

2. What is your company's industry classification?

	Number of Response (s)	Response Ratio
Business and Professional Services	10	22.7%
Construction	5	11.3%
Finance, Insurance, Real Estate	3	6.8%
Advanced Manufacturing	3	6.8%
Healthcare	4	9.0%
Government	7	15.9%
Education	3	6.8%
Retail	1	2.2%
Warehousing/Distribution	2	4.5%
Energy	0	0.0%
Other	6	13.6%
No Responses	0	0.0%
Total	44	100%

7. Please rate the following from strongly disagree to strongly agree regarding the applicants your company receives for open positions:

1 = Strongly Agree, 2 = Neutral, 3 = Strongly Disagree

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	1	2	3
Applicants meet the necessary requirements	11 25%	25 57%	8 18%
Applicants fulfill the basic skills	13 30%	27 61%	4 9%
Applicants fulfill the technical knowledge requirements	8 18%	28 64%	8 18%
Applicants fulfill the experience requirements	5 11%	27 61%	12 27%

Applicants fulfill the "soft" or 21st Century skills required	5 11%	29 66%	10 23%
We often have a problem filling positions due to applicants inability to pass a background check	9 20%	14 32%	21 48%
We often have a problem filling positions due to applicants inability to pass a drug screening	9 20%	18 41%	17 39%

8. Does your company give preference to applicants that have obtained certifications or certificates?

	Number of Response (s)	Response Ratio
Yes	30	69.7%
No	13	30.2%
Total	43	100%

10. What is your company's workforce plan within the next three years?

	Number of Response (s)	Response Ratio
Expand	18	40.9%
Downsize	0	0.0%
Remain Stable	27	61.3%
Total	44	100%

16. Would you rather provide "upskill" training for a current employee or hire a new person to fill an open position?

1 = Least Likely, 2 = Most Likely

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	1	2
Upskill	10 24%	32 76%
New hire	21 53%	19 48%

17. Where does your company send employees to upgrade their skills?

	Number of Response (s)	Response Ratio
College/University	11	26.8%
In-house training department	22	53.6%
Online	18	43.9%
Trade School	2	4.8%
Commercial Training Provider	15	36.5%
Employee self-directed training	15	36.5%
Other	12	29.2%
Total	41	100%

18. Does your company currently participate in:

	Number of Response (s)	Response Ratio
State of Ohio Registered Apprenticeship	0	0.0%
Non-Registered Apprenticeship	0	0.0%
Internal Training Programs	22	50.0%
All of the above	2	4.5%
No Responses	20	45.4%
Total	44	100%

19. Would short-term training (1 year or less) offered locally be of value to your company?

	Number of Response (s)	Response Ratio
Yes	21	47.7%
No	21	47.7%
No Responses	2	4.5%
Total	44	100%

20. Would your company consider sponsoring an Apprenticeship Program?

	Number of Response (s)	Response Ratio
Yes	19	43.1%
No	23	52.2%
No Responses	2	4.5%
Total	44	100%

21. If no, why?

	Number of Response (s)	Response Ratio
Cost	3	6.8%
Time	5	11.3%
Lack of potential candidates	5	11.3%
Other	8	18.1%
No Responses	23	52.2%
Total	44	100%

24. Does your company currently have an internship program? If so, which type of school are you working with at this time?

	Number of Response (s)	Response Ratio
High School	2	10.0%
Two-Year College	9	45.0%
Four - Year University	13	65.0%
All of the above	4	20.0%
Total	20	100%

25. If no, are you willing to develop a program with assistance?

	Number of Response (s)	Response Ratio
Yes	13	29.5%
No	10	22.7%
No Responses	21	47.7%
Total	44	100%

26. Please rate the following 21st Century soft skills in order of importance to your company

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents	Least									
	1	2	3	4	5	6	7	8	9	10
Critical Thinking/Problem Solving	2 5%	3 7%	2 5%	2 5%	3 7%	4 10%	8 19%	7 17%	4 10%	7 17%
Oral/Written Communication	1 2%	3 7%	3 7%	3 7%	7 17%	7 17%	5 12%	6 14%	4 10%	3 7%
Teamwork/Collaboration	1 2%	1 2%	2 5%	4 10%	4 10%	7 17%	5 12%	6 14%	8 19%	4 10%
Leadership	1 2%	2 5%	7 17%	10 24%	6 14%	4 10%	2 5%	3 7%	6 14%	1 2%
Digital Technology	1 2%	7 17%	6 14%	5 12%	5 12%	5 12%	6 14%	4 10%	2 5%	1 2%
Professionalism/Work Ethic	4 10%	0 0%	6 14%	0 0%	2 5%	5 12%	5 12%	8 19%	6 14%	6 14%
Reliability	3 7%	3 7%	0 0%	4 10%	5 12%	3 7%	4 10%	2 5%	7 17%	11 26%
Creativity/Innovation	0 0%	1 2%	11 26%	9 21%	4 10%	6 14%	6 14%	3 7%	2 5%	0 0%
Global/Intercultural Fluency	23 55%	8 19%	1 2%	0 0%	0 0%	1 2%	1 2%	0 0%	2 5%	6 14%
Career Management	6 14%	14 33%	4 10%	5 12%	6 14%	0 0%	0 0%	3 7%	1 2%	3 7%

27. Does a representative from your company currently serve on a high school and/or college advisory board? If no, would your company be willing to serve?

	Number of Response (s)	Response Ratio
Yes	29	65.9%
Not interested	14	31.8%
No Responses	1	2.2%
Total	44	100%

28. Is your company at risk to be negatively affected by any of the following over the next 1-3 years?

	Number of Response (s)	Response Ratio
Business Sale or Closure	0	0.0%
Changes in tax or regulatory burdens	10	38.4%
Closing an existing location	3	11.5%
Expenses related to benefits	16	61.5%
Exit from existing markets or business division closing	1	3.8%
Outsourcing of business operations	4	15.3%
Reduced profits from current operations	7	26.9%
Reduced share of existing market	5	19.2%
Respond to reduced market demands	0	0.0%
Other	8	30.7%
Total	26	100%