

The Center of Workforce Innovations Questions for Top Employers

1. How would you rate the impact of changes in the economy on the competitiveness of your own firm? (5 = high impact, 1 = no impact)

Regional changes	1	2	3	4	5
National changes	1	2	3	4	5
Global changes	1	2	3	4	5

2. How would you rate the impact of changes in new technology on your industry? (Not just your firm, but the entire industry within which you operate) (5 = high impact, 1 = no impact)

1 2 3 4 5

3. How would you rate your company's ability to keep up with new technology? (5 = excellent ability, 1 = poor ability)

1 2 3 4 5

4. How do technology changes affect the skills you will be seeking in new hires?

- No change – don't require technology skills as condition to hire
- No change – have always required technology skills to hire
- Increased expectations – now expect basic technology skills, but we provide specific skill training
- Increased expectations – expect higher level technology skills with experience in specific technology skills

5. If you require specific technology skills or train new hires in specific technology skills, please describe the most critical skill.

6. What kinds of productivity-improvement strategies are you implementing? (Check all that apply.)

- Statistical process control
- "Balanced scorecard" of performance indicators
- Increased investment in worker training
- Increased investment in management/supervisory skills training
- Baldrige principles of continuous improvement
- ISO 9000+
- Industry-specific accreditations
- Other _____

7. What are the most critical jobs in your firm? That is, the positions where if you don't get the right skills or find enough people with those skills, it is most likely to hamper the productivity or growth of your firm?

8. How do you determine whether applicants for those key jobs have the right skills? What tools or methods do you use to assess their skill levels? (Check all that apply.)

- Review of education and work history
- Evidence of specific skill/industry certifications
- Oral interview questions
- Reference checks
- Written assessment tests developed by my firm
- Written assessment tests developed commercially
- Work-simulation assessment

9. What positions do you expect to have the greatest amount of turnover in the next 12 months?

10. What positions do you expect will have the highest demand due to expansion in the next 12 months?

11. What positions will be hardest to fill in the next 12 months?

12. What types of positions are most likely to be eliminated or downsized in the next few years?

13. If you require workers or job applicants to have any special certifications, what is the primary kind?

14. How do you recruit for job openings? From what sources do you get the best-qualified applicants? Rank each of the following on a 1-5 scale (5 = highly effective, 1 = minimally effective)

Newspaper want ads	1	2	3	4	5
Unsolicited walk-in applicants	1	2	3	4	5
Temp agencies	1	2	3	4	5
Private head hunters/employment agencies	1	2	3	4	5
Public employment agency (WorkOne)	1	2	3	4	5
Referrals from current workers	1	2	3	4	5
Referrals from colleagues	1	2	3	4	5
School placement offices	1	2	3	4	5
Internships	1	2	3	4	5
Internet	1	2	3	4	5
Social Service Agencies	1	2	3	4	5

22. How would you rate the ability of high schools in Northwest Indiana to prepare the workforce you need?

- Not applicable. Don't hire from high schools.
- Poor ability to prepare workers for my needs.
- Satisfactory ability to prepare workers for my needs.
- Good ability to prepare workers for my needs.

23. How would you rate the ability of the postsecondary trade and technical schools (e.g., IVY Tech) in Northwest Indiana to prepare the workforce you need?

- Not applicable. Don't hire from trade/technical schools.
- Poor ability to prepare workers for my needs.
- Satisfactory ability to prepare workers for my needs.
- Good ability to prepare workers for my needs.

24. How would you rate the ability of universities in Northwest Indiana to prepare the workforce you need?

- Not applicable. Don't hire from universities.
- Poor ability to prepare workers for my needs.
- Satisfactory ability to prepare workers for my needs.
- Good ability to prepare workers for my needs.

25. What kind of education and training assistance do you provide to your workers? Please indicate the degree to which you provide each of the following, with 5 being all workers receive this kind of assistance, and 1 being none or very few workers receive this kind of assistance.

Hands-on training on the workfloor	1	2	3	4	5
On-site classroom training provided by our own company trainers	1	2	3	4	5
On-site classroom training provided by contracted training vendors	1	2	3	4	5
Classroom training at a local school or other off-site location	1	2	3	4	5
Tuition reimbursement benefit	1	2	3	4	5
Individual training accounts (continuing education/certification requirements – i.e., CPA)	1	2	3	4	5

26. What percent of your payroll is spent on training?

- Less than 1%
- 1-2%
- 3-4%
- 5-6%
- More than 6%

27. Who is your current major supplier?

28. Is your current major supplier located:

- Within Northwest Indiana?
- Outside Northwest Indiana?

29. Who is your current major customer?

30. Is your current major customer located:

- Within Northwest Indiana?
- Outside Northwest Indiana?

31. Approximately what percent of your product or service delivery goes outside the United States?

- None
- 0-5%
- 6-10%
- 11-15%
- 16-20%
- 21-25%
- Over 25%

32. What is the primary method of transportation you use to ship your products?

- Not applicable – no products to transport
- Truck
- Train
- Air
- Commercial carrier (UPS, FedEx, Airborne, etc.)

33. What is the main reason you use the transportation method that you use?

- Not applicable – no products to transport
- Cost
- Speed
- Weight or hazardous nature of product dictate method

34. What keeps you in Northwest Indiana? Rate each on a scale of 1 to 5, with 5 being very important, and 1 being of little importance.

- | | | | | | |
|--|---|---|---|---|---|
| <input type="radio"/> Availability of a qualified workforce | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Tax environment | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Proximity to my customer base | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Proximity to my suppliers | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Good place for me and my workers to live | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Availability and cost of means to transport products | 1 | 2 | 3 | 4 | 5 |

35. Within the next 5 years, do you foresee a need to:

- Expand at my current location?
- Expand elsewhere in Northwest Indiana?
- Relocate elsewhere in Northwest Indiana?
- Relocate outside of Northwest Indiana?

36. What do you need most to thrive and grow here? Rate each of the following on a 1 to 5 scale, with 5 being very critical, and 1 being not very important.

- | | | | | | |
|--|---|---|---|---|---|
| <input type="radio"/> Overall improvement in the economy | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Better qualified workers | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Better access to capital | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> New equipment/better technology | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Better tax environment | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> More affordable transport methods | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> A larger regional airport | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Better road network | 1 | 2 | 3 | 4 | 5 |
| <input type="radio"/> Better local schools | 1 | 2 | 3 | 4 | 5 |

37. What business is your firm engaged in?

38. Complete contact information:

Name

Title

Company

Address

City/State/Zip

Phone/Fax

Email address

39. Number of employees FT _____ PT _____

40. Number of contractors _____

Please return this completed survey to:

Matt Hunter
The Center of Workforce Innovations
2804 Boilermaker Court
Valparaiso, IN 46383
219.462.2940

or fax to Matt Hunter at: 219.465.6860
or email to: mhunter@innovativeworkforce.com

Your response is greatly appreciated! All individual surveys are confidential. Aggregated reports will be available for each industry, by county and for the entire seven counties of Northwest Indiana.