Appendix A.

Results of the Employers'

Educational Needs Inventory

This Employers' Educational Needs Inventory was constructed by the Florida Postsecondary Education Planning Commission and the Florida Education and Training Placement Information Program (FETPIP) of the Florida Department of Education. The survey was designed as an inventory of employers' needs for employees at various levels of education. The resulting picture of needs is presented in two ways. In Part One, employers' educational needs for each of the five counties in the study of baccalaureate needs are summarized. In Part Two, employers' educational needs are examined for each of Florida's five planning regions. A 100% sample of employers was taken in the five study counties and a one-third sample was drawn from the remaining 62 counties.

Survey Instrument —

Employers' Educational Needs Inventory

JEB BUSH
GOVERNOR

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

www.flgov.com
850-488-7146
850-487-0801 fax

August 30, 2000

Dear Employer:

The future of the quality of life for Florida citizens depends on our economic development and preparation of young people to meet rapidly changing workforce demands. Florida's employers are in a unique position to provide information to help improve access and quality in our education systems.

In an effort to ensure that our higher education institutions are providing the degree programs needed for a skilled workforce, I have asked the Postsecondary Education Planning Commission to conduct an analysis to determine the degree to which the needs of our employers are being met by our public and private colleges and universities.

I hope you will take a few minutes to fill out the enclosed questionnaire and return it. This questionnaire will assist the Commission in their evaluation of how well we are meeting our workforce needs of the state. Any additional comments and suggestions that you have would be welcome. Your participation in this survey will significantly contribute to improving our services and efforts to support economic development.

Thank you for your assistance and for your commitment and partnership in helping improve the quality of education in Florida.

Sincerely,

Jeb Bush

JB/mjw

Enclosure

Governor's Mentoring Initiative
BE A MENTOR. BE A BIG HELP.
1-800-825-3786

STATE BOARD OF EDUCATION
POSTSECONDARY EDUCATION PLANNING COMMISSION

TURLINGTON BUILDING
325 WEST GAINES STREET
TALLAHASSEE, FLORIDA 32399-0400

WILLIAM B. PROCTOR
EXECUTIVE DIRECTOR

(850)488-7894
Fax (850)922-5388

September 27, 2000

Dear Florida Employer:

You recently received a letter from Governor Jeb Bush requesting your feedback on the extent to which the needs of Florida's employers are being met by our public and private colleges and universities. This information will be used to evaluate the need for educational programs in your area and throughout the state. As Chairman of the Postsecondary Education Planning Commission, the group that will be making policy recommendations based upon the information we receive, I remain highly interested in your views on this topic.

Our records indicate that you have not yet responded. Your response is very important as a limited number of Florida employers were selected for this effort. The information you provide will be used for research purposes only. Your response will be held in strictest confidence, and neither you nor your firm will be identified individually when we report our findings. If you have questions or require assistance, please call Dr. William Proctor, the Commission's Executive Director, at (850) 488-7894.

Thank you in advance for your participation. If you have already responded, please disregard this letter and accept my appreciation.

Sincerely,

Philip E. Morgaman
Chairman

/dw

Employers' Educational Needs Inventory

The questions in this survey refer to positions or jobs within your firm that require postsecondary education or training. "Postsecondary" programs are formal instructional programs with a curriculum designed for students who have completed the requirements for a high school diploma or equivalent. This includes programs of an academic, vocational or continuing professional education purpose but excludes avocational and adult basic education programs. For purposes of this survey, "firm" may refer to a private business or a government agency

(THIS SPACE RESERVED FOR ADDRESSEE INFORMATION)

1. Does your firm have an adequate supply of employees with the following postsecondary credential or degree?

- Less than an Associate's degree. _NO _YES
- Associate's degree. _NO _YES
- Bachelor's degree. _NO _YES
- Greater than a Bachelor's degree. _NO _YES

Respond to Questions 2 and 3 for the positions/jobs that your firm <u>second most difficult</u> (COLUMN B) to fill.

COLUMN A	COLUMN B
2. Most difficult job to fill	**3. 2nd Most difficult job to fill**
A. Job title:_____ _____	A. Job title:_____ _____
B. We draw our labor supply for this job from the following types of postsecondary education institutions. *(Check all that apply.)* ❒ Vocational-technical schools. ❒ Private technical/career institutes. ❒ Community colleges. ❒ Public universities. ❒ Private colleges and universities.	B. We draw our labor supply for this job from the following types of postsecondary education institutions. *(Check all that apply.)* ❒ Vocational-technical schools. ❒ Private technical/career institutes. ❒ Community colleges. ❒ Public universities. ❒ Private colleges and universities.
C. What level of postsecondary credential or degree is preferred for people in this position? (Choose one.) ❒ Less than an Associate's degree. ❒ Associate's degree. ❒ Bachelor's degree. ❒ Greater than a Bachelor's degree. If the degree must be from specific field(s), please specify: _____	C. What level of postsecondary credential or degree is preferred for people in this position? (Choose one.) ❒ Less than an Associate's degree. ❒ Associate's degree. ❒ Bachelor's degree. ❒ Greater than a Bachelor's degree. If the degree must be from specific field(s), please specify: _____

4. Are there any postsecondary education or training programs needed in your firm's geographic operating area that are currently unavailable?
   - ❒ NO
   - ❒ YES. If YES, at what degree level(s)?
     - ❒ Less than an Associate's degree. What field(s)? _____
     - ❒ Associate's degree. What field(s)? _____
     - ❒ Bachelor's degree. What field(s)? _____
     - ❒ Greater than an Bachelor's degree. What field(s)? _____

Please continue on reverse side. ☞

5. Approximately how many hires (replacement + new hires) does your firm anticipate making *over the next two years* in positions requiring the following credential or degree?

	0	1-5	6-10	11-20	Over 20
· Less than an Associate's degree.	❒	❒	❒	❒	❒
· Associate's degree.	❒	❒	❒	❒	❒
· Bachelor's degree.	❒	❒	❒	❒	❒
· Greater than a Bachelor's degree.	❒	❒	❒	❒	❒

*Questions 6-8 deal with the continuing educational needs of your employees who currently hold some type of postsecondary credential. Questions in **COLUMN A** refer to current employees who have less than an Associate's degree. **COLUMN B** deals with employees who have an Associate's Degree. **COLUMN C** refers to those who have a Bachelor's degree.*

COLUMN A	COLUMN B	COLUMN C
6. Employees with less than Associate's degree	**7. Employees with an Associate's degree**	**8. Employees with a Bachelor's degree**
A. Employees' primary training need: ❒ No further training needed. ❒ Maintain or upgrade skills. ❒ Associate's degree. ❒ Not applicable; we have no such employees.	A. Employees' primary training need: ❒ No further training needed. ❒ Maintain or upgrade skills. ❒ Bachelor's degree. ❒ Not applicable; we have no such employees.	A. Employees' primary training need: ❒ No further training needed. ❒ Maintain or upgrade skills. ❒ Advanced degree. ❒ Not applicable; we have no such employees.
B. Are the education opportunities that address this need adequate within your firm's geographic operating area? ❒ NO ❒ YES ❒ Not applicable	B. Are the education opportunities that address this need adequate within your firm's geographic operating area? ❒ NO ❒ YES ❒ Not applicable	B. Are the education opportunities that address this need adequate within your firm's geographic operating area? ❒ NO ❒ YES ❒ Not applicable

9. In the last 12 months, which of the following types of postsecondary education institutions have contacted your firm about its workforce needs? (Check all that apply.)

❒ None
❒ I don't know.
❒ Vocational-technical schools.
❒ Private technical/career institutes.
❒ Community colleges.
❒ Public universities.
❒ Private universities and colleges.

10. If your firm employs workers in any of the following Florida counties, please check all that apply.

❒ Broward ❒ Manatee ❒ Pinellas ❒ Sarasota ❒ Volusia

Thank you. Please return completed questionnaire to:

Employers' Educational Needs Inventory
P.O. Box 5197
Tallahassee, Florida 32314-5197

A postage paid return envelope is provided.

Respondents vs. Nonrespondents

By County, Number of Employees and SIC Industry Type

Respondents vs. Nonrespondents - no substantial differences noted							
	COUNTY	#SAMPLE	#RESPOND	RATE	**%SAMPLE**	**%RESPOND**	***DIFFERENCE***
1	ALACHUA	112	39	34.8%	**2.7%**	**3.0%**	***0.3%***
2	BAKER	2	1	50.0%	**0.0%**	**0.1%**	***0.1%***
3	BAY	27	9	33.3%	**0.7%**	**0.7%**	***0.0%***
4	BRADFORD	7	2	28.6%	**0.2%**	**0.2%**	***0.0%***
5	BREVARD	62	24	38.7%	**1.5%**	**1.9%**	***0.4%***
6	BROWARD	819	188	23.0%	**19.9%**	**14.7%**	***-5.2%***
7	CALHOUN	1	0	0.0%	**0.0%**	**0.0%**	***0.0%***
8	CHARLOTTE	6	1	16.7%	**0.1%**	**0.1%**	***0.0%***
9	CITRUS	3	0	0.0%	**0.1%**	**0.0%**	***-0.1%***
10	CLAY	15	6	40.0%	**0.4%**	**0.5%**	***0.1%***
11	COLLIER	37	14	37.8%	**0.9%**	**1.1%**	***0.2%***
12	COLUMBIA	6	2	33.3%	**0.1%**	**0.2%**	***0.1%***
13	DADE	451	112	24.8%	**11.0%**	**8.7%**	***-2.3%***
14	DESOTO	7	4	57.1%	**0.2%**	**0.3%**	***0.1%***
15	DIXIE	4	1	25.0%	**0.1%**	**0.1%**	***0.0%***
16	DUVAL	183	67	36.6%	**4.5%**	**5.2%**	***0.7%***
17	ESCAMBIA	52	22	42.3%	**1.3%**	**1.7%**	***0.4%***
18	FLAGLER	4	3	75.0%	**0.1%**	**0.2%**	***0.1%***
19	FRANKLIN	0	0	N/A			
20	GADSDEN	3	1	33.3%	**0.1%**	**0.1%**	***0.0%***
21	GILCHRIST	4	0	0.0%	**0.1%**	**0.0%**	***-0.1%***
22	GLADES	2	1	50.0%	**0.0%**	**0.1%**	***0.1%***
23	GULF	5	3	60.0%	**0.1%**	**0.2%**	***0.1%***
24	HAMILTON	2	1	50.0%	**0.0%**	**0.1%**	***0.1%***
25	HARDEE	10	6	60.0%	**0.2%**	**0.5%**	***0.3%***
26	HENDRY	8	4	50.0%	**0.2%**	**0.3%**	***0.1%***
27	HERNANDO	4	2	50.0%	**0.1%**	**0.2%**	***0.1%***
28	HIGHLANDS	5	2	40.0%	**0.1%**	**0.2%**	***0.1%***
29	HILLSBOROUGH	248	61	24.6%	**6.0%**	**4.8%**	***-1.2%***
30	HOLMES	3	2	66.7%	**0.1%**	**0.2%**	***0.1%***
31	INDIAN RIVER	15	4	26.7%	**0.4%**	**0.3%**	***-0.1%***
32	JACKSON	5	1	20.0%	**0.1%**	**0.1%**	***0.0%***
33	JEFFERSON	4	3	75.0%	**0.1%**	**0.2%**	***0.1%***
34	LAFAYETTE	0	0	N/A			
35	LAKE	21	6	28.6%	**0.5%**	**0.5%**	***0.0%***
36	LEE	50	16	32.0%	**1.2%**	**1.2%**	***0.0%***
37	LEON	168	65	38.7%	**4.1%**	**5.1%**	***1.0%***
38	LEVY	5	2	40.0%	**0.1%**	**0.2%**	***0.1%***
39	LIBERTY	0	0	N/A			
40	MADISON	6	4	66.7%	**0.1%**	**0.3%**	***0.2%***
41	MANATEE	71	32	45.1%	**1.7%**	**2.5%**	***0.8%***
42	MARION	28	7	25.0%	**0.7%**	**0.5%**	***-0.2%***
43	MARTIN	18	6	33.3%	**0.4%**	**0.5%**	***0.1%***
44	MONROE	7	5	71.4%	**0.2%**	**0.4%**	***0.2%***

45	NASSAU	5	3	60.0%	**0.1%**	**0.2%**	***0.1%***
46	OKALOOSA	28	15	53.6%	**0.7%**	**1.2%**	***0.5%***
47	OKEECHOBEE	6	3	50.0%	**0.1%**	**0.2%**	***0.1%***
48	ORANGE	297	74	24.9%	**7.2%**	**5.8%**	***-1.4%***
49	OSCEOLA	11	6	54.5%	**0.3%**	**0.5%**	***0.2%***
50	PALM BEACH	221	67	30.3%	**5.4%**	**5.2%**	***-0.2%***
51	PASCO	15	5	33.3%	**0.4%**	**0.4%**	***0.0%***
52	PINELLAS	506	182	36.0%	**12.3%**	**14.2%**	***1.9%***
53	POLK	45	17	37.8%	**1.1%**	**1.3%**	***0.2%***
54	PUTNAM	5	4	80.0%	**0.1%**	**0.3%**	***0.2%***
55	SANTA ROSA	17	4	23.5%	**0.4%**	**0.3%**	***-0.1%***
56	ST JOHNS	15	4	26.7%	**0.4%**	**0.3%**	***-0.1%***
57	SEMINOLE	11	3	27.3%	**0.3%**	**0.2%**	***-0.1%***
58	SARASOTA	156	55	35.3%	**3.8%**	**4.3%**	***0.5%***
59	ST LUCIE	77	29	37.7%	**1.9%**	**2.3%**	***0.4%***
60	SUMTER	5	4	80.0%	**0.1%**	**0.3%**	***0.2%***
61	SUWANNEE	8	4	50.0%	**0.2%**	**0.3%**	***0.1%***
62	TAYLOR	7	3	42.9%	**0.2%**	**0.2%**	***0.0%***
63	UNION	3	3	100.0%	**0.1%**	**0.2%**	***0.1%***
64	VOLUSIA	162	57	35.2%	**3.9%**	**4.4%**	***0.5%***
65	WAKULLA	6	5	83.3%	**0.1%**	**0.4%**	***0.3%***
66	WALTON	4	2	50.0%	**0.1%**	**0.2%**	***0.1%***
67	WASHINGTON	6	4	66.7%	**0.1%**	**0.3%**	***0.2%***

	# EMPLOYEES	#SAMPLE	#RESPOND	RATE	**%SAMPLE**	**%RESPOND**	***DIFFERENCE***
1	0-5	592	133	22.5%	**14.4%**	**10.4%**	***-4.0%***
2	6-10	457	105	23.0%	**11.1%**	**8.2%**	***-2.9%***
3	11-20	512	154	30.1%	**12.5%**	**12.0%**	***-0.5%***
4	21-30	299	95	31.8%	**7.3%**	**7.4%**	***0.1%***
5	31-40	243	83	34.2%	**5.9%**	**6.5%**	***0.6%***
6	41-50	157	44	28.0%	**3.8%**	**3.4%**	***-0.4%***
7	51 and over	1846	668	36.2%	**45.0%**	**52.1%**	***7.1%***

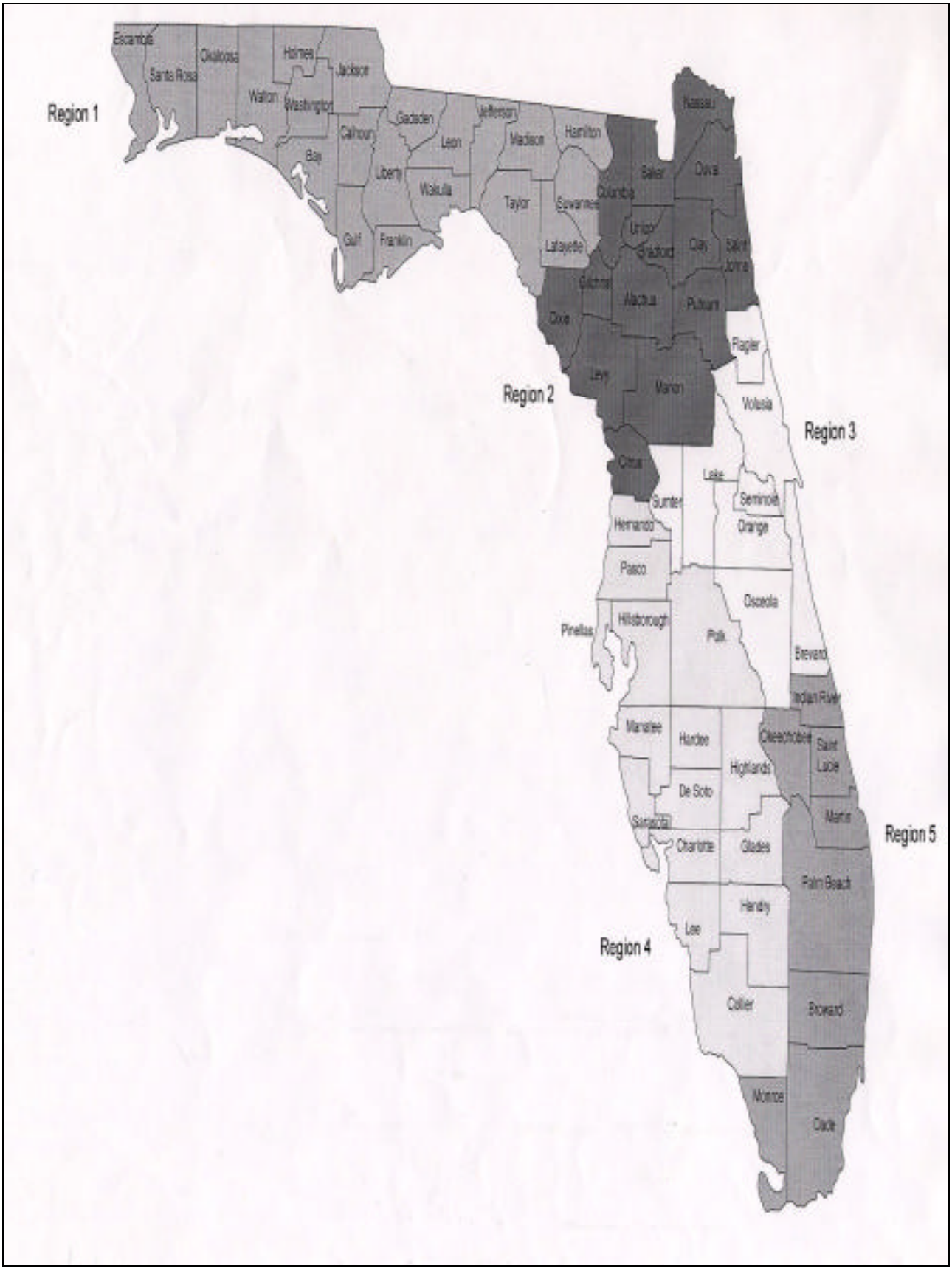
2SIC	INDUSTRY TYPE	#SAMPLE	#RESPOND	RATE	**%SAMPLE**	**%RESPOND**	***DIFFERENCE***
01	Agricultural Production/Crops	17	5	29.4%	**0.4%**	**0.4%**	***0.0%***
02	Agricultural Production/Livestock	3	0	0.0%	**0.1%**	**0.0%**	***-0.1%***
07	Agricultural Services	60	19	31.7%	**1.5%**	**1.5%**	***0.0%***
08	Forestry	1	1	100.0%	**0.0%**	**0.1%**	***0.1%***
15	General Building Contractors	50	16	32.0%	**1.2%**	**1.2%**	***0.0%***
16	Hvy Construction Contractors	14	5	35.7%	**0.3%**	**0.4%**	***0.1%***
17	Special Trade Contractors	78	21	26.9%	**1.9%**	**1.6%**	***-0.3%***
20	Food & Kindred Products	10	4	40.0%	**0.2%**	**0.3%**	***0.1%***
22	Textile Mill Products	2	0	0.0%	**0.0%**	**0.0%**	***0.0%***
23	Apparel & Other Textile Prod	3	2	66.7%	**0.1%**	**0.2%**	***0.1%***
24	Lumber & Wood Products	8	3	37.5%	**0.2%**	**0.2%**	***0.0%***
25	Furniture & Fixtures	3	1	33.3%	**0.1%**	**0.1%**	***0.0%***

26	Paper & Allied Products	1	1	100.0%	**0.0%**	**0.1%**	***0.1%***
27	Printing & Publishing	48	12	25.0%	**1.2%**	**0.9%**	***-0.3%***
28	Chemicals & Allied Products	13	3	23.1%	**0.3%**	**0.2%**	***-0.1%***
29	Petroleum & Coal Products	3	0	0.0%	**0.1%**	**0.0%**	***-0.1%***
30	Rubber & Misc Plastics Prods	7	3	42.9%	**0.2%**	**0.2%**	***0.0%***
32	Stone Clay & Glass Products	7	1	14.3%	**0.2%**	**0.1%**	***-0.1%***
33	Primary Metal Industries	6	2	33.3%	**0.1%**	**0.2%**	***0.1%***
34	Fabricated Metal Products	9	3	33.3%	**0.2%**	**0.2%**	***0.0%***
35	Machinery Except Electrical	8	3	37.5%	**0.2%**	**0.2%**	***0.0%***
36	Electric & Electronic Equip	28	6	21.4%	**0.7%**	**0.5%**	***-0.2%***
37	Transportation Equip	13	3	23.1%	**0.3%**	**0.2%**	***-0.1%***
38	Instruments & Related Prod	19	5	26.3%	**0.5%**	**0.4%**	***-0.1%***
39	Misc Manufacturing Industries	5	0	0.0%	**0.1%**	**0.0%**	***-0.1%***
41	Local/Interurban Passngr Trans	4	2	50.0%	**0.1%**	**0.2%**	***0.1%***
42	Trucking & Warehousing	22	4	18.2%	**0.5%**	**0.3%**	***-0.2%***
44	Water Transportation	7	1	14.3%	**0.2%**	**0.1%**	***-0.1%***
45	Transportation by Air	6	2	33.3%	**0.1%**	**0.2%**	***0.1%***
47	Transportation Services	26	7	26.9%	**0.6%**	**0.5%**	***-0.1%***
48	Communications	40	9	22.5%	**1.0%**	**0.7%**	***-0.3%***
49	Electric Gas & Sanitary Svcs	11	6	54.5%	**0.3%**	**0.5%**	***0.2%***
50	Wholesale Trade/Durable Goods	148	34	23.0%	**3.6%**	**2.7%**	***-0.9%***
51	Wholesale Trade/NonDur Goods	79	13	16.5%	**1.9%**	**1.0%**	***-0.9%***
52	Building Materials/Garden Sup	12	5	41.7%	**0.3%**	**0.4%**	***0.1%***
53	Gen'l Merchandise Stores	9	1	11.1%	**0.2%**	**0.1%**	***-0.1%***
54	Food Stores	31	7	22.6%	**0.8%**	**0.5%**	***-0.3%***
55	Auto Dealers/Service Stations	60	16	26.7%	**1.5%**	**1.2%**	***-0.3%***
56	Apparel & Accessory Stores	35	8	22.9%	**0.9%**	**0.6%**	***-0.3%***
57	Furniture/Home Furnishing Stores	53	14	26.4%	**1.3%**	**1.1%**	***-0.2%***
58	Eating & Drinking Places	260	43	16.5%	**6.3%**	**3.4%**	***-2.9%***
59	Misc Retail	113	24	21.2%	**2.8%**	**1.9%**	***-0.9%***
60	Banking	56	23	41.1%	**1.4%**	**1.8%**	***0.4%***
61	Credit Agencies Oth Than Banks	31	5	16.1%	**0.8%**	**0.4%**	***-0.4%***
62	Security Commodity Brkrs&Svcs	21	5	23.8%	**0.5%**	**0.4%**	***-0.1%***
63	Insurance Carriers	24	7	29.2%	**0.6%**	**0.5%**	***-0.1%***
64	Insurance Agents Brkrs&Svcs	59	20	33.9%	**1.4%**	**1.6%**	***0.2%***
65	Real Estate	75	17	22.7%	**1.8%**	**1.3%**	***-0.5%***
67	Holding&Oth Investment Off	11	2	18.2%	**0.3%**	**0.2%**	***-0.1%***
70	Hotels&Oth Lodging Places	51	14	27.5%	**1.2%**	**1.1%**	***-0.1%***
72	Personal Services	42	6	14.3%	**1.0%**	**0.5%**	***-0.5%***
73	Business Services	387	95	24.5%	**9.4%**	**7.4%**	***-2.0%***
75	Auto Repair Svcs&Garages	16	1	6.3%	**0.4%**	**0.1%**	***-0.3%***
76	Misc Repair Services	10	4	40.0%	**0.2%**	**0.3%**	***0.1%***
78	Motion Pictures	18	4	22.2%	**0.4%**	**0.3%**	***-0.1%***
79	Amusement&Rec Svcs	124	33	26.6%	**3.0%**	**2.6%**	***-0.4%***
80	Health Services	446	178	39.9%	**10.9%**	**13.9%**	***3.0%***
81	Legal Services	158	31	19.6%	**3.8%**	**2.4%**	***-1.4%***
82	Educational Services	210	120	57.1%	**5.1%**	**9.4%**	***4.3%***
83	Social Services	184	93	50.5%	**4.5%**	**7.3%**	***2.8%***

84	Museums,Galleries&Gardens	14	6	42.9%	**0.3%**	**0.5%**	***0.2%***
86	Membership Organizations	65	31	47.7%	**1.6%**	**2.4%**	***0.8%***
87	Engineering&Mgmt Svcs	402	135	33.6%	**9.8%**	**10.5%**	***0.7%***
89	Misc Services	5	2	40.0%	**0.1%**	**0.2%**	***0.1%***
91	Exec,Leg&Gen't Government	74	33	44.6%	**1.8%**	**2.6%**	***0.8%***
92	Justice Public Order & Safety	27	16	59.3%	**0.7%**	**1.2%**	***0.5%***
93	Finance Taxatn&Monetary Plcy	11	7	63.6%	**0.3%**	**0.5%**	***0.2%***
94	Admin of Human Resources	4	2	50.0%	**0.1%**	**0.2%**	***0.1%***
95	Envirnmntl Quality&Housing	11	10	90.9%	**0.3%**	**0.8%**	***0.5%***
96	Admin of Economic Programs	9	6	66.7%	**0.2%**	**0.5%**	***0.3%***
99	Nonclassifiable Establishments	229	61	26.6%	**5.6%**	**4.8%**	***-0.8%***

State of Florida

Regional Map


Region 1
Region 2
Region 3
Region 4
Region 5
Escambia
Santa Rosa
Okaloosa
Holmes
Jackson
Walton
Washington
Bay
Calhoun
Gadsden
Liberty
Leon
Wakulla
Jefferson
Madison
Taylor
Hamilton
Suwannee
Lafayette
Gulf
Franklin
Nassau
Baker
Duval
Columbia
Union
Bradford
Clay
Saint Johns
Gilchrist
Alachua
Putnam
Dixie
Flagler
Levy
Marion
Volusia
Citrus
Lake
Sumter
Seminole
Hernando
Orange
Pasco
Osceola
Pinellas
Hillsborough
Polk
Brevard
Indian River
Manatee
Hardee
Okeechobee
Saint Lucie
Highlands
De Soto
Martin
Sarasota
Charlotte
Glades
Palm Beach
Hendry
Lee
Collier
Broward
Monroe
Dade

Part 1

Survey Results for Study Counties

Broward County Summary

Table 1 displays the number of responses to the survey from the top five types of firms in Broward County. A total of 819 firms in Broward County were sent surveys; 188 responded, resulting in a 23.0% response rate. Engineering, accounting and research service firms made up the largest percentage of respondents. Among the study counties, Broward County had the highest number of respondents in this category. Health services were the second largest group of firms responding. Broward County was the only study county to have respondents representing wholesale trade/durable goods among the top five types of firms.

Table 1: Respondents by Firm Type – Top Five		
Firm Type	**#**	**%**
Engineering, Accounting, Research Services	29	15.4
Health Services	26	13.8
Business Services	14	7.4
Social Services	14	7.4
Wholesale Trade/Durable Goods	7	3.7
Nonclassifiable Firms	18	9.6
Total Respondents-Broward County	188	100

Employers were asked whether there is an adequate supply of employees in the county at various levels of education. As noted in Table 2, a majority of the respondents in Broward County indicated that the supply of employees at all degree levels was adequate. At each successive level of education — less than Associate Degree, Associate, Bachelor's, and greater than Bachelor's Degree — slightly fewer employers said the supply of employees was adequate. Overall, however, a majority of the responding employers in Broward County believed that there was an adequate supply of employees at all levels of postsecondary education.

Table 2: Is There an Adequate Supply of Employees in Your County?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	115	83.3	23	16.7
Associate's Degree	102	76.1	32	23.9
Bachelor's Degree	103	69.6	45	30.4
Greater than Bachelor's Degree	90	65.2	48	34.8
NOTE: Percentages sum to 100% across rows				

Respondents were asked to identify the first and second most-difficult-to-fill positions in their firms. Table 3 displays the most frequently mentioned positions among Broward County firms. The most-difficult jobs to fill were in secretarial/general office occupations, which were listed frequently as the first-most-difficult or second-most-difficult positions to fill. At the Bachelor's Degree level, the first-most-difficult position to fill was in the accounting and financial specialty area. In this report, "Administrative Specialty Managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers, and engineering project managers. "Health-service" occupations include assistant-level positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides.

Table 3: Most-Difficult Jobs To Fill by OES* Occupational Title		
First-Most-Difficult Jobs To Fill	**#**	**%**
Secretarial/General Office	17	12.3
Administrative Specialty Managers	16	11.6
Accountants/Financial Specialists	10	7.2
Computer Scientists	10	7.2
Merchandise/Product Sales	10	7.2
K-12 Teachers	8	5.8
Health Service Occupations	6	4.3
Second-Most-Difficult Jobs To Fill	**#**	**%**
Secretarial/General Office	20	20.0
Administrative Specialty Managers	12	12.0
K-12 Teachers	9	9.0
Health Service	6	6.0
Merchandise/Product Sales	6	6.0
Accountants/Financial Specialists	4	4.0
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available.) More than 90% of the respondents indicated that programs were available at each level of education in their geographical operating area. Less than 7% of the responding firms said postsecondary education programs were not available. The responses indicate that postsecondary program availability is not an issue for firms in Broward County.

Table 4: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Yes		No	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	11	5.9	175	94.1
Associate's Degree	8	4.3	178	95.7
Bachelor's Degree	9	4.8	177	95.2
Greater than Bachelor's Degree	12	6.5	174	93.5

The number of new and replacement hires expected over the next two years is displayed in Table 5. At all levels of education, the largest percentage of employers expected to hire 1-5 new or replacement employees in the next two years. At the less-than-Associate's Degree level, the largest percentage of firms expected to hire 1-5 employees, but a sizeable proportion (30.8%) expected to hire more than 20 individuals. At the Associate's and Bachelor's Degree levels, the largest percentage of firms expected to hire 1-5 individuals. At the greater-than-Bachelor's Degree level, many firms also expected to hire 1-5 individuals, although a large number anticipated making no hires at this level in the next two years.

Table 5: Expected Number of Hires by Level of Postsecondary Education										
	0		1-5		6-10		11-20		Over 20	
Level of Education	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	20	12.8	58	37.2	20	12.8	10	6.4	48	30.8
Associate's Degree	30	21.7	56	40.6	24	17.4	12	8.7	16	11.6
Bachelor's Degree	27	16.8	71	44.1	29	18.0	12	7.5	22	13.7
Greater than Bachelor's Degree	54	40.3	55	41.0	11	8.2	4	3.0	10	7.5
NOTE: Percentages sum to 100% across rows.										

Employers were asked about the continuing education needs of employees who currently hold some type of postsecondary education credential — whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees. Very few employers said that employees with a less-than-associate credential needed to pursue a degree but more than twice as many said that employees with Associate or Bachelor's degrees needed to obtain the next higher degree.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	28	15.1	112	60.2	15	8.1
Associate's Degree	21	11.3	94	50.5	38	20.4
Bachelor's Degree	31	16.7	101	54.3	35	18.8

Pinellas County Summary

Table 1 displays the number of responses to the survey from the top five types of firms in Pinellas County. A total of 506 firms in Pinellas County were sent surveys; 182 responded, resulting in a 36.0% response rate. The largest number of responses represented health-services firms, followed by business services (includes businesses that serve other businesses). Overall, the firms responding in Pinellas County were similar to firms responding in the other study counties.

Table 1: Respondents by Firm Type - Top Five

Firm Type	#	%
Health Services	25	13.7
Business Services	20	11.0
Engineering, Accounting, Research Services	18	9.9
Educational Services	13	7.1
Social Services	13	7.1
Nonclassifiable Firms	10	5.5
Total for Pinellas County	182	100

Employers were asked if there is an adequate supply of employees in the county. As shown in Table 2, a majority of the respondents in Pinellas County reported that the supply of employees at all levels of education was adequate. Fewer employers reported adequate supplies at the lowest and highest levels than at the Associate's and Bachelor's Degree levels.

Table 2: Is There an Adequate Supply of Employees in Your County?

	Yes		No	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	95	66.4	48	33.6
Associate's Degree	103	73.0	38	27.0
Bachelor's Degree	95	68.8	43	31.2
Greater than Bachelor's Degree	87	64.4	48	35.6
NOTE: Percentages sum to 100% across rows.				

Respondents were asked to identify the first and second most-difficult-to-fill positions in their firms. Table 3 displays the most frequently mentioned positions among Pinellas County firms. The most-difficult jobs to fill in were in secretarial/general office occupations. At the Bachelor's Degree level, accounting and financial service area occupations were frequently mentioned. In this report, "administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers. "Health-service" occupations include assistant-level positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides. "Health care maintenance/treatment" occupations include registered nurses, physicians' assistants, pharmacists, dieticians and nutritionists.

Table 3: Most-Difficult Jobs To Fill by OES* Occupational Title		
First-Most-Difficult Jobs To Fill	**#**	**%**
Secretarial/General Office	16	11.0
Accountants/Financial Specialists	11	7.6
Administrative Specialty Managers	10	6.9
Computer Scientists	10	6.9
Health Service	10	6.9
Health Care Maintenance/Treatment	10	6.9
K-12 Teachers	8	5.5
Engineers	7	4.8
Second-Most-Difficult Jobs To Fill	**#**	**%**
Secretarial/General Office	16	13.6
Administrative Specialty Managers	12	10.2
Merchandise/Product Sales	12	10.2
Accountants/Financial Specialists	7	5.9
Computer Scientists	5	4.2
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available). More than 90% of the respondents indicated that programs were available at each level of education in their geographical operating area. Less than 8% of the responding firms said postsecondary education programs were not available in their areas. The responses indicate that postsecondary program availability is not an issue for firms in Pinellas County.

Table 4: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Yes		No	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	13	7.4	163	92.6
Associate's Degree	12	6.8	164	93.2
Bachelor's Degree	13	7.4	163	92.6
Greater than Bachelor's Degree	9	5.1	167	94.9

The number of new and replacement hires expected over the next two years is displayed in Table 5. Across all educational levels, 1-5 hires was most frequently mentioned. At the less-than-Associate's Degree level, 35.9% of the firms expected 20 hires and a similar proportion, 35.2%, expected 1-5 hires. At the Associate's Degree level, almost 50% expected to hire 1-5 individuals in the next two years. The largest percentage of firms planning to hire at the Bachelor's Degree level expected to hire 1-5 new or replacement employees. At the greater-than-Bachelor's Degree level, most firms expected to hire 1-5 individuals, although a large number of firms anticipated making no hires at this level in the next two years.

Table 5: Expected Number of Hires by Level of Postsecondary Education										
	0		1-5		6-10		11-20		Over 20	
Level of Education	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	7	4.8	52	35.9	23	15.9	12	8.3	51	35.2
Associate's Degree	21	16.3	64	49.6	12	9.3	10	7.8	22	17.1
Bachelor's Degree	24	16.3	66	44.9	20	13.6	8	5.4	29	19.7
Greater than Bachelor's Degree	45	34.4	53	40.5	10	7.6	10	7.6	13	9.9
Note: Percentages sum to 100% across rows.										

Employers were asked if their employees who currently hold some type of postsecondary education credential need continuing education — whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees. Very few employers said that employees with a less-than-associate credential needed to pursue a degree. About twice as many said that employees with Associate or Bachelor's degrees needed to obtain the next higher degree.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#		**#**	**%**	**#**	**%**
Less than Associate's Degree	31	17.6	112	63.6	17	9.7
Associate's Degree	22	12.5	96	54.5	37	21.0
Bachelor's Degree	25	14.2	100	56.8	32	18.2

Sarasota and Manatee Counties Summary

Table 1 displays number of responses to the survey from the top five types of firms in Sarasota and Manatee Counties. A total of 227 firms in Sarasota and Manatee Counties were sent surveys; 87 responded, resulting in a 38.3% response rate. The largest number of respondents in Sarasota and Manatee Counties represented health services firms. These counties were the only ones among the five study counties to have respondents from eating/drinking places and depository institutions/firms among the top five types of firms. Although the response rate was acceptable, there were relatively small numbers of respondents from the two counties and results should be considered with this in mind.

Table 1: Respondents by Firm Type – Top Five

Firm Type	#	%
Health Services	22	25.3
Educational Services	9	10.3
Eating/Drinking Places	4	4.6
Business Services	4	4.6
Depository Institutions	3	3.4
Nonclassifiable Firms	5	5.7
Total Sarasota and Manatee	87	100

Employers were asked if there is an adequate supply of employees in the county at various levels of education. As noted in Table 2, a majority of the respondents indicated that the supply of employees was adequate at all levels. However, employers in Sarasota and Manatee counties were far less likely to report an adequate supply of employees at the less-than-Associate's level, with almost one-half indicating an inadequate supply of employees at this level. Overall, there appears to be an adequate supply of employees at the Associate's Degree level and higher for the responding firms in Sarasota and Manatee counties but the responses indicated concerns among employers about the supply of employees at lower education levels.

Table 2: Is There an Adequate Supply of Employees in Your County?

	Yes		No	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	36	52.2	33	47.8
Associate's Degree	44	68.8	20	31.3
Bachelor's Degree	48	75.0	16	25.0
Greater than Bachelor's Degree	45	77.6	13	22.4
Note: Percentages sum to 100% across rows.				

Respondents were asked to identify the first and second most-difficult-to-fill positions in their firms. Table 3 displays the positions most frequently mentioned by Sarasota and Manatee County firms. The most-difficult jobs to fill were in secretarial/general office occupations, followed by communication equipment operators, and health services positions. At the Bachelor's Degree level, the most frequently mentioned positions included K-12 teachers, engineers and accountants/financial specialists. In this report, "administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers." "Health-service" occupations include assistant-level

positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides.

Table 3: Most-Difficult Jobs To Fill by OES* Occupational Title		
First-Most-Difficult Jobs To Fill	**#**	**%**
Secretarial/General Office	10	14.9
Communication Equipment Operator	7	9.6
Health Service	6	9.0
K-12 Teachers	5	7.5
Engineers	3	4.5
Second-Most-Difficult Jobs To Fill	**#**	**%**
Health Service	9	17.3
Secretarial/General Office	8	15.4
Accountants/Financial Specialists	4	6.5
K-12 Teachers	3	5.8
Merchandise/Product Sales	2	3.8
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available). A majority of the respondents indicated that programs were available at each level of education in their geographical operating area. Employers who indicated programs were unavailable were more likely to indicate a lack of Bachelor's Degree level programs. Overall, the results indicate that postsecondary program availability is not an issue for firms in Sarasota and Manatee Counties.

Table 4: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Yes		No	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	9	10.6	76	89.4
Associate's Degree	4	4.7	81	95.3
Bachelor's Degree	12	14.1	73	85.9
Greater than Bachelor's Degree	7	8.2	78	91.8

The number of new and replacement hires expected over the next two years is displayed in Table 5. At the less-than-Associate's Degree level, 48.0% of responding firms will hire over 20 new or replacement employees in the next two year. At the Associate's Degree level, almost half of the firms expected to hire 1-5 individuals. The largest percentage of firms also expected to hire 1-5 new or replacement employees in the next two years at the Bachelor's Degree level. At the greater-than-Bachelor's Degree level, the largest percentage expected to hire no new individuals, although a large number of responding firms expected to make 1-5 new hires at this level in the next two years.

Table 5: Expected Number of Hires by Level of Postsecondary Education										
	0		1-5		6-10		11-20		Over 20	
Level of Education	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	7	9.3	19	25.3	7	9.3	6	8.0	36	48.0
Associate's Degree	8	13.1	30	49.2	11	18.0	2	3.3	10	16.4
Bachelor's Degree	9	12.9	33	47.1	14	20.0	3	4.3	11	15.7
Greater than Bachelor's Degree	23	42.6	21	38.9	3	5.6	1	1.9	6	11.1
Note: Percentages sum to 100% across rows.										

Employers were asked if their employees who currently hold some type of postsecondary education credential needed continuing education and whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees. Very few (15.3%) employers said that employees with a less-than-associate credential needed to pursue a degree. Larger proportions said that employees with Associate (23.5%) or Bachelor's (23.5%) degrees needed to obtain the next higher degree.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	11	12.9	59	69.4	13	15.3
Associate's Degree	6	7.1	51	60.0	20	23.5
Bachelor's Degree	11	12.9	50	58.8	20	23.5

Volusia County Summary

Table 1 displays the number of response to the survey from the top five types of firms in Volusia County. A total of 162 firms in Volusia County were sent surveys; 57 employers responded, resulting in a 35.2% response rate. Volusia County was the only county among the five study counties to have executive, legislative and government firms among the top five types of firms. Although the response rate was acceptable, there were relatively small numbers of respondents from the two counties, so results should be considered with this in mind.

Table 1: Respondents by Firm Type – Top Five		
Firm Type	**#**	**%**
Health Services	7	12.3
Social Services	7	12.3
Educational Services	6	10.5
Executive, Legislative, & Government	5	8.8
Business Services	4	7.0
Nonclassifiable Firms	3	5.3
Total Volusia County	57	100

Employers were asked if there is an adequate supply of employees in the County. As noted in Table 2, a majority of the respondents indicated that the supply of employees at all degree levels was adequate. Employers in Volusia County were slightly more likely to report an adequate supply of employees at the Associate's Degree and less-than-Associate's Degrees levels and less likely to report an adequate supply at the Bachelor's Degree level and above. Overall, there appears to be an adequate supply of employees at all levels of postsecondary education for the responding firms in Volusia County.

Table 2: Is There an Adequate Supply of Employees in Your County?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	29	72.5	11	27.5
Associate's Degree	30	78.9	8	21.1
Bachelor's Degree	30	65.2	16	34.8
Greater than Bachelor's Degree	29	69.0	13	31.0

Respondents were asked to identify the first and second most-difficult-to-fill positions in their firms. Table 3 displays the most frequently mentioned positions among Volusia County firms. The most-difficult jobs to fill were in secretarial/general office occupations — these jobs were listed frequently as either the first- or second-most-difficult job positions to fill. In this report, "administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers. "Health-service" occupations include assistant-level positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides. "Health care maintenance/treatment" occupations include registered nurses, physicians' assistants, pharmacists, dieticians and nutritionists.

Table 3: Most-Difficult Jobs To Fill by OES* Occupational Titles		
First-Most-Difficult Jobs To Fill	**#**	**%**
Secretarial/General Office	5	11.9
Accountants/Financial Specialists	4	7.0
Administrative Specialty Managers	4	7.0
Health Service	4	7.0
Computer Scientists	3	6.9
Other Professional/Technical	3	6.9
Health Care Maintenance/Treatment	2	4.8
Second-Most-Difficult Jobs To Fill	**#**	**%**
Secretarial/General Office	4	10.3
Administrative Specialty Managers	4	10.3
Health Care Maintenance/Treatment	4	10.3
Communication Equip Operators	4	10.3
Accountants/Financial Specialists	3	7.7
Other Social Science Occupation	3	7.7
Writers, Artists, Entertainers	3	7.7
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available). A majority of the respondents indicated that programs were available at each level of education in their geographical operating area. More than 98% of firms said the supply of Bachelor's Degree level programs was adequate. The responses indicate that the availability postsecondary program, including Bachelor's Degree programs, is not an issue for responding firms in Volusia County.

Table 4: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Yes		No	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	5	8.9	51	91.9
Associate's Degree	2	3.5	54	96.4
Bachelor's Degree	1	1.8	55	98.2
Greater than Bachelor's Degree	5	8.9	51	91.1

The number of new and replacement hires expected over the next two years is displayed in Table 5. At the less-than-Associate's Degree level, the largest percentage of firms expected to hire over 20 new or replacement employees in the next two years. At the Associate's Degree level, the largest percentage of firms expected to hire 1-5 new individuals. Many firms expected to hire 1-5 employees at the Bachelor's Degree level. At the greater-than-Bachelor's Degree level, the largest percentage of firms expected to hire 1-5 individuals, although a large number anticipated making no hires at this level in the next two years.

Table 5: Expected Number of Hires by Level of Postsecondary Education										
	0		1-5		6-10		11-20		Over 20	
Level of Education	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	4	8.7	12	26.1	9	19.6	4	8.7	17	37.0
Associate's Degree	11	25.6	17	39.5	5	11.6	3	7.0	7	16.3
Bachelor's Degree	9	19.6	19	41.3	6	13.0	3	6.5	9	19.6
Greater than Bachelor's Degree	12	29.3	19	46.3	5	12.2	2	4.9	3	7.3
Note: Percentages sum to 100% across rows.										

Employers were asked if their employees who currently hold some type of postsecondary education credential needed continuing education and whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees. Very few employers said that employees with a less-than-associate credential needed to pursue a degree and larger proportions said that employees with Associate (14.3%) or Bachelor's (16.1%) degrees needed to obtain the next higher degree.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	5	8.9	42	75.0	1	1.8
Associate's Degree	2	3.6	33	58.9	8	14.3
Bachelor's Degree	6	10.7	33	58.9	9	16.1

Comparisons of Study Counties to Other Counties

This section of the report provides comparisons among respondents to the Employers' Educational Needs Survey for three groups of Florida counties. The first group represents the firms responding from the five study counties — Broward, Pinellas, Sarasota, Manatee, and Volusia. The second group, "University Counties," represents the firms responding from the nine counties that have main campuses of public universities — Alachua, Dade, Duval, Escambia, Hillsborough, Lee, Leon, Orange, and Palm Beach. The third group, "Non-university Counties," represents the firms responding from the 53 remaining Florida counties.

Table 1 displays number of responses to the survey for the each of the three comparison groups. The percentage of each type of responding firm does not differ substantially among the three groups. In each group, the types of firms with the largest number of responses to the survey were health service and engineering, accounting and research services firms. The non-university counties had fewer firms responding than the five study counties and nine university counties. The study counties had a slightly higher percentage of health services firms responding than did the university counties and non-university counties.

Table 1: Firm Types by Respondents - Top Five

	5 Study Counties	
Firm Type	**#**	**%**
Health Services	80	15.6
Engineering, Accounting, Research Services	52	10.1
Business Services	42	8.2
Educational Services	41	8.0
Social Services	37	7.2
Total Firms Responding from the Five Study Counties	**514**	**100.0**
	University Counties	
Firm Type	**#**	**%**
Health Services	61	11.7
Engineering, Accounting, Research Services	59	11.3
Social Services	47	9.0
Business Services	42	8.0
Educational Services	36	6.9
Total Firms Responding from the University Counties	**523**	**100.0**

	Non-University Counties	
Firm Type	**#**	**%**
Educational Services	43	17.6
Health Services	37	15.1
Engineering, Accounting, Research Services	24	9.8
Business Services	11	4.5
Eating/Drinking Places	10	4.1
Total Firms Responding from Non-university Counties	**245**	**100.0**

Employers were asked if there was an adequate supply of employees in their counties. As noted in Table 2, there was no substantial difference among the five study counties, university counties and non-university counties in employers' perceptions about the adequacy of supplies of employees. Employers in each group indicated an adequate supply of employees at all education levels. Employers in each group, however, were slightly more likely report an adequate supply of employees at the Associate's Degree level and below than at the Bachelor's Degree level and above. The non-university counties were slightly less likely than the study counties and university counties to report an adequate supply of employees at the Associate's Degree level and higher.

Table 2: Is There an Adequate Supply of Employees in Your County?

	Less than Associate's Degree		Associate's Degree		Bachelor's Degree		Greater than Bachelors Degree	
	#	%	#	%	#	%	#	%
5 Study Counties	275	70.5	279	74.0	276	69.7	251	67.3
University Counties	318	78.9	275	71.1	283	69.0	262	67.0
Non-university counties	139	75.5	116	69.5	114	63.3	103	60.2

Respondents were asked to identify the first and second most-difficult-to-fill positions in their firms. Table 3a displays the most frequently mentioned first-most-difficult jobs to fill for the three different groups, and Table 3b displays the positions most frequently mentioned as the second-most-difficult to fill. For Tables 3a and 3b, "administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers. "Health-service" occupations include assistant-level positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides. "Health care maintenance/treatment" occupations include registered nurses, physicians' assistants, pharmacists, dieticians and nutritionists.

For both the five study counties and university counties, secretarial/general office positions were the most-difficult positions to fill. For the non-university counties, K-12 teaching positions were hardest to fill. Regardless of the degree level required, secretarial/general office positions were the most-difficult positions to fill statewide. For all three groups, administrative specialty manager positions were the next most frequently mentioned. Accounting and financial services

positions and positions in health services were difficult to fill across the three groups. Overall, the three groups of counties provided similar responses about the first most difficult to fill positions.

Table 3a: First-Most-Difficult Job To Fill – Group Comparisons

	5 Study Counties	
OES Job Title	**#**	**%**
Secretarial/General Office	48	12.2
Administrative Specialty Managers	33	8.4
Accountants/Financial Specialists	27	6.9
Health Service	26	6.6
Computer Scientists	25	6.4
	University Counties	
OES Job Title	**#**	**%**
Secretarial/General Office	46	12.1
Administrative Specialty Managers	33	8.7
Accountants/Financial Specialists	28	7.4
K-12 Teachers	22	5.8
Computer Scientists	20	5.3
	Other Counties	
OES Job Title	**#**	**%**
K-12 Teachers	26	14.4
Administrative Specialty Managers	16	8.9
Health Care Maintenance/Treatment	14	7.8
Secretarial/General Office	12	6.7
Accountants/Financial Specialists	12	6.7
	Statewide	
OES Job Title	**#**	**%**
Secretarial/General Office	107	11.3
Administrative Specialty Managers	82	8.6
K-12 Teachers	70	7.4
Accountants/Financial Specialists	67	7.0
Health Services	52	5.5

The three groups also were similar in responses about second-most-difficult positions to fill. The most frequently mentioned was secretarial/general office positions. administrative specialty manager positions, K-12 teaching positions, positions in the health fields, and accounting and financial specialty positions were among the second-most-difficult to fill for firms in all counties.

Table 3b: Second-Most-Difficult Position To Fill - Group Comparisons

	5 Study Counties	
OES Job Title	**#**	**%**
Secretarial/General Office	48	15.5
Administrative Specialty Managers	30	9.7
Health Care Maintenance/Treatment	24	7.8
Merchandise/Product Sales	20	6.5
Accountants/Financial Specialists	17	5.5
	University Counties	
OES Job Title	**#**	**%**
Secretarial/General Office	39	13.2
Administrative Specialty Managers	27	9.1
Accountants/Financial Specialists	25	8.4
Health Care Maintenance/Treatment	16	5.4
Computer Scientists	15	5.1
	Non-university counties	
OES Job Title	**#**	**%**
Secretarial/General Office	16	10.3
K-12 Teachers	12	7.7
Health Care Maintenance/Treatment	10	6.4
Administrative Specialty Managers	10	6.4
Engineers	9	5.8
	Statewide	
OES Job Title	**#**	**%**
Secretarial/General Office	103	13.5
Administrative Specialty Managers	67	8.8
Health Care Maintenance/Treatment	50	6.6
K-12 Teachers	42	5.6
Merchandise/Product Sales	40	5.3

The academic areas or disciplines that the employers associated with the first-difficult-to-fill positions are shown in Table 4. The responses of employers in the five study counties were almost identical to those of the university counties about the academic disciplines needed for the most-difficult positions to fill — business management, health professions and education. Engineering and computer and information sciences were the other disciplines frequently cited. The non-university counties also cited the same academic disciplines for their most-difficult positions to fill, although in a slightly different order than the study counties and university counties.

Table 4: Academic Disciplines of Most-Difficult Job (Top Five)		
	5 Study Counties	
Academic Discipline	#	%
Business Management	33	20.2
Health Professions	31	19.0
Education	16	9.8
Engineering	15	9.2
Computer and Information Sciences	13	8.8
	University Counties	
Academic Discipline	#	%
Business Management	41	21.0
Health Professions	35	17.9
Education	22	11.3
Computer and Information Sciences	21	10.8
Engineering	12	6.2
	Other Counties	
Academic Discipline	#	%
Health Professions	21	23.9
Education	18	20.5
Business Management	12	13.6
Engineering	12	13.6
Computer and Information Sciences	5	5.7

Respondents were asked whether postsecondary education or training programs were *unavailable* in their geographic operating area. Table 5 shows the "no" responses, which indicate that these programs were available. There were no substantial differences in the responses by firms in the study counties compared to responses by firms in university and non-university counties. Across all three groups, an overwhelming majority of responding firms indicated there was an adequate supply of postsecondary education at all levels in their geographic area. These responses indicate that postsecondary program availability is not an issue for responding firms in any of these areas.

Table 5: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Less than Associate's Degree # %	**Associate's Degree** # %	**Bachelor's Degree** # %	**Greater than Bachelors Degree** # %
5 Study Counties	465 92.4	477 94.8	468 93.0	470 93.4
University Counties	482 93.2	490 94.8	479 92.8	488 94.6
Other Counties	223 91.4	230 94.3	209 85.7	220 90.2

Table 6 shows expected hires by level of postsecondary education in the next two years. Responses from all three groups were very similar. At the less-than-Associate's Degree level, many firms planned to hire 20 or more new or replacement employees in the next two years. At the same level, a significant number of firms in each group will hire 1-5 new individuals. At the Associate's Degree level, many firms will hire 1-5 new or replacement employees. The same holds true in all three groups for the Bachelor's Degree level. The largest percentage of firms will hire 1-5 new or replacement employees at the greater-than-Bachelor's degree level, although a large percentage of employers in all three groups do not intend to make any new hires at this level in the next two years.

Table 6: Expected Number of Hires by Level of Postsecondary Education				
No Hires Expected	**Less than Associate's Degree** # %	**Associate's Degree** # %	**Bachelor's Degree** # %	**Greater than Bachelors Degree** # %
5 Study Counties	38 9.0	70 18.9	69 16.3	134 37.2
University Counties	47 11.0	81 21.3	60 13.9	112 29.5
Other Counties	11 5.2	33 19.1	35 17.2	65 36.3
1-5 Hires	**Less than Associate's Degree** # %	**Associate's Degree** # %	**Bachelor's Degree** # %	**Greater than Bachelors Degree** # %
5 Study Counties	141 33.4	167 45.0	189 44.6	148 41.4
University Counties	148 34.7	154 40.4	195 45.0	192 50.5
Other Counties	69 32.9	74 42.8	93 45.8	75 41.9
6-10 Hires	**Less than Associate's Degree** # %	**Associate's Degree** # %	**Bachelor's Degree** # %	**Greater than Bachelors Degree** # %
5 Study Counties	59 14.0	52 14.0	69 16.3	29 8.1
University Counties	44 10.3	49 12.9	62 14.3	25 6.6
Other Counties	35 16.7	27 15.6	26 12.8	17 9.5
11-20 Hires	**Less than Associate's Degree** # %	**Associate's Degree** # %	**Bachelor's Degree** # %	**Greater than Bachelors Degree** # %
5 Study Counties	32 7.6	27 7.3	26 6.1	17 4.7
University Counties	30 7.0	32 8.4	52 12.0	20 8.2
Other Counties	20 9.2	15 8.7	15 7.4	10 5.6

Over 20 Hires	Less than Associate's Degree # %	Associate's Degree # %	Bachelor's Degree # %	Greater than Bachelors Degree # %
5 Study Counties	152 36.0	55 14.8	71 16.7	32 8.9
University Counties	158 37.0	65 17.1	64 14.8	31 8.2
Other Counties	75 35.7	24 13.9	34 16.7	12 6.7

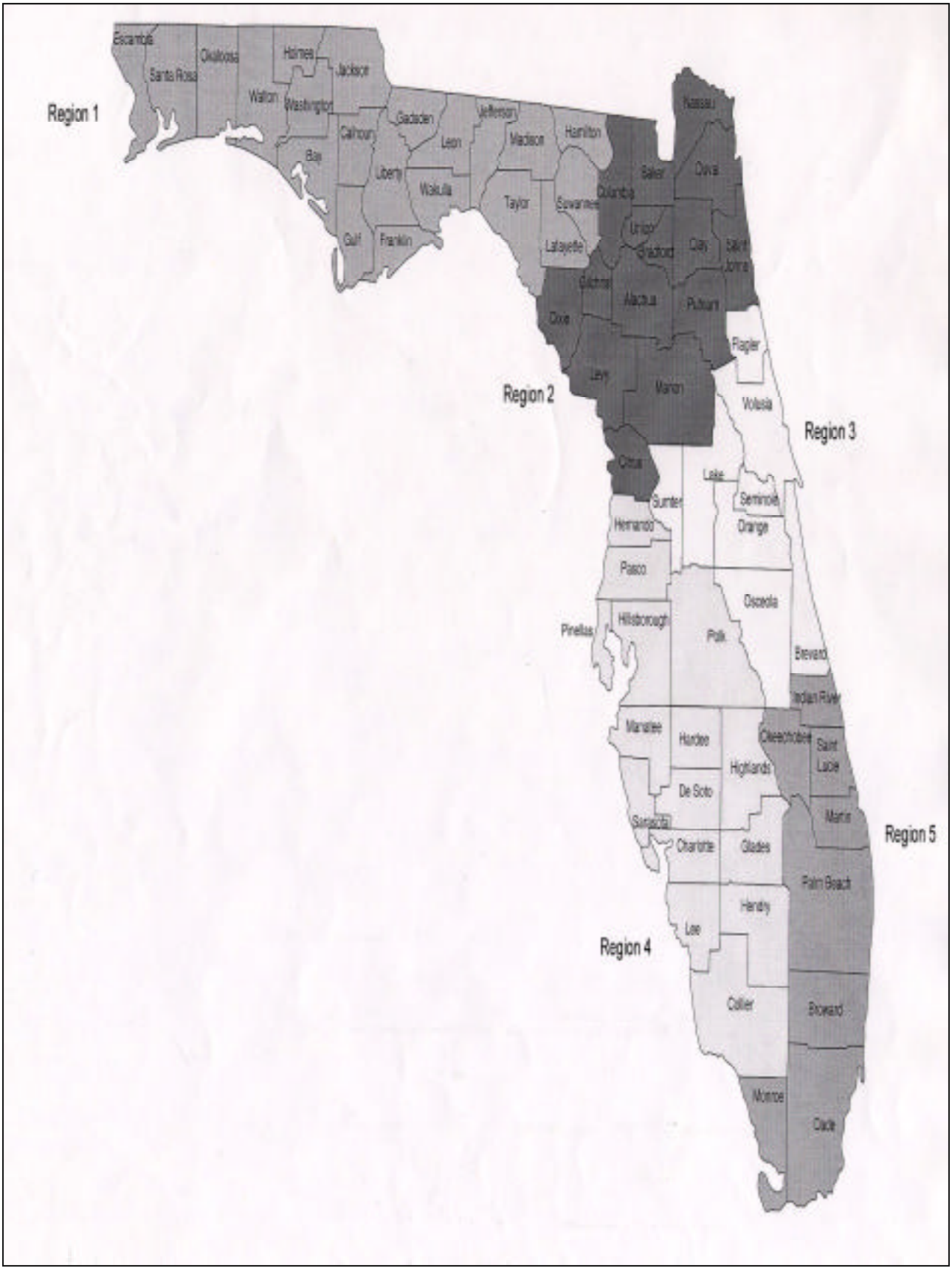
Employers were asked about the continuing education needs of employees who currently hold some type of postsecondary education credential — whether they needed no further education, needed to maintain/upgrade their current skills, or needed to seek an additional degree (beyond their existing level of education). Table 7 displays the data for those indicating a "yes" response. The responses from the five study counties are similar to responses from university counties and non-university counties. Most employers in all counties indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees. Few employers said that employees with a less-than-associate credential needed to pursue a degree but larger proportions said that employees with Associate or Bachelor's Degrees needed to obtain the next higher degree.

Table 7: Continuing Education Needs

Less Than Associate's Degree	No Further Education Needed # %	Maintain/Upgrade # %	Need Additional Degree # %
5 Study Counties	75 14.9	325 64.6	46 9.1
University Counties	68 13.2	343 66.5	62 12.0
Other Counties	25 10.2	168 68.9	29 11.9
Associate's Degree	**No Further Education Needed # %**	**Maintain/Upgrade # %**	**Need Additional Degree # %**
5 Study Counties	51 10.1	274 54.5	103 20.5
University Counties	65 12.6	265 51.4	104 20.2
Other Counties	15 6.1	146 59.8	58 23.8
Bachelor's Degree	**No Further Education Needed # %**	**Maintain/Upgrade # %**	**Need Additional Degree # %**
5 Study Counties	73 14.5	284 56.5	96 19.1
University Counties	71 13.8	331 64.1	98 19.0
Other Counties	25 10.2	146 59.8	63 25.8

Part 2

Statewide Survey Results by Region


Region 1
Region 2
Region 3
Region 4
Region 5
Escambia
Santa Rosa
Okaloosa
Holmes
Jackson
Walton
Washington
Bay
Calhoun
Gadsden
Liberty
Leon
Wakulla
Jefferson
Madison
Taylor
Hamilton
Suwannee
Lafayette
Gulf
Franklin
Nassau
Baker
Duval
Columbia
Union
Bradford
Clay
Saint Johns
Gilchrist
Alachua
Putnam
Dixie
Flagler
Levy
Marion
Volusia
Citrus
Lake
Sumter
Seminole
Hernando
Orange
Pasco
Osceola
Pinellas
Hillsborough
Polk
Brevard
Indian River
Manatee
Hardee
Okeechobee
Saint Lucie
Highlands
De Soto
Martin
Sarasota
Charlotte
Glades
Palm Beach
Hendry
Lee
Collier
Broward
Monroe
Dade

Region 1 Summary

Table 1 displays the number of firms responding to the survey in the top five types of firms in Region 1. A total of 147 firms responded from this region. Many of responding firms in this region were in the educational service field. Several firms from engineering, accounting, and research services, and social services also responded. Health-services and eating/drinking firms also are represented among the respondents from Region 1.

Table 1: Respondents by Firm Type – Top Five		
Firm Type	**#**	**%**
Educational Services	20	3.6
Engineering, Accounting, Research Services	13	8.8
Social Services	12	8.2
Health Services	11	7.5
Eating/Drinking Places	9	6.1
Total Firms Responding from Region 1	147	100.0

Employers were asked to indicate whether there is an adequate supply of employees in their county. As noted in Table 2, a majority of the respondents indicated that the supply of employees at all degree levels was adequate. Employers were more likely to find an adequate supply of employees at the Associate's Degree level and lower and less likely to find an adequate supply of employees at the Bachelor's Degree level or higher.

Table 2: Is There an Adequate Supply of Employees in Your County?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	95	83.3	18	15.8
Associate's Degree	80	74.8	27	25.2
Bachelor's Degree	73	66.4	37	33.6
Greater than Bachelor's Degree	69	63.9	39	36.1
Note: Percentages sum to 100% across rows.				

Respondents were asked to identify the most-difficult-to-fill positions in their firms. Table 3 displays the most frequently mentioned positions in this region. The most--difficult jobs to fill in Region 1 are administrative specialty managers followed by K-12 teachers — both requiring Bachelor's Degrees or above. For the purposes of this table, "Administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers. "Therapists" include respiratory, occupational and physical therapists.

Table 3: Most-Difficult Jobs To Fill		
First-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Administrative Specialty Managers	13	11.3
K-12 Teachers	10	8.7
Secretarial/General Office	9	7.8
Computer Scientists	8	7.0
Therapists	8	7.0
Second-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Computer Scientists	8	9.0
K-12 Teachers	7	7.9
Accountants/Financial Specialists	6	6.7
Health Care Maintenance/Treatment	6	6.7
Secretarial/General Office	6	6.7
Librarians, Archivists, Curators	5	5.6
Administrative Specialty Managers	5	5.6
Engineers	3	3.4
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available). A majority of the respondents indicated that programs were available at each level of education in their geographical operating area.

Table 4: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	8	5.5	138	94.5
Associate's Degree	5	3.4	141	96.6
Bachelor's Degree	11	7.5	135	92.5
Greater than Bachelor's Degree	7	4.8	139	95.2

The number of new and replacement hires expected over the next two years is displayed in Table 5. At the less-than-Associate's Degree level, many employers expected to hire 20 or more new or replacement employees in the next two years. A significant number of firms expected to hire 1-5 employees at this level. At the Associate's Degree level, the largest percentage of firms expected to hire 1-5 individuals. Many firms also expected to hire 1-5 employees at the Bachelor's Degree level. At the greater-than-Bachelor's Degree level, most firms expected to hire 1-5 individuals, although a large number of responding firms anticipated making no hires at this level in the next two years.

Table 5: Expected Number of Hires by Level of Postsecondary Education										
	0		1-5		6-10		11-20		Over 20	
Level of Education	#	%	#	%	#	%	#	%	#	%
Less than Associate's Degree	12	9.3	43	33.3	13	10.1	11	8.5	50	38.8
Associate's Degree	20	19.2	39	37.5	18	17.3	11	10.6	16	15.4
Bachelor's Degree	23	17.7	52	40.0	12	9.2	18	13.8	25	19.2
Greater than Bachelor's Degree	38	35.2	44	40.7	10	9.3	5	4.6	11	10.2
Note: Percentages sum to 100% across rows.										

Employers were asked if their employees who currently hold some type of postsecondary education credential need continuing education and whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#	%	#	%	#	%
Less than Associate's Degree	15	10.3	101	69.2	14	9.6
Associate's Degree	14	9.6	86	58.9	23	15.8
Bachelor's Degree	19	13.0	96	65.8	20	13.7

Region 2 Summary

Table 1 displays number of responses to the survey from the top five types of firms in Region 2. A total of 141 firms responded to the survey in this region, the largest percentage from the health-services field. Several firms from social services and educational services also responded. Business services and engineering, accounting and research services firms are also represented in the respondents from Region 2. Business services include businesses that supply services to other businesses.

Table 1: Respondents by Firm Type – Top Five		
Firm Type	**#**	**%**
Health Services	21	14.9
Social Services	17	12.1
Educational Services	16	11.3
Business Services	15	10.6
Engineering, Accounting, Research Services	10	7.1
Total Firms Responding from Region 2	141	100.0

Employers were asked to indicate whether there is an adequate supply of employees in their county. As noted in Table 2, a majority of the respondents indicated that the supply of employees at all degree levels was adequate. Employers were less likely to find an adequate supply of employees at the greater-than-Bachelor's Degree level and more likely to find an adequate supply of employees at the less-than-Associate's Degree level.

Table 2: Is There an Adequate Supply of Employees in Your County?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	88	79.3	23	20.7
Associate's Degree	72	68.6	33	31.4
Bachelor's Degree	75	68.8	34	31.2
Greater than Bachelor's Degree	66	64.7	36	35.3
Note: Percentages sum to 100% across rows.				

Respondents were asked to identify the first and second most-difficult-to-fill positions in their firms. Table 3 displays the most frequently mentioned position among Region 2 firms. The most-difficult jobs to fill were in secretarial/general office occupations, followed by K-12 teachers. In this report, "administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers. "Health-service" occupations include assistant-level positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides. "Other health professional/technician" occupations include radiation therapists, medical record technicians and radiological technologists.

Table 3: Most-Difficult Jobs To Fill by OES* Occupational Level		
First-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Secretarial/General Office	14	13.6
K-12 Teachers	12	11.1
Computer Scientists	8	7.4
Food & Beverage Preparations/Service	8	7.4
Health Care Maintenance/Treatment	8	7.4
Administrative Specialty Managers	7	6.5
Merchandise/Product Sales	5	4.6
Second-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
K-12 Teachers	6	7.1
Administrative Specialty Managers	6	7.1
Secretarial/General Office	6	7.1
Accountants/Financial Specialists	6	7.1
Computer Scientists	5	6.0
Health Services	5	6.0
Merchandise/Product Sales	4	4.8
Agricultural, Forestry, Fishing	4	4.8
Legal Assistants	3	3.6
Other Health Professional/Technicians	3	3.6
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available). Over 90% of the firms in Region 2 reported that there was an adequate supply of postsecondary programs at all educational levels in their area, indicating postsecondary program availability is not an issue in their operating area.

Table 4: Are Postsecondary Education and Training Programs *Unavailable in* Your Area?				
Level of Education	**Yes**		**No**	
	#	**%**	**#**	**%**
Less than Associate's Degree	5	3.5	136	96.5
Associate's Degree	7	5.0	134	95.0
Bachelor's Degree	9	6.4	132	93.6
Greater than Bachelor's Degree	6	4.3	135	95.7

The number of new and replacement hires expected over the next two years is displayed in Table 5. At the less-than-Associate's Degree level, the largest percentage of responding firms planned to hire over 20 new or replacement employees in the next two years. At the Associate's Degree level, more of firms expected to hire 1-5 new individuals. Many firms also expect to hire 1-5 employees at the Bachelor's Degree level. At the greater-than-Bachelor's Degree level, many

firms expected to hire 1-5 individuals, although a large number of responding firms expected to make no hires at this level

Table 6: Expected Number of Hires by Level of Postsecondary Education										
Level of Education	**0**		**1-5**		**6-10**		**11-20**		**Over 20**	
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	9	7.4	41	33.6	12	9.8	14	11.5	46	37.7
Associate's Degree	19	18.6	41	40.2	15	14.7	5	4.9	22	21.6
Bachelor's Degree	16	13.2	49	40.5	21	17.4	17	14.0	18	14.9
Greater than Bachelor's Degree	34	31.5	50	46.3	10	9.3	10	9.3	4	3.7
Note: Percentages sum to 100% across rows.										

Employers were asked about the continuing education needs of employees who currently hold some type of postsecondary education credential — whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	17	12.1	96	68.1	18	12.8
Associate's Degree	12	8.5	80	56.7	32	22.7
Bachelor's Degree	11	7.8	94	66.7	28	19.9

Region 3 Summary

Table 1 displays the number of responses to the survey from the top five types of firms in Region 3. A total of 203 firms responded to the survey in this region, with many from the health-services, engineering, accounting and research services, and educational services fields. Business services and social services firms also are represented in the respondents from Region 3. Business services include businesses that supply services to other businesses.

Table 1: Respondents by Firm Type – Top Five

Firm Type	#	%
Health Services	27	13.3
Engineering, Accounting, Research Services	26	12.8
Educational Services	22	10.8
Business Services	15	7.4
Social Services	13	6.4
Total Firms Responding from Region 3	203	100.0

Employers were asked to indicate whether there is an adequate supply of employees in their county. As noted in Table 2, a majority indicated that the supply of employees at all degree levels was adequate. Employers were more likely to find an adequate supply of employees at the Associate Degree level and below than at the Bachelor's Degree level and above.

Table 2: Is There an Adequate Supply of Employees in Your County?

	Yes		No	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	109	73.6	39	26.4
Associate's Degree	107	75.4	35	24.6
Bachelor's Degree	106	65.8	55	34.2
Greater than Bachelor's Degree	99	66.9	49	33.1
Note: Percentages sum to 100% across rows.				

Respondents were asked to identify the most-difficult-to-fill positions in their firms. Table 3 displays the top most-difficult positions to fill in this region. The most-difficult jobs to fill are in secretarial/general office occupations, followed by accountants and financial specialists. In this report, "administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers. "Health-service" occupations include assistant-level positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides. "Health care maintenance/treatment" occupations include registered nurses, physicians' assistants, pharmacists, dieticians and nutritionists.

Table 3: Most-Difficult Jobs To Fill by OES* Occupational Title		
First-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Secretarial/General Office	16	10.9
Accountants/Financial Specialists	15	10.2
Administrative Specialty Managers	14	9.5
K-12 Teachers	10	6.8
Health Services	10	6.8
Health Care Maintenance/Treatment	9	6.1
Second-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Secretarial/General Office	15	12.7
Administrative Specialty Managers	13	11.0
Health Care Maintenance/Treatment	8	6.8
Accountants/Financial Specialists	6	5.1
Engineers	5	4.2
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available). Over 90% of respondents in Region 3 reported that there was an adequate supply of employees with postsecondary education at all levels, indicating that program availability in not an issue in their operating area.

Table 4: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	19	9.5	182	90.5
Associate's Degree	11	5.5	190	94.5
Bachelor's Degree	16	8.0	185	92.0
Greater than Bachelor's Degree	17	8.5	184	91.5

The number of new and replacement hires expected over the next two years is displayed in Table 5. At the less-than-Associate's Degree level, the largest percentage of employers expected to hire over 20 new or replacement employees in the next two years, and many expected to hire 1-5 individuals. At the Associate's Degree level, the majority of firms expected to hire 1-5 individuals. Most firms also expect to hire 1-5 employees at the Bachelor's Degree level. At the greater-than-Bachelor's Degree level, most firms expected to hire 1-5 individuals, although a large number of responding firms anticipated making no hires at this level in the next two years.

Table 5: Expected Number of Hires by Level of Postsecondary Education										
	0		1-5		6-10		11-20		Over 20	
Level of Education	#	%	#	%	#	%	#	%	#	%
Less than Associate's Degree	11	6.7	55	33.5	26	15.9	14	8.5	58	35.4
Associate's Degree	28	19.0	61	41.5	19	12.9	13	8.8	26	17.7
Bachelor's Degree	24	14.4	80	47.9	23	13.8	14	8.4	26	15.6
Greater than Bachelor's Degree	47	32.4	70	48.3	12	8.3	6	4.1	10	6.9
Note: Percentages sum to 100% across rows.										

Employers were asked about the continuing education needs of employees who currently hold some type of postsecondary education credential — whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees. Only 20.9% of employers indicated they had employees with Associate's Degrees who needed to seek a Bachelor's Degree and the same proportion indicated that employees with Bachelor's needed to pursue an additional degree.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#	%	#	%	#	%
Less than Associate's Degree	25	12.4	142	70.6	19	9.5
Associate's Degree	21	10.4	115	57.2	42	20.9
Bachelor's Degree	27	13.4	126	62.7	42	20.9

Region 4 Summary

Table 1 displays the number of responses to the survey from the top five types of firms in Region 4. A total of 402 firms responded from this region, the largest percentage from the health-services field. Several firms from the business services and engineering, accounting and research services fields also responded. Business services include businesses that supply services to other businesses. Educational services and social services firms also are represented among the respondents from Region 4.

Table 1: Respondents by Firm Type – Top Five		
Firm Type	**#**	**%**
Health Services	69	17.2
Business Services	34	8.5
Engineering, Accounting, Research Services	34	8.5
Educational Services	31	7.7
Social Services	21	5.2
Total Firms Responding from Region 4	402	100.0

Employers were asked to indicate whether there is an adequate supply of employees in their county. As noted in Table 2, a majority of the respondents indicated that the supply of employees at all degree levels was adequate. Employers were slightly more likely to report an adequate supply of employees at the three higher degree levels than at the less-than-Associate's Degree level. Overall, there appears to be an adequate supply of employees in this region at all levels of postsecondary education.

Table 2: Is There an Adequate Supply of Employees in Your County?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	198	63.9	112	36.1
Associate's Degree	203	68.8	92	31.2
Bachelor's Degree	201	67.7	96	32.3
Greater than Bachelor's Degree	189	66.5	95	33.5
Note: Percentages sum to 100% across rows.				

Respondents were asked to identify the most-difficult-to-fill positions in their firms. Table 3 displays the top most frequently mentioned positions. The most-difficult jobs to fill in Region 4 are in secretarial/general office occupations, followed by administrative specialty managers. "Administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers. "Health-service" occupations include assistant-level positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides. "Other health professional/technicians" occupations include radiation therapists, medical records technicians and radiology technologists.

Table 3: Most-Difficult Jobs To Fill by OES* Occupational Title		
First-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Health Services	23	7.6
Secretarial/General Office	34	11.2
K-12 Teachers	22	7.2
Administrative Specialty Managers	18	5.9
Accountants/Financial Specialists	17	5.6
Second-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Secretarial/General Office	42	16.9
Administrative Specialty Managers	18	7.3
Merchandise/Product Sales	17	6.9
Health Care Maintenance/Treatment	17	6.9
Other Health Professional/Technicians	12	4.8
Accountants/Financial Specialists	11	4.4
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available). Over 90% of the firms in Region 4 found that there is an adequate supply of postsecondary programs at most educational levels in their area, indicating that postsecondary program availability is not an issue for them.

Table 4: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	34	8.7	356	91.3
Associate's Degree	22	5.6	368	94.4
Bachelor's Degree	40	10.3	355	89.7
Greater than Bachelor's Degree	27	6.9	363	93.1

The number of new and replacement hires expected over the next two years is displayed in Table 5. At the less-than-Associate's Degree level, many firms expected to hire over 20 new or replacement employees in the next two years. Also at this level, a significant number of firms expected to hire 1-5 employers. At the Associate's Degree level, the many of firms expected to hire 1-5 individuals. Many firms also expected to hire 1-5 employees at the Bachelor's Degree level. At the greater-than-Bachelor's Degree level, many firms expected to hire 1-5 individuals, although a large number of responding firms anticipated making no hires at this level in the next two years.

Table 5: Expected Number of Hires by Level of Postsecondary Education										
	0		1-5		6-10		11-20		Over 20	
Level of Education	#	%	#	%	#	%	#	%	#	%
Less than Associate's Degree	21	6.3	114	34.3	45	13.6	26	7.8	126	38.0
Associate's Degree	53	18.2	137	46.9	36	12.3	23	7.9	43	14.7
Bachelor's Degree	52	16.0	144	44.4	55	17.0	17	5.2	56	17.3
Greater than Bachelor's Degree	96	33.4	129	44.9	21	7.3	17	5.9	24	8.4
Note: Percentages sum to 100% across rows.										

Employers were asked about the continuing education needs of employees who currently hold some type of postsecondary education credential — whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that these employees needed to maintain and upgrade their existing skills, not seek a new degree. Only 23.6% of employers indicated that employees with Associate's Degrees need to seek a Bachelor's Degree and 21.8% reported that employees with Bachelor's Degrees needed to pursue an advanced degree.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#	%	#	%	#	%
Less than Associate's Degree	58	14.9	257	65.9	49	12.6
Associate's Degree	38	9.7	214	54.9	92	23.6
Bachelor's Degree	48	12.3	231	59.2	85	21.8

Region 5 Summary

Table 1 displays the number responses to the survey from the top five types of firms in Region 5. A total of 389 firms responded to the survey from this region, with the largest number of respondents from engineering, accounting and research firms or health-services firms. Educational, social and business services also were represented in the survey. A business service includes firms that provide services to other businesses.

Table 1: Respondents by Firm Type – Top Five

Firm Type	#	%
Engineering, Accounting, Research Services	52	13.4
Health Services	50	12.9
Educational Services	31	8.0
Social Services	30	7.7
Business Services	27	6.9
Total Firms Responding from Region 5	389	100.0

Employers were asked to indicate whether there is an adequate supply of employees in their county. As noted in Table 2, a majority of the respondents indicated that the supply of employees at all degree levels was adequate. In this region, employers were more likely to find an adequate supply of employees at the Associate's Degree level and below than at the Bachelor's Degree level or higher.

Table 2: Is There an Adequate Supply of Employees in Your County?

	Yes		No	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	242	82.0	53	18.0
Associate's Degree	208	73.8	74	26.2
Bachelor's Degree	218	70.6	91	29.4
Greater than Bachelor's Degree	193	65.9	100	34.1
Note: Percentages sum to 100% across rows				

Respondents were asked to identify the first and second most-difficult-to-fill positions in their firms. Table 3 displays the most frequently mentioned position among Region 5 firms. The most-difficult jobs to fill were in secretarial/general office occupations, followed by administrative specialty managers. In this report, "administrative specialty managers" include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers. "Health care maintenance/treatment" occupations include registered nurses, physician assistants, pharmacists, dieticians and nutritionists.

Table 3: Most-Difficult Jobs To Fill by OES* Occupational Titles		
First-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Secretarial/General Office	34	12.3
Administrative Specialty Managers	30	10.8
Accountants/Financial Specialists	24	8.7
Merchandise/Product Sales	17	6.1
K-12 Teachers	16	5.8
Second-Most-Difficult Jobs To Fill		
OES Job Title	**#**	**%**
Secretarial/General Office	34	15.3
Administrative Specialty Managers	25	11.3
Accountants/Financial Specialists	19	8.6
K-12 Teachers	18	8.1
Merchandise/Product Sales	13	5.9
Health Care Maintenance/Treatment	13	5.9
OES = Occupational Employment Statistics		

Respondents were asked whether postsecondary education or training programs were unavailable in their geographic operating area. Table 4 displays their responses. (Note that a "yes" response means that programs are NOT available). Over 90% of the firms in Region 5 found that there is an adequate supply of postsecondary programs at all educational levels in their area, indicating that postsecondary program availability is not an issue in their firm's geographic operating area.

Table 4: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?				
	Yes		**No**	
Level of Education	**#**	**%**	**#**	**%**
Less than Associate's Degree	28	7.3	358	92.7
Associate's Degree	22	5.7	364	94.3
Bachelor's Degree	31	8.1	354	91.9
Greater than Bachelor's Degree	28	7.3	357	92.7

The number of new and replacement hires expected over the next two years is displayed in Table 5. At the less-than-Associate's Degree level, many firms expected to hire over 20 or 1-5 new or replacement employees in the next two years. At the Associate's Degree level, the largest percentage of firms expected to hire 1-5 individuals. Many firms also expected to hire 1-5 new or replacement employees at the Bachelor's Degree level. At the greater-than-Bachelor's Degree level, many firms expected to hire 1-5 individuals, although a large number of responding firms anticipated making no hires at this level in the next two years.

Table 5: Expected Number of Hires by Level of Postsecondary Education										
	0		1-5		6-10		11-20		Over 20	
Level of Education	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	43	13.8	105	33.7	42	13.5	17	5.4	105	33.7
Associate's Degree	64	22.9	117	41.8	40	14.3	22	7.9	37	13.2
Bachelor's Degree	49	15.4	152	47.8	46	14.5	27	8.5	44	13.8
Greater than Bachelor's Degree	96	35.4	122	45.0	18	6.6	9	3.3	26	9.6
Note: Percentages sum to 100% across rows.										

Employers were asked about the continuing education needs of employees who currently hold some type of postsecondary education credential — whether employees needed no further education, needed to maintain and upgrade skills, or needed to seek an additional degree. Table 6 displays the data for those responding "yes" to the question. Most employers indicated that employees needed to maintain/upgrade their current skills rather than obtain degrees.

Table 6: Continuing Education Needs						
Level of Education	**No Further Education Needed**		**Maintain/Upgrade**		**Need Additional Degree**	
	#	**%**	**#**	**%**	**#**	**%**
Less than Associate's Degree	53	13.8	240	62.3	37	9.6
Associate's Degree	46	11.9	190	49.4	76	19.7
Bachelor's Degree	64	16.5	214	55.0	82	21.3

Comparisons of Regions

Table 1 displays the number of response to the survey for the top five types of firms in each of the five regions. Region 1 is the only region to have eating/drinking firms among the top five. Otherwise, the types of responding firms are similar across the regions, although different percentages of each type of firm responded in each of the regions. All regions had a large number of responses from the health-services firms. Social services, engineering, accounting and research services, and educational services firms were represented in all regions. Business service firms were represented in the top five in every region except Region 1.

Table 1: Respondents by Firm Type – Top Five

	Region 1	
Firm Type	**#**	**%**
Educational Services	20	13.6
Engineering, Accounting, Research Services	13	8.8
Social Services	12	8.2
Health Services	11	7.5
Eating/Drinking Places	9	6.1
Total Firms Responding from Region 1	147	100.0
	Region 2	
Firm Type	**#**	**%**
Health Services	21	14.9
Social Services	17	12.1
Educational Services	16	11.3
Business Services	15	10.6
Engineering, Accounting, Research Services	10	7.1
Total Firms Responding from Region 2	141	100.0
	Region 3	
Firm Type	**#**	**%**
Health Services	27	13.3
Engineering, Accounting, Research Services	26	12.8
Educational Services	22	10.8
Business Services	15	7.4
Social Services	13	6.4
Total Firms Responding from Region 3	203	100.0

	Region 4	
Firm Type	#	%
Health Services	69	17.2
Business Services	34	8.5
Engineering, Accounting, Research Services	34	8.5
Educational Services	31	7.7
Social Services	21	5.2
Total Firms Responding from Region 4	402	100.0
	Region 5	
Firm Type	#	%
Engineering, Accounting, Research Services	52	13.4
Health Services	50	12.9
Educational Services	31	8.0
Social Services	30	7.7
Business Services	27	6.9
Total Firms Responding from Region 5	389	100.0

Employers were asked if there was an adequate supply of employees in their counties. The results in Table 2 show that there was no substantial difference among the five regions. Employers in all regions indicated that overall there is an adequate supply of employees at all educational levels. They were slightly more likely to report an adequate supply of employees at the Associate's Degree level and below than the Bachelor's Degree level and higher, however.

Table 2: Is There an Adequate Supply of Employees in Your County?

	Less than Associate's Degree		Associate's Degree		Bachelor's Degree		Greater than Bachelors Degree	
	#	%	#	%	#	%	#	%
Region 1	95	84.1	80	74.8	73	66.4	69	63.9
Region 2	88	79.3	72	68.6	75	68.8	66	64.7
Region 3	109	73.6	107	75.4	106	65.8	99	66.9
Region 4	198	63.9	203	68.8	201	76.7	189	66.5
Region 5	242	82.0	208	73.8	218	70.6	193	65.9
Statewide	732	74.9	670	72.0	673	68.3	616	65.9

Respondents were asked to identify the first and second most-difficult-to-fill positions in their firms. Table 3a displays the top first-most-difficult jobs to fill for the five different regions, and Table 3b displays the top second-most-difficult positions to fill.

Although the regions showed different priorities for difficult positions to fill, there are similarities. Secretarial positions, administrative specialty managers, K-12 teaching and health-care positions were among the difficult-to-fill positions in all regions. Other difficult positions to fill in more than one region included computer scientists, accountants and financial specialists, and merchandise/product sales. Region 2 was the only region to indicate that food and beverage service positions were difficult to fill. For Tables 3a and 3b, "health-services" occupations include assistant-level positions such as dental assistants, medical assistants, nursing aides, and occupational therapy assistants and aides. "Health care maintenance/treatment" occupations include registered nurses, physician assistants, pharmacists, dieticians and nutritionists.

"Therapist" occupations include respiratory, occupational and physical therapists. "administrative specialty manager" occupations include upper-level managers in a variety of roles such as human resource directors, marketing managers and engineering project managers.

Table 3a: First-Most-Difficult Jobs To Fill	
	Region 1
OES Job Title	**# %**
Administrative Specialty Managers	13 11.3
K-12 Teachers	10 8.7
Secretarial/General Office	9 7.8
Computer Scientists	8 7.0
Therapists	8 7.0
Accountants/Financial Specialists	6 5.2
	Region 2
OES Job Title	**# %**
Secretarial/General Office	14 13.6
K-12 Teachers	12 11.1
Computer Scientists	8 7.4
Food & Beverage Preparations/Service	8 7.4
Health Care Maintenance/Treatment	8 7.4
Administrative Specialty Managers	7 6.5
Merchandise/Product Sales	5 4.6
	Region 3
OES Job Title	**# %**
Secretarial/General Office	16 10.9
Accountants/Financial Specialists	15 10.2
Administrative Specialty Managers	14 9.5
K-12 Teachers	10 6.8
Health Services	10 6.8
Health Care Maintenance/Treatment	9 6.1
	Region 4
OES Job Title	**# %**
Secretarial/General Office	34 11.2
Health Services	23 7.6
K-12 Teachers	22 7.2
Administrative Specialty Managers	18 5.9
Accountants/Financial Specialists	17 5.6
	Region 5
OES Job Title	**# %**
Secretarial/General Office	34 12.3
Administrative Specialty Managers	30 10.8
Accountants/Financial Specialists	24 8.7
Merchandise/Product Sales	17 6.1
K-12 Teachers	16 5.8

The five regions had some similarities in the second-most-difficult positions to fill. All counties indicated secretarial/general office positions and administrative specialty managers were difficult positions to fill. Other positions cited as difficult to fill by more than one region include K-12 teaching, accounting/financial services, merchandise/product sales and positions in various health professions. Region 1 was the only region to include librarian, archivist and curator positions among the difficult to fill positions.

Table 3b: Second-Most-Difficult Positions To Fill

	Region 1	
OES Job Title	**#**	**%**
Computer Scientists	8	9.0
K-12 Teachers	7	7.9
Accountants/Financial Specialists	6	6.7
Health Care Maintenance/Treatment	6	6.7
Secretarial/General Office	6	6.7
Librarians, Archivists, Curators	5	5.6
Administrative Specialty Managers	5	5.6
Engineers	3	3.4
	Region 2	
OES Job Title	**#**	**%**
K-12 Teachers	6	7.1
Administrative Specialty Managers	6	7.1
Secretarial/General Office	6	7.1
Accountants/Financial Specialists	6	7.1
Computer Scientists	5	6.0
Health Services	5	6.0
Merchandise/Product Sales	4	4.8
Agricultural, Forestry, Fishing	4	4.8
Legal Assistants	3	3.6
Other Health Professional/Technicians	3	3.6
	Region 3	
OES Job Title	**#**	**%**
Secretarial/General Office	15	12.7
Administrative Specialty Managers	13	11.0
Health Care Maintenance/Treatment	8	6.8
Accountants/Financial Specialists	6	5.1
Engineers	5	4.2

	Region 4	
OES Job Title	**#**	**%**
Secretarial/General Office	42	16.9
Administrative Specialty Managers	18	7.3
Merchandise/Product Sales	17	6.9
Health Care Maintenance/Treatment	17	6.9
Other Health Professional/Technicians	12	4.8
Accountants/Financial Specialists	11	4.4
	Region 5	
OES Job Title	**#**	**%**
Secretarial/General Office	34	15.3
Administrative Specialty Managers	25	11.3
Accountants/Financial Specialists	19	8.6
K-12 Teachers	18	8.1
Merchandise/Product Sales	13	5.9
Health Care Maintenance/Treatment	13	5.9

The academic areas or disciplines that the employers associated with the first-difficult-to-fill positions are shown in Table 4. The responses of employers about the academic disciplines needed for the most-difficult positions to fill were similar across all five regions — business management, health professions and education were the most frequently mentioned disciplines. Engineering and computer and information sciences were the other disciplines most frequently cited. Region 2 was the only region to cite communications as a discipline needed for most-difficult-to-fill positions, and Region 3 was the only region to cite the visual and performing arts.

Table 4: Academic Disciplines of Most Difficult Jobs To Fill (Top Five)

	Region 1	
Academic Discipline	#	%
Health Professions	14	23.3
Business Management	13	21.7
Computer and Information Sciences	8	13.3
Education	8	13.3
Engineering	4	6.7
	Region 2	
Academic Discipline	#	%
Health Professions	15	30.0
Education	9	18.0
Computer and Information Sciences	8	16.0
Business Management	4	8.0
Communications	2	4.0

	Region 3	
Academic Discipline	#	%
Health Professions	12	19.4
Engineering	11	17.7
Business Management	9	14.5
Education	6	6.7
Visual and Performing Arts	4	6.5
	Region 4	
Academic Discipline	#	%
Health Professions	26	20.3
Business Management	26	20.3
Education	15	11.7
Computer and Information Sciences	12	9.4
Engineering	12	9.4
	Region 5	
Academic Discipline		
Business Management	34	23.3
Health Professions	20	13.7
Education	18	12.3
Engineering	10	6.8
Computer and Information Sciences	8	5.5

Respondents were asked whether postsecondary education or training programs were *unavailable* in their geographic operating area. Table 5 shows the "no" responses, which indicate that these programs were available. There were no substantial differences in the responses by firms in these regions. Across all five regions, an overwhelming majority of responding firms indicated there is an adequate supply of postsecondary education at all levels in their geographic area, indicating that postsecondary program availability is not an issue for responding firms in these regions.

Table 5: Are Postsecondary Education and Training Programs *Unavailable* in Your Area?

	Less than Associate's Degree		Associate's Degree		Bachelor's Degree		Greater than Bachelors Degree	
	#	%	#	%	#	%	#	%
Region 1	138	94.5	141	96.6	135	92.5	139	95.2
Region 2	136	96.5	134	95.0	132	93.6	135	95.7
Region 3	182	90.5	190	94.5	185	92.0	184	91.5
Region 4	356	91.3	368	94.4	350	89.7	363	93.1
Region 5	358	92.7	364	94.3	354	91.9	357	92.7
Statewide	1170	92.6	1197	94.7	1156	91.5	1178	93.3

Table 6 displays expected hires by level of postsecondary education in the next two years. Responses from all five regions were similar for this question. At the less-than-Associate's Degree level, many firms planned to hire 20 or more new or replacement employees in the next two years, although, at the same level, a sizable number of firms expected to hire 1-5 new individuals in the next two years. At the Associate's Degree level, the largest proportion of firms will hire 1-5 new or replacement employees. The same holds true in all regions for the Bachelor's Degree level, where most firms will hire 1-5 new individuals. Many firms also expect to hire 1-5 new or replacement employees at the greater-than-Bachelor's degree level, although a larger percentage of employers in all five regions do not intend to make any new hires at this level in the next two years.

Table 6: Expected Number of Hires by Level of Postsecondary Education

No Expected Hires	Less than Associate's Degree #	%	Associate's Degree #	%	Bachelor's Degree #	%	Greater than Bachelor's Degree #	%
Region 1	12	9.3	20	13.6	23	17.7	38	35.2
Region 2	9	7.4	19	18.6	16	13.2	34	31.5
Region 3	11	6.7	28	19.0	24	14.4	47	32.4
Region 4	21	6.3	53	18.2	52	16.0	96	33.4
Region 5	43	13.8	64	22.9	49	15.4	96	35.4
1-5 Hires	**Less than Associate's Degree**		**Associate's Degree**		**Bachelor's Degree**		**Greater than Bachelors Degree**	
	#	%	#	%	#	%	#	%
Region 1	43	33.3	39	37.5	52	40/0	44	40.7
Region 2	41	33.6	41	40.2	49	40.5	50	46.3
Region 3	55	33.5	61	41.5	80	47.9	70	48.3
Region 4	114	34.3	137	46.9	144	44.4	129	44.9
Region 5	105	33.7	117	41.8	152	47.8	122	45.0
6-10 Hires	**Less than Associate's Degree**		**Associate's Degree**		**Bachelor's Degree**		**Greater than Bachelors Degree**	
	#	%	#	%	#	%	#	%
Region 1	13	10.1	18	17.3	12	9.2	10	9.3
Region 2	12	9.8	15	14.7	21	17.4	10	9.3
Region 3	26	15.9	19	12.9	23	13.8	12	8.3
Region 4	45	13.6	36	12.3	55	17.0	21	7.3
Region 5	42	15.3	40	14.3	46	14.5	18	6.6
11-20 Hires	**Less than Associate's Degree**		**Associate's Degree**		**Bachelor's Degree**		**Greater than Bachelors Degree**	
	#	%	#	%	#	%	#	%
Region 1	11	8.5	11	10.6	18	13.8	5	4.6
Region 2	14	11.5	5	4.9	17	14.0	10	9.3
Region 3	14	8.5	13	8.8	14	8.4	6	4.1
Region 4	26	7.8	23	7.9	17	5.2	17	5.9
Region 5	17	5.4	22	7.9	27	8.5	9	3.3

Over 20 Hires	Less than Associate's Degree # %	Associate's Degree # %	Bachelor's Degree # %	Greater than Bachelors Degree # %
Region 1	50 38.8	16 15.4	25 19.2	11 10.2
Region 2	46 37.7	22 21.6	18 14.9	4 3.7
Region 3	58 35.4	26 17.7	26 15.6	10 6.9
Region 4	126 38.0	43 14.7	56 17.3	24 8.4
Region 5	105 33.7	37 13.2	44 13.8	26 9.6

Employers were asked about the continuing education needs of employees who currently hold some type of postsecondary education credential — whether they needed no further education, needed to maintain/upgrade their current skills, or needed to seek an additional degree (beyond their existing level of education). Table 7 displays the data for those indicating a "yes" response to the question. The responses from the five regions are similar, with most employers indicating that employees needed to maintain/upgrade their current skills rather than obtain a degree.

Table 7: Continuing Education Needs

Less Than Associate's Degree	No Further Education Needed # %	Maintain/Upgrade # %	Need Additional Degree # %
Region 1	15 10.3	101 69.2	14 9.6
Region 2	17 12.1	96 68.1	18 12.8
Region 3	25 12.4	142 70.6	19 9.5
Region 4	58 14.9	257 65.9	49 12.6
Region 5	53 13.8	240 62.3	37 9.6
Associate's Degree	**No Further Ed Needed # %**	**Maintain/Upgrade # %**	**Need Additional Degree # %**
Region 1	14 9.6	86 58.9	23 15.8
Region 2	12 8.5	80 56.7	32 22.7
Region 3	21 10.4	115 57.2	42 20/9
Region 4	38 9.7	214 54.9	92 23.6
Region 5	46 11.9	190 49.4	76 19.7
Bachelor's Degree	**No Further Ed Needed # %**	**Maintain/Upgrade # %**	**Need Additional Degree # %**
Region 1	19 13.0	96 65.8	20 13.7
Region 2	11 7.8	94 66.7	28 19.9
Region 3	27 13.4	126 62.7	42 20.9
Region 4	48 12.3	231 59.2	85 21.8
Region 5	64 16.6	214 55.6	82 21.3

Part 3

Survey Results for Institutional Inquiries About Workforce Needs

Survey Results for Institutional Inquiries About Workforce Needs

Question 9 of the Employers' Educational Needs Inventory asked: "In the last 12 months, which of the following types of postsecondary education institutions have contacted your firm about its workforce needs?" This section provides employers' responses to this question.

As indicated in Table 1 below, slightly more than half of all employers responding to the survey said that no postsecondary institution had contacted them within the last 12 months about their workforce needs. Roughly equal proportions of all respondents had been contacted by a vocational/technical institution, community college, or public university. Private technical/career institutes and private universities made fewer contacts than public institutions.

This same overall pattern is evident across regions. Within regions, the pattern among public institutions varies somewhat with community colleges having the most contacts in Regions 1,3,5 while universities had the most contacts in Region 2 and vocational/technical institutions had the most contacts in Region 4.

Table 1. Statewide and Regional Responses

	Statewide		Region 1		Region 2		Region 3		Region 4		Region 5	
Contact by:	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
a. No postsecondary institution	642	50.8	75	51.4	73	51.8	98	48.8	179	45.9	217	56.4
b. Vocational/technical institution	242	19.2	24	16.4	26	18.4	40	19.9	96	24.6	56	14.5
c. Community college	272	21.5	32	21.9	32	22.7	52	25.9	94	24.1	62	16.1
d. Public university	257	20.3	29	19.9	36	25.5	44	21.9	88	22.6	60	15.6
e. Private career/ technical institute	181	14.3	16	11.0	18	12.8	29	14.4	72	18.5	46	11.9
f. Private university	182	14.4	29	19.9	21	14.9	44	21.9	63	16.2	50	13.0
g. Does not know	80	6.3	7	4.8	10	7.1	14	7.0	19	4.9	30	7.8

Survey results among the five study counties are presented in Table 2 below. The lowest percentage of employers saying they had no contact with a postsecondary institution in the last 12 months was found in Sarasota/Manatee Counties. The highest percentage was in Broward County. Sarasota/Manatee also had the highest percentage of employers contacted by a vocational/technical institute (31.8%) and by a community college (30.6%).

The highest rate of contact by baccalaureate granting institutions (public and private) was the public university category in Pinellas County where 21.6% of employers had been contacted by a public university.

Table 2. Responses from Five Study Counties								
	Broward		**Manatee/Sarasota**		**Pinellas**		**Volusia**	
Contact by:	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
a. No postsecondary institution	108	58.1	34	40.0	84	47.7	25	44.6
b. Vocational/technical institution	31	16.7	27	31.8	39	22.2	10	17.9
c. Community college	25	13.4	26	30.6	37	21.0	13	23.2
d. Public university	30	16.1	16	18.8	38	21.6	11	19.6
e. Private career/technical institute	27	14.5	8	9.4	38	21.6	5	8.9
f. Private university	24	12.0	8	9.4	33	18.8	9	16.1
g. Does not know	14	7.5	5	5.9	6	3.4	5	8.9

The table below compares the responses of the five study counties as a group to other counties with public universities and non-university counties. The contact rates are similar across these groups. Public university contacts are slightly higher in those counties home to a main campus of a public university while community colleges have their best contact rates in those counties without a main campus of a public university.

Table 3. Comparison of Study Counties to Other Counties						
	5 Study Counties		**Other Counties With Public Univ**		**Non-university Counties**	
Contact by:	**#**	**%**	**#**	**%**	**#**	**%**
a. No postsecondary institution	251	49.9	265	51.4	126	51.6
b. Vocational/technical institution	107	21.3	85	16.5	50	20.5
c. Community college	101	20.1	103	20.0	68	27.9
d. Public university	95	18.9	118	22.9	44	18.0
e. Private career/technical institute	78	15.5	69	13.9	34	13.9
f. Private university	74	14.7	81	15.7	27	11.1
g. Does not know	30	6.0	39	7.6	11	4.5