

**PART I**

Before we can assess the area's future potential for new economy jobs, we need to get a picture of our current workforce. The following questions will better enable us to determine the status of the area's current workforce.

1. Does your company's current workforce possess adequate job skills required to keep you company competitive in today's market? **22** Yes **12** No

- a. If not, which skills are they lacking?

<b>9</b>	Technical/Industrial	<b>1</b>	Customer Relations/Service
<b>3</b>	Management/Supervisory	<b>4</b>	Information Technology
<b>2</b>	Safety Compliance	<b>1</b>	Interpersonal
<b>5</b>	Quality Improvement	<b>2</b>	Basic Skills
<b>5</b>	Other: Attendance, work ethics, responsibility, desire to show up for work, ability to troubleshoot and problem solve, Advance in Responsibility.		

- b. Where would your company look to pursue training opportunities for your employees in the area(s) identified above?

<b>14</b>	Local Community College/4-year institution	<b>14</b>	In-House Training
<b>3</b>	Union/Trade Apprenticeship Program	<b>4</b>	Vocational Training Inst.
<b>1</b>	Other: Family, Grades, and High School		

2. Do you anticipate that your current workforce possesses the skills needed to keep your company competitive in the next 3 – 5 years? **20** Yes **11** No

If not, what skills are they lacking?

<b>10</b>	Technical/Industrial	<b>3</b>	Customer Relations/Service
<b>4</b>	Management/Supervisory	<b>7</b>	Information Technology
<b>3</b>	Safety Compliance	<b>1</b>	Interpersonal
<b>3</b>	Quality Improvement	<b>1</b>	Basic Skills
<b>4</b>	Other: Leadership, responsible, trouble-shoot and problem solve		

**PART II**

*New Economy Jobs* are defined as those jobs that rely more on “brains” than “brawn”, and where innovation is more important than mass production. The Center for Governmental Studies at Northern Illinois University defines new economy industries as knowledge or technology-based employment sectors that include information technology, internet businesses and services, wireless or wireline telecommunications, electronics, advanced materials, and diversified services. New Economy Jobs will require at least some degree of advanced education/training beyond the completion of secondary school. During the next 10 – 12 years, our nation's workforce will very likely be made up of more and more of these types of jobs. Based on this definition:

1. Does your company's workforce currently have any jobs you would classify as “New Economy Jobs”?

- a. **16** YES, and they make up approximately the following percentage our total workforce:

**5** >0% - 10%      **4** >10% - 25%      **3** >25% - 50%      **3** + 50%

Do you believe this is an adequate number to keep your company competitive in today's AND tomorrow's global market? **15** YES (Please go to question #2)

**3** NO, we would need to add another:

**1** >0% - 10%      **1** >10% - 25%      **0** >25% - 50%      **1** + 50%

(Please go on to question #2 on Page 2....)

b. **13** NO, and I do not foresee these types of jobs becoming a part of our company's structure in the next 3 - 5 years. (Please go to Part III Question #1)

c. **4** NO, but I would foresee that in the next 3 – 5 years they would make up approximately the following percentage of our company's structure: (Please go to question # 2)

**3** >0% - 10%      **1** >10% - 25%      **0** >25% - 50%      **0** + 50%

2. If given the proper advanced technical training, what percentage of your *current* workforce would you say possesses the minimum level of basic skills needed to meet your company's anticipated need for New Economy Jobs within the next 5 - 10 years?

**2** >0% - 10%      **7** >10% - 25%      **3** >25% - 50%      **8** + 50%

a. For those who possess the minimum level of basic skills, what do you consider the "proper advanced technical training" they would need to make them qualified for the New Economy Jobs?

<b>12</b>	Advanced On-the-Job Training	<b>13</b>	In-House Training Program
<b>10</b>	Continuing Education Opportunities	<b>3</b>	Occupation-related Certificate or 2-Year Degree
<b>1</b>	Bachelor's Degree	<b>1</b>	Other: <b>Internet Training Programs</b>

b. For the others, what kind of training do you feel is necessary to bring them up to the *minimum* level of basic skills needed to be ready for the proper advanced technical training?

<b>15</b>	Technical Skills (e.g., Computer Skills, Quality Improvement Skills, Safety Compliance, etc.)
<b>4</b>	Basic Academic Training (e.g., Math, English, Reading)
<b>11</b>	Work Habits/Work Readiness Training
<b>5</b>	Soft Skills Training (e.g., Communication, Interpersonal Relationships, etc.)
<b>5</b>	Management/Supervisory Training
<b>2</b>	Other:

3. What is the salary range your company either pays now or would be willing to pay for adequately trained employees in the New Economy Jobs?

<b>5</b>	Below \$20,000
<b>4</b>	\$21,000 - \$30,000
<b>9</b>	\$31,000 - \$40,000
<b>5</b>	\$41,000 - \$50,000
<b>1</b>	\$50,000 - \$76,000
<b>2</b>	> \$76,000
<b>0</b>	N/A

### PART III

We realize that workforce issues are not the only determining factors affecting your company's competitiveness in the local area. In an effort to provide information to local officials and economic development leaders, we would appreciate you answering the final two questions.

1. If you could bring one type of company to this area that would make your company more cost effective and production efficient, what type of company would that be? (Please list the company by type of industry rather than by name of the company.)

**1** – Our work is controlled by a railroad monopoly.

**3** – Manufacturing/Machining (1 - a world class OEM willing to outsource at the local level.)

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1 – We are a grease rendering company. If our parent company moved closer it would be cost effective. We p/u 15,000 restaurants.

- 1 – Lumber yard; shopping center; Tourist-type attractions
- 1 – Not sure anything new would need to be brought in.
- 1 – Can't think of anything.
- 1 – Food Distribution Warehouse – Like Sam's club for small grocers!
- 1 – I would move real estate appraisal firm to the area
- 1 – Nursing Home
- 1 – Continuing Education opportunities increase graduate training.
- 1 – Communications
- 1 – Broadband / Fiber
- 1 – Automotive
- 1 – Customer Service types of business
- 1 – Supply warehouse
- 1 – Marketing

2. Are there any local services (e.g., communication network, transportation, utilities, support services, etc.) that are missing or inadequate that could hinder your company's ability to remain competitive?

- 7 – No.
- 1 – A staffing service focused on providing qualified employees for a manufacturing environment.
- 1 – Communication network.
- 1 – Efficient/Low cost power supplier
- 2 – Rail Services/Transportation
- 1 – Better roads

**Your input is critical to the workforce of the future. Thank you for your participation in this survey.**