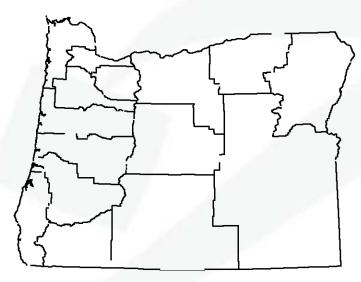
### **WorkSource Oregon Employment Department**

### 2008 Oregon Employer Survey Results



October 2008

**Support Business & Promote Employment** 



### About the survey...

- Employers with at least two employees
- There are about 75,000 in Oregon
- We asked over 5,000 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 < 3%</li>

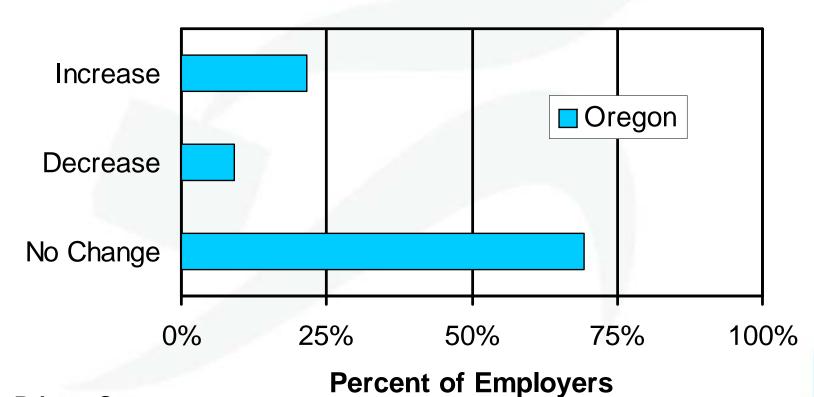


### **Key Findings**

- Despite the slowing economy, many employers are expecting to increase their staff levels by next summer
- Employers are looking for workers with leadership skills, and when necessary, Spanish language skills
- Employers are looking for training opportunities in workplace safety and leadership skills
- Turnover is a problem for 20 percent of employers
- Oregon employers will see many of their workers retire over the next few years – few employers are taking steps to prepare

### More Employers Planning to Increase Staff Rather Than to Cutback

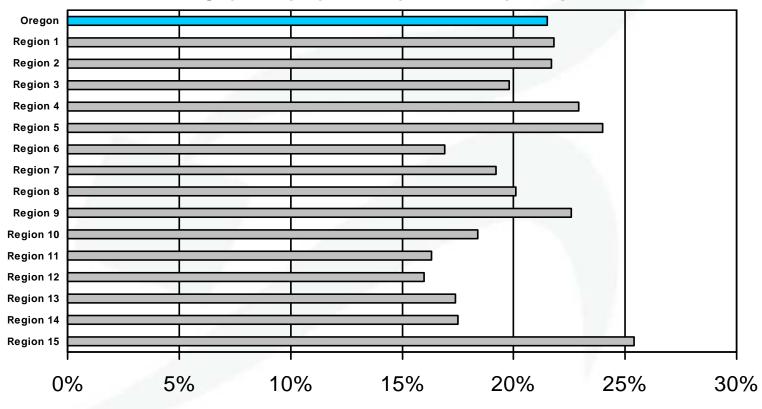
### **Expected Change in Staffing Level**





### Planned Increases Vary by Region

### **Employers Expecting to Increase Staff Level in Next 12 Months**

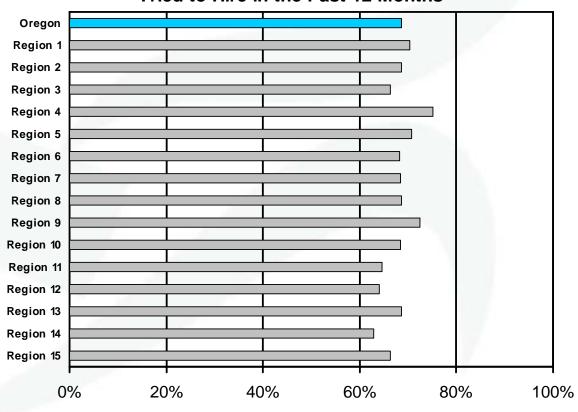


Percent of Employers



# Most Employers in Oregon Tried to Hire New Workers Within the Past Year...





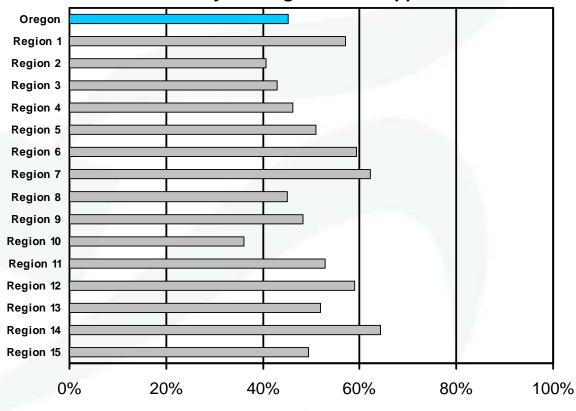
**Private Sector** 

**Percent of Employers** 



# ...and Almost One-Half Had Trouble Finding Workers With the Skills They Need





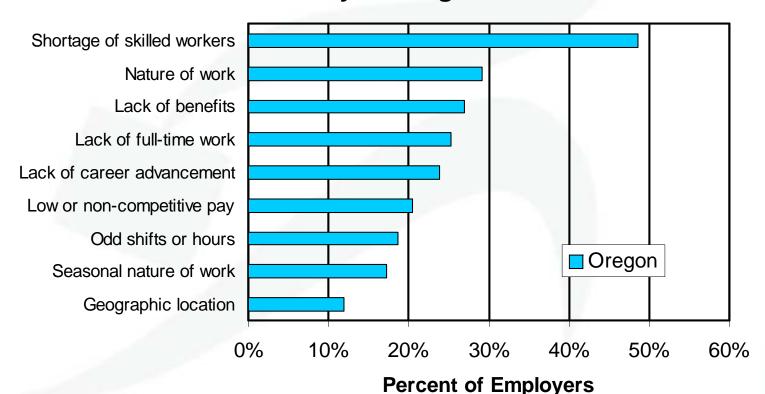
**Private Sector** 

**Percent of Employers** 



# Shortage of Skilled Workers Make it Tough for Oregon Employers to Find Help...

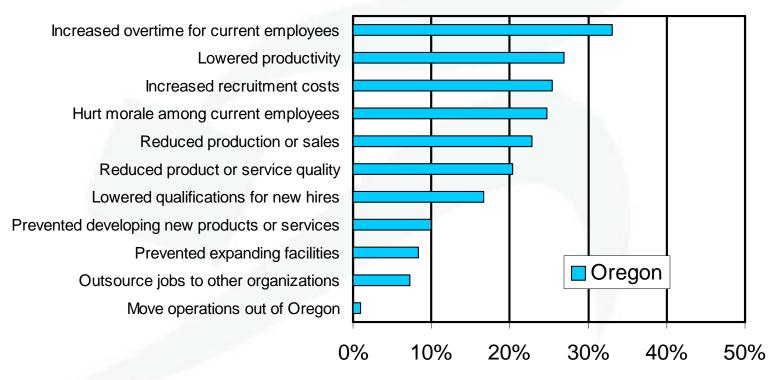
### **Reasons for Difficulty Finding Qualified Workers**





# ... Causing Increased Overtime and Lower Productivity While Employers Try to Hire

### **Problems Caused by Difficulty Finding Applicants**

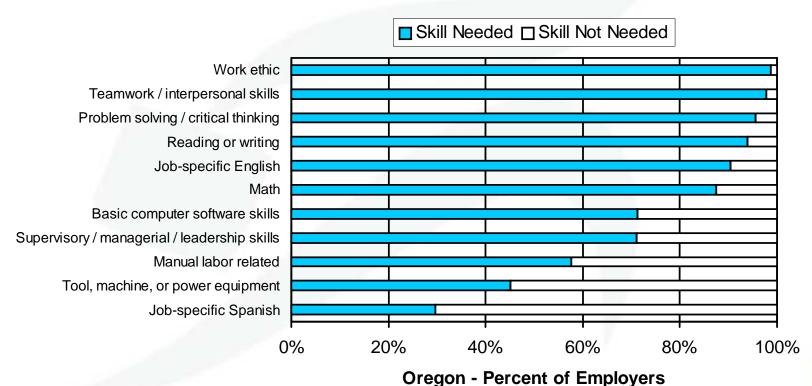


**Percent of Employers** 



# Employers Are Looking for "Soft Skills" Like a Good Work Ethic and Teamwork Skills

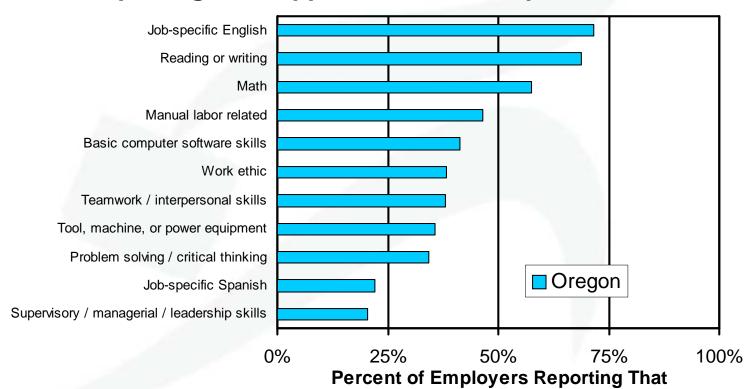
#### **Skills Employers Are Looking For in Applicants**





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

### **Reporting That Applicants Have Required Skills**



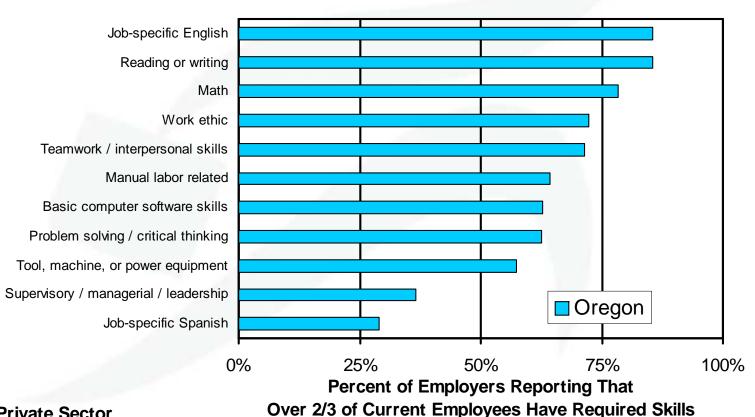
**Private Sector** 



Over 2/3 of Applicants Have Required Skills

### **Less Than 1/2 of Current Workers Have** Spanish or Leadership Skills Where Needed

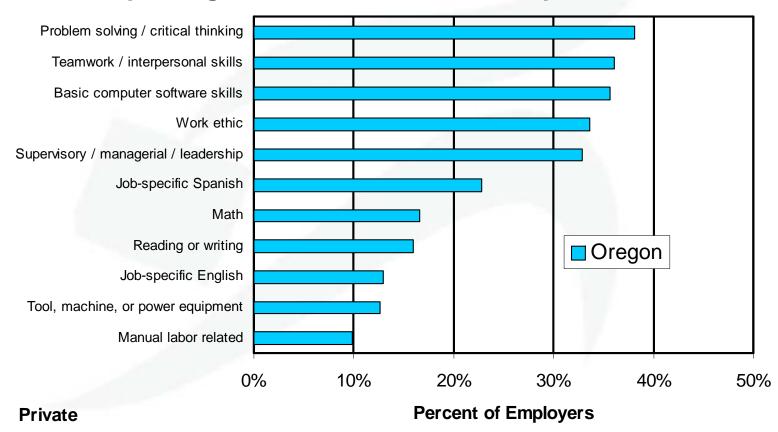
#### **Reporting That Current Staff Have Required Skills**





## **Employers Will Need More Workers With Problem Solving, Teamwork, and Software Skills in Next 5 Years**

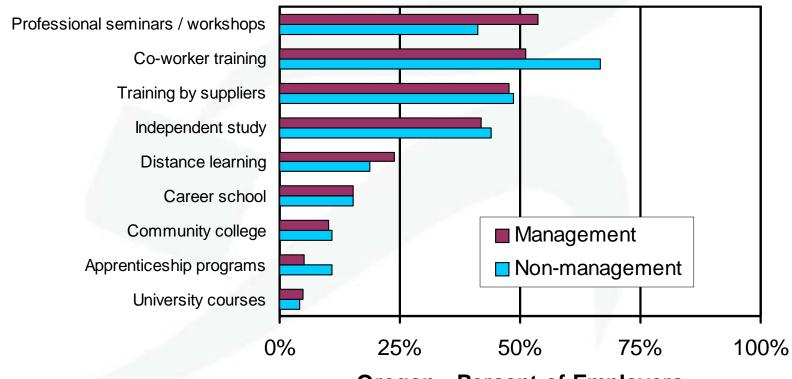
### **Expecting an Increase in These Required Skills**



www.QualityInfo.org

### Managers Most Likely Trained At Seminars or by Co-Workers; Staff by Co-Workers, Suppliers, Independent Study, or Seminars

#### Resources That Employers Use to Provide Skills Training



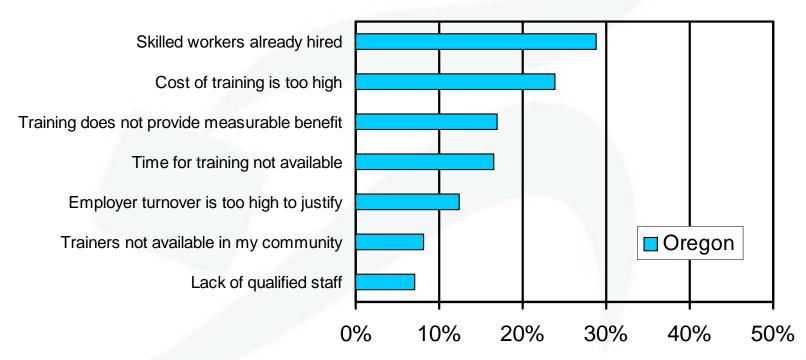
**Private Sector** 

**Oregon - Percent of Employers** 



# Some Employers Don't Train - They Already Have Skilled Workers or It Costs Too Much

#### **Employer Reasons for Not Providing Skills Training**

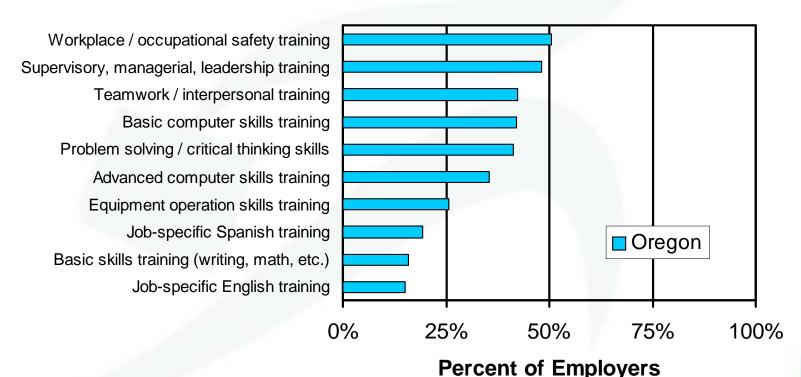


**Percent of Employers** 



## Oregon Employers Looking to Train Workers for Workplace Safety and Leadership Skills

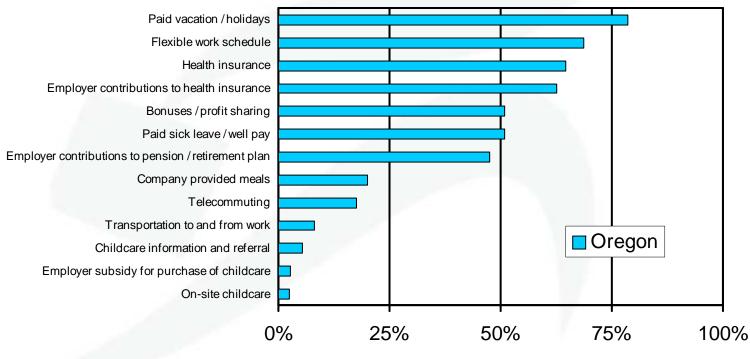
#### Skills Training Employers Are Likely to Use If Available





# Most Employers Offer Vacations, Flexible Schedules, and Insurance to Full-Time Workers

### Benefits Offered to Full-Time Employees

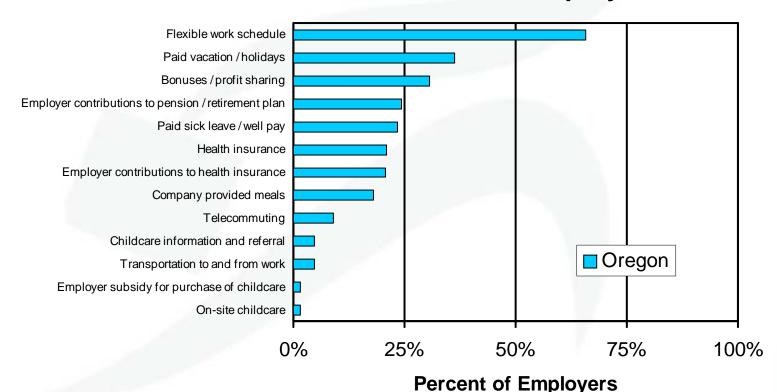


**Percent of Employers** 



# Fewer Employers Offer Paid Vacation, Bonuses, or Retirement Plans to Part-Time Workers

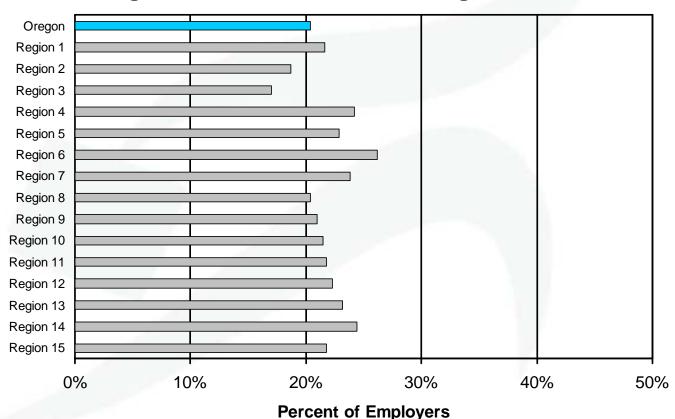
### Benefits Offered to Part-Time Employees





### 1 in 5 Oregon Employers Struggles With Turnover

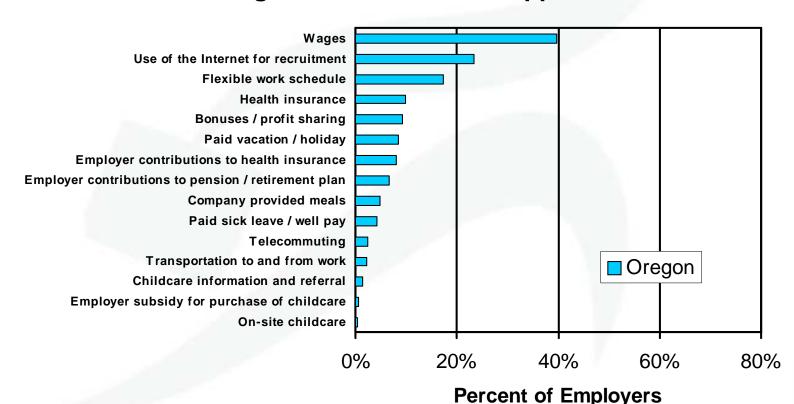
### **Employers Who Feel That Turnover Is a Significant Problem in Their Organization**





### Employers Have Increased Wages, Use of the Internet, and Flexible Schedules to *ATTRACT* Workers

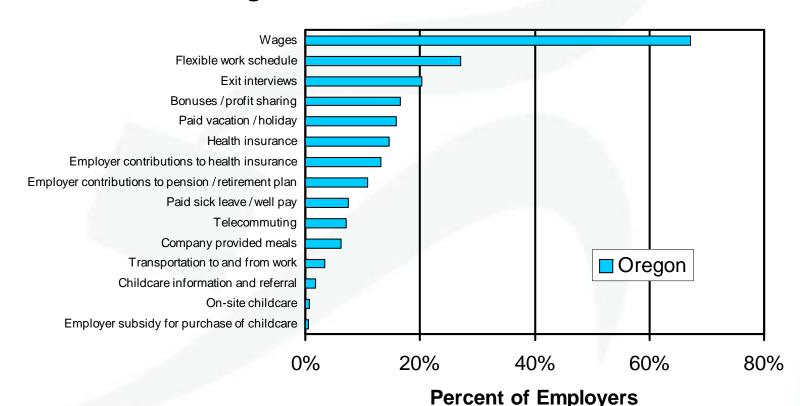
### **Strategies Used To Attract Applicants**





## Employers Have Increased Wages, Flexible Schedules, and Use of Exit Interviews to *RETAIN* Help

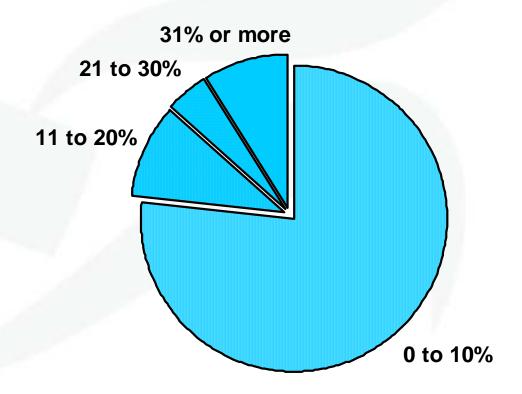
### **Strategies Used To Increase Retention**





# 23% of Oregon Employers Will See a Large Portion of Their Workforce Retiring Soon

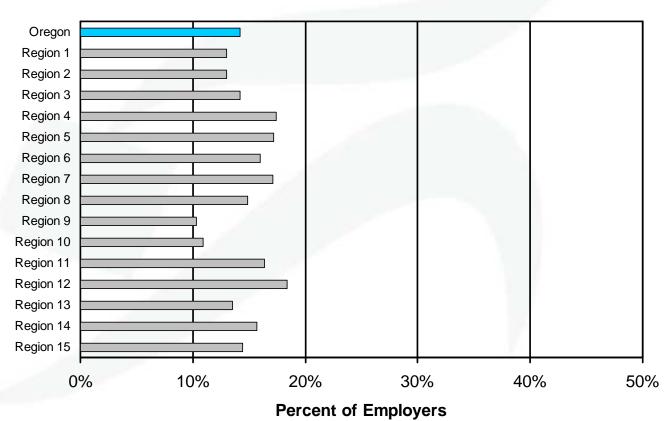
**Oregon - Share of Employers' Workforce Retiring in 5 Years** 





### Oregon Employers Are Preparing for Baby Boomer Retirements...

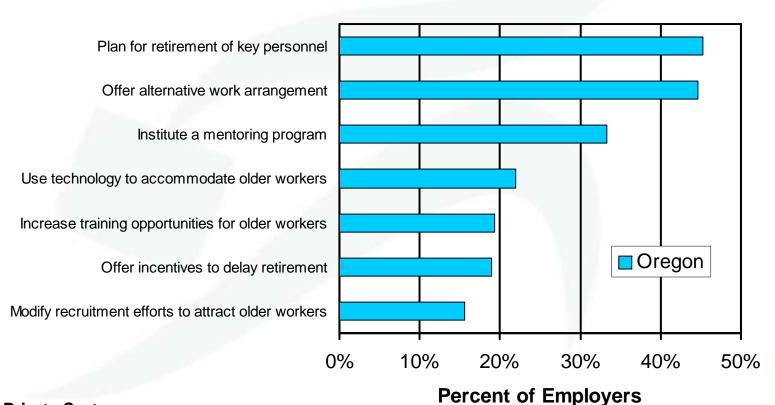
### **Employers Taking Steps to Prepare for an Increase in the Number of Retirements From Their Organization**





# ...by Planning for Individual Retirements and Work Arrangements

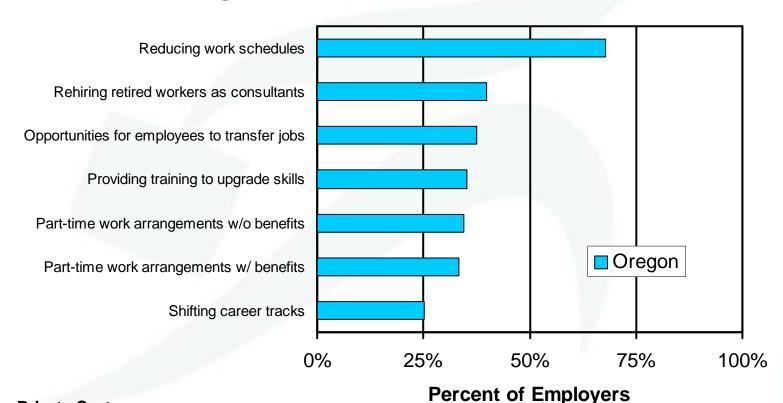
#### **Strategies Used to Prepare for Retirements**





## To Keep Workers Past Retirement Age – Employers Are Reducing Work Schedules of Older Workers

#### **Strategies to Accommodate Older Workers**





### 2008 Oregon Employer Survey

Questions or comments?

### **Administrator for Research**

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### **Employer Survey**

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