

SeVEDS WORKFORCE REPORT – 2014

Skills Survey Inputs from Employers

LARGE BUSINESS RESPONSES

What are the most important soft or hard skills missing in the candidates that apply to your firm for an entry level or higher level job?

1	Communication/Interpersonal skills	10%
2	Common Sense/Critical Thinking	9%
3	Customer service - understanding	10%
4	Technical Aptitude/Skills	9%
5	Work Ethic / Initiative / Accountability	8%
6	Computer skills - beyond very basics	9%
7	Personal presentation /appearance	9%
8	Math /writing skills	6%
9	Dependability/Attendance	5%
10	Teamwork	4%
11	Writing / Spelling	4%
12	Business etiquette	3%
13	Managerial Skills	3%
14	Maturity/ Personal Ownership	3%
15	Ability to work independently	1%
16	Compassion	1%
17	Learning agility	1%
18	Organizational Skills	1%
19	Patience	1%
20	Presentation Skills	1%
21	Technical Sales Skills	1%

What are the skills that are required to upgrade employees already in your organization, but seem to be unable to grow to the next job level?

1	Leadership/Supervision/Mgmt. skills	13%
2	Critical / Strategic Thinking	12%
3	Computer Skills	10%
4	Technical Aptitude/Skills	8%
5	Understanding of "Big Picture" /Breaking "silo mentality"	8%
6	Communication Skills	5%
7	Technical Skills	5%
8	Time Mgmt. / Organizational Skills	5%
9	Work independently & as team member	5%

Large Business Responses - Continued

10	Initiative & willingness	3%
11	Managing teams	3%
12	Presentation Skills	3%
13	Ability to work through crisis situation	2%
14	Business Skills (financial acumen)	2%
15	Dependability/Attendance	2%
16	Engage in Professional Development	2%
17	Learning Agility	2%
18	Math Skills	2%
19	Problem Solving & Trouble Shooting	2%
20	Project Mgmt.	2%
21	Self-Analysis	2%
22	Time in field (knowledge acquisition)	2%
23	Work Ethic	2%

What are the new skills that future workers will need to have before they work for your organization that existing employees would not have been required to have when they originally came to work for you.

1	Technology	17%
2	Critical / Strategic Thinking	11%
3	Understanding and ability to use computer technology	11%
4	Leadership & Supervision (facilitate)	9%
5	Understanding of "Big Picture" /Breaking "silo mentality"	9%
6	Ability to build, develop and manage work teams	4%
7	Ability to work independently and as team member	4%
8	Customer Service Skills	4%
9	Presentation skills	4%
10	Technical, Math & writing skills	4%
11	Understanding organization reporting structures & working within them	4%
12	Safety	2%
13	Advanced computer skills	2%
14	Analytical skills	2%
15	Consistency	2%
16	Engagement	2%
17	Fix & operate machinery	2%
18	Good Manufacturing Practices	2%
19	Negotiation skills	2%
20	Organize/Standardize data collection	2%
21	Programmers (robotics)	2%
22	Quality of understanding	2%

Large Business Responses - Continued

What are the most important future job skills your organization will require prospective employees to have or be able to learn that are not needed in your workforce today?

1	Understanding and use of new technology	68%
2	Creative problem solving & flexibility	11%
3	Supervisory skills that encompass mobile workforce	7%
4	Understanding needs of future due to changes in field	7%
5	Organizational understanding of how things fit & relate	4%
6	Quality Mgmt. Systems	4%

SMALL BUSINESS RESPONSES

Please indicate any gaps in workplace "Soft Skills" you have identified during your recruiting efforts

1.	Adaptability	38.8%
2.	Communication/Interpersonal Skills	55.5%
3.	Good Attendance Record/Dependability	40.7%
4.	Critical and Analytical Thinking	40.7%
5.	Customer Service/ Sales Skills	42.5%
6.	Following Directions	27.7%
7.	Math Skills	27.7%
8.	Leadership/Managerial Skills	31.4%
9.	Problem Solving	46.2%
10.	Reading & Using Information	25.9%
11.	Teamwork	35.1%
12.	Trainability	29.6%
13.	Writing	22.2%
14.	Other	18.5%