

NACOG

Northern Arizona
Council of Governments

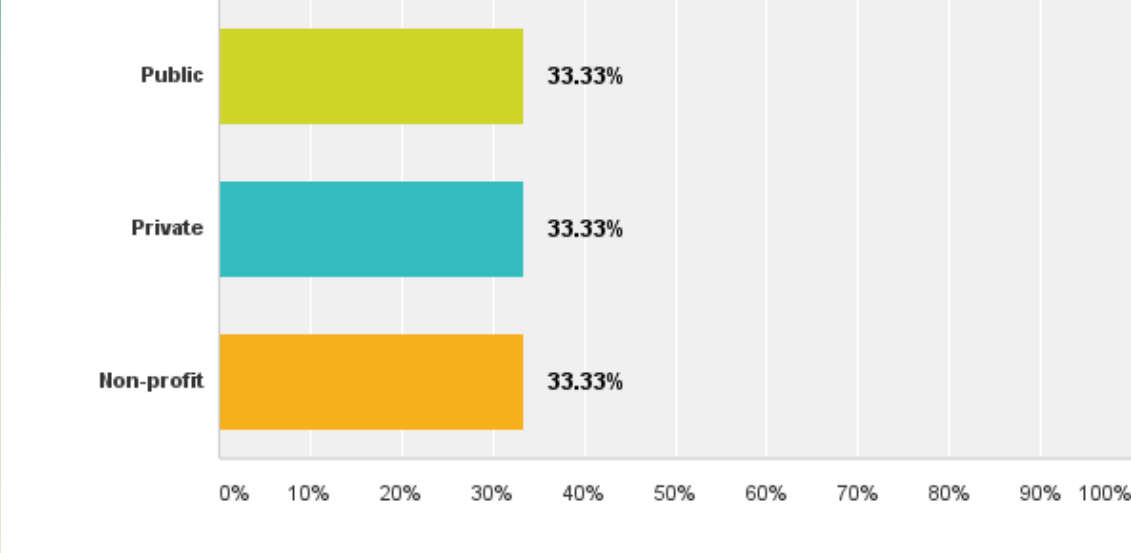
Apache • Coconino • Navajo • Yavapai



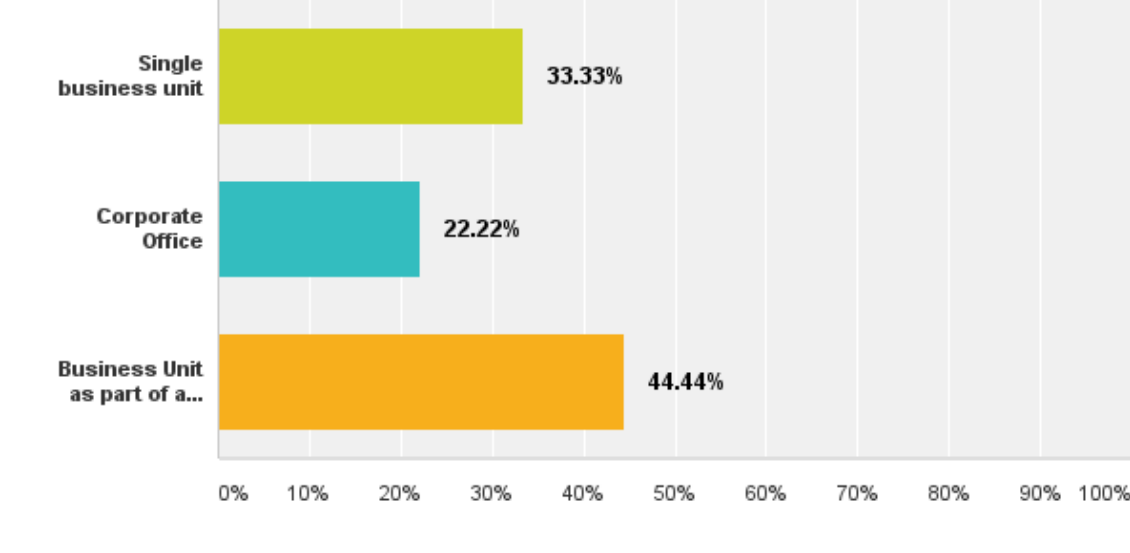
Workforce Development Employer Survey

Tuesday, March 8, 2016

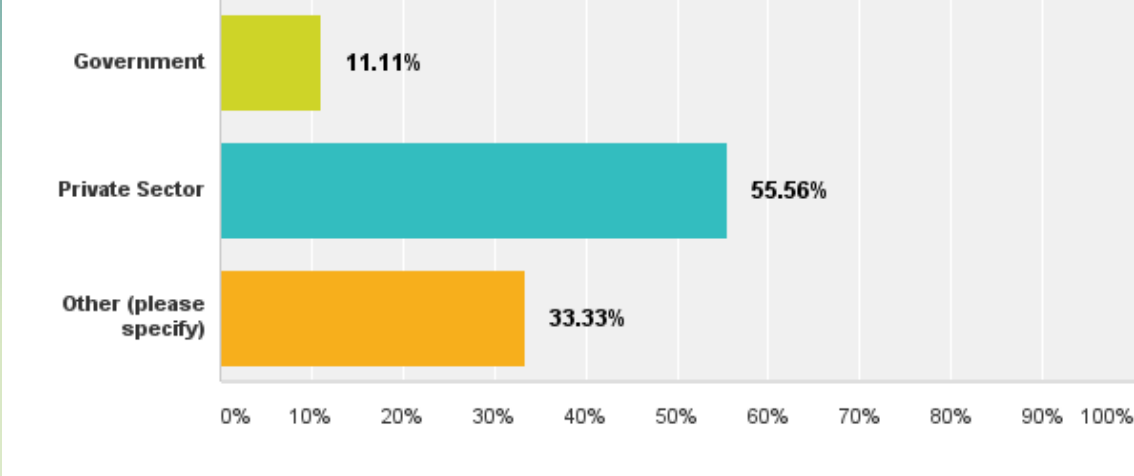
Q1: Which best describes your company?



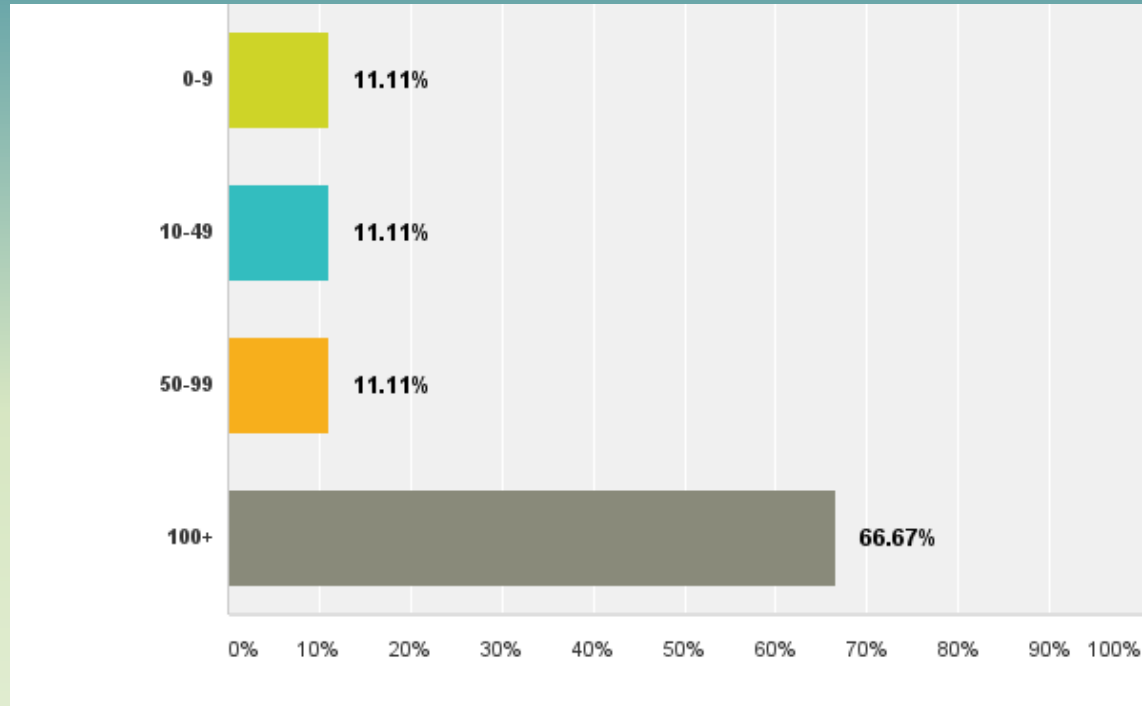
Q2: Which best describes your company structure?



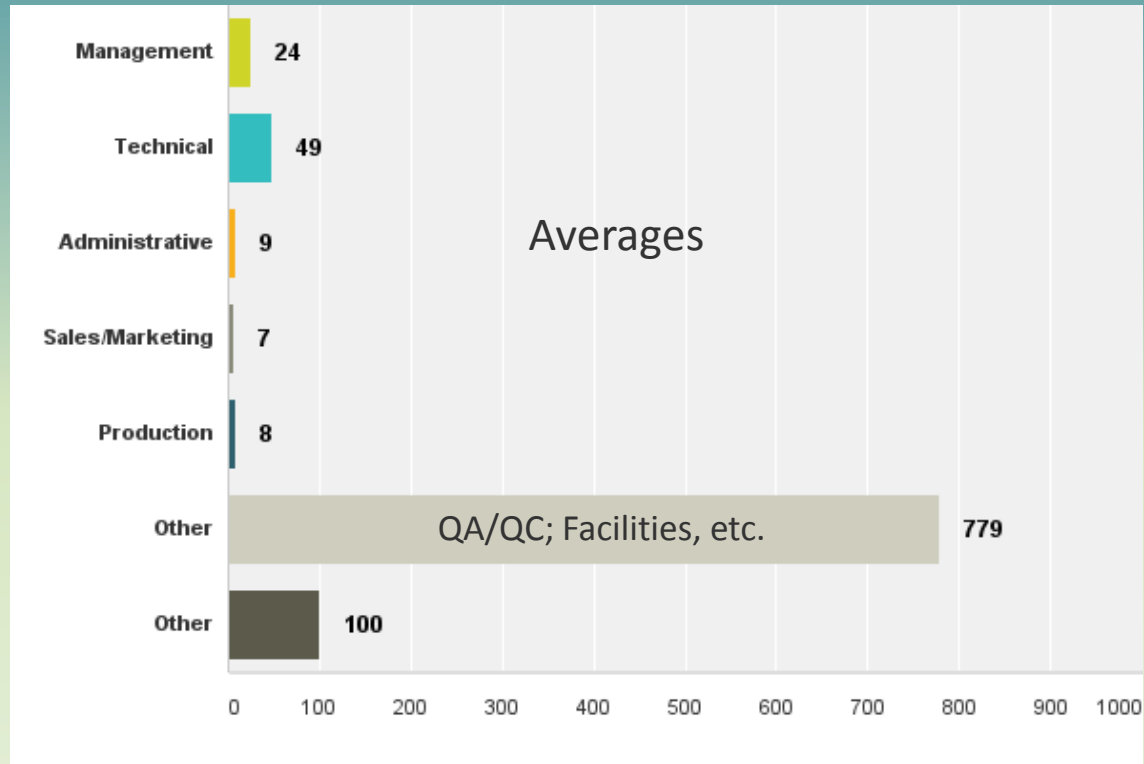
Q3: Which best describes your customer base?



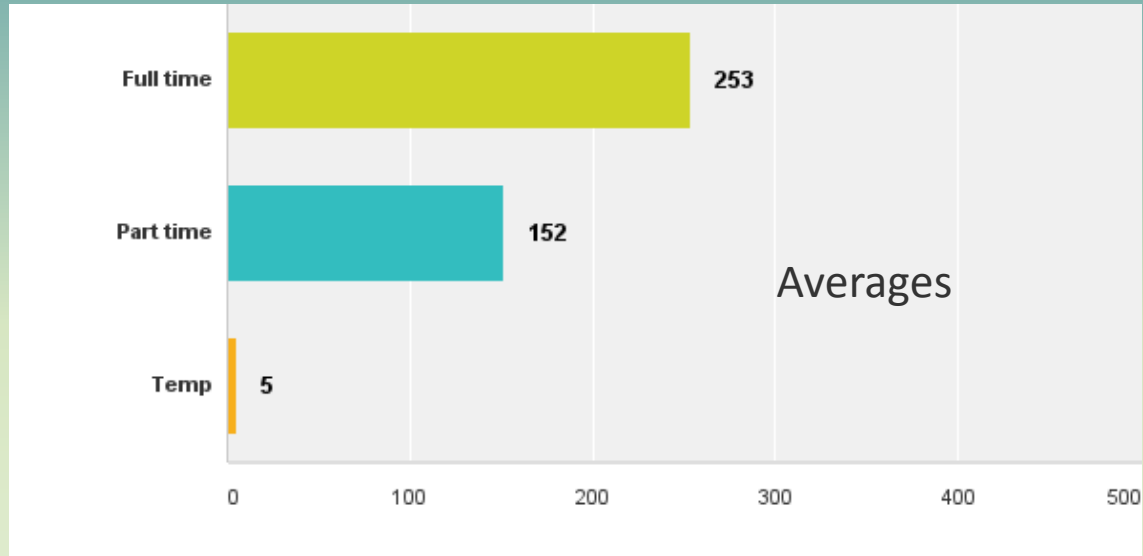
Q4: How many employees does your company have locally?



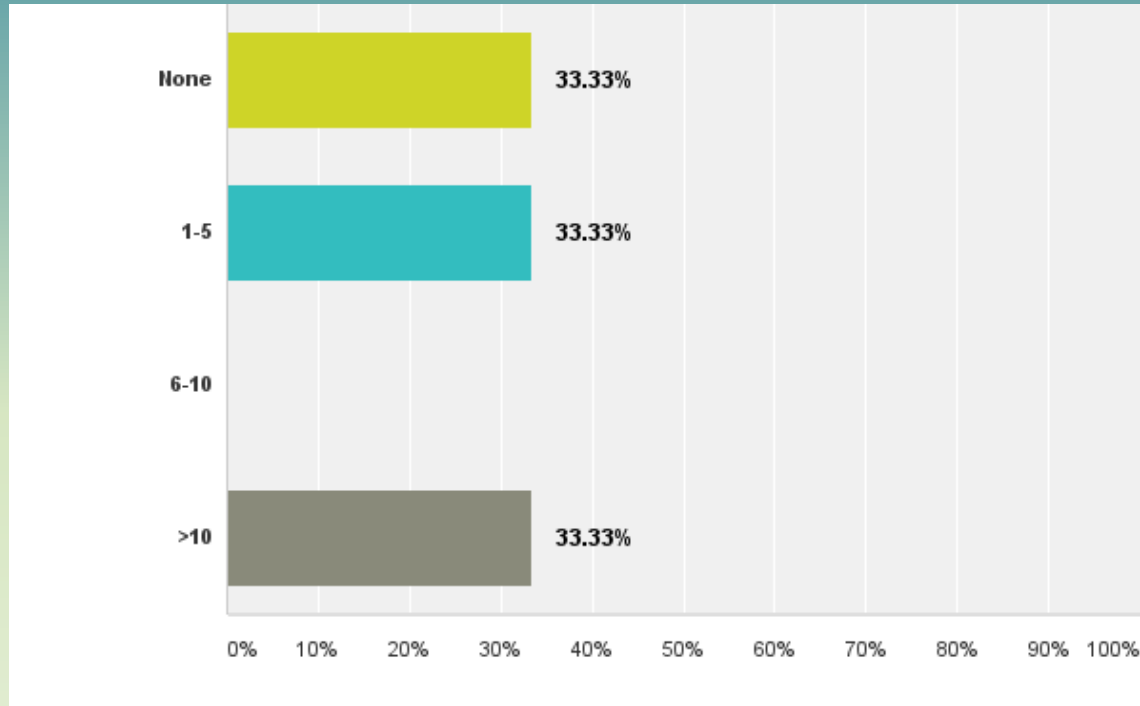
Q5: What is the quantity of each job type?



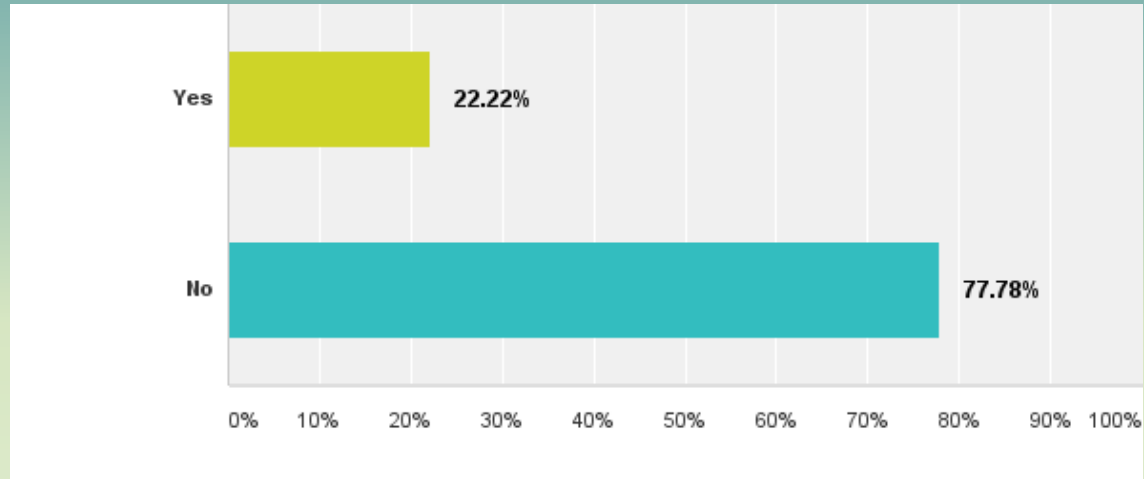
Q6: What is the make-up of your company by classification?



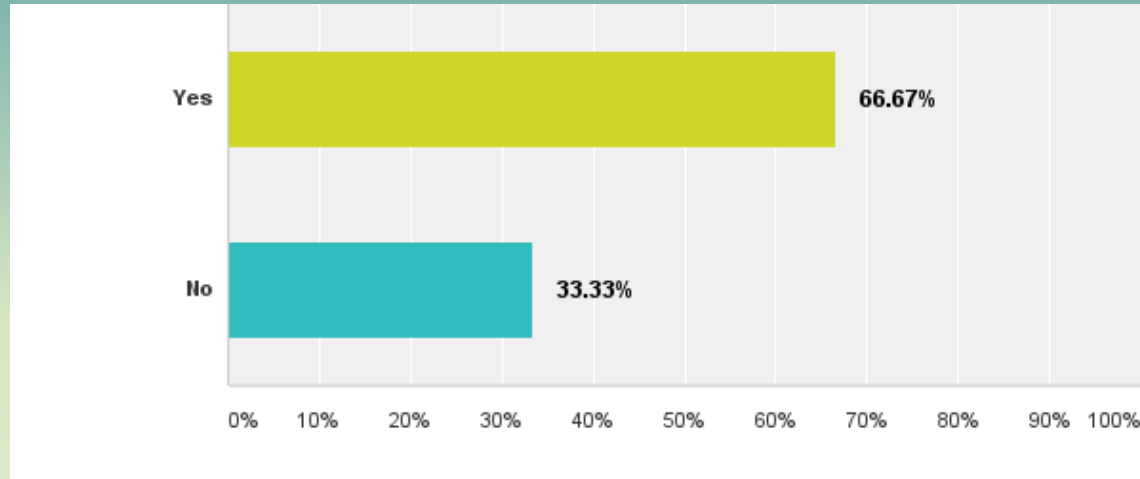
Q7: What is currently the number of unfilled positions at your company?



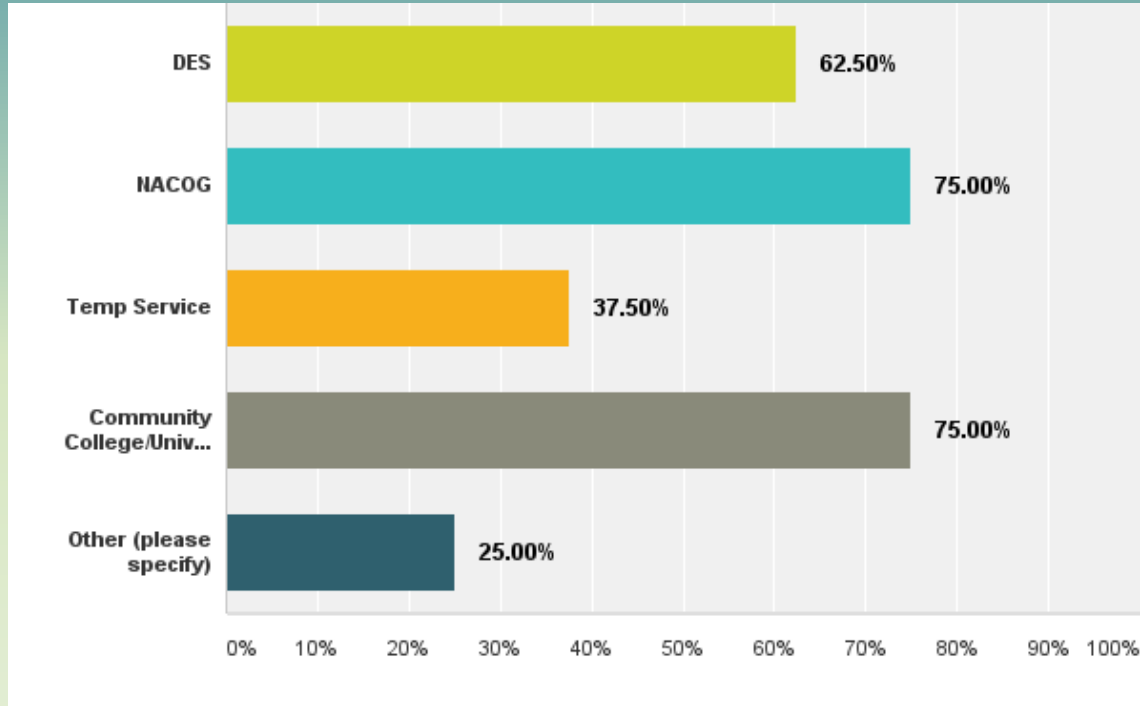
Q8: Is their union representation at your company?



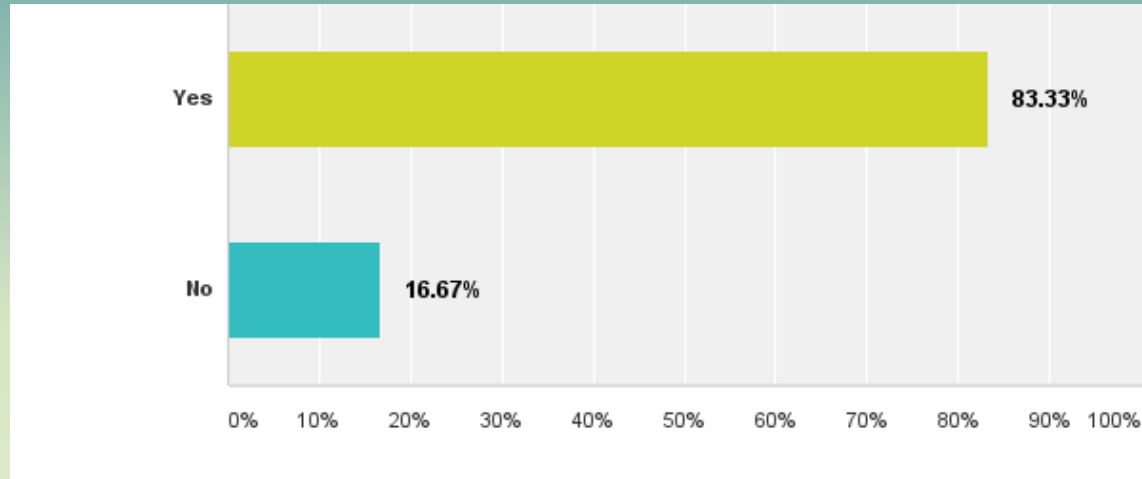
Q9: Are there plans to expand your facility, business or organization?



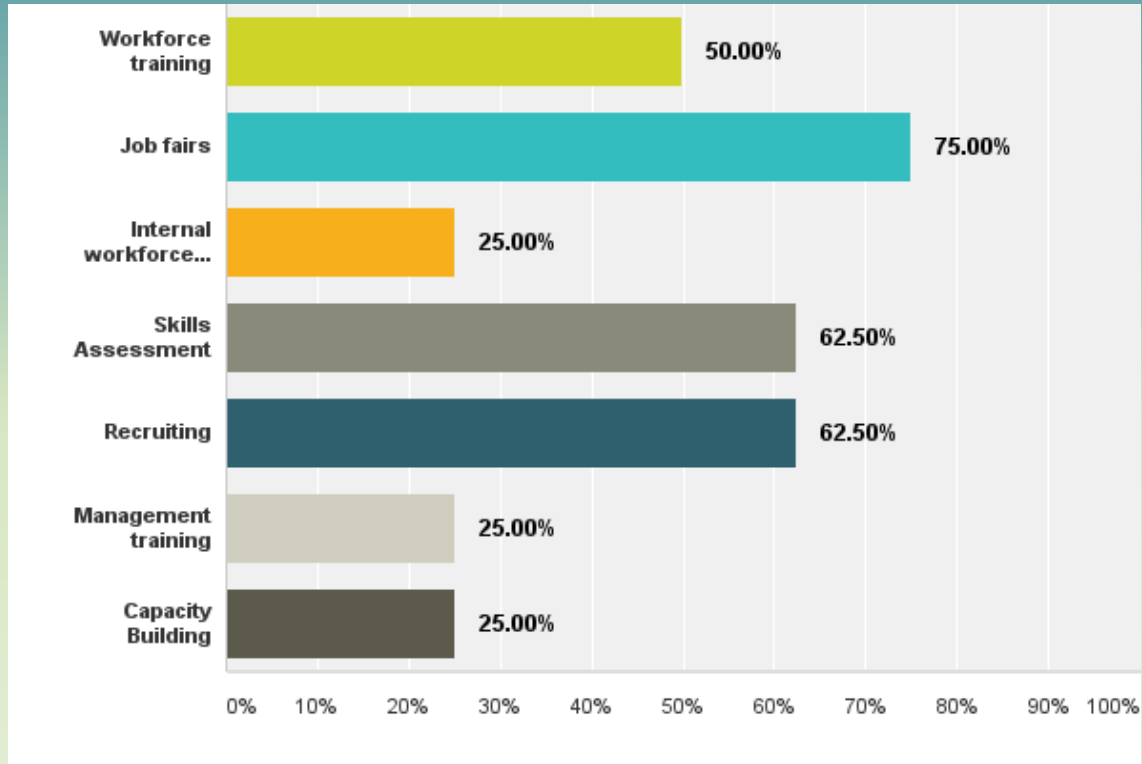
Q11: Are you currently working with any Workforce Development organization, DES, NACOG, Temp Service, community college, or university to meet your hiring needs?



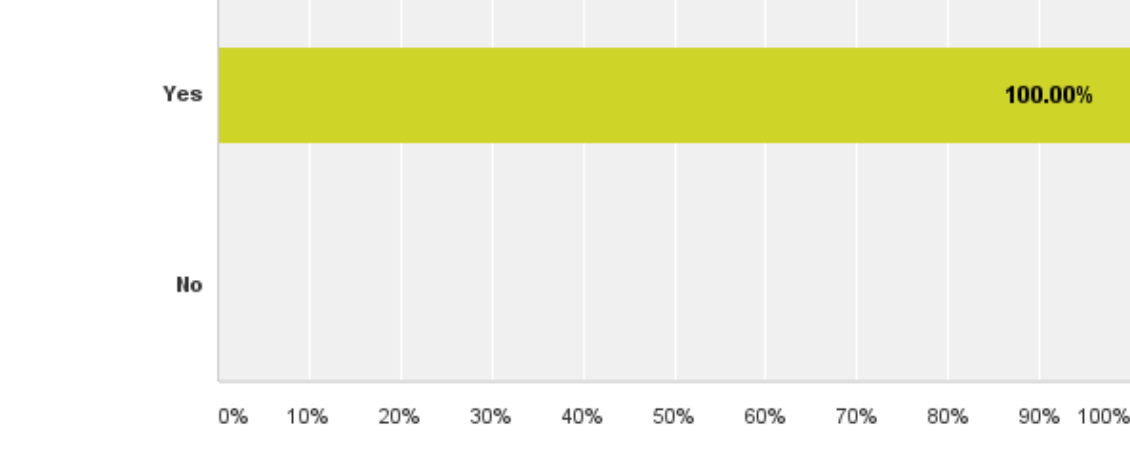
Q13: If your company is not currently working with any workforce development organization, would you consider doing so if they offered service(s) that you need?



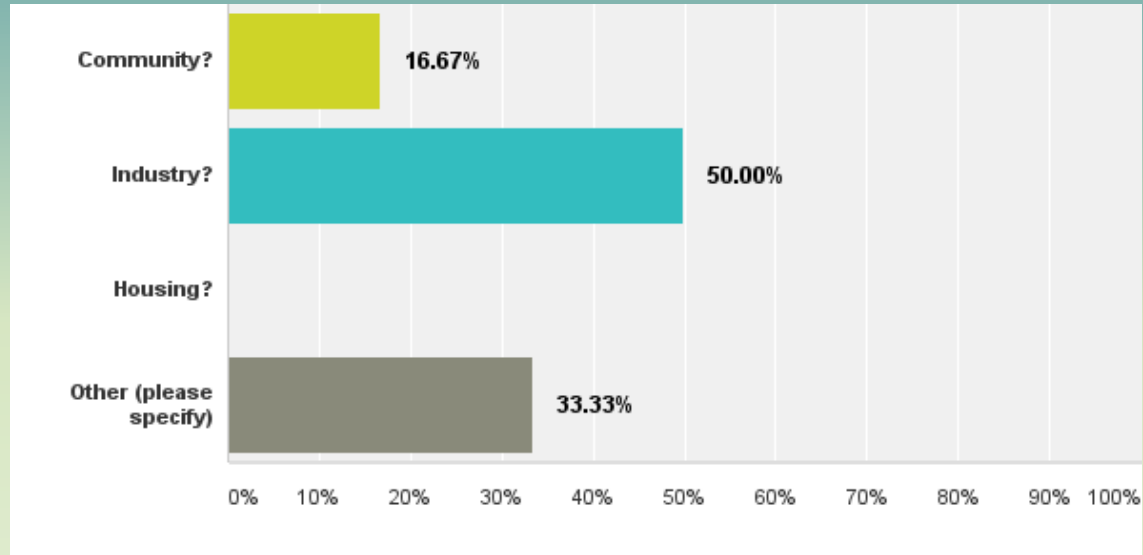
Q14: What service that can be provided by any of the organizations identified could benefit your company ?



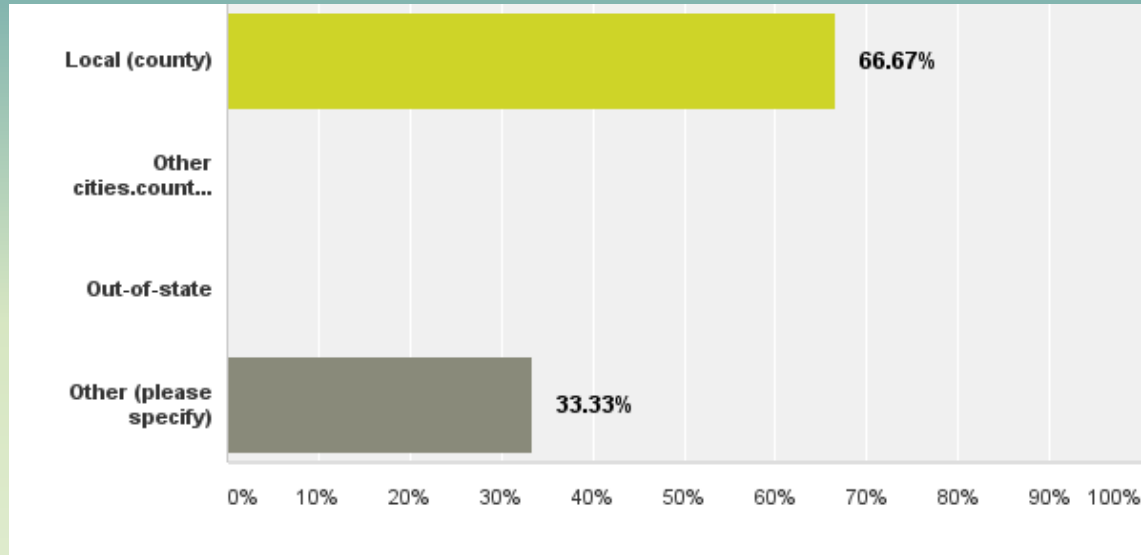
Q15: If you are not familiar with the training offered by Yavapai Workforce Connection would you be interested in learning more?



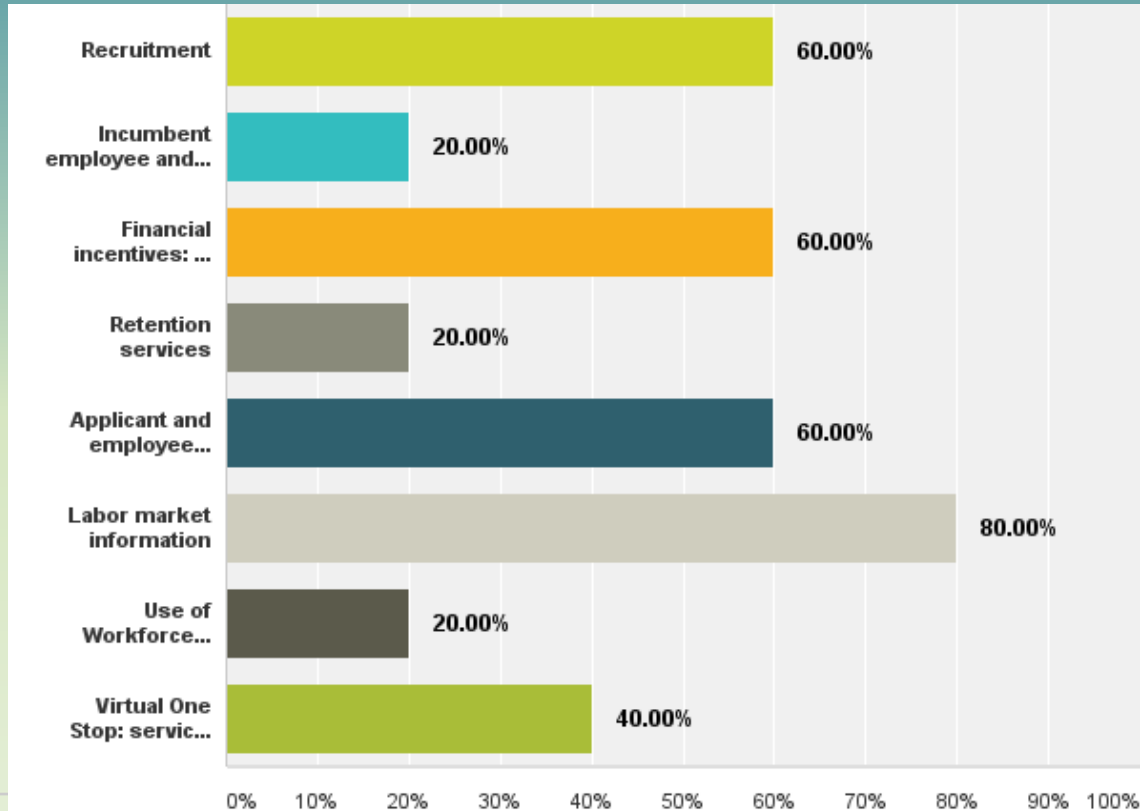
Q16: If your company is having workforce recruitment problems, are they primarily caused by:



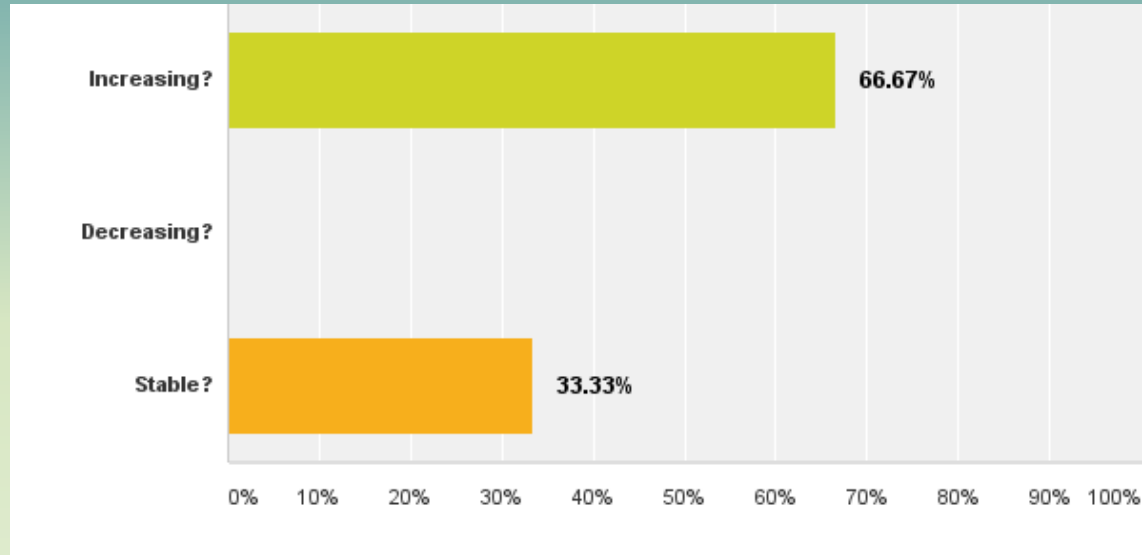
Q17: What is the primary source of the majority of your applicants?



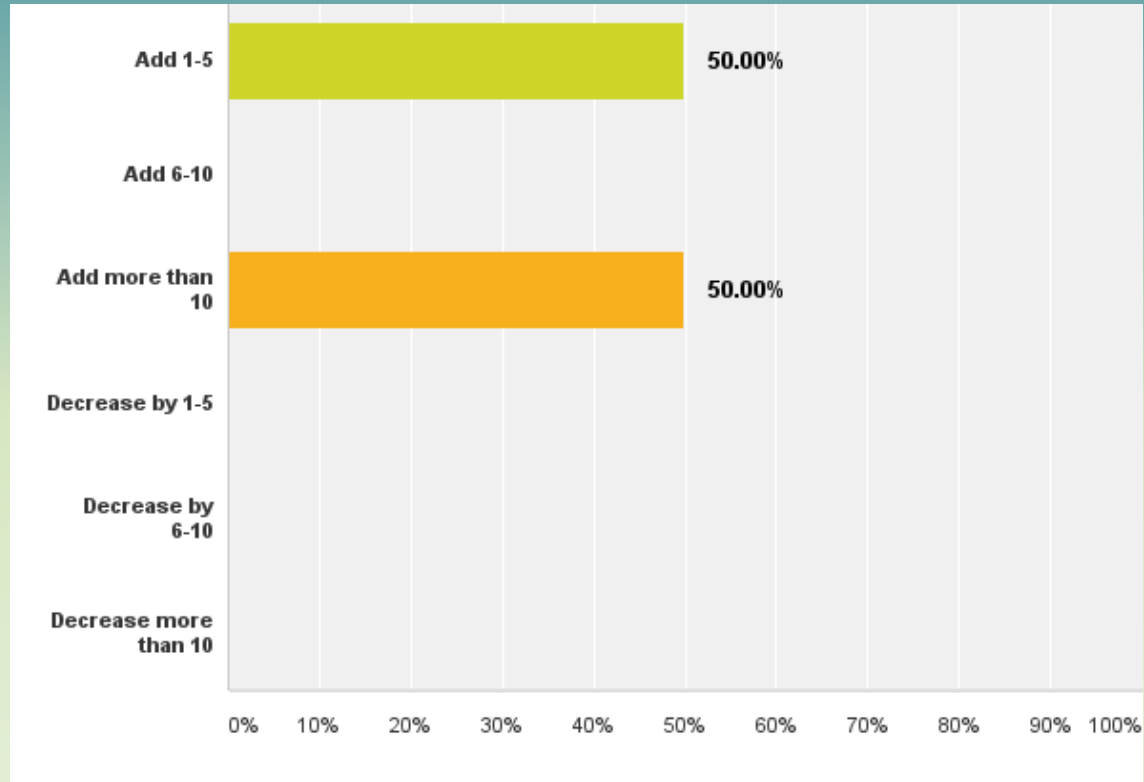
Q18: Which of the following services offered by the Yavapai Workforce Connection, Department of Economic Security would you be interested in using?



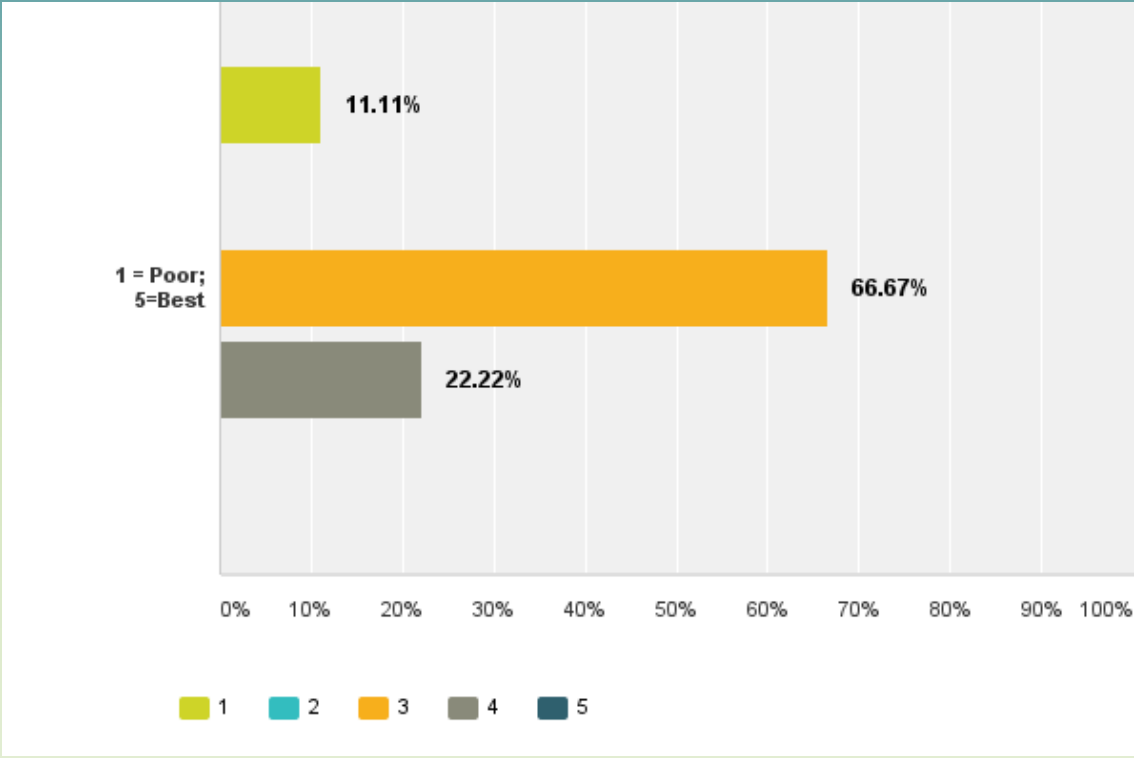
Q19: Are the projected employment needs of your company:



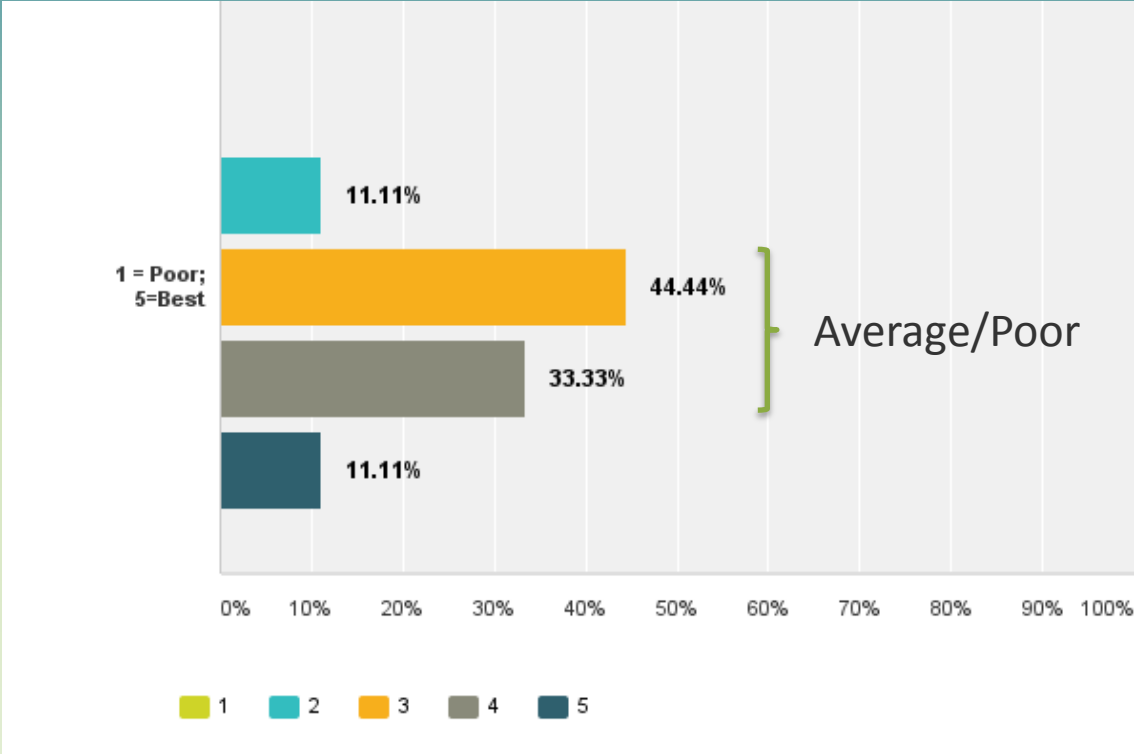
Q20: If you anticipate changes in your company employee count, what are the number of jobs that will be added or decreased?



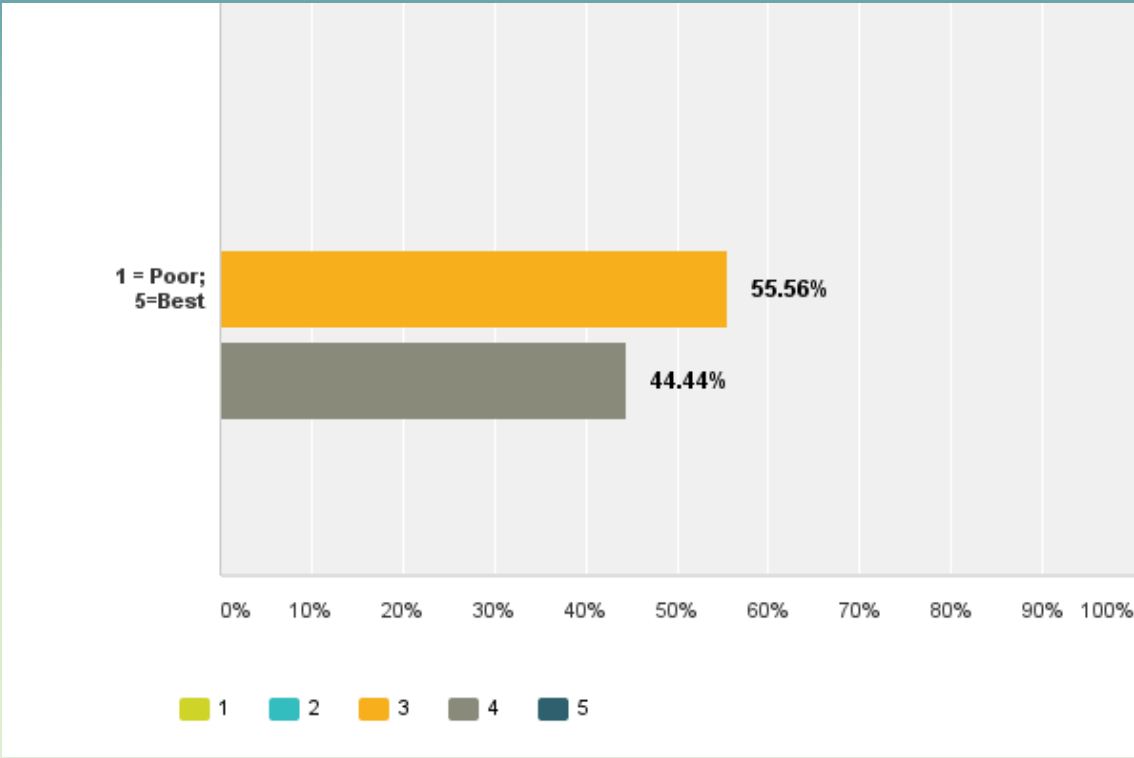
Q21: How do you rate the availability of workers in your area?



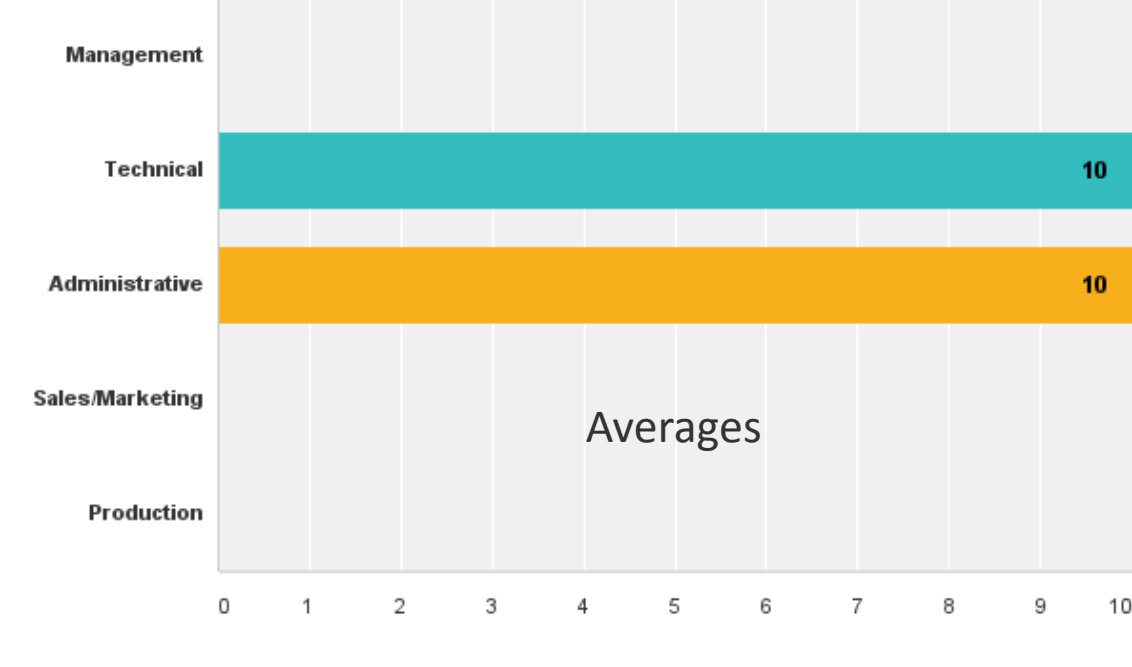
Q22: How do you rate the quality of workers in your area?



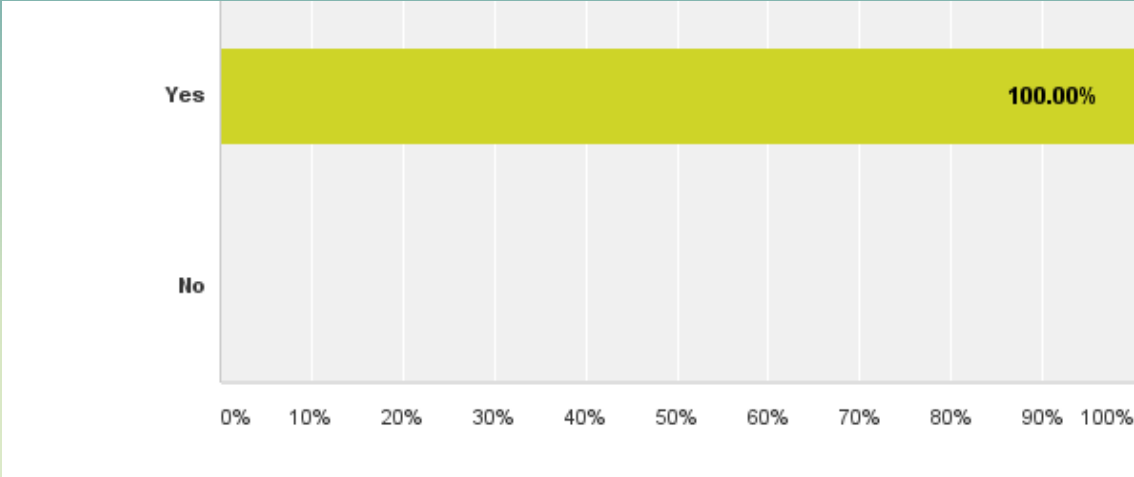
Q23: How do you rate the stability of workers in your area?



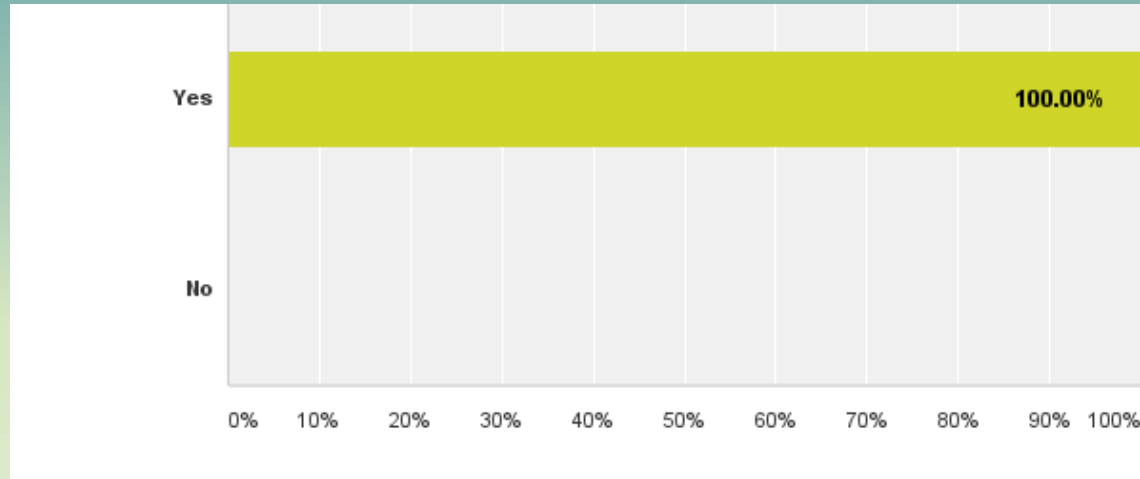
Q24: If you anticipate adding to your employee headcount what is the quantity of each job type you would be adding?



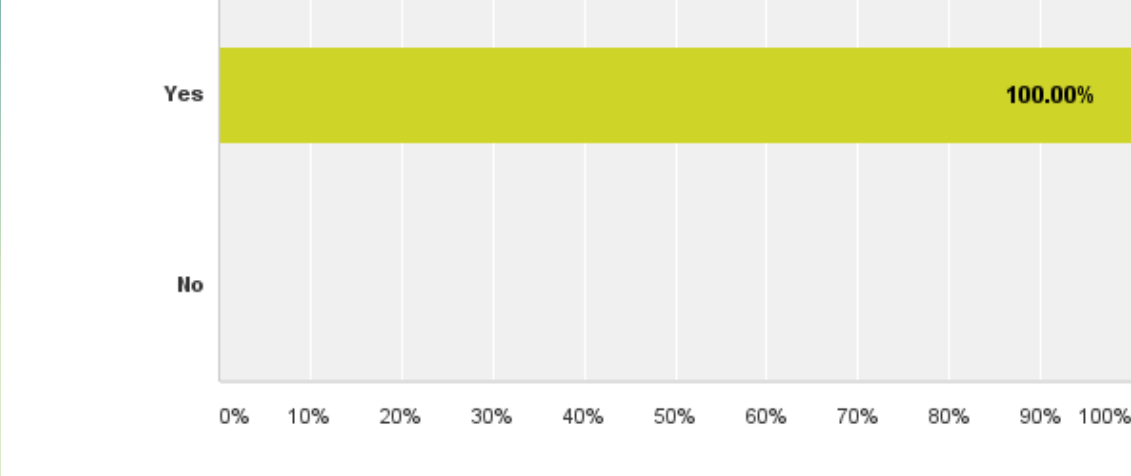
Q25: Does your company have a formal hiring policies and procedures?



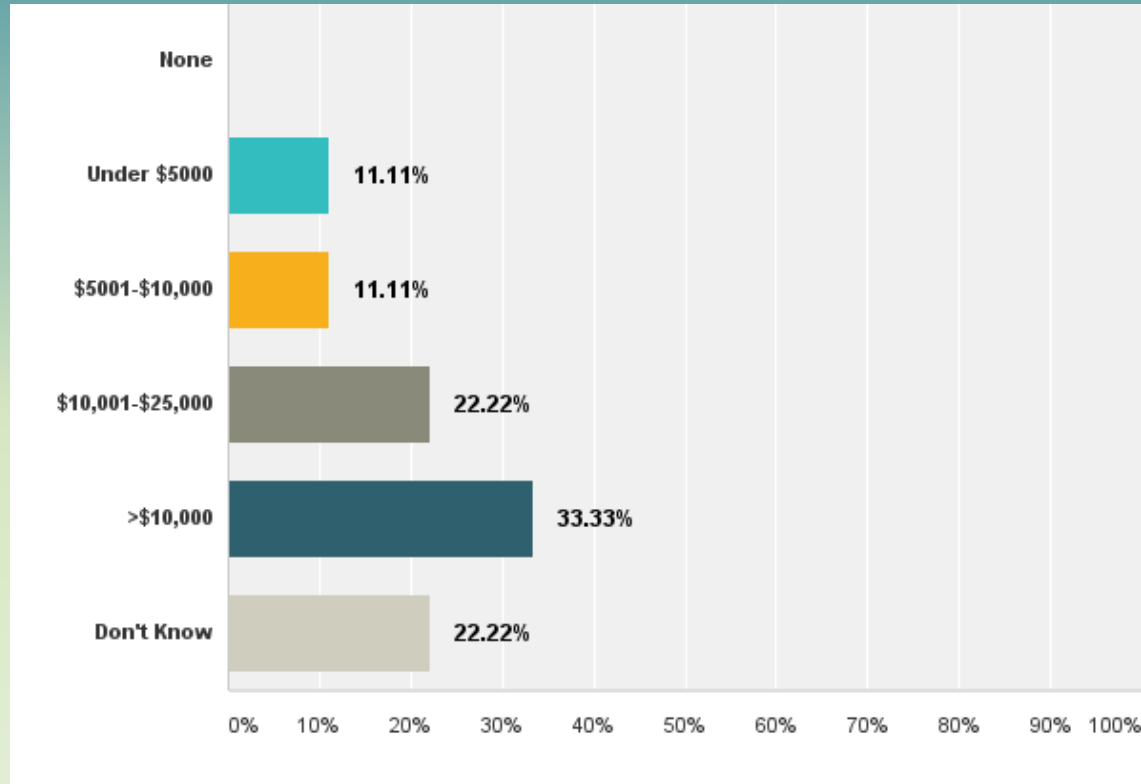
Q26: Does your company have a formal policies and procedures to retain employees?



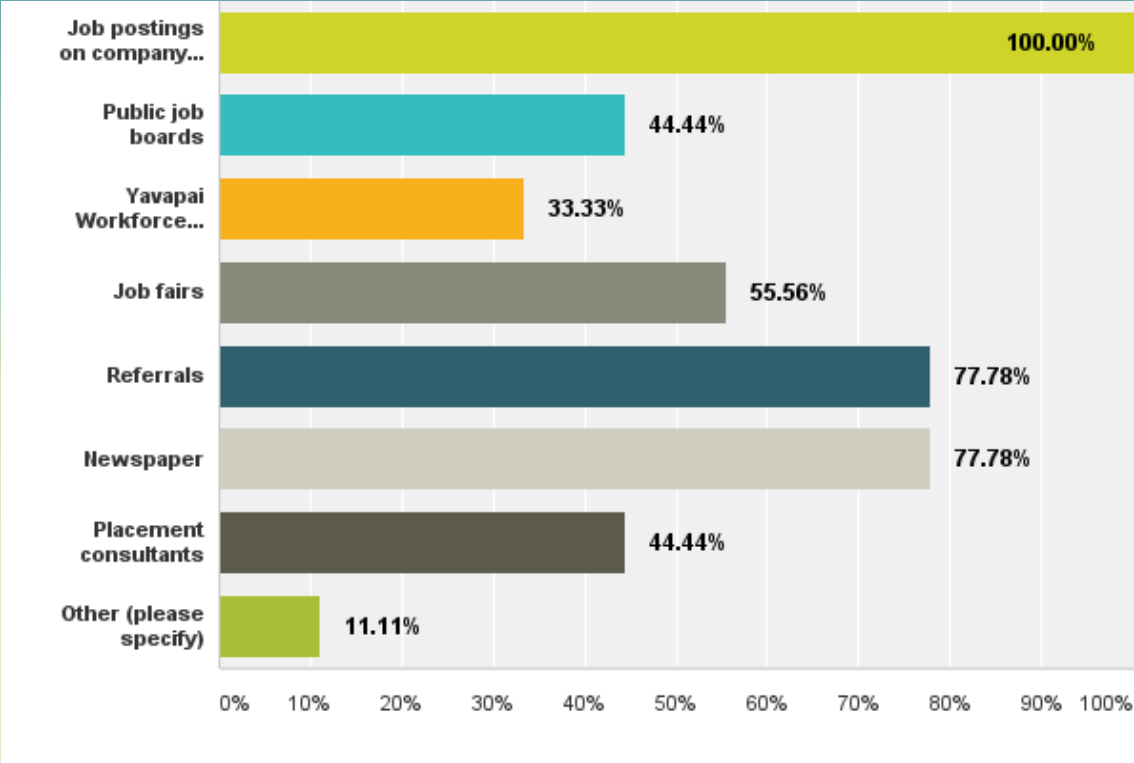
Q27: Does your company have an employee training and development program?



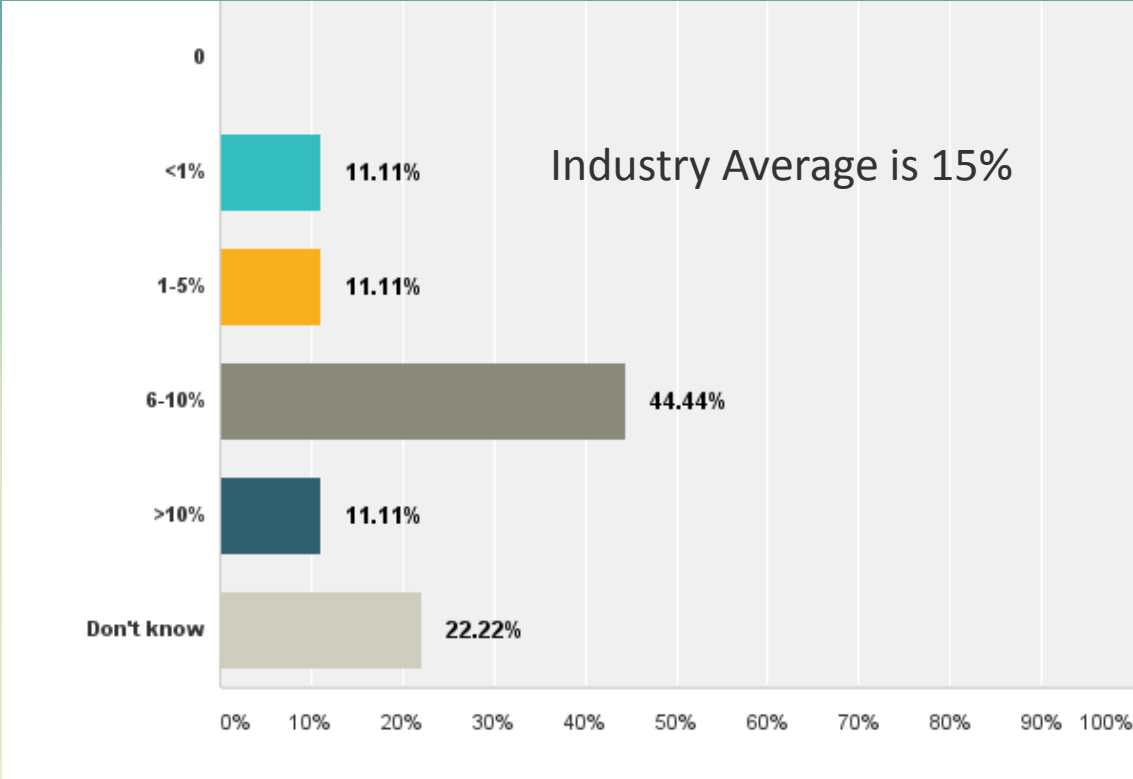
Q28: How much does your company spend annually on training and development?



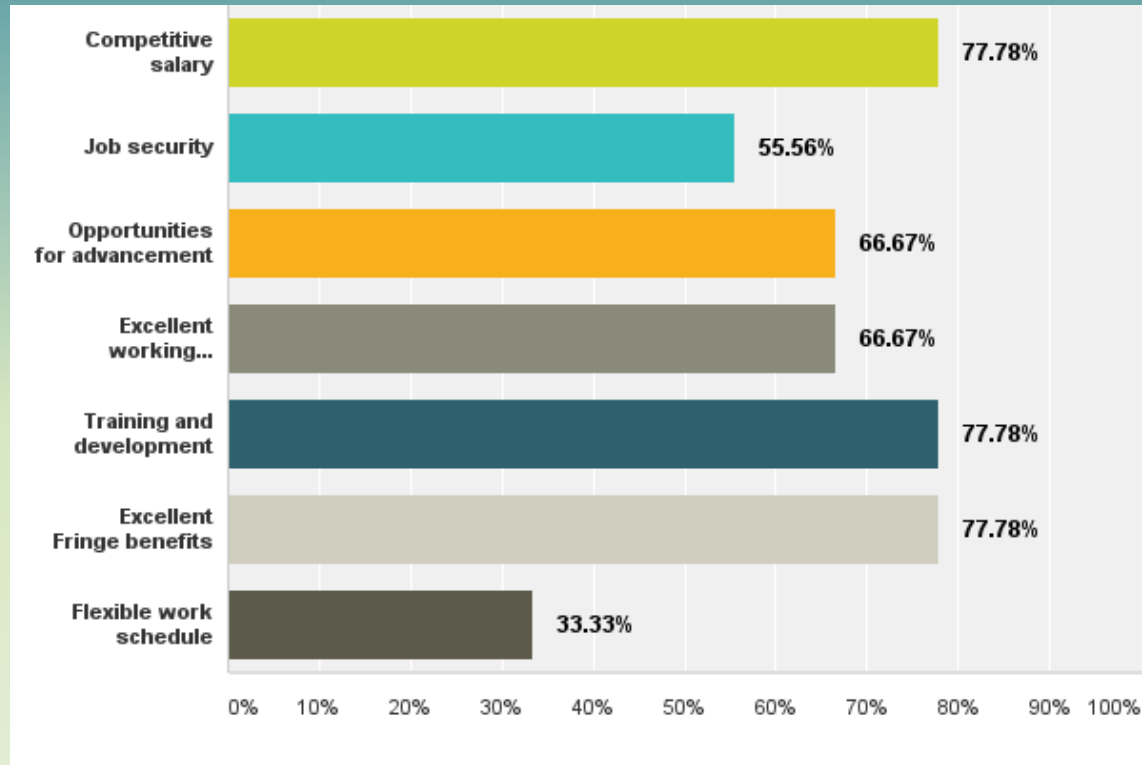
Q29: What methods does your company use to find new employees?



Q30: What is your company's approximate employee turnover rate?



Q31: How does your company provide motivation to your employees?



Summary Conclusions

1. Most serve private sector
2. Most have > 100 employees
3. Mostly full time jobs with some part time and only a few temps
4. 33% have either 1-5 openings; 33% have >10 openings
5. 67% have plans to expand
6. Used for hiring needs: #1 NACOG; #2 Yavapai College; #3 DES
7. Most are interested in job fairs to find employees
8. 67% rely on local talent for positions
9. 67% project employment needs are increasing
10. Employee availability rated Average
11. Employee quality rated Average to Poor
12. Employee stability rated Average to Poor
13. 33% spend at least \$10K annually on employee training
14. Turnover rate at industry average of 15%