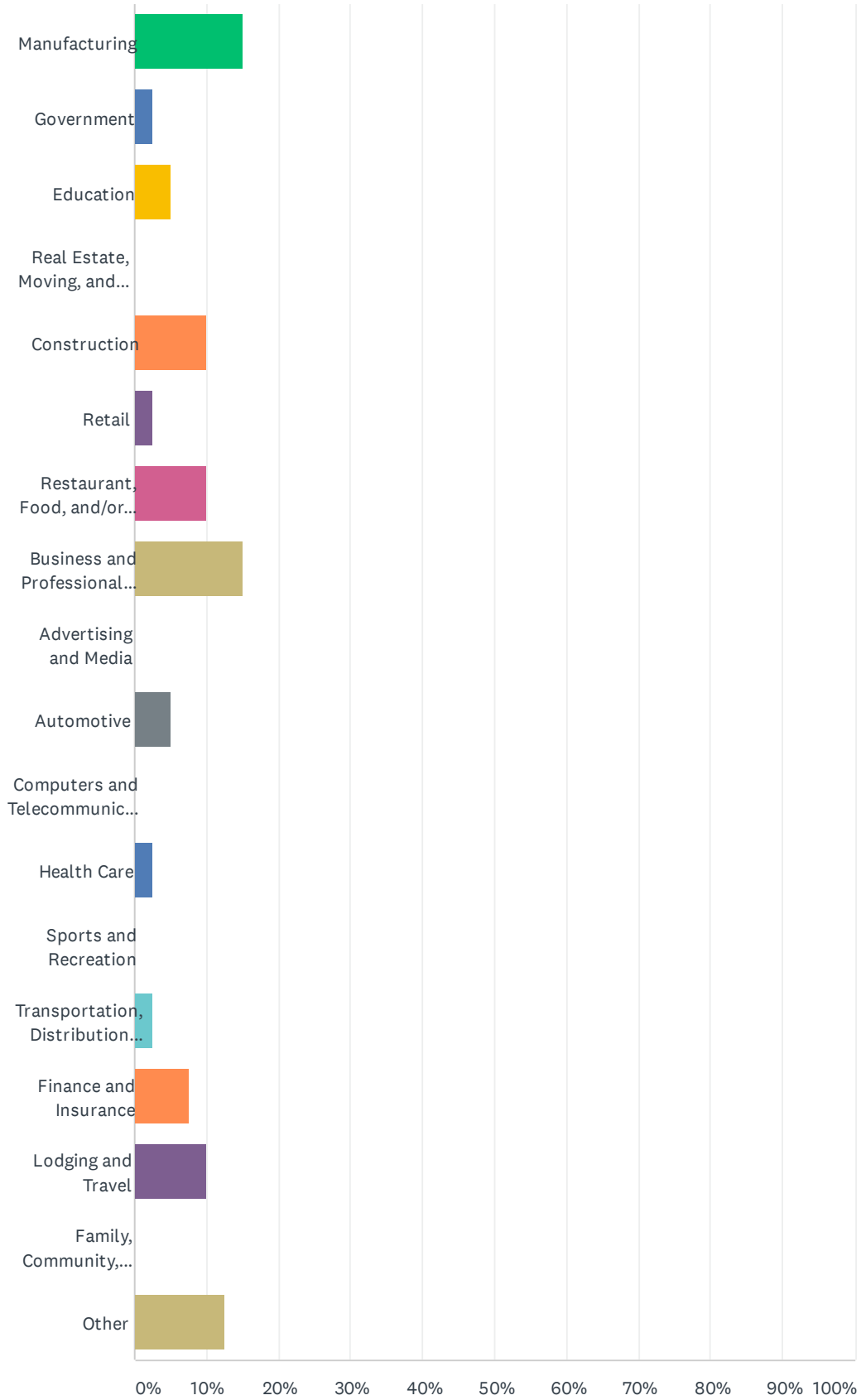


Q1 Please select the primary industry category for your business.

Answered: 40 Skipped: 0

Workforce Needs Survey

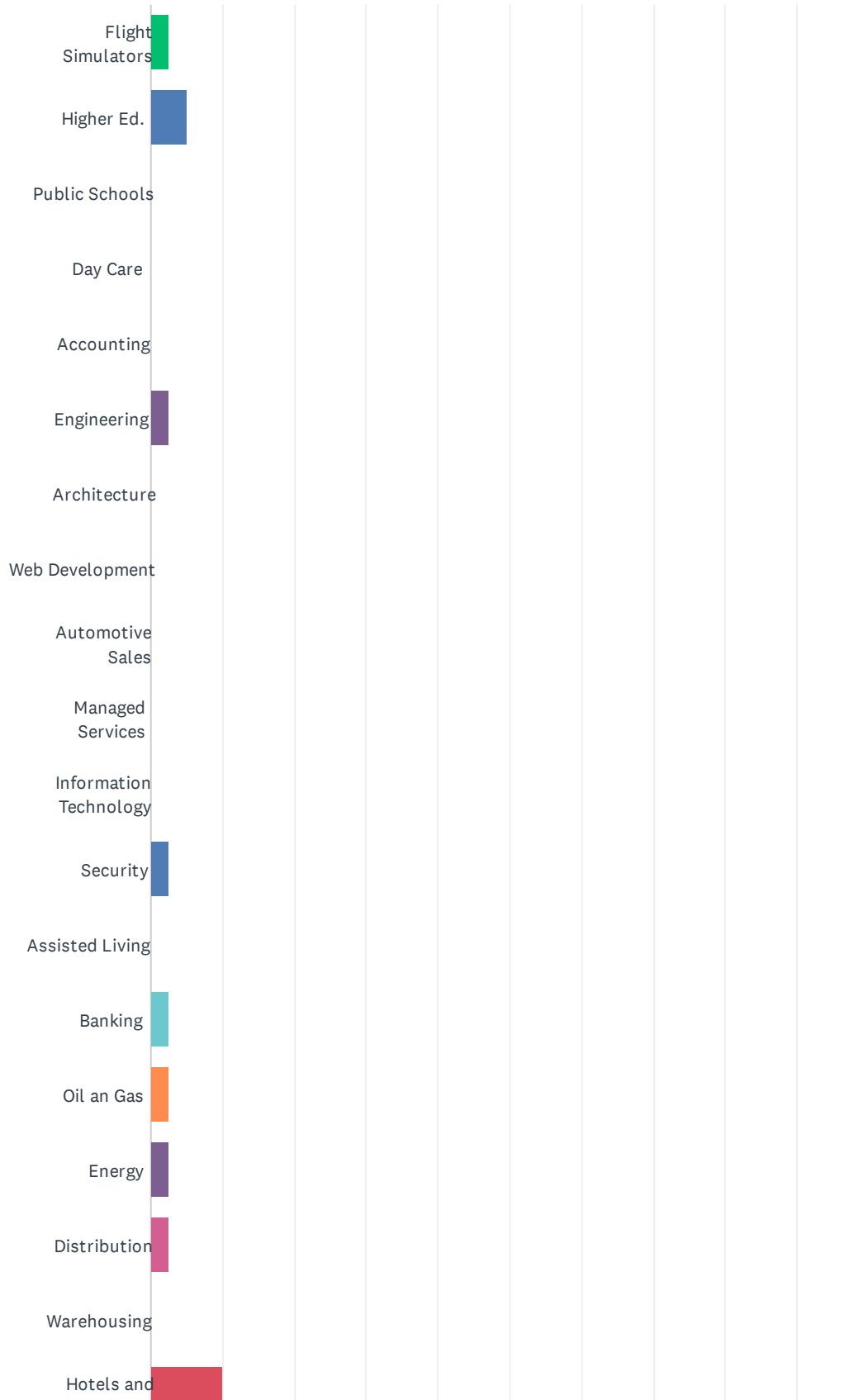


Workforce Needs Survey

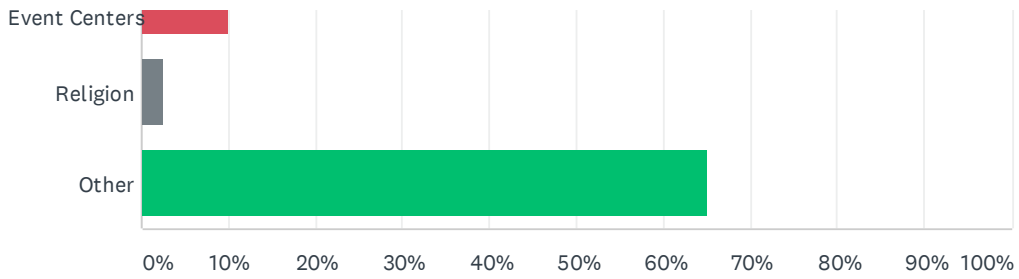
ANSWER CHOICES	RESPONSES	
Manufacturing	15.00%	6
Government	2.50%	1
Education	5.00%	2
Real Estate, Moving, and Storage	0.00%	0
Construction	10.00%	4
Retail	2.50%	1
Restaurant, Food, and/or Beverage	10.00%	4
Business and Professional Services	15.00%	6
Advertising and Media	0.00%	0
Automotive	5.00%	2
Computers and Telecommunication	0.00%	0
Health Care	2.50%	1
Sports and Recreation	0.00%	0
Transportation, Distribution, and/or Logistics	2.50%	1
Finance and Insurance	7.50%	3
Lodging and Travel	10.00%	4
Family, Community, Civic Organizations	0.00%	0
Other	12.50%	5
TOTAL		40

Q2 Specialized Industry Area:

Answered: 40 Skipped: 0



Workforce Needs Survey



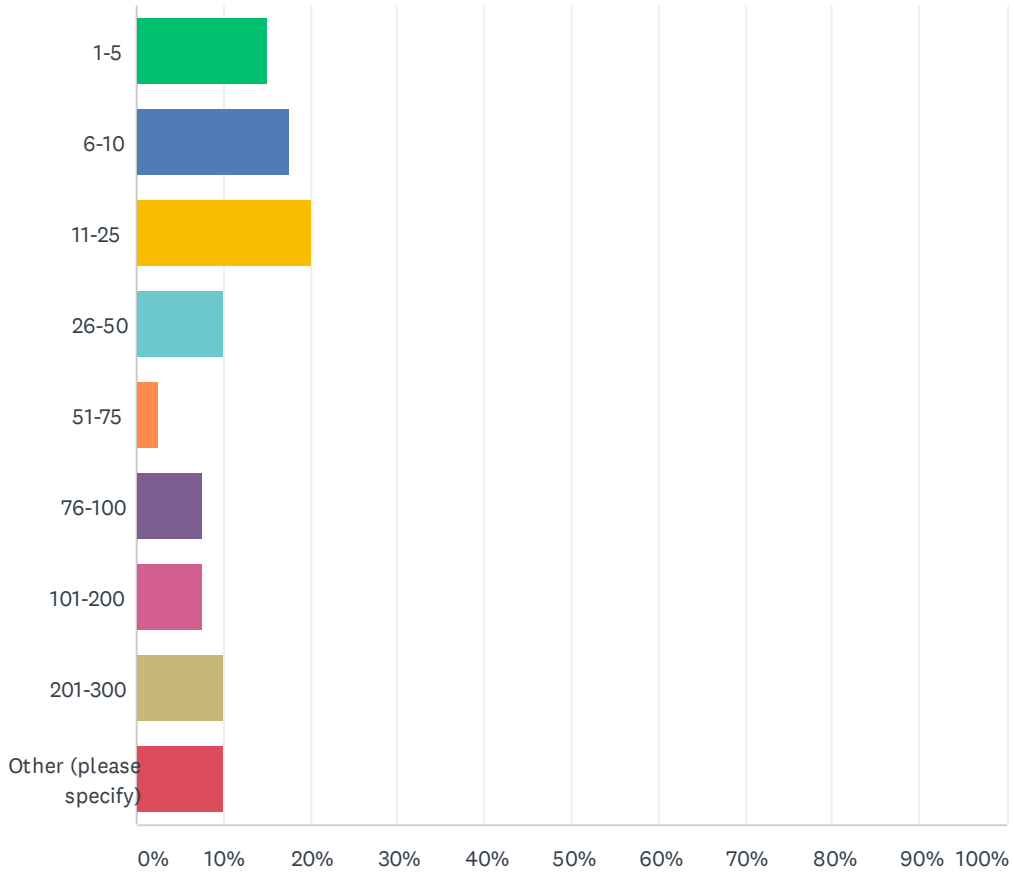
ANSWER CHOICES	RESPONSES
Flight Simulators	2.50% 1
Higher Ed.	5.00% 2
Public Schools	0.00% 0
Day Care	0.00% 0
Accounting	0.00% 0
Engineering	2.50% 1
Architecture	0.00% 0
Web Development	0.00% 0
Automotive Sales	0.00% 0
Managed Services	0.00% 0
Information Technology	0.00% 0
Security	2.50% 1
Assisted Living	0.00% 0
Banking	2.50% 1
Oil an Gas	2.50% 1
Energy	2.50% 1
Distribution	2.50% 1
Warehousing	0.00% 0
Hotels and Event Centers	10.00% 4
Religion	2.50% 1
Other	65.00% 26
TOTAL	40

Q3 Name of Company

Answered: 40 Skipped: 0

Q4 Number of current employees

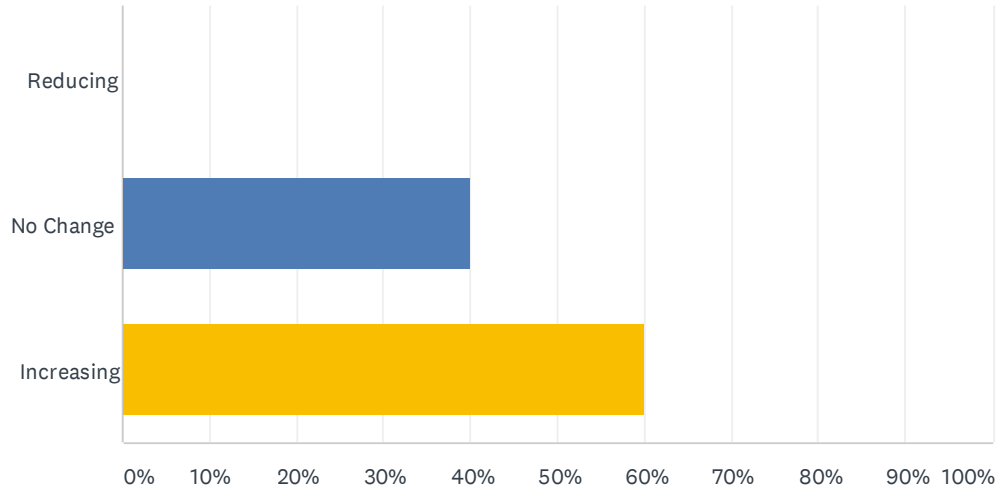
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-5	15.00%	6
6-10	17.50%	7
11-25	20.00%	8
26-50	10.00%	4
51-75	2.50%	1
76-100	7.50%	3
101-200	7.50%	3
201-300	10.00%	4
Other (please specify)	10.00%	4
TOTAL		40

Q5 Hiring plans next 6 months - 1 year?

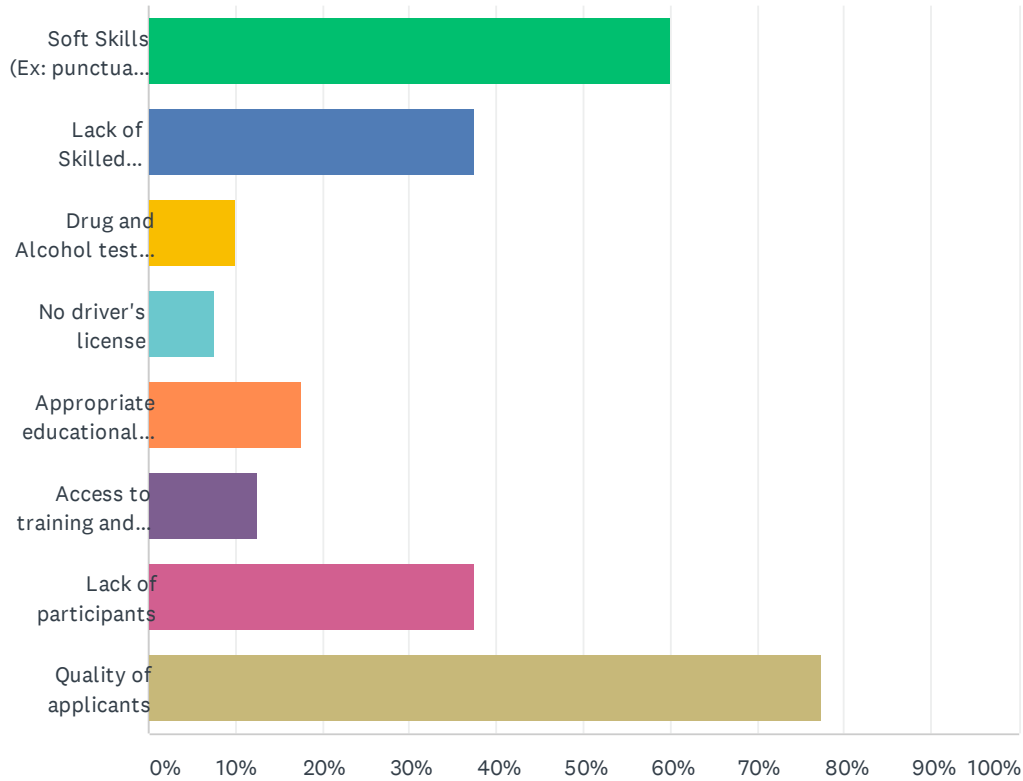
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES
Reducing	0.00% 0
No Change	40.00% 16
Increasing	60.00% 24
TOTAL	40

Q6 Do you face the following workforce challenges? (Check all that apply)

Answered: 40 Skipped: 0



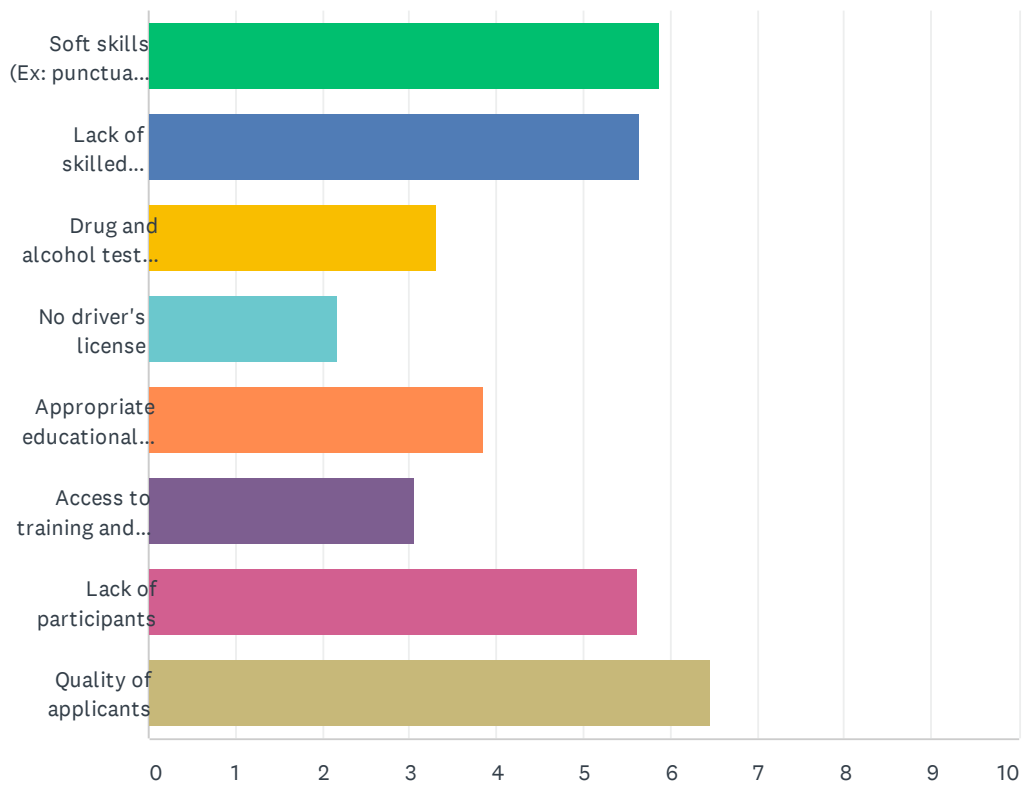
ANSWER CHOICES	RESPONSES	
Soft Skills (Ex: punctual, professional demeanor, communication, etc.)	60.00%	24
Lack of Skilled Workforce	37.50%	15
Drug and Alcohol testing failures	10.00%	4
No driver's license	7.50%	3
Appropriate educational requirements	17.50%	7
Access to training and resources to upskill employees	12.50%	5
Lack of participants	37.50%	15
Quality of applicants	77.50%	31
Total Respondents: 40		

Q7 How has the pandemic affected hiring or talent recruitment?

Answered: 39 Skipped: 1

Q8 Please rank which workforce challenges you see as the biggest challenge.

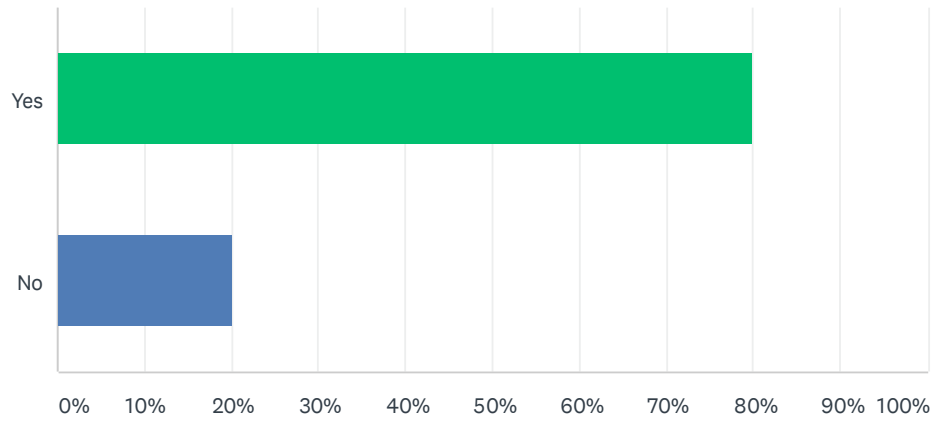
Answered: 40 Skipped: 0



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Soft skills (Ex: punctual, professional demeanor, communication, etc.)	17.50% 7	17.50% 7	27.50% 11	25.00% 10	5.00% 2	2.50% 1	2.50% 1	2.50% 1	40	5.88
Lack of skilled workforce	7.50% 3	35.00% 14	17.50% 7	17.50% 7	10.00% 4	5.00% 2	5.00% 2	2.50% 1	40	5.65
Drug and alcohol testing failures	5.00% 2	2.50% 1	2.50% 1	10.00% 4	17.50% 7	20.00% 8	35.00% 14	7.50% 3	40	3.30
No driver's license	0.00% 0	2.50% 1	2.50% 1	0.00% 0	17.50% 7	12.50% 5	12.50% 5	52.50% 21	40	2.17
Appropriate educational requirements	2.50% 1	5.00% 2	15.00% 6	10.00% 4	20.00% 8	22.50% 9	17.50% 7	7.50% 3	40	3.85
Access to training and resources to upskill employees	5.00% 2	2.50% 1	2.50% 1	2.50% 1	20.00% 8	27.50% 11	17.50% 7	22.50% 9	40	3.05
Lack of participants	32.50% 13	5.00% 2	17.50% 7	17.50% 7	7.50% 3	7.50% 3	10.00% 4	2.50% 1	40	5.63
Quality of applicants	30.00% 12	30.00% 12	15.00% 6	17.50% 7	2.50% 1	2.50% 1	0.00% 0	2.50% 1	40	6.47

Q9 Does your organization have any current job vacancies?

Answered: 40 Skipped: 0



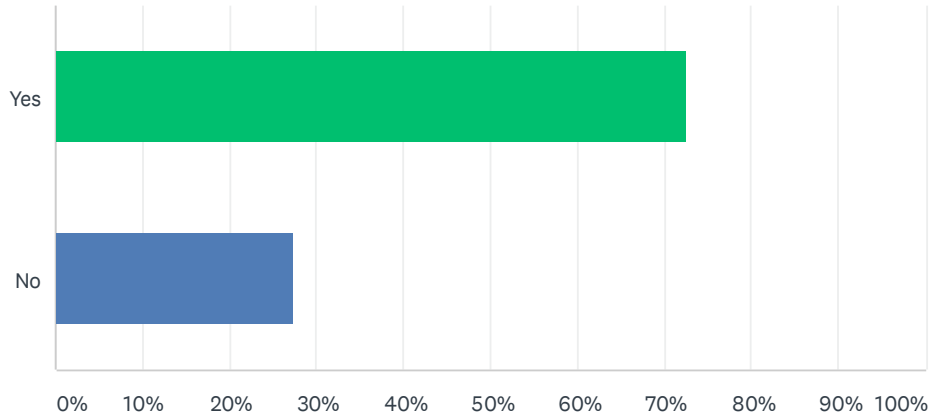
ANSWER CHOICES	RESPONSES	
Yes	80.00%	32
No	20.00%	8
TOTAL		40

Q10 How many vacancies?

Answered: 40 Skipped: 0

Q11 Has your organization had trouble filling positions?

Answered: 40 Skipped: 0



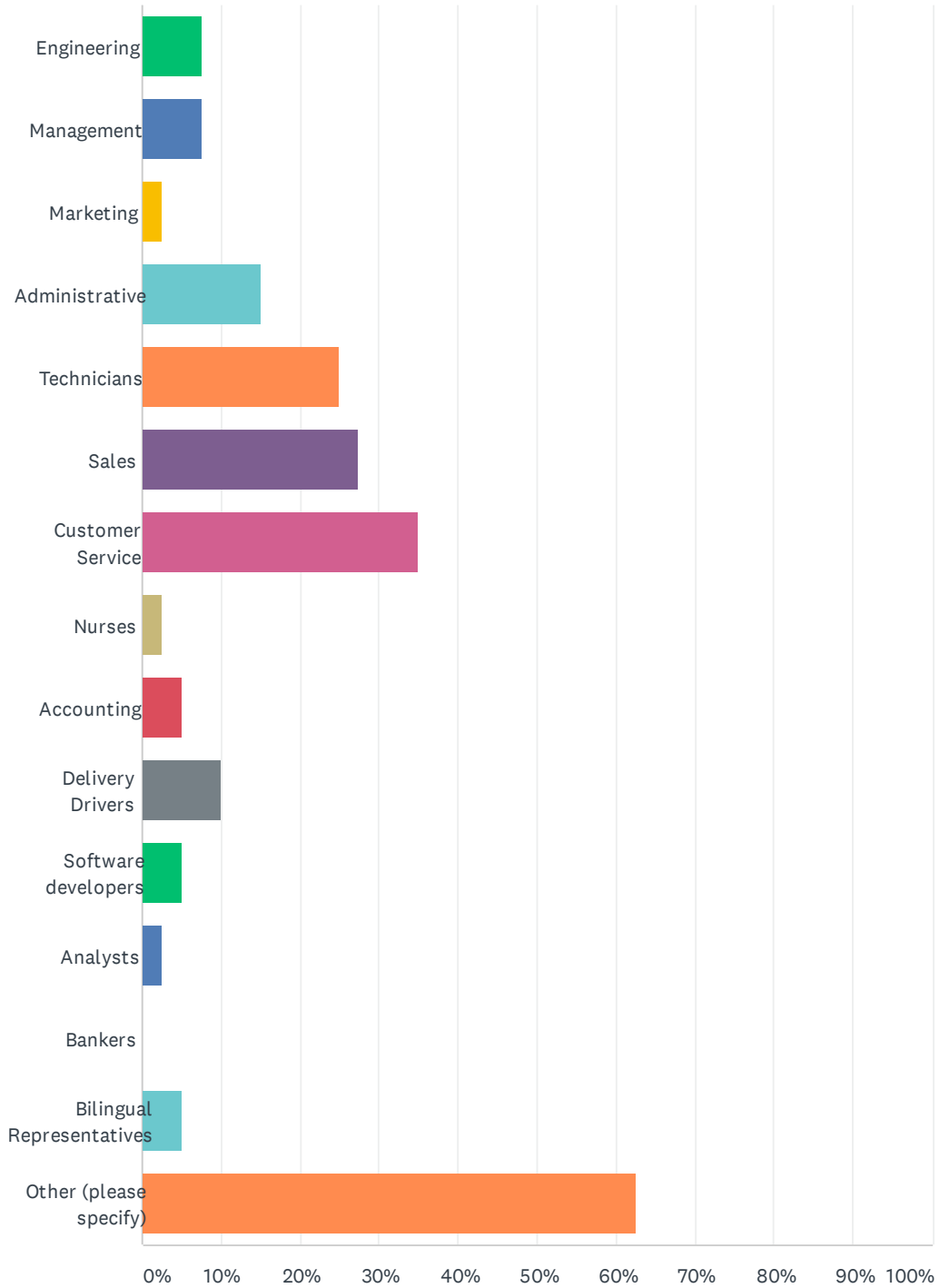
ANSWER CHOICES	RESPONSES	
Yes	72.50%	29
No	27.50%	11
TOTAL		40

Q12 If yes, what do you attribute to? What are the barriers?

Answered: 36 Skipped: 4

Q13 What are your top 3-5 hard to fill positions?

Answered: 40 Skipped: 0

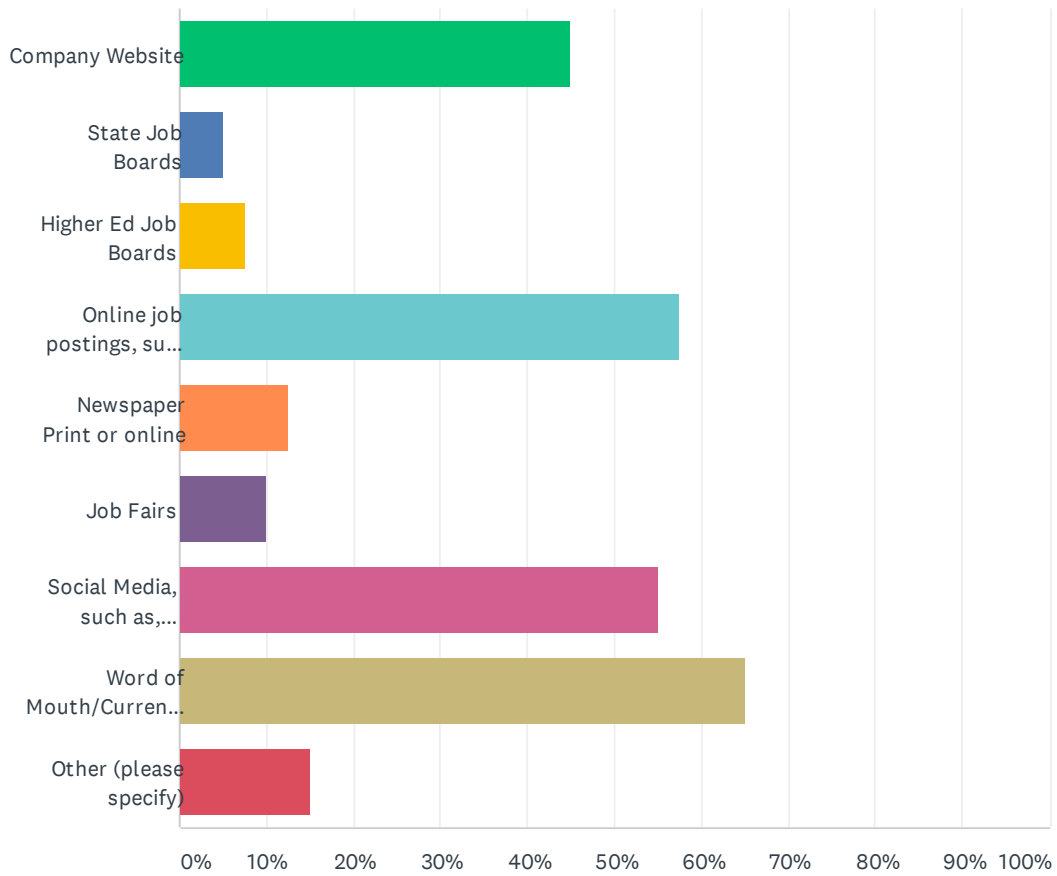


Workforce Needs Survey

ANSWER CHOICES	RESPONSES	
Engineering	7.50%	3
Management	7.50%	3
Marketing	2.50%	1
Administrative	15.00%	6
Technicians	25.00%	10
Sales	27.50%	11
Customer Service	35.00%	14
Nurses	2.50%	1
Accounting	5.00%	2
Delivery Drivers	10.00%	4
Software developers	5.00%	2
Analysts	2.50%	1
Bankers	0.00%	0
Bilingual Representatives	5.00%	2
Other (please specify)	62.50%	25
Total Respondents: 40		

Q14 What form of advertising for open positions is the most effective for your organization?

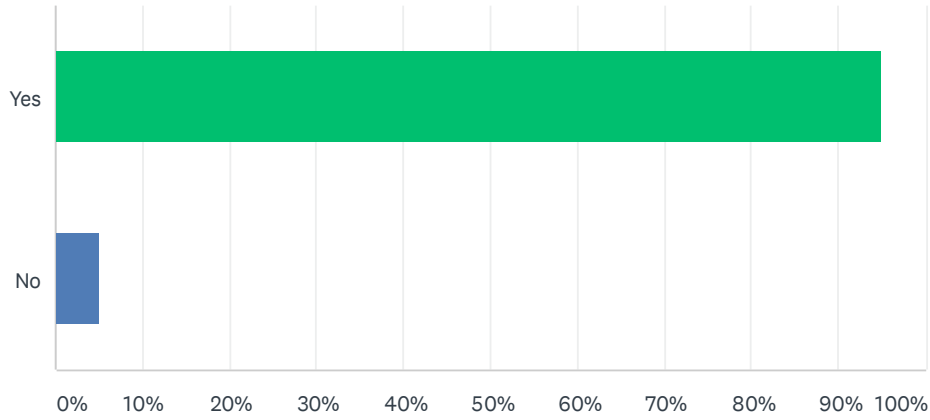
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Company Website	45.00%	18
State Job Boards	5.00%	2
Higher Ed Job Boards	7.50%	3
Online job postings, such as, Monster, Indeed, etc.	57.50%	23
Newspaper Print or online	12.50%	5
Job Fairs	10.00%	4
Social Media, such as, Facebook, LinkedIn and Twitter	55.00%	22
Word of Mouth/Current Staff	65.00%	26
Other (please specify)	15.00%	6
Total Respondents: 40		

Q15 Does your company provide in house training?

Answered: 40 Skipped: 0



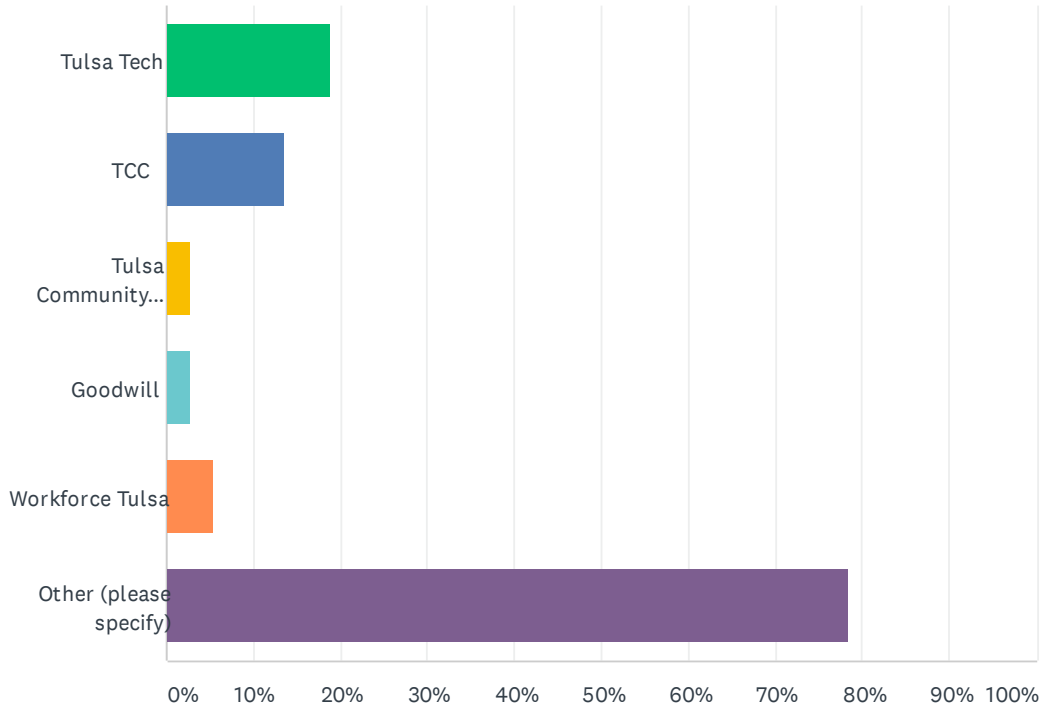
ANSWER CHOICES	RESPONSES	
Yes	95.00%	38
No	5.00%	2
TOTAL		40

Q16 If Yes, please specify

Answered: 37 Skipped: 3

Q17 Where does your company send its employees to improve/ upgrade skills?

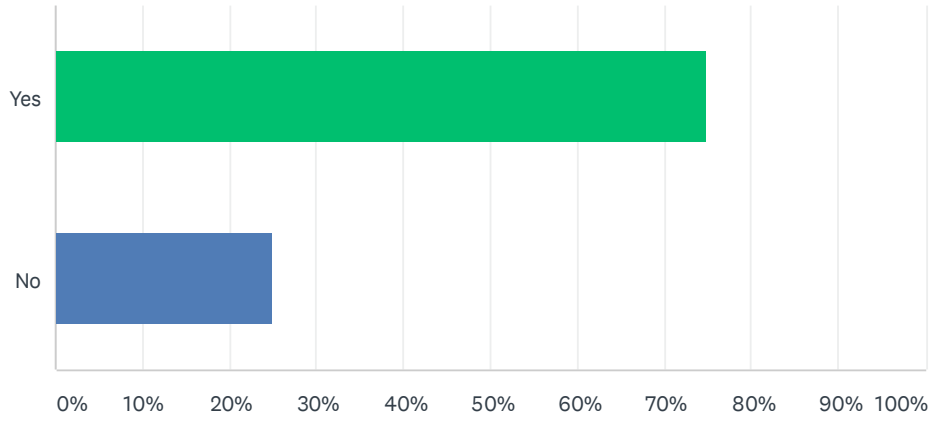
Answered: 37 Skipped: 3



ANSWER CHOICES	RESPONSES	
Tulsa Tech	18.92%	7
TCC	13.51%	5
Tulsa Community WorkAdvance	2.70%	1
Goodwill	2.70%	1
Workforce Tulsa	5.41%	2
Other (please specify)	78.38%	29
Total Respondents: 37		

Q18 Are you aware of higher education training opportunities through Tulsa Tech, TCC, Tulsa Community WorkAdvance, Goodwill, and others?

Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	75.00%	30
No	25.00%	10
TOTAL		40

Q19 What continuing education or training do you send your employees to?

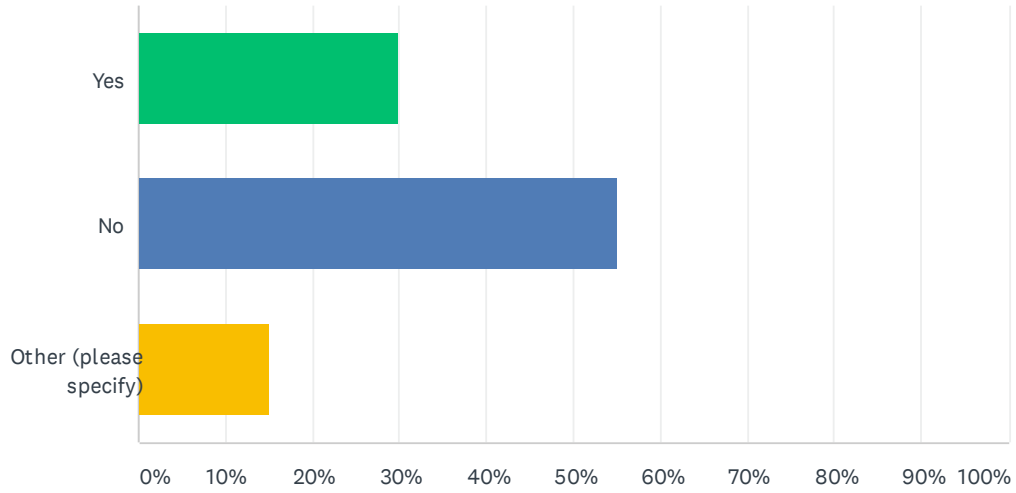
Answered: 40 Skipped: 0

Q20 What is missing from our region in upskilling or continuing education?

Answered: 28 Skipped: 12

Q21 Do you have summer college interns?

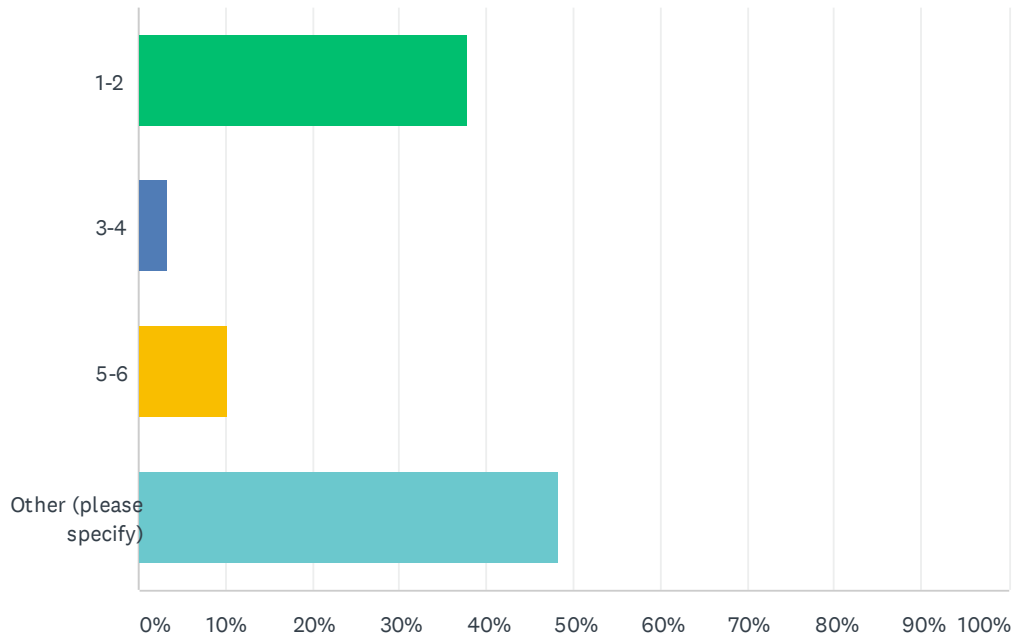
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	30.00%	12
No	55.00%	22
Other (please specify)	15.00%	6
TOTAL		40

Q22 How many?

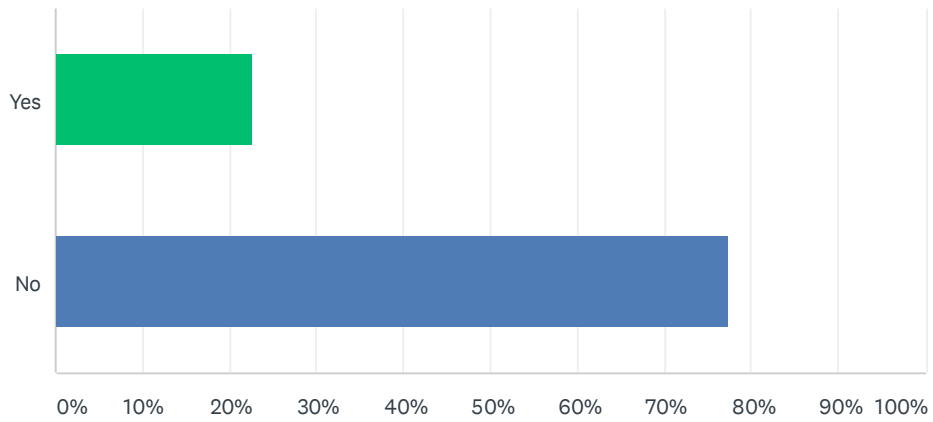
Answered: 29 Skipped: 11



ANSWER CHOICES	RESPONSES	
1-2	37.93%	11
3-4	3.45%	1
5-6	10.34%	3
Other (please specify)	48.28%	14
TOTAL		29

Q23 Does your organization participate in workforce development activities organized by local k-12 education partners?

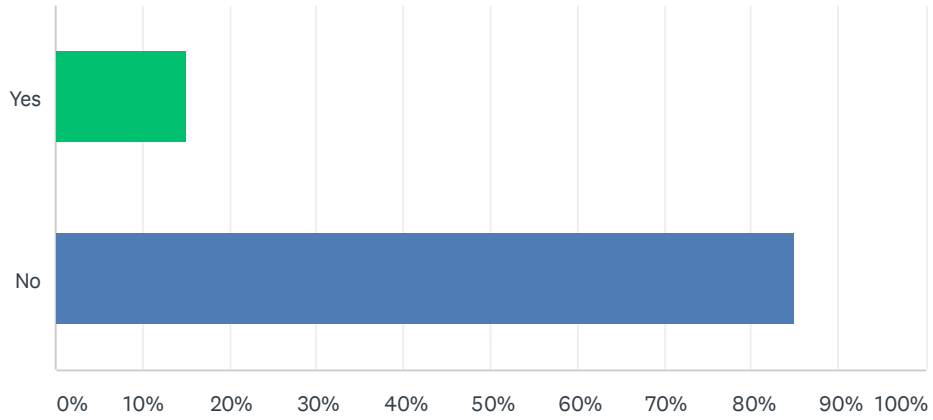
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	22.50%	9
No	77.50%	31
TOTAL		40

Q24 Do you have high school interns?

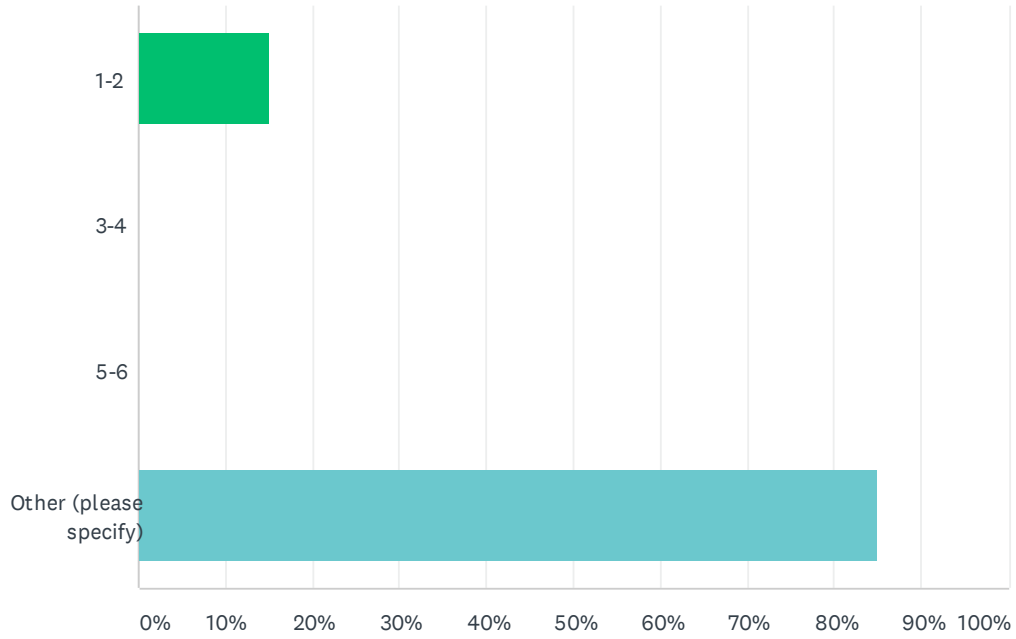
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	15.00%	6
No	85.00%	34
TOTAL		40

Q25 If yes, how many?

Answered: 20 Skipped: 20

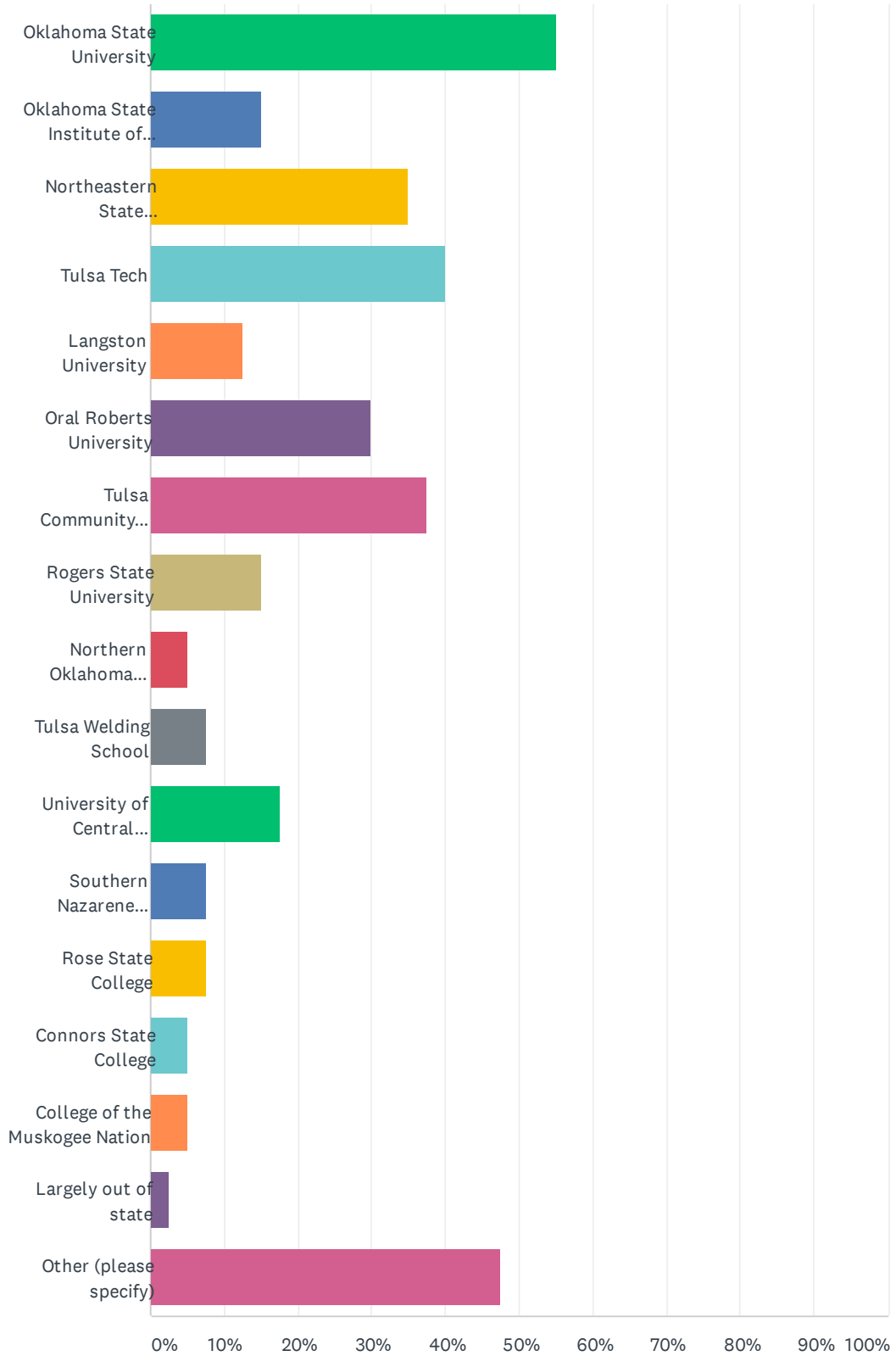


ANSWER CHOICES	RESPONSES	
1-2	15.00%	3
3-4	0.00%	0
5-6	0.00%	0
Other (please specify)	85.00%	17
TOTAL		20

Q26 Are you hiring positions with certificates and/or degrees from these providers? Please Check all that apply

Answered: 40 Skipped: 0

Workforce Needs Survey



Workforce Needs Survey

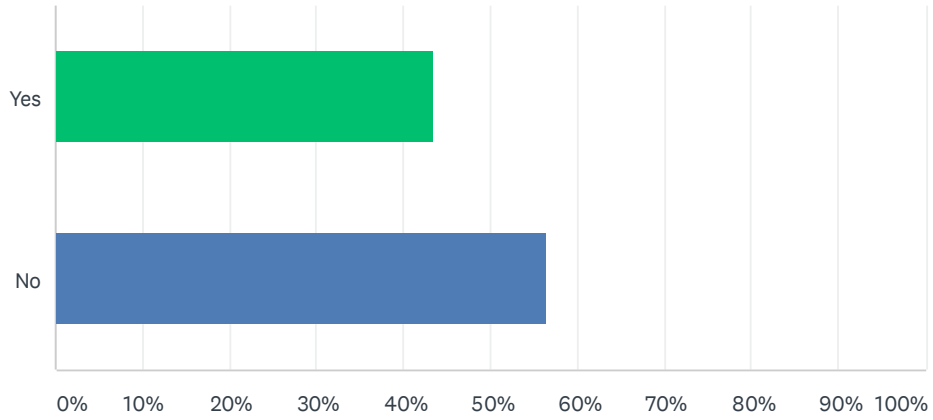
ANSWER CHOICES	RESPONSES	
Oklahoma State University	55.00%	22
Oklahoma State Institute of Technology	15.00%	6
Northeastern State University	35.00%	14
Tulsa Tech	40.00%	16
Langston University	12.50%	5
Oral Roberts University	30.00%	12
Tulsa Community College	37.50%	15
Rogers State University	15.00%	6
Northern Oklahoma College	5.00%	2
Tulsa Welding School	7.50%	3
University of Central Oklahoma	17.50%	7
Southern Nazarene University	7.50%	3
Rose State College	7.50%	3
Connors State College	5.00%	2
College of the Muskogee Nation	5.00%	2
Largely out of state	2.50%	1
Other (please specify)	47.50%	19
Total Respondents: 40		

Q27 Please explain which program and why.

Answered: 30 Skipped: 10

Q28 Do you offer tuition reimbursement?

Answered: 39 Skipped: 1



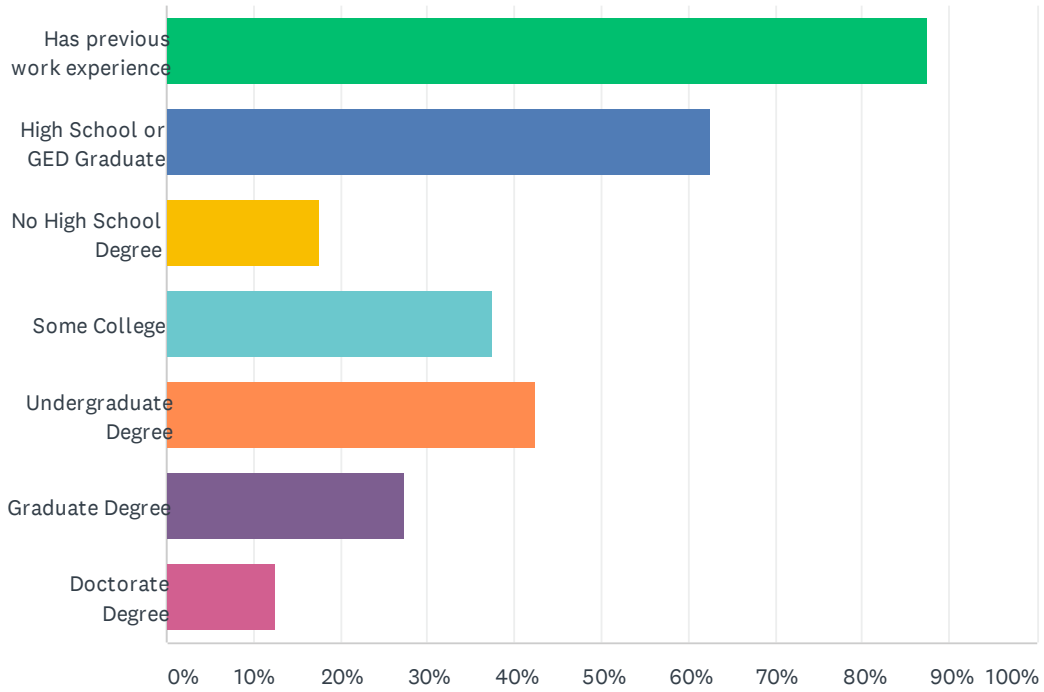
ANSWER CHOICES	RESPONSES
Yes	43.59% 17
No	56.41% 22
TOTAL	39

Q29 If you do offer tuition reimbursement, is it available to all employees and what percentage takes advantage?

Answered: 29 Skipped: 11

Q30 Which categories do you typically hire from?

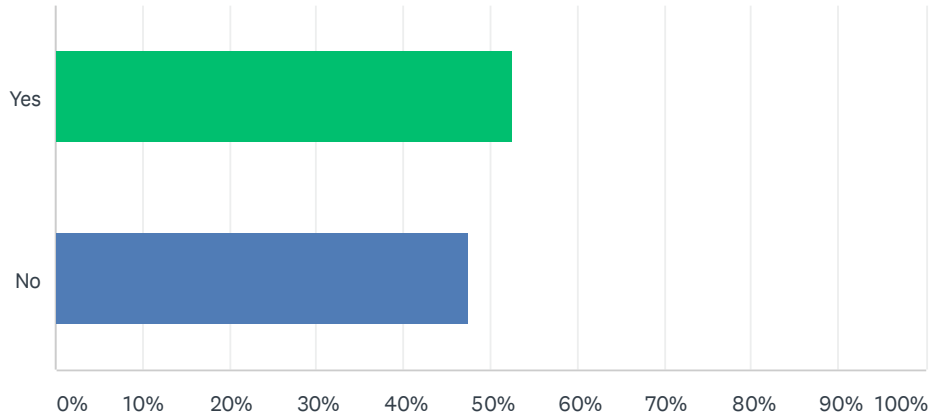
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Has previous work experience	87.50%	35
High School or GED Graduate	62.50%	25
No High School Degree	17.50%	7
Some College	37.50%	15
Undergraduate Degree	42.50%	17
Graduate Degree	27.50%	11
Doctorate Degree	12.50%	5
Total Respondents: 40		

Q31 Are you aware of Work In BA Career & Workforce Center?

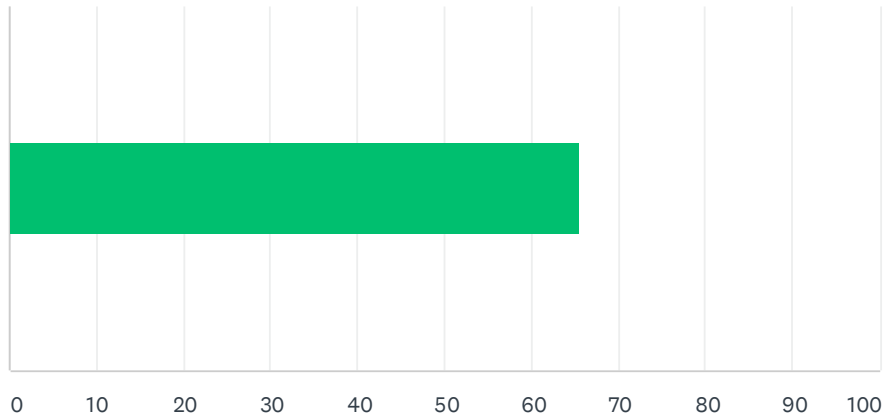
Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	52.50% 21
No	47.50% 19
Total Respondents: 40	

Q32 Rate the following statement about job applicants your organization receives: "In general, applicants fulfill the basic skills (locating information, reading for information, applied mathematics, writing) required for vacant positions."

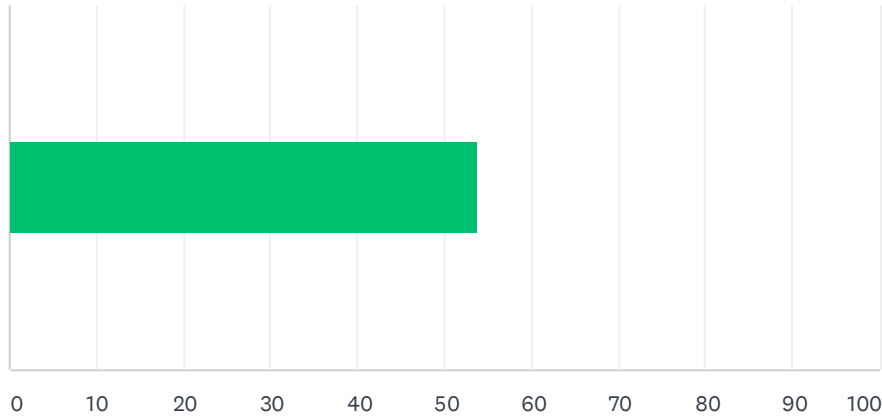
Answered: 40 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	66	2,622	40
Total Respondents: 40			

Q33 Rate the following statement about job applicants your organization receives: "Applicants fulfill the "hard" or occupational skills (technical skills that apply directly to the job) required for vacant positions. "

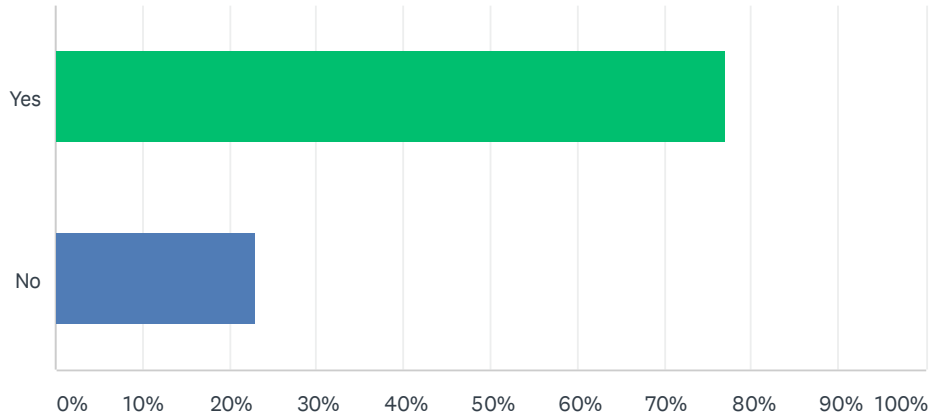
Answered: 40 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	54	2,150	40
Total Respondents: 40			

Q34 Does your company work with those with disabilities?

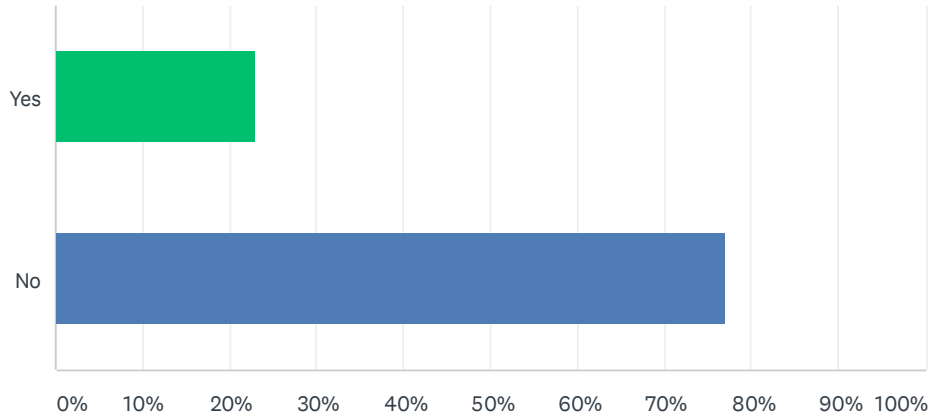
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	76.92%	30
No	23.08%	9
TOTAL		39

Q35 Does your company have veteran specific hiring programs?

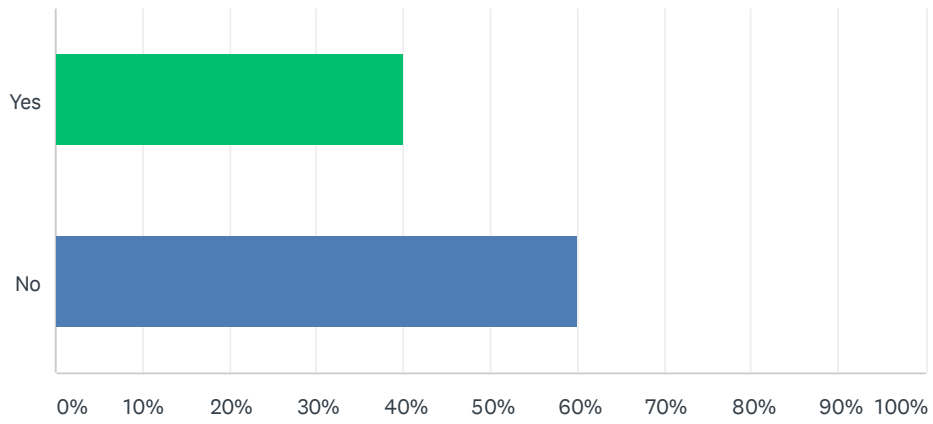
Answered: 39 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	23.08%	9
No	76.92%	30
TOTAL		39

Q36 Is your company "felony friendly" or hire those with a criminal background?

Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	40.00%	16
No	60.00%	24
TOTAL		40

Q37 If you'd like to receive follow up information from our Economic Development team, please share your email address with us.

Answered: 12 Skipped: 28