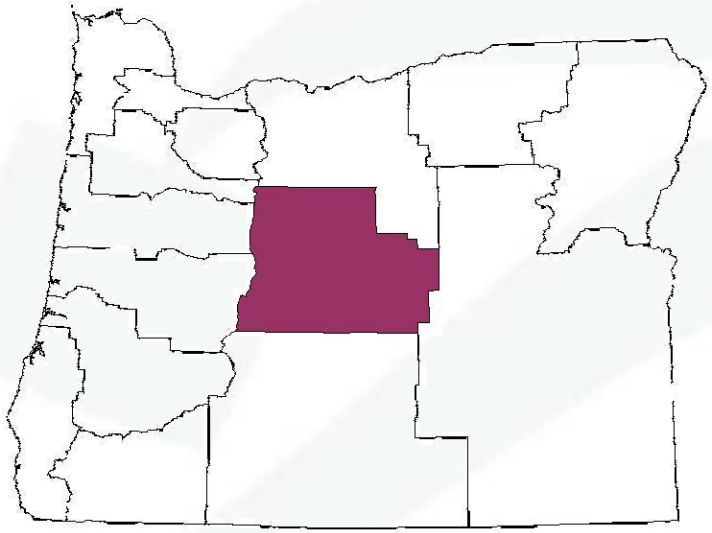
2008 Region 10 Employer Survey Results



October 2008

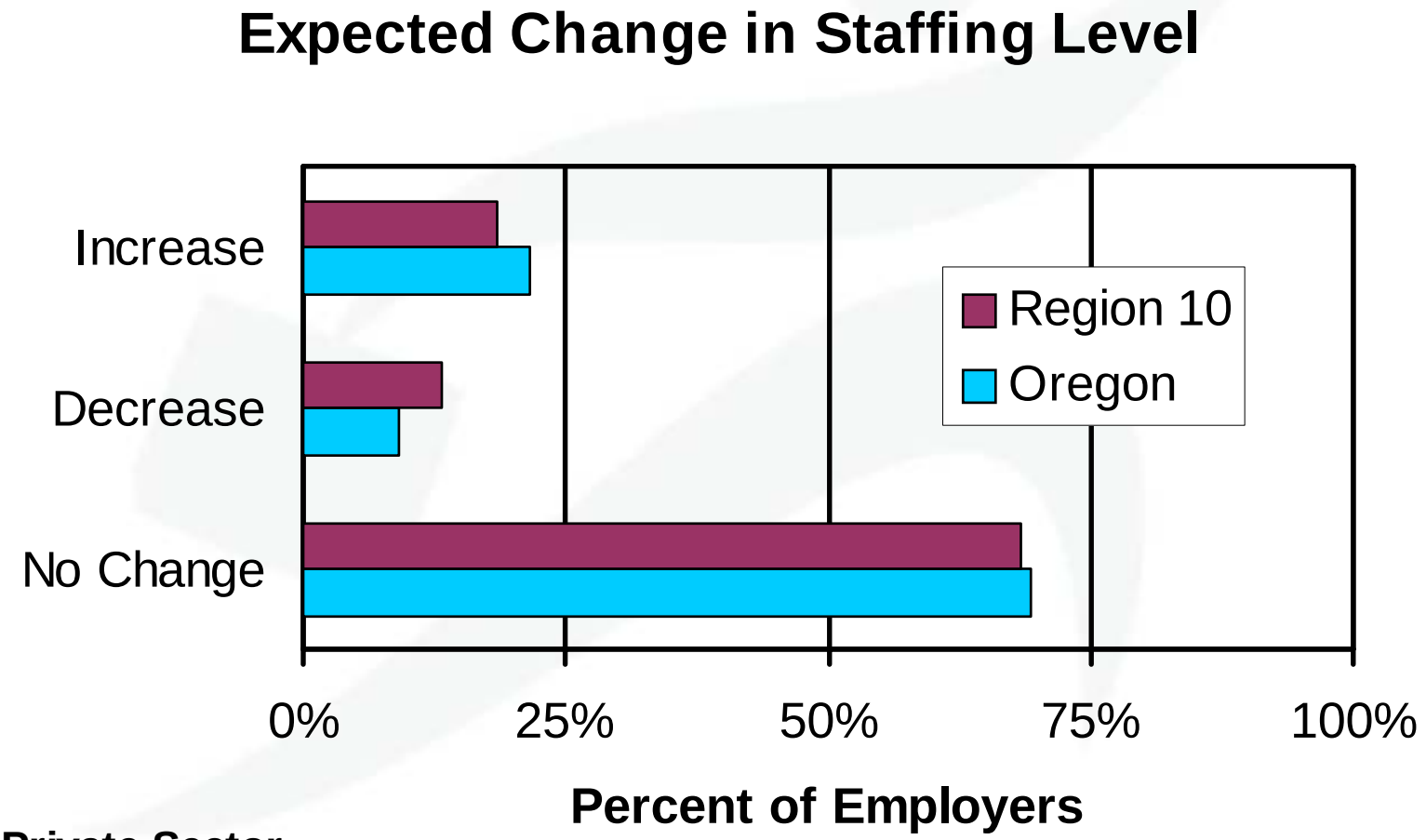
About the survey…

- Employers with at least two employees
- There are about 4,000 in Region 10
- We asked 387 of them about:
  - Expectation of future employment level
  - Skill level of applicants and employees
  - Types of training offered and desired
  - Benefits offered and employee turnover
  - Preparing for worker retirements
- Collected responses in June, July, and August 2008
- Margin of Error ~ 5%

Key Findings

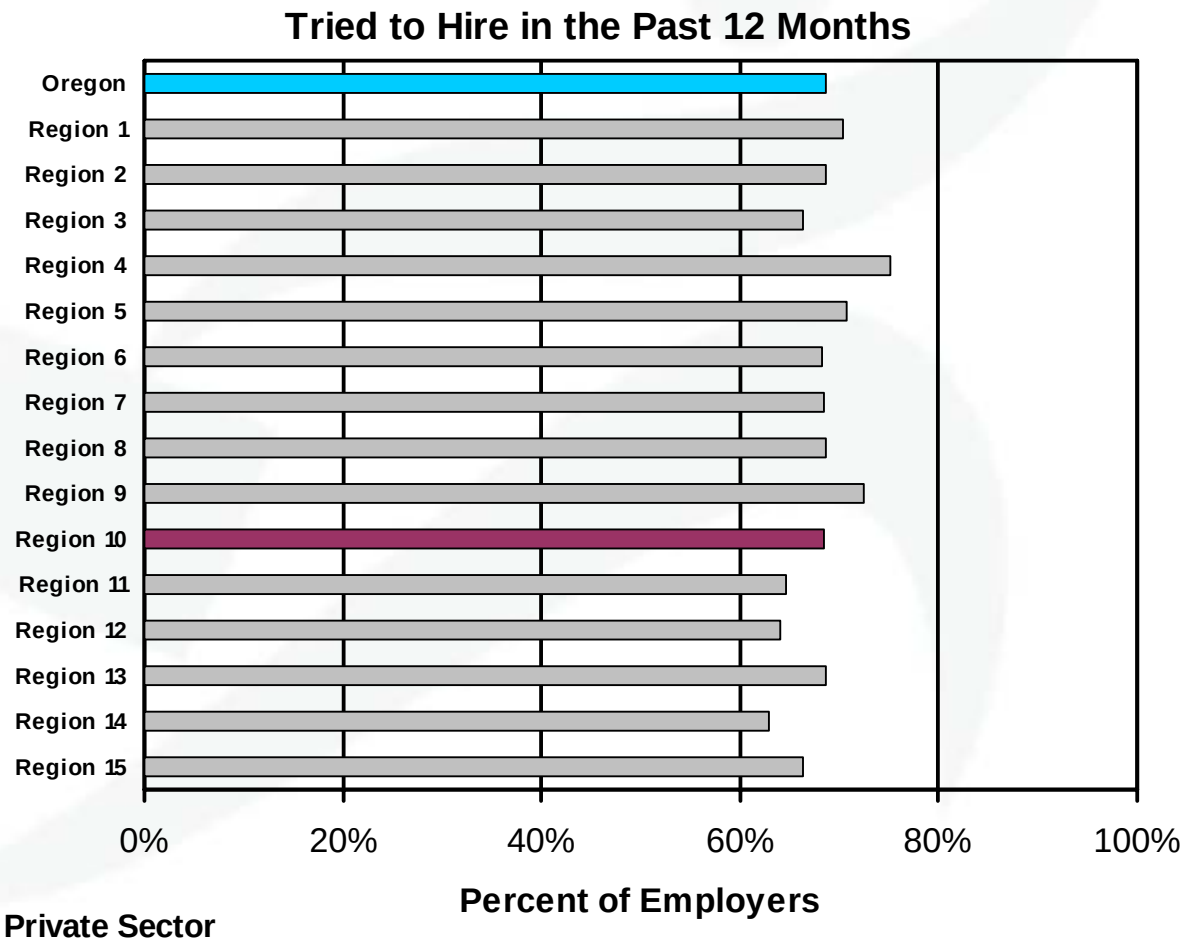
- Most employers in Region 10 are not expecting a change in their staff levels by next summer
- Employers are looking for workers with a good work ethic and teamwork skills, and when necessary, Spanish language and leadership skills
- Employers are looking for training opportunities in workplace safety and leadership skills
- Turnover is a problem for 22 percent of employers
- 17 percent of employers in Region 10 will see many of their workers retire over the next few years – 11 percent of employers are taking steps to prepare for it

More Employers Planning to Increase Staff Than Cutback

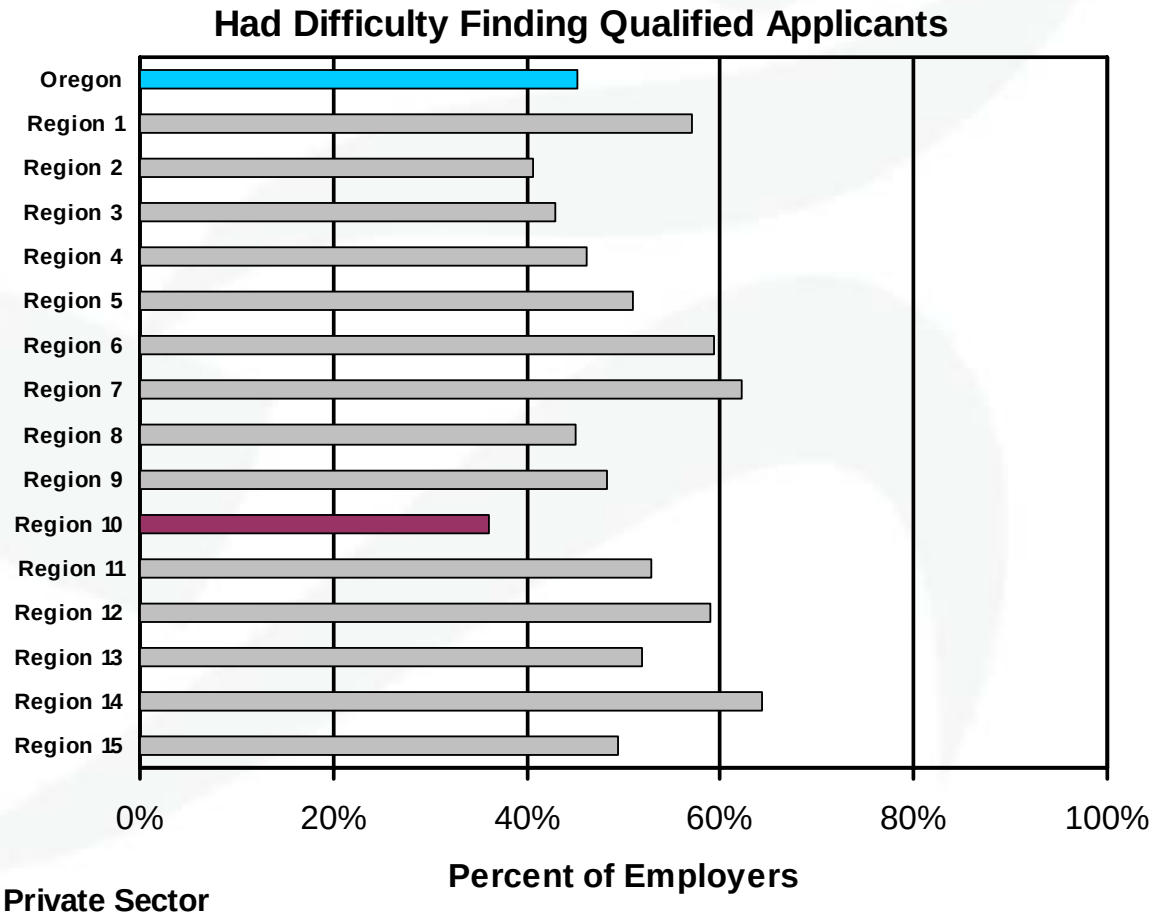


Private Sector

Most Employers in Region 10 Tried to Hire New Workers Within the Past Year…

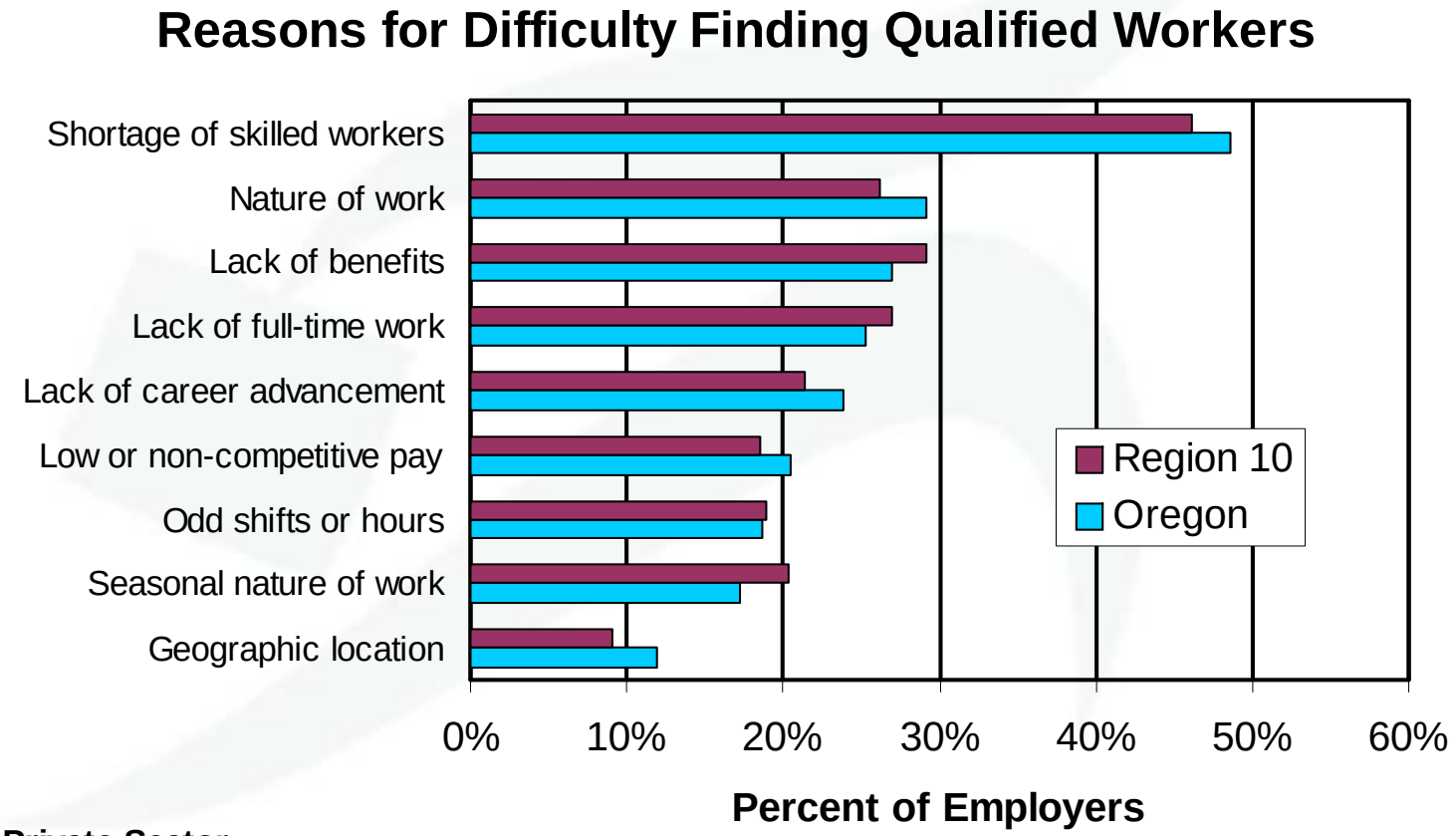


…and Some Had Trouble Finding Workers With the Skills They Need



Private Sector

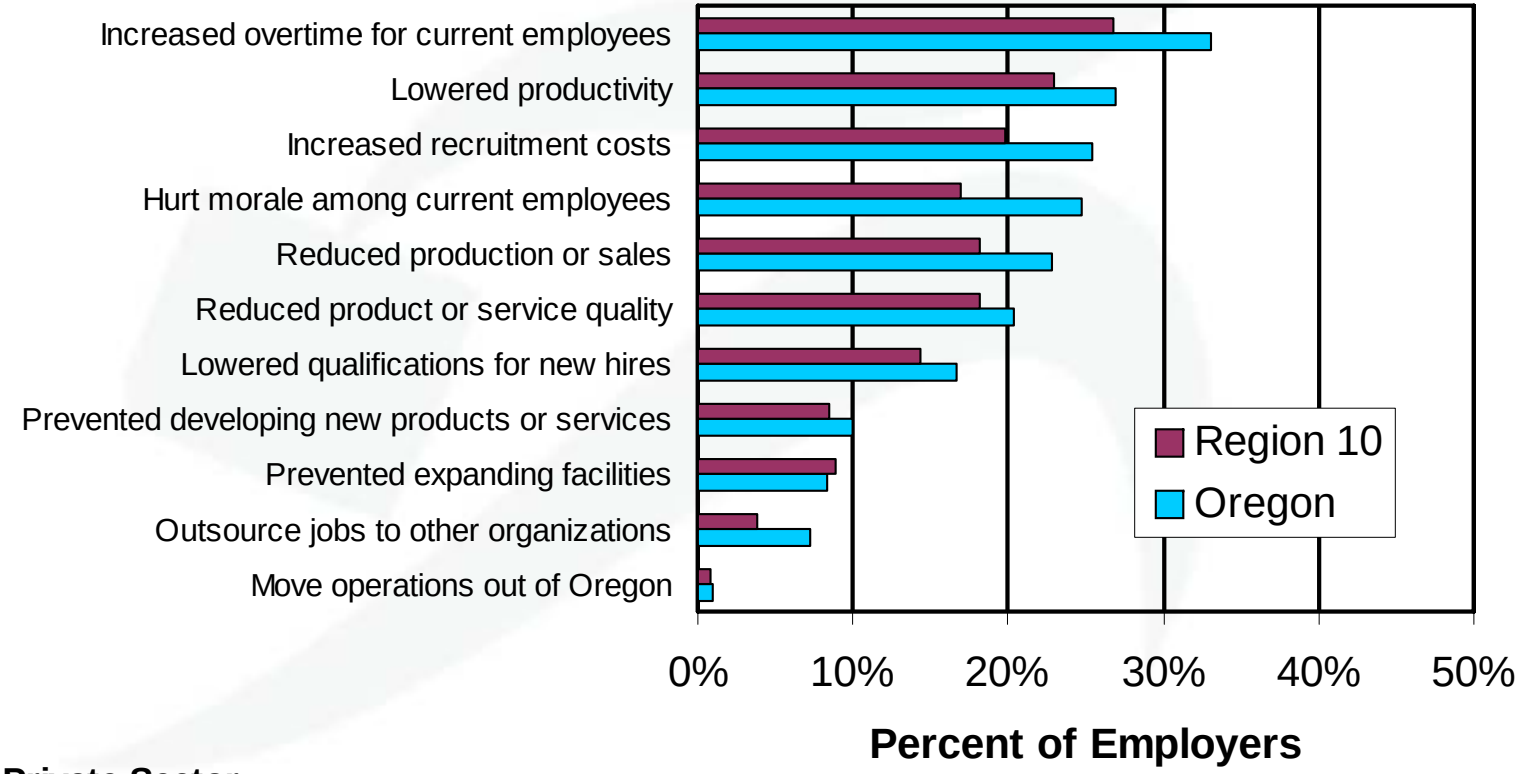
Shortage of Skilled Workers, Lack of Benefits and Full-Time Work, and the Nature of the Work Make it Tough for Region 10 Employers to Find Workers…



Private Sector

…Causing Increased Overtime, Lower Productivity, and Increased Recruitment Costs

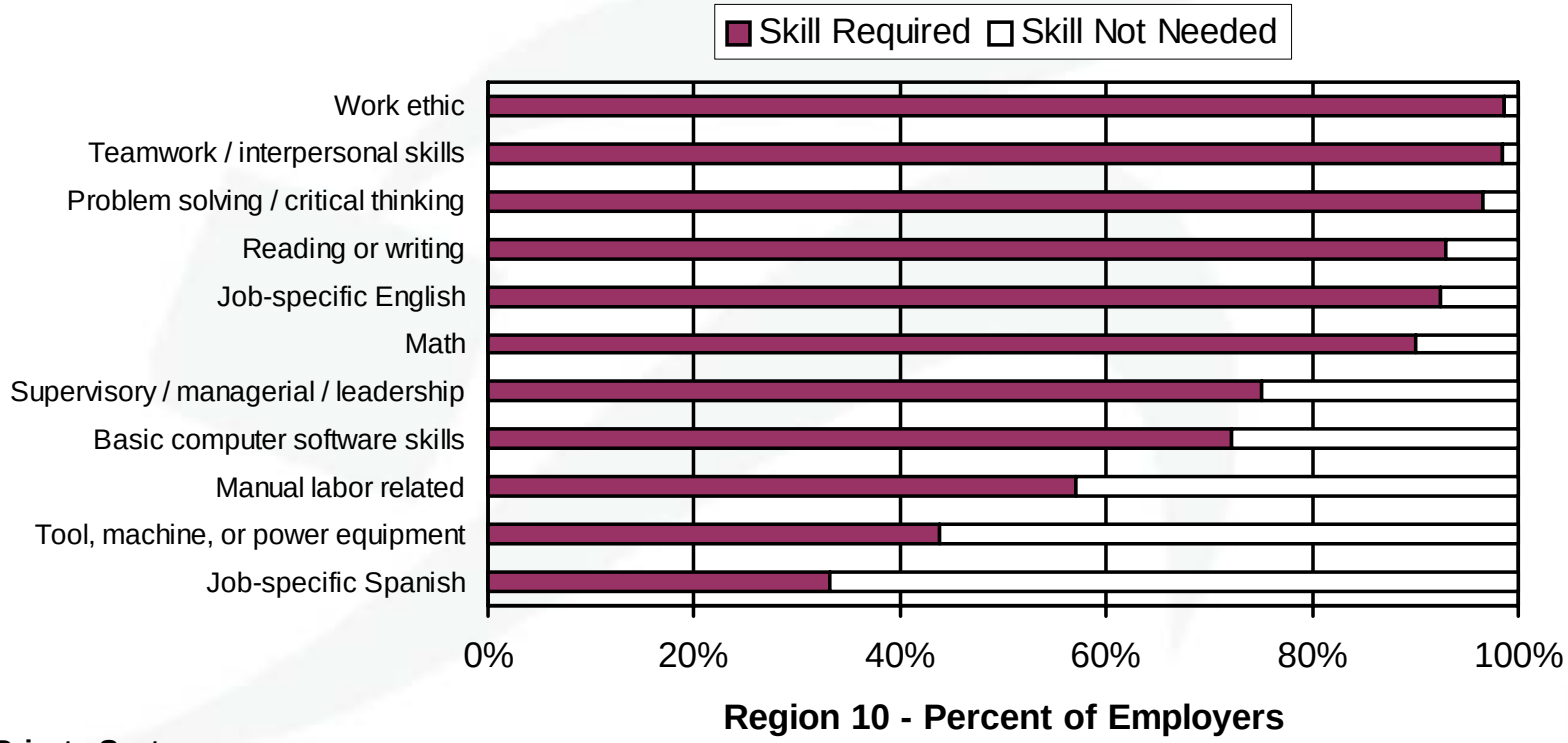
Problems Caused by Difficulty Finding Applicants



Private Sector

Employers Are Looking for "Soft Skills" Like Work Ethic, Teamwork, and Problem Solving Skills

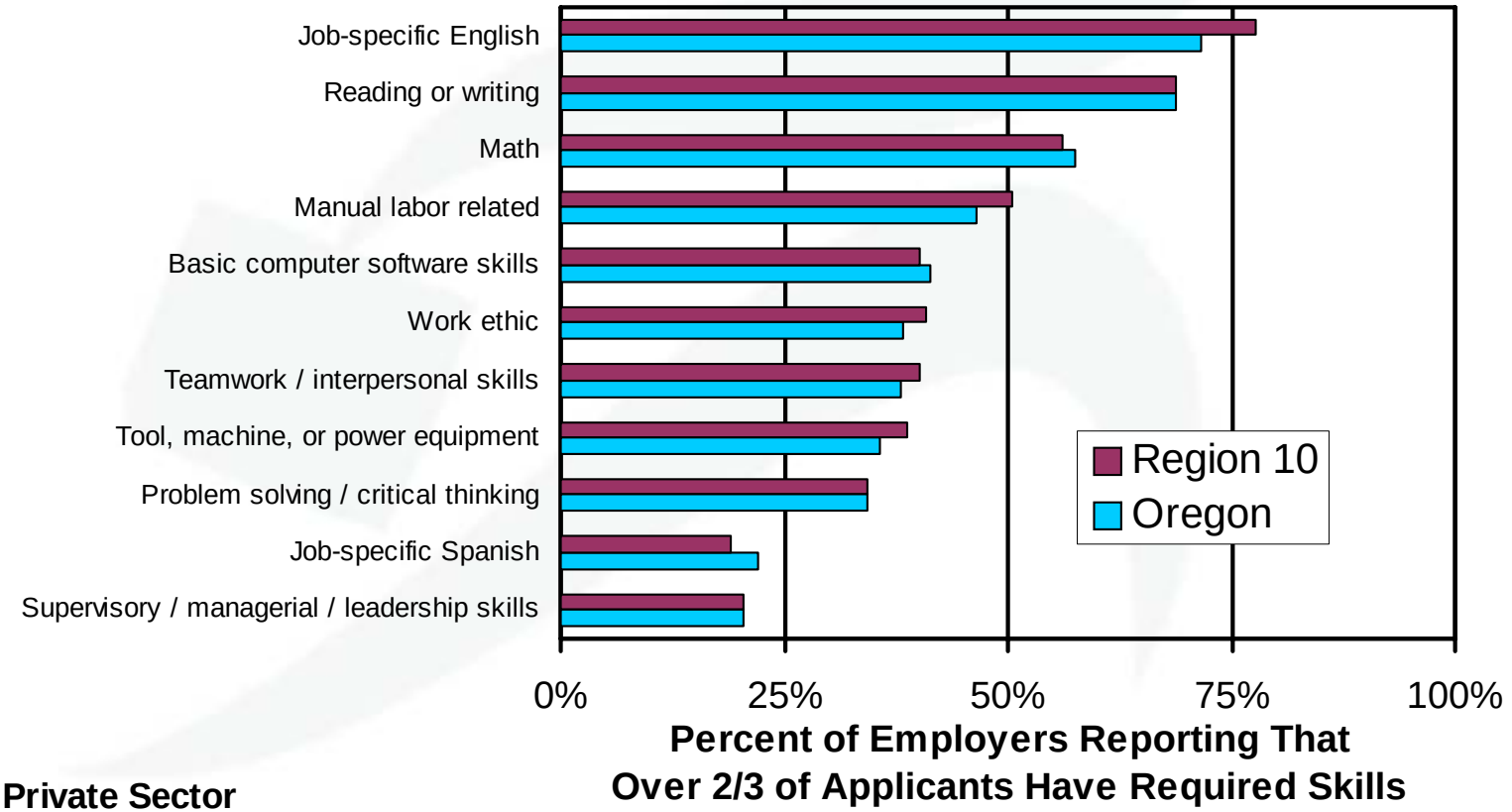
Skills Employers Are Looking For in Applicants



Private Sector

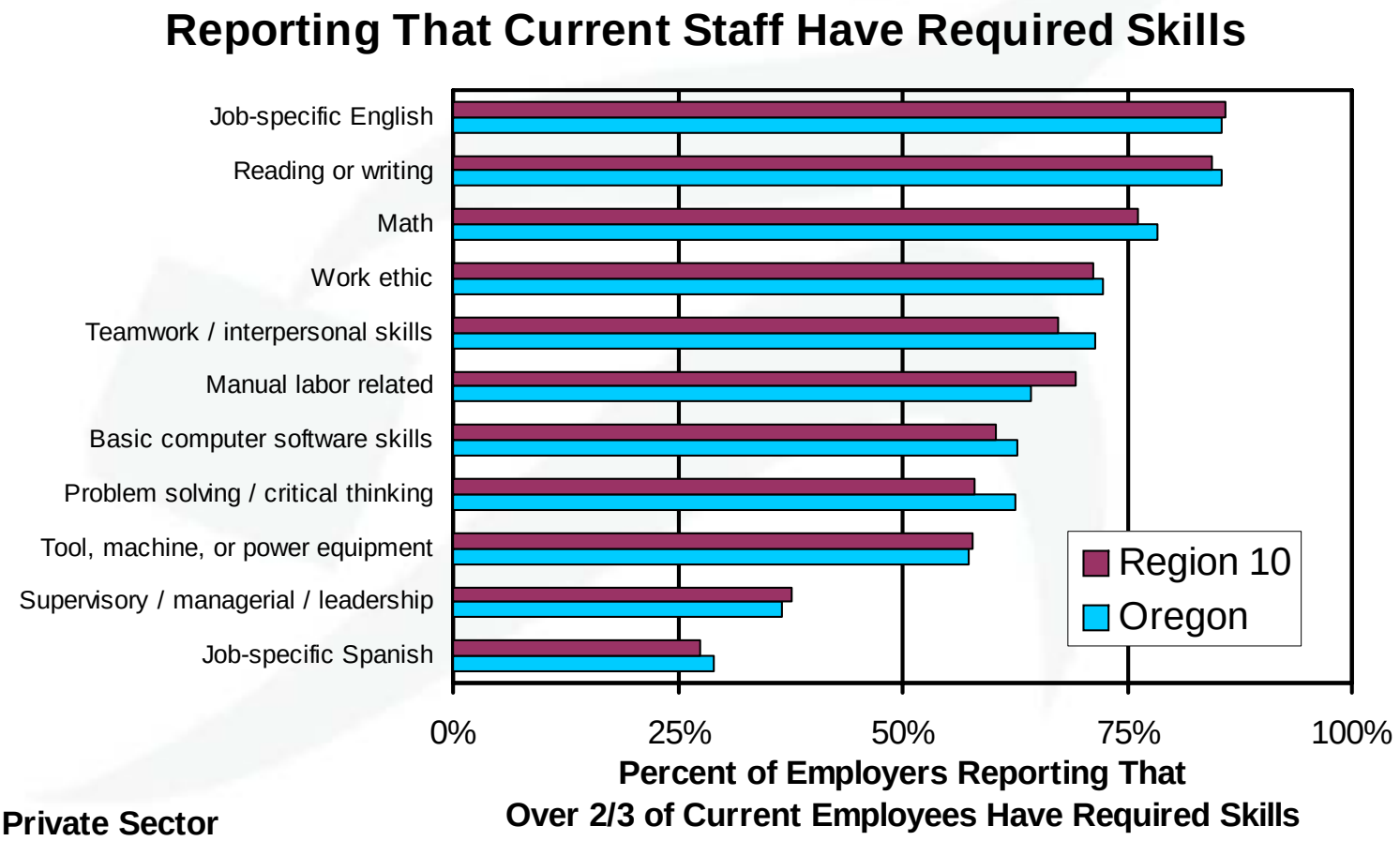
Employers Report Problems Finding Workers With Spanish and Leadership Skills Where Needed

Reporting That Applicants Have Required Skills



Private Sector

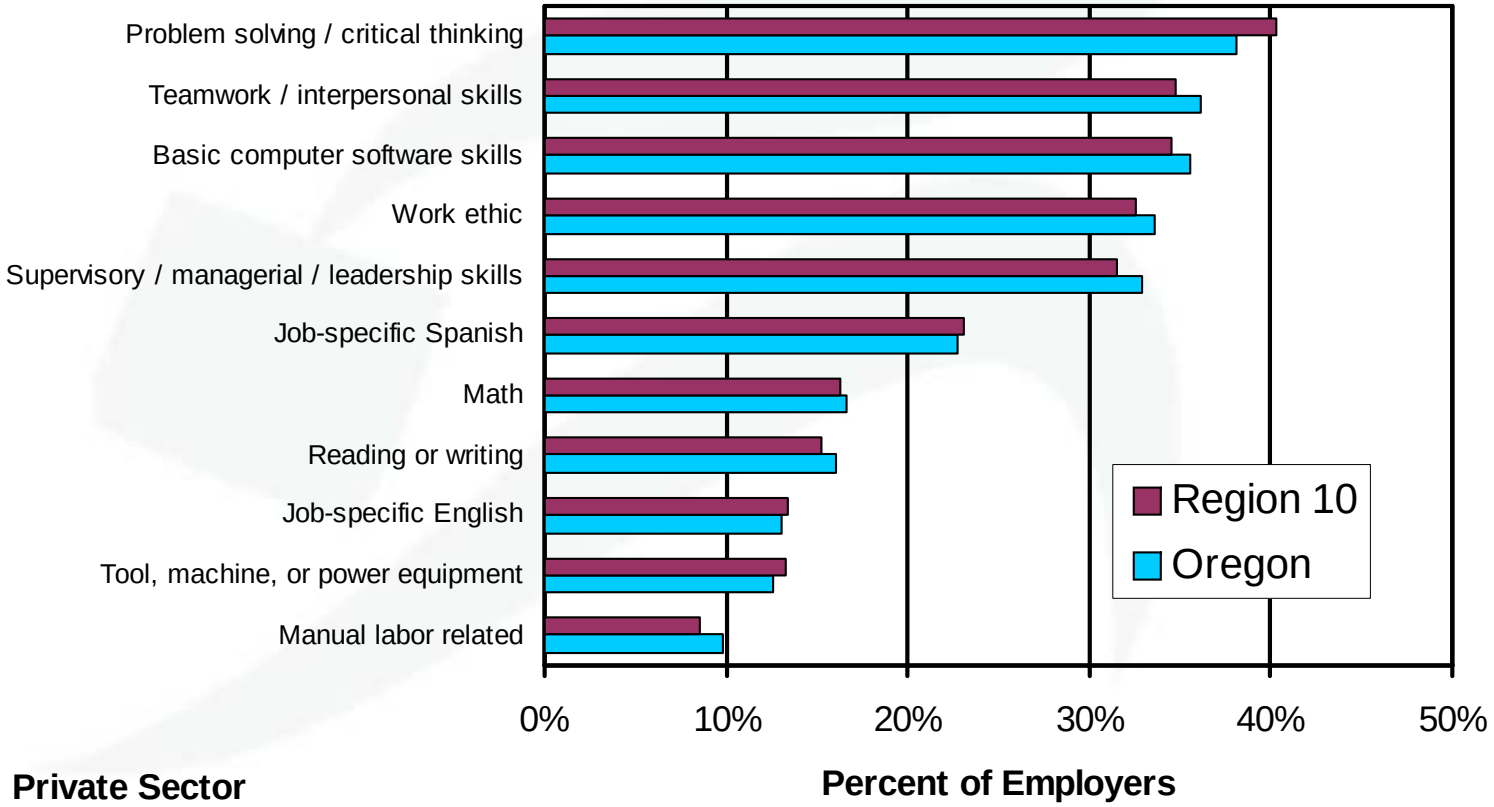
Less Than 1/2 Report That Current Workers Have Spanish or Leadership Skills Where Needed



Private Sector

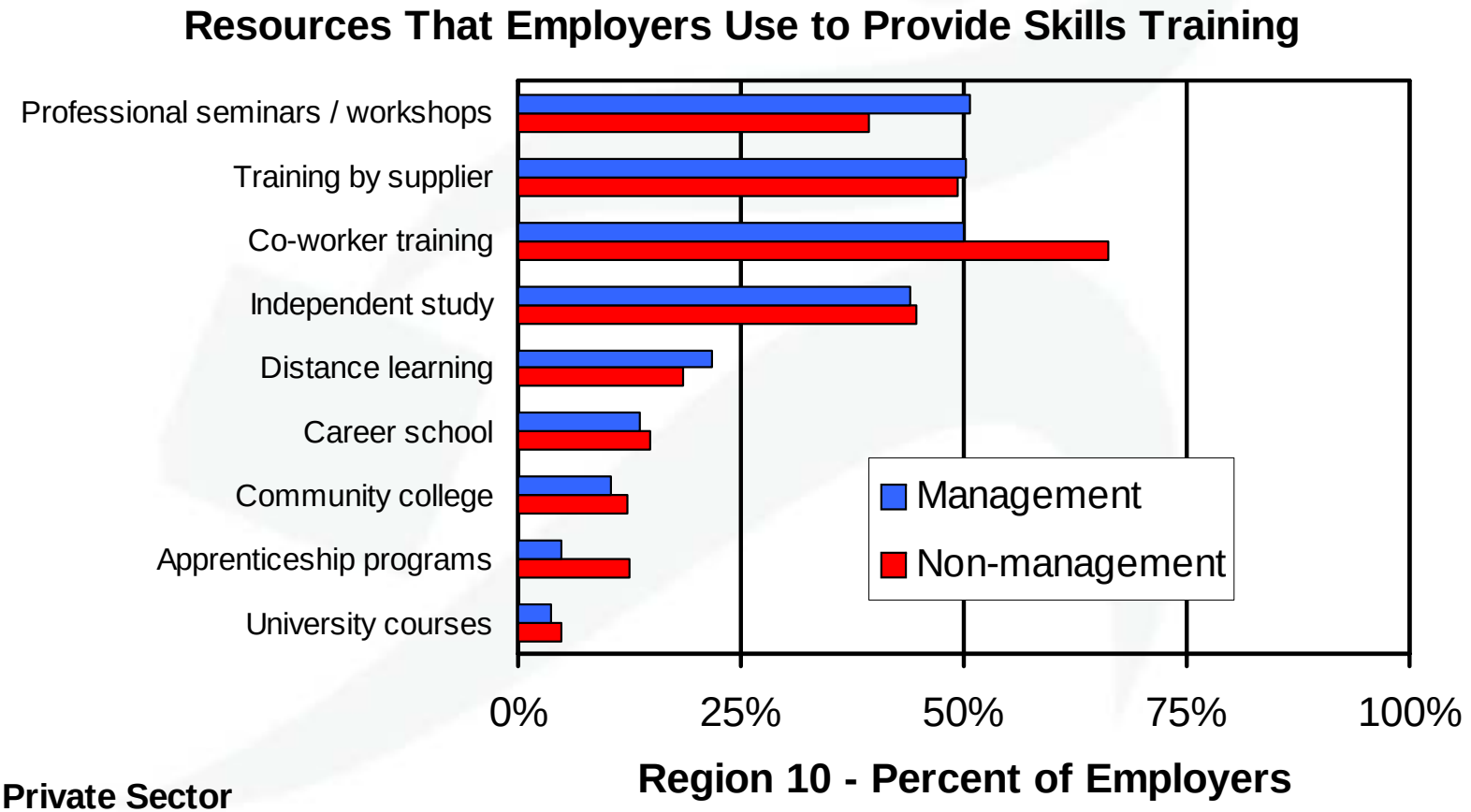
Employers Will Need More Workers With Problem Solving, Leadership, and Software Skills in the Next 5 Years

Expecting an Increase in These Required Skills



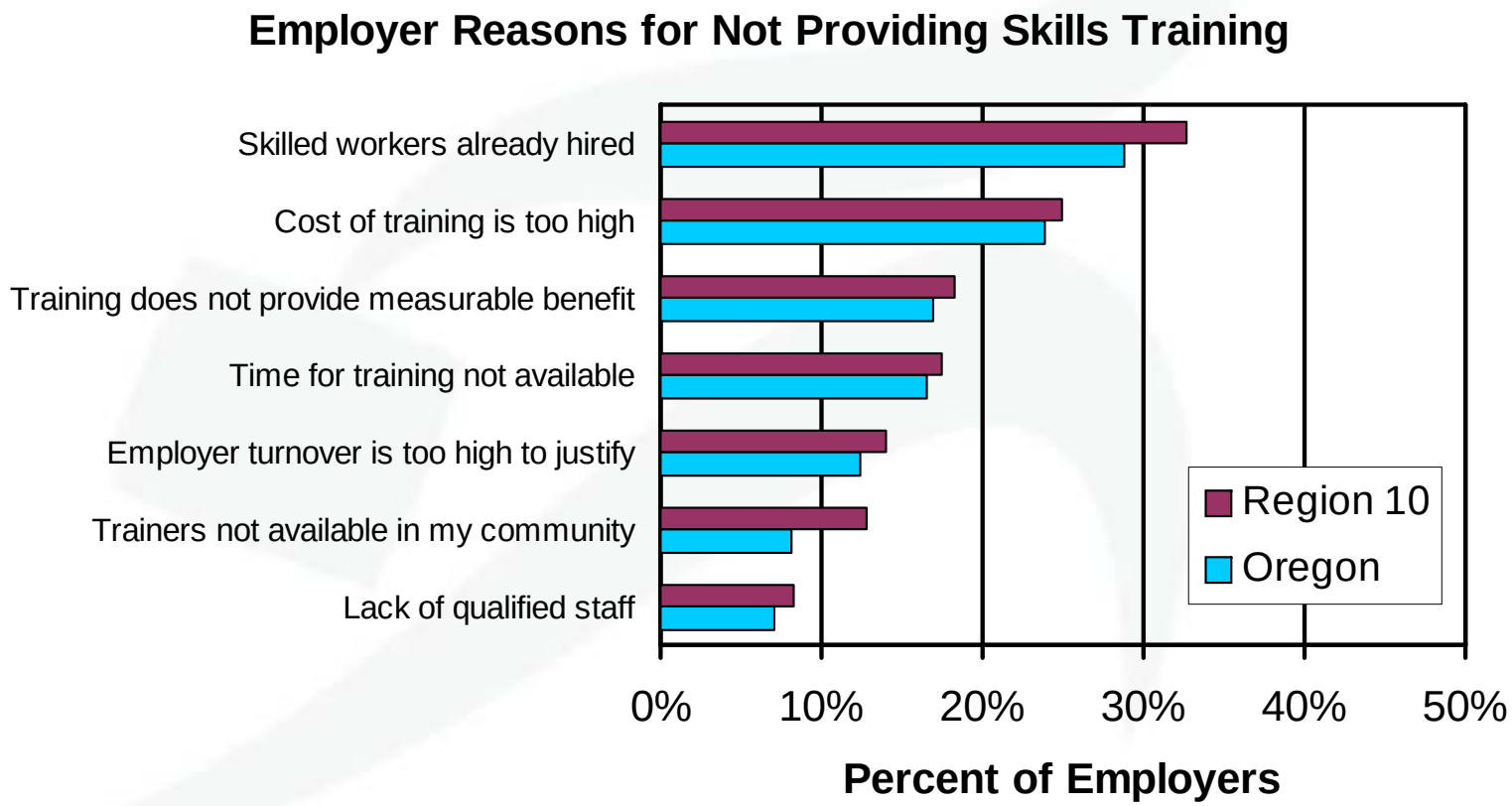
Private Sector

Managers Most Likely Trained at Seminars, by suppliers, or by Co-Workers; Staff by Co-Workers, by Suppliers, or Through Independent Study



Private Sector

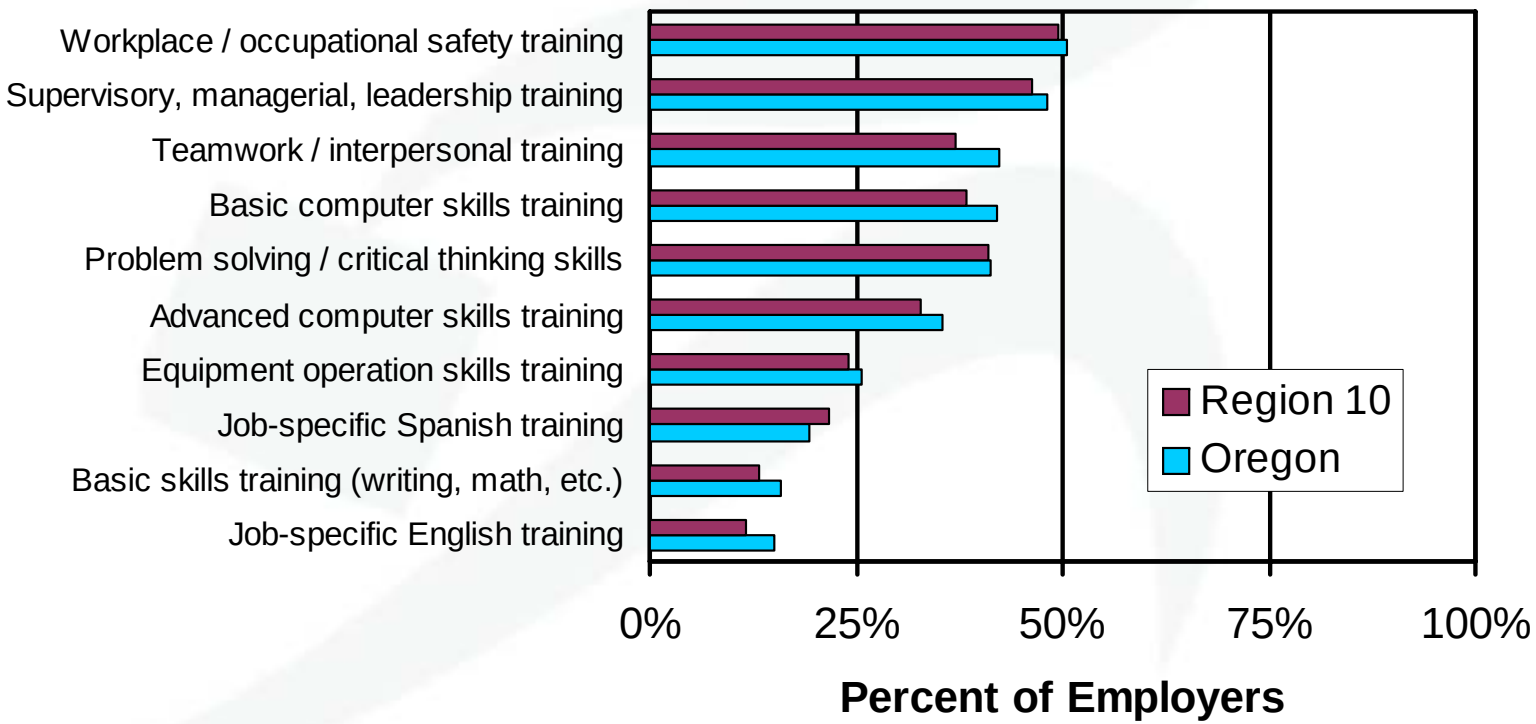
Some Employers Don't Train - They Already Have Skilled Workers or the Cost of Training Is Too High



Private Sector

Region 10 Employers Looking to Train Workers for Workplace Safety and Leadership Skills

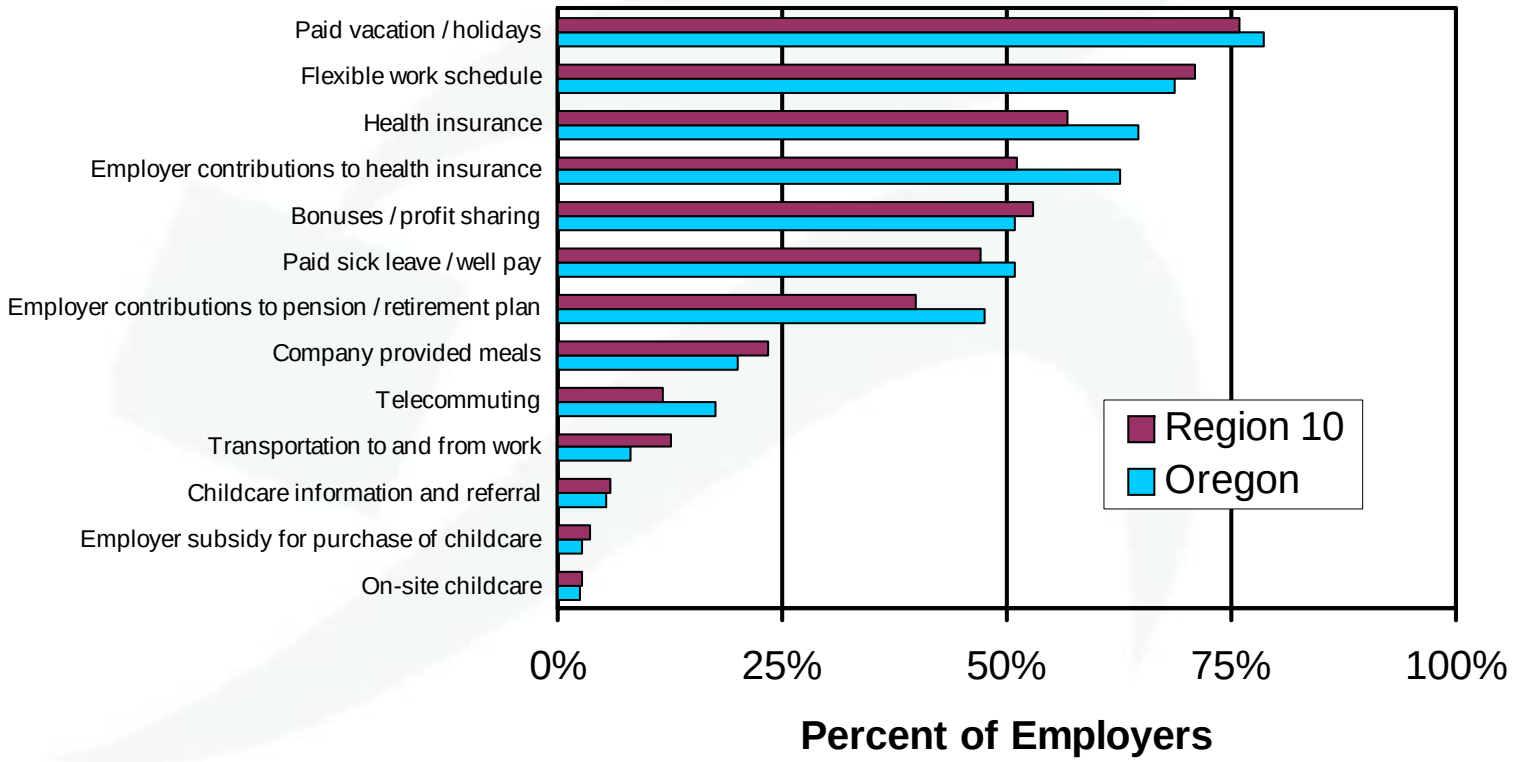
Skills Training Employers Are Likely to Use If Available



Private Sector

Most Employers Offer Paid Vacations and Flexible Schedules to Full-Time Workers; Over One-Half Offer Health Insurance and Bonuses

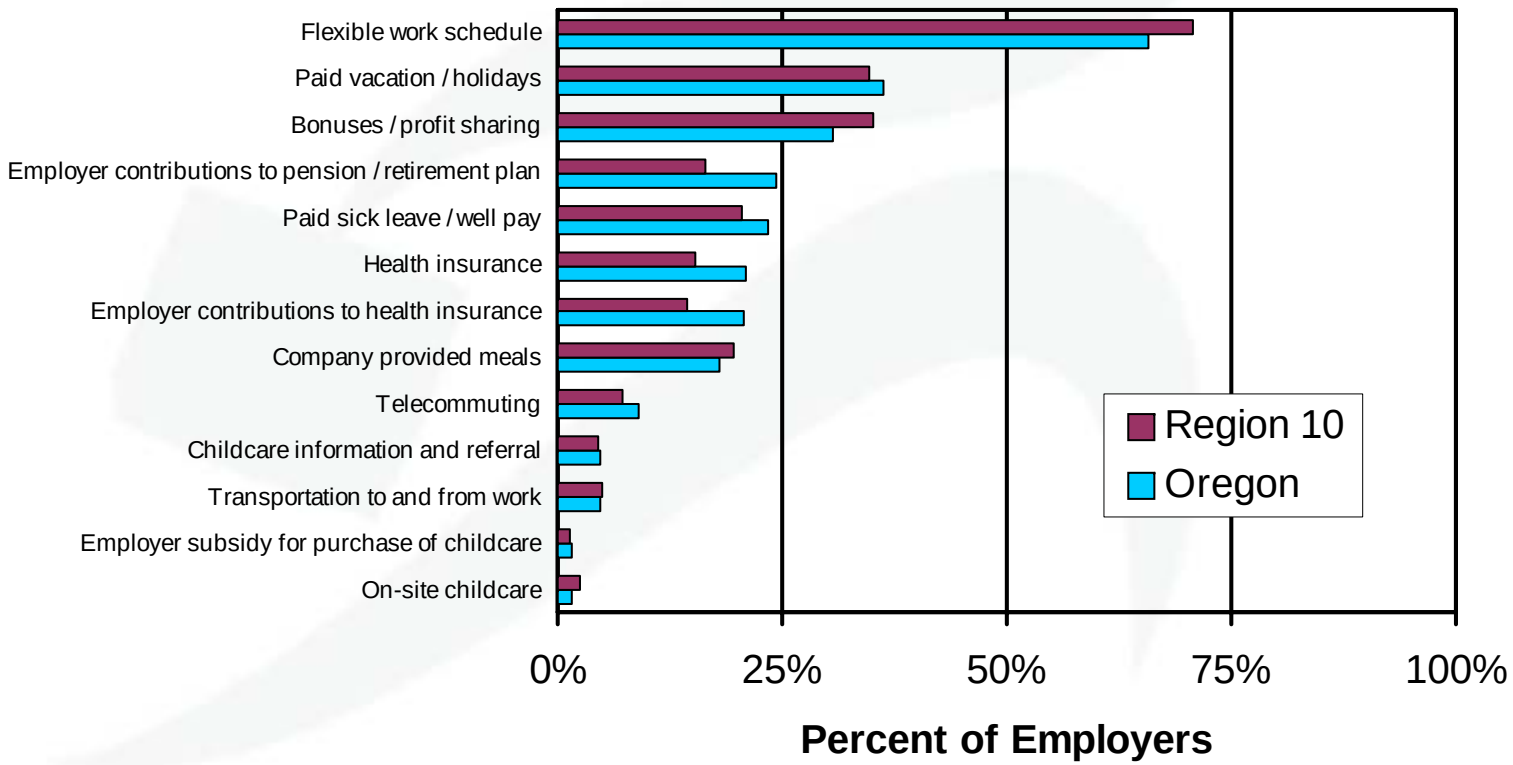
Benefits Offered to *Full-Time* Employees



Private Sector

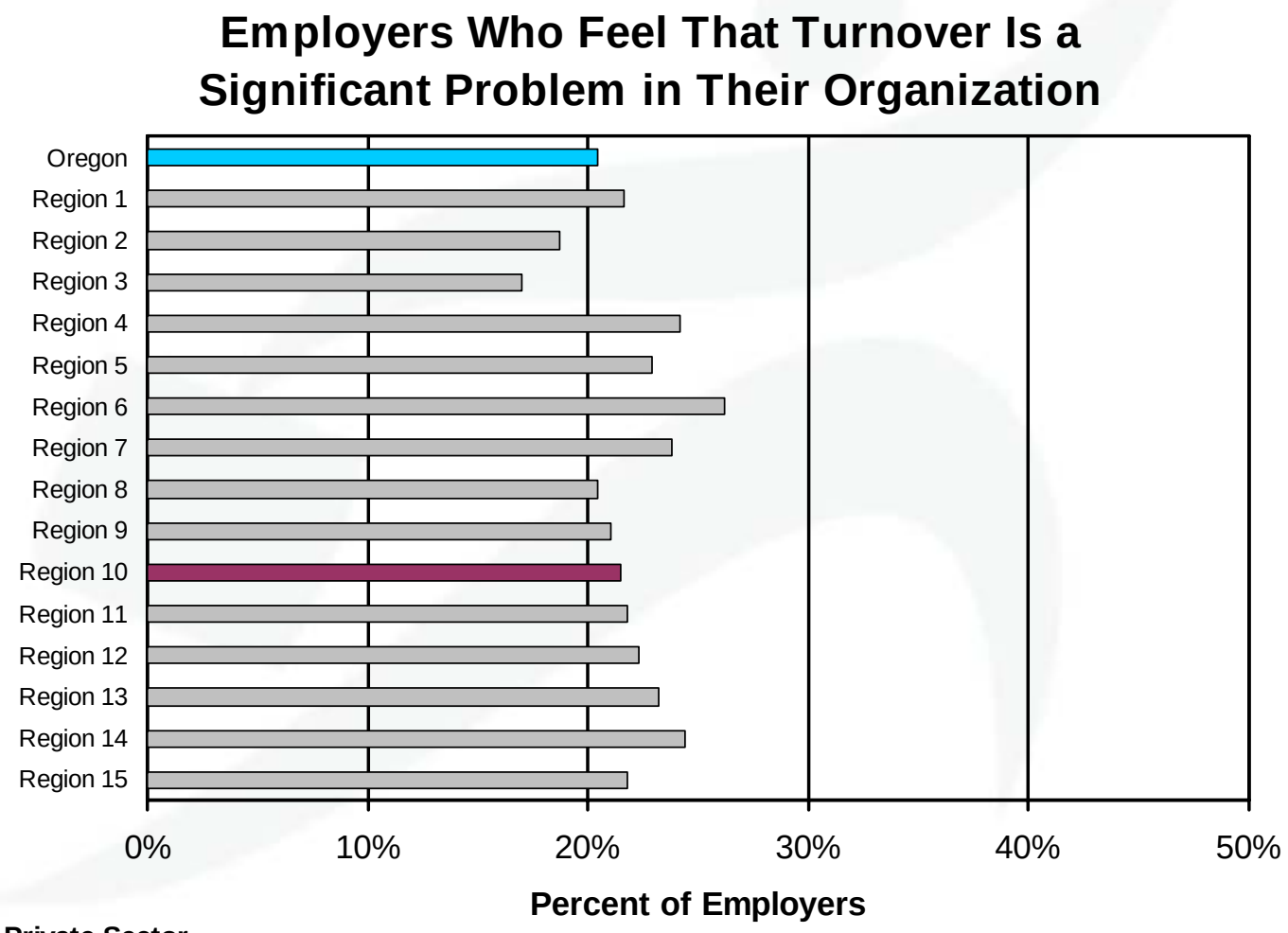
Fewer Employers Offer Retirement, Sick Leave, or Health Insurance Benefits to Part-Time Workers

Benefits Offered to *Part-Time* Employees



Private Sector

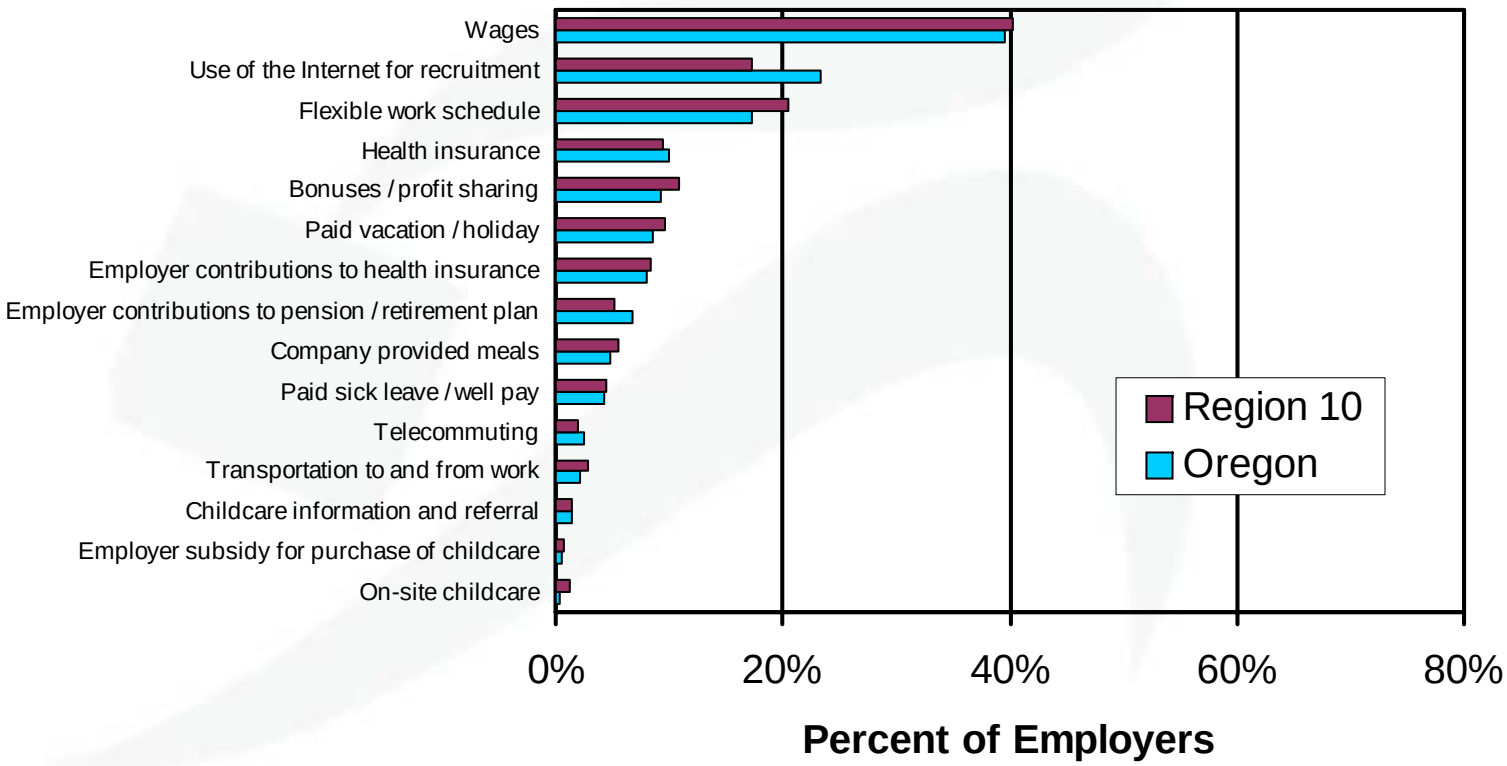
Some Region 10 Employers Struggle With Turnover



Private Sector

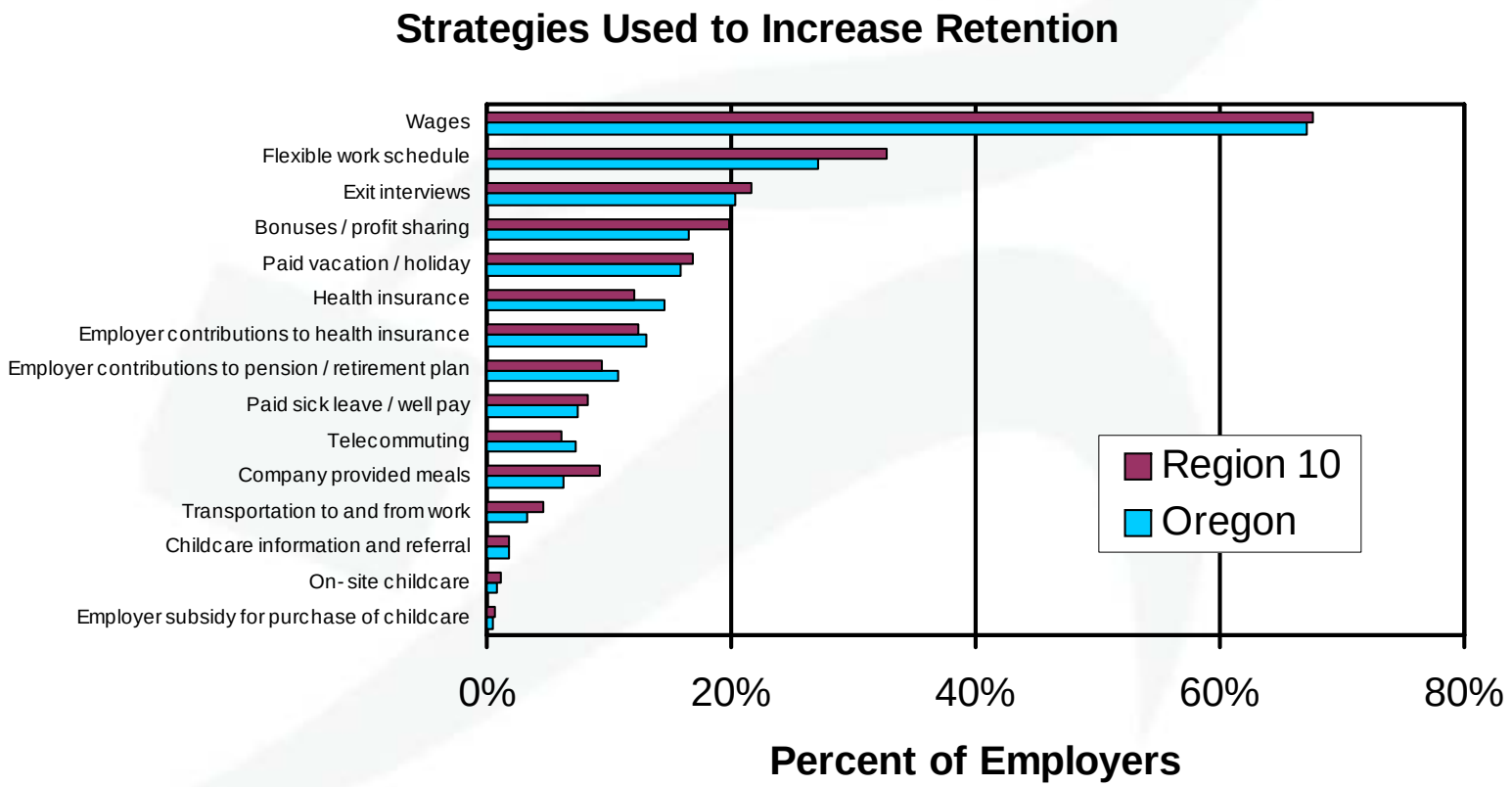
Employers Increase Wages, Use Flexible Schedules and the Internet to *ATTRACT* Workers

Strategies Used to Attract Applicants



Private Sector

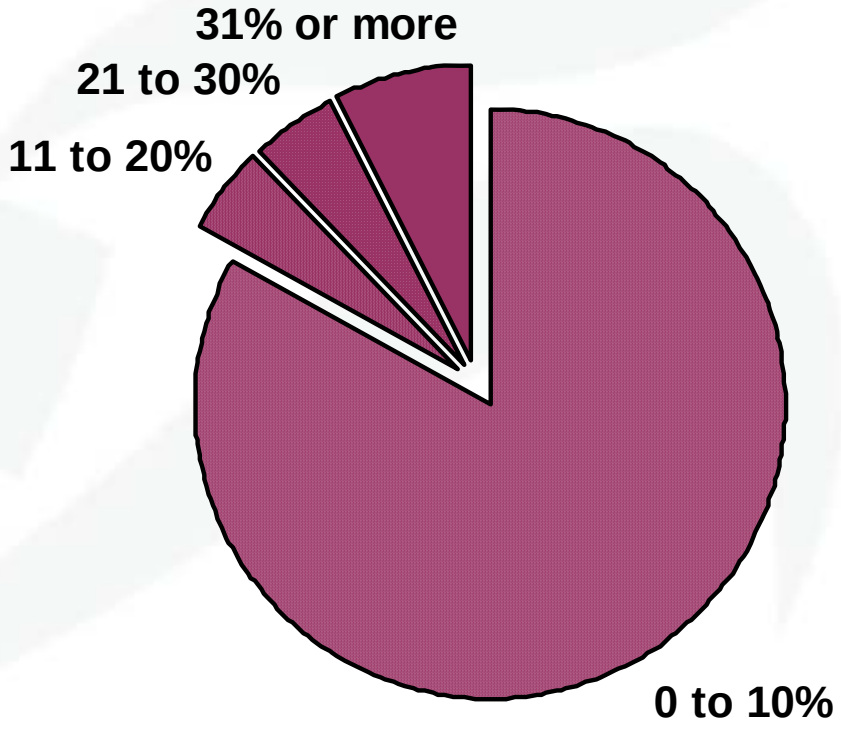
Employers Increase Wages, Use Flexible Schedules, Exit Interviews, and Give Bonuses to *RETAIN* Workers



Private

17% of Region 9 Employers Will See a Large Portion of Their Workforce Retiring Soon (23% Statewide)

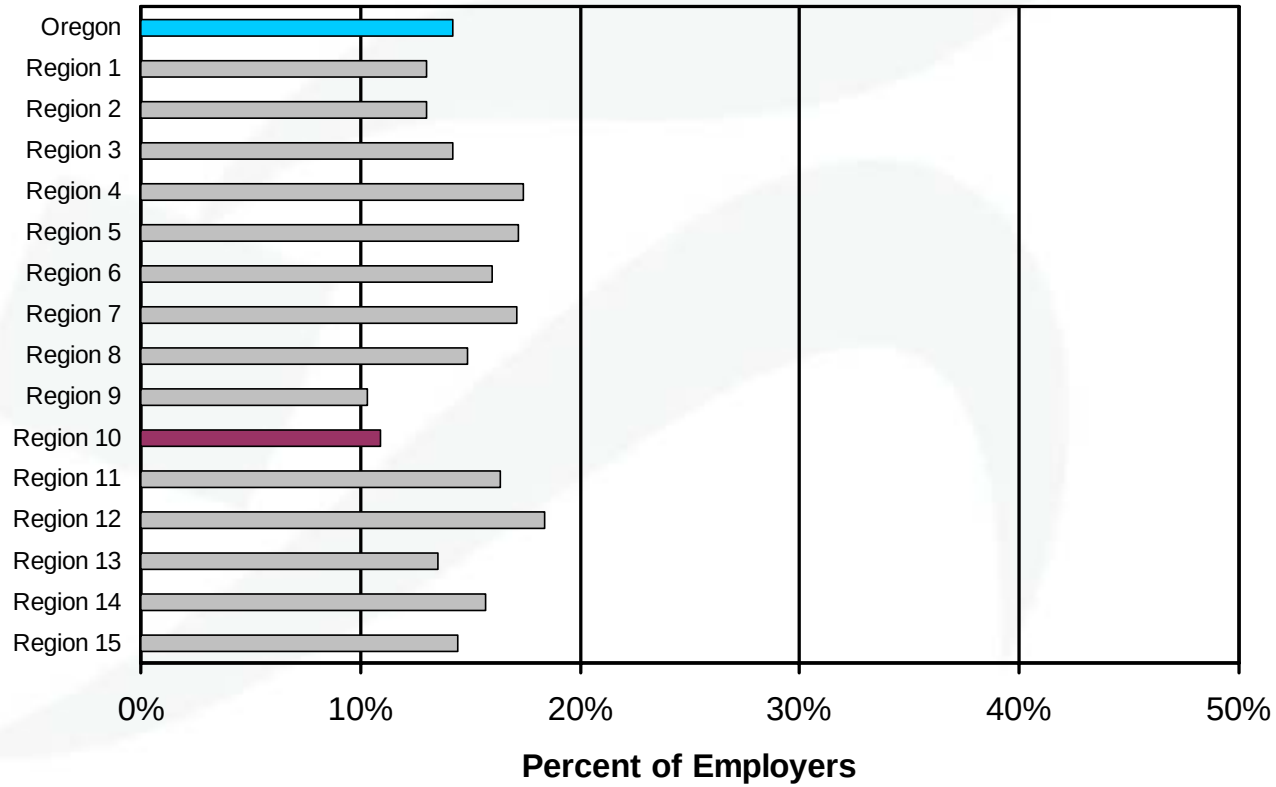
Region 10 - Share of Employers' Workforce Retiring in 5 Years



Private Sector

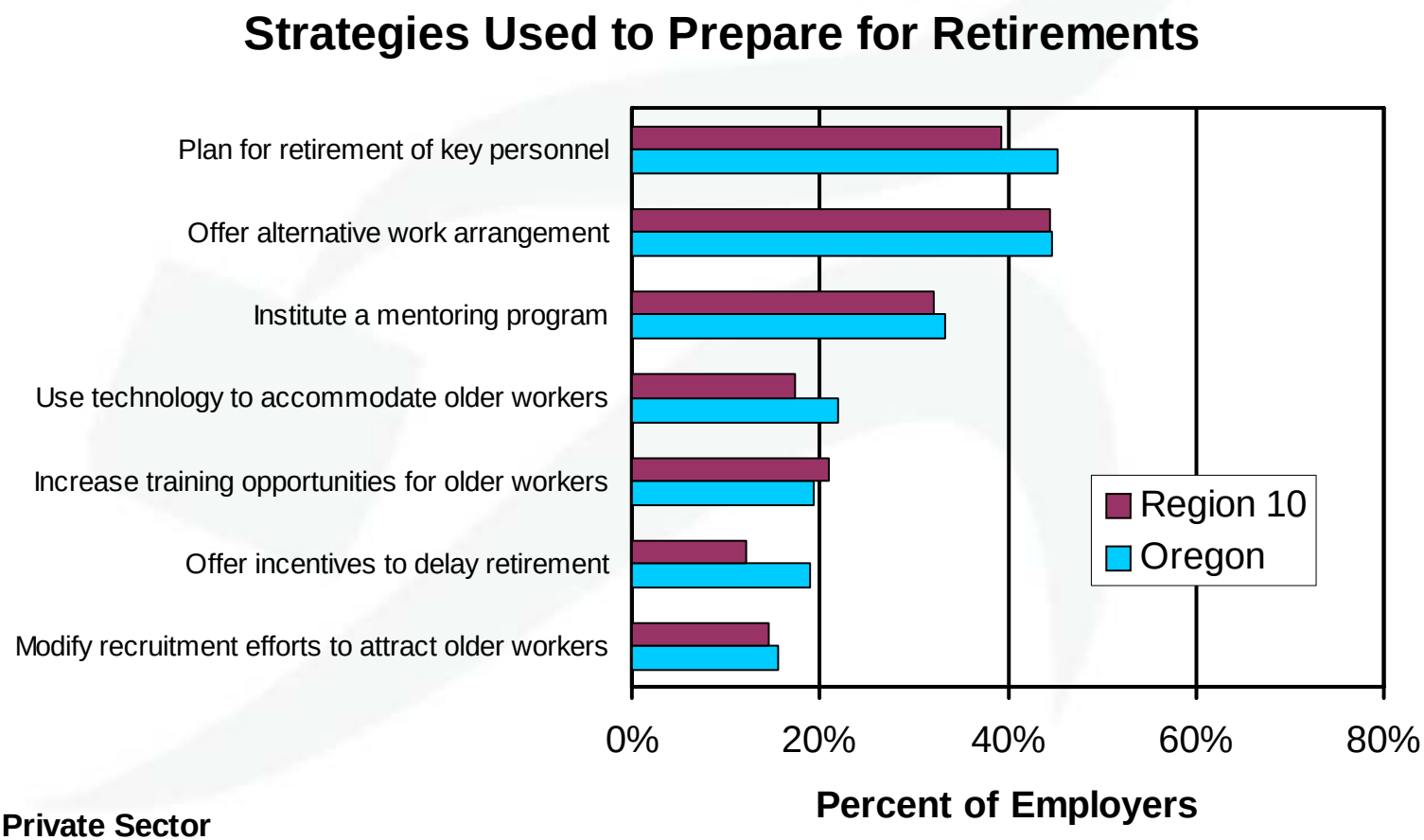
Some Region 10 Employers Are Preparing for Baby Boomer Retirements…

Employers Taking Steps to Prepare for an Increase in the Number of Retirements From Their Organization



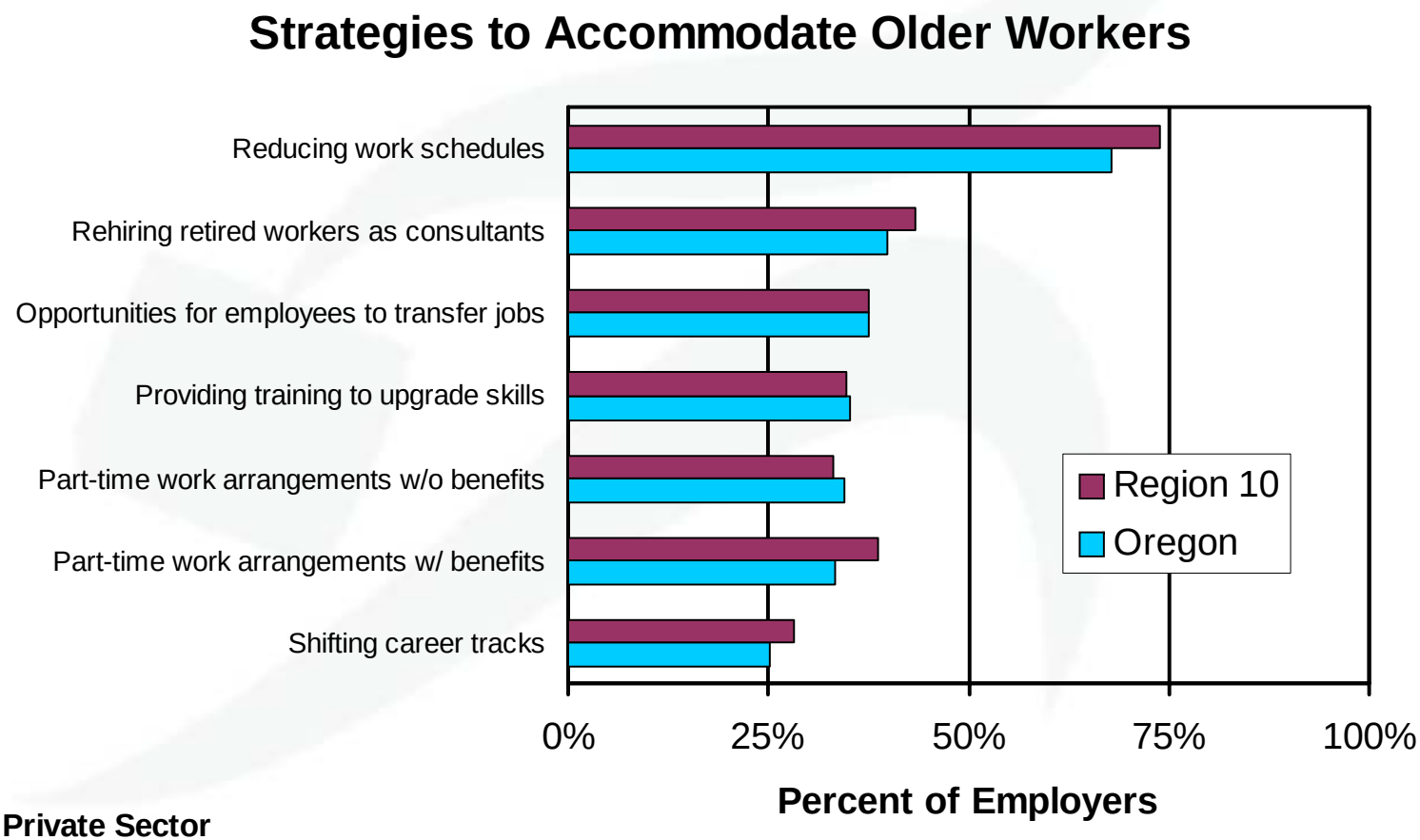
Private Sector

…by Offering Work Arrangements and Planning for Individual Retirements



Private Sector

To Keep Workers Past Retirement Age - Employers Are Reducing Work Schedules or Rehiring Workers as Consultants



Private Sector

Region 10 Employer Survey

Questions or comments?

Workforce Analyst

Jan Swander
Jan.M.Swander@state.or.us
(541) 388-6076

Employer Survey

Nick Beleiciks
Nick.J.Beleiciks@state.or.us
(503) 947-1267