

# Hanover Center for Workforce Excellence Survey

1. Please take a moment to fill in the information below:			
		Response Percent	Response Count
Name:	<input type="text"/>	98.8%	81
Company:	<input type="text"/>	98.8%	81
Address:	<input type="text"/>	97.6%	80
Address 2:	<input type="text"/>	18.3%	15
City/Town:	<input type="text"/>	100.0%	82
State:	<input type="text"/>	100.0%	82
ZIP:	<input type="text"/>	100.0%	82
Email Address:	<input type="text"/>	100.0%	82
Phone Number:	<input type="text"/>	98.8%	81
		<b>answered question</b>	<b>82</b>
		<b>skipped question</b>	<b>3</b>

2. Applied Math & Measurement (Print Reading)						
# of Employees						F
	None	1-10	11-20	21-50	50+	
Need Now	<b>80.0% (16)</b>	20.0% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
Future Need	<b>57.1% (12)</b>	33.3% (7)	4.8% (1)	4.8% (1)	0.0% (0)	
Not Needed	<b>83.3% (25)</b>	10.0% (3)	6.7% (2)	0.0% (0)	0.0% (0)	
					<b>answered question</b>	
					<b>skipped question</b>	

3. Business Operation						
# of Employees						
	None	1-10	11-20	21-50	50+	
Need Now	<b>75.0% (12)</b>	25.0% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
Future Need	27.3% (6)	<b>68.2% (15)</b>	4.5% (1)	0.0% (0)	0.0% (0)	
Not Needed	<b>88.0% (22)</b>	4.0% (1)	4.0% (1)	0.0% (0)	4.0% (1)	
						<i>answered question</i>
						<i>skipped question</i>

4. Reading for Comprehension						
# of Employees						
	None	1-10	11-20	21-50	50+	
Need Now	<b>66.7% (10)</b>	33.3% (5)	0.0% (0)	0.0% (0)	0.0% (0)	
Future Need	<b>62.5% (10)</b>	31.3% (5)	6.3% (1)	0.0% (0)	0.0% (0)	
Not Needed	<b>84.6% (22)</b>	7.7% (2)	7.7% (2)	0.0% (0)	0.0% (0)	
						<i>answered question</i>
						<i>skipped question</i>

5. Communication, Teamwork						
# of Employees						
	None	1-10	11-20	21-50	50+	
Need Now	36.8% (7)	<b>42.1% (8)</b>	15.8% (3)	5.3% (1)	0.0% (0)	
Future Need	7.7% (2)	<b>73.1% (19)</b>	19.2% (5)	0.0% (0)	0.0% (0)	
Not Needed	<b>73.3% (11)</b>	6.7% (1)	13.3% (2)	0.0% (0)	6.7% (1)	
						<i>answered question</i>
						<i>skipped question</i>

6. Business Writing					
# of Employees					
	None	1-10	11-20	21-50	50+
Need Now	<b>52.9% (9)</b>	35.3% (6)	11.8% (2)	0.0% (0)	0.0% (0)
Future Need	35.3% (6)	<b>52.9% (9)</b>	5.9% (1)	5.9% (1)	0.0% (0)
Not Needed	<b>84.6% (22)</b>	3.8% (1)	7.7% (2)	0.0% (0)	3.8% (1)
	<i>answered question</i>				
	<i>skipped question</i>				

7. English Literacy/GED/ESL					
# of Employees					
	None	1-10	11-20	21-50	50+
Need Now	<b>68.8% (11)</b>	31.3% (5)	0.0% (0)	0.0% (0)	0.0% (0)
Future Need	<b>46.7% (7)</b>	<b>46.7% (7)</b>	6.7% (1)	0.0% (0)	0.0% (0)
Not Needed	<b>83.3% (25)</b>	10.0% (3)	6.7% (2)	0.0% (0)	0.0% (0)
	<i>answered question</i>				
	<i>skipped question</i>				

8. Spanish in the Workplace					
# of Employees					
	None	1-10	11-20	21-50	50+
Need Now	<b>66.7% (10)</b>	26.7% (4)	0.0% (0)	6.7% (1)	0.0% (0)
Future Need	19.0% (4)	<b>66.7% (14)</b>	9.5% (2)	4.8% (1)	0.0% (0)
Not Needed	<b>91.3% (21)</b>	8.7% (2)	0.0% (0)	0.0% (0)	0.0% (0)
	<i>answered question</i>				
	<i>skipped question</i>				

9. Workplace Health & Safety						
# of Employees						
	None	1-10	11-20	21-50	50+	
Need Now	<b>61.1% (11)</b>	27.8% (5)	5.6% (1)	0.0% (0)	5.6% (1)	
Future Need	29.2% (7)	<b>54.2% (13)</b>	4.2% (1)	4.2% (1)	8.3% (2)	
Not Needed	<b>90.0% (18)</b>	10.0% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
						<i>answered question</i>
						<i>skipped question</i>

10. Quality Assurance of ISO Certification						
# of Employees						
	None	1-10	11-20	21-50	50+	
Need Now	<b>91.7% (11)</b>	8.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	
Future Need	<b>76.9% (10)</b>	23.1% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
Not Needed	<b>90.0% (27)</b>	6.7% (2)	3.3% (1)	0.0% (0)	0.0% (0)	
						<i>answered question</i>
						<i>skipped question</i>

11. Supervision & Leadership						
# of Employees						
	None	1-10	11-20	21-50	50+	
Need Now	40.0% (8)	<b>50.0% (10)</b>	10.0% (2)	0.0% (0)	0.0% (0)	
Future Need	6.7% (2)	<b>83.3% (25)</b>	6.7% (2)	0.0% (0)	3.3% (1)	
Not Needed	<b>76.5% (13)</b>	5.9% (1)	11.8% (2)	0.0% (0)	5.9% (1)	
						<i>answered question</i>
						<i>skipped question</i>


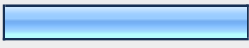
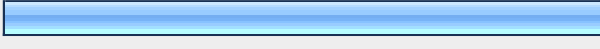
12. Computer Skills (keyboarding, word processing, database, spreadsheet, Internet, e-mail)					
# of Employees					
	None	1-10	11-20	21-50	50+
Need Now	<b>58.8% (10)</b>	29.4% (5)	11.8% (2)	0.0% (0)	0.0% (0)
Future Need	21.7% (5)	<b>69.6% (16)</b>	8.7% (2)	0.0% (0)	0.0% (0)
Not Needed	<b>76.0% (19)</b>	8.0% (2)	8.0% (2)	0.0% (0)	8.0% (2)
	<i>answered question</i>				
	<i>skipped question</i>				

13. Project Management					
# of Employees					
	None	1-10	11-20	21-50	50+
Need Now	<b>85.7% (12)</b>	14.3% (2)	0.0% (0)	0.0% (0)	0.0% (0)
Future Need	<b>47.4% (9)</b>	42.1% (8)	5.3% (1)	5.3% (1)	0.0% (0)
Not Needed	<b>83.3% (20)</b>	4.2% (1)	8.3% (2)	4.2% (1)	0.0% (0)
	<i>answered question</i>				
	<i>skipped question</i>				



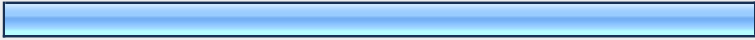
14. Lean Manufacturing					
# of Employees					
	None	1-10	11-20	21-50	50+
Need Now	<b>92.3% (12)</b>	7.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Future Need	<b>71.4% (10)</b>	7.1% (1)	21.4% (3)	0.0% (0)	0.0% (0)
Not Needed	<b>89.7% (26)</b>	6.9% (2)	3.4% (1)	0.0% (0)	0.0% (0)
	<i>answered question</i>				
	<i>skipped question</i>				

15. Train the Trainer					
# of Employees					
	None	1-10	11-20	21-50	50+
Need Now	61.1% (11)	38.9% (7)	0.0% (0)	0.0% (0)	0.0% (0)
Future Need	44.4% (8)	55.6% (10)	0.0% (0)	0.0% (0)	0.0% (0)
Not Needed	90.0% (18)	5.0% (1)	5.0% (1)	0.0% (0)	0.0% (0)
	<i>answered question</i>				
	<i>skipped question</i>				


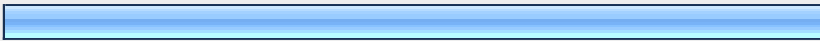
16. Other:					
# of Employees					
	None	1-10	11-20	21-50	50+
Need Now	60.0% (6)	40.0% (4)	0.0% (0)	0.0% (0)	0.0% (0)
Future Need	50.0% (6)	41.7% (5)	8.3% (1)	0.0% (0)	0.0% (0)
Not Needed	81.3% (13)	6.3% (1)	12.5% (2)	0.0% (0)	0.0% (0)
	Other (please specify)				
	<i>answered question</i>				
	<i>skipped question</i>				

17. Customer Service/Call-Order Processing Center			
		Response Percent	Response Count
Need Now		7.3%	3
Future Need		26.8%	11
Not Needed		65.9%	27
	<i>answered question</i>		41
	<i>skipped question</i>		44




**18. Industry Specific Program (Plastics, Printing, Electronics, Food Mfg., etc.)**

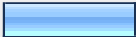
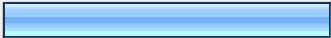
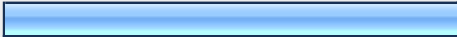
		Response Percent	Response Count
Need Now		4.9%	2
Future Need		12.2%	5
<b>Not Needed</b>		<b>82.9%</b>	<b>34</b>
Industry Specific Program List			5
<i>answered question</i>			<b>41</b>
<i>skipped question</i>			<b>44</b>



**19. Machining & Metal Working**


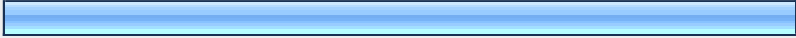
		Response Percent	Response Count
Need Now		0.0%	0
Future Need		9.8%	4
<b>Not Needed</b>		<b>90.2%</b>	<b>37</b>
<i>answered question</i>			<b>41</b>
<i>skipped question</i>			<b>44</b>



**20. Maintenance & Repair**



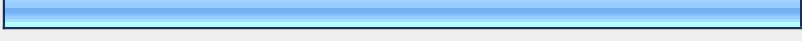
		Response Percent	Response Count
Need Now		4.8%	2
Future Need		19.0%	8
<b>Not Needed</b>		<b>76.2%</b>	<b>32</b>
<i>answered question</i>			<b>42</b>
<i>skipped question</i>			<b>43</b>


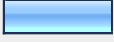
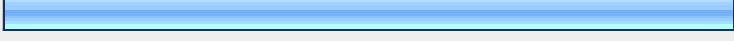
21. Computer Skills			Response Percent	Response Count
Need Now			14.3%	6
Future Need			35.7%	15
<b>Not Needed</b>			<b>50.0%</b>	<b>21</b>
			<i>answered question</i>	<b>42</b>
			<i>skipped question</i>	<b>43</b>

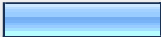

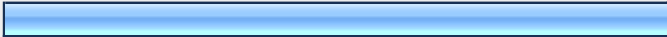
22. PLC			Response Percent	Response Count
Need Now			0.0%	0
Future Need			17.5%	7
<b>Not Needed</b>			<b>82.5%</b>	<b>33</b>
			<i>answered question</i>	<b>40</b>
			<i>skipped question</i>	<b>45</b>




23. Welding			Response Percent	Response Count
Need Now			0.0%	0
Future Need			12.5%	5
<b>Not Needed</b>			<b>87.5%</b>	<b>35</b>
			<i>answered question</i>	<b>40</b>
			<i>skipped question</i>	<b>45</b>

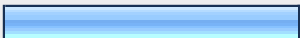
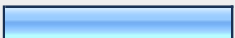
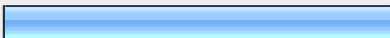
24. CAD (AutoCAD, ProE, Solidworks)			Response Percent	Response Count
Need Now			0.0%	0
Future Need			14.6%	6
<b>Not Needed</b>			<b>85.4%</b>	<b>35</b>
		<i>answered question</i>		<b>41</b>
		<i>skipped question</i>		<b>44</b>

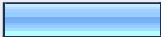
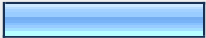
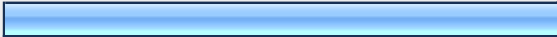
25. Electronics			Response Percent	Response Count
Need Now			2.4%	1
Future Need			9.5%	4
<b>Not Needed</b>			<b>88.1%</b>	<b>37</b>
		<i>answered question</i>		<b>42</b>
		<i>skipped question</i>		<b>43</b>




26. Other			Response Percent	Response Count
Need Now			7.7%	2
Future Need			11.5%	3
<b>Not Needed</b>			<b>80.8%</b>	<b>21</b>
		Other (please specify)		5
		<i>answered question</i>		<b>26</b>
		<i>skipped question</i>		<b>59</b>



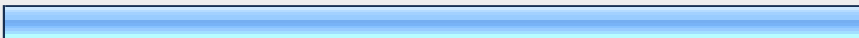
27. A Method to Boost Productivity per Employee (Lean Enterprise, Set-up time reduction, etc.)			Response Percent	Response Count
Currently Using			17.1%	7
Being Considered			9.8%	4
<b>Not Using</b>			<b>73.2%</b>	<b>30</b>
		<b>answered question</b>		<b>41</b>
		<b>skipped question</b>		<b>44</b>


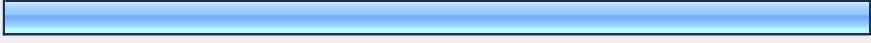
28. Cross Training & Job Rotation			Response Percent	Response Count
Currently Using			47.5%	19
Being Considered			2.5%	1
<b>Not Using</b>			<b>50.0%</b>	<b>20</b>
		<b>answered question</b>		<b>40</b>
		<b>skipped question</b>		<b>45</b>

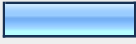
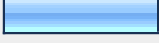
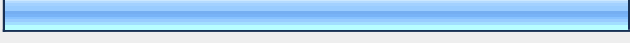
29. Empowerment or Teaming Programs			Response Percent	Response Count
Currently Using			32.5%	13
Being Considered			25.0%	10
<b>Not Using</b>			<b>42.5%</b>	<b>17</b>
		<b>answered question</b>		<b>40</b>
		<b>skipped question</b>		<b>45</b>

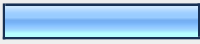
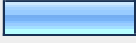
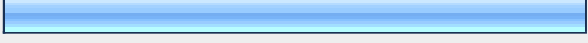
30. Skill Pathways/Career Ladder as an Employee Retention Tool			Response Percent	Response Count
Currently Using			17.1%	7
Being Considered			22.0%	9
<b>Not Using</b>			<b>61.0%</b>	<b>25</b>
			<i>answered question</i>	<b>41</b>
			<i>skipped question</i>	<b>44</b>



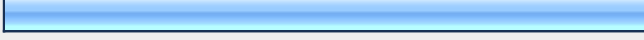
31. Tuition Re-Imbursement Programs			Response Percent	Response Count
Currently Using			36.6%	15
Being Considered			12.2%	5
<b>Not Using</b>			<b>51.2%</b>	<b>21</b>
			<i>answered question</i>	<b>41</b>
			<i>skipped question</i>	<b>44</b>

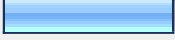

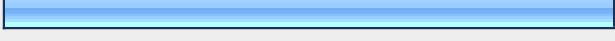
32. Multi-company New Employee Hiring Pools			Response Percent	Response Count
Currently Using			2.6%	1
Being Considered			2.6%	1
<b>Not Using</b>			<b>94.9%</b>	<b>37</b>
			<i>answered question</i>	<b>39</b>
			<i>skipped question</i>	<b>46</b>



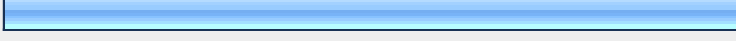
33. Other:			Response Percent	Response Count
Currently Using			4.2%	1
Being Considered			0.0%	0
<b>Not Using</b>			<b>95.8%</b>	<b>23</b>
		Other (please specify)		2
		<i>answered question</i>		<b>24</b>
		<i>skipped question</i>		<b>61</b>

34. "Strategic Relationships" with key training & education suppliers			Response Percent	Response Count
Currently Using			14.3%	6
Being Considered			16.7%	7
<b>Not Using</b>			<b>69.0%</b>	<b>29</b>
		<i>answered question</i>		<b>42</b>
		<i>skipped question</i>		<b>43</b>

35. Participation in Industry Consortia/Cooperatives			Response Percent	Response Count
Currently Using			21.4%	9
Being Considered			14.3%	6
<b>Not Using</b>			<b>64.3%</b>	<b>27</b>
		<i>answered question</i>		<b>42</b>
		<i>skipped question</i>		<b>43</b>

36. Multi-Employee Discounts			Response Percent	Response Count
Currently Using			24.4%	10
Being Considered			4.9%	2
<b>Not Using</b>			<b>70.7%</b>	<b>29</b>
		<b>answered question</b>		<b>41</b>
		<b>skipped question</b>		<b>44</b>

37. Federal, State or Local Grant & Loan Program			Response Percent	Response Count
Currently Using			18.6%	8
Being Considered			14.0%	6
<b>Not Using</b>			<b>67.4%</b>	<b>29</b>
		<b>answered question</b>		<b>43</b>
		<b>skipped question</b>		<b>42</b>

38. Guaranteed Free Training Program			Response Percent	Response Count
Currently Using			9.5%	4
Being Considered			9.5%	4
<b>Not Using</b>			<b>81.0%</b>	<b>34</b>
		<b>answered question</b>		<b>42</b>
		<b>skipped question</b>		<b>43</b>

39. Customized Job Training (CJT) Grants			Response Percent	Response Count
Currently Using			0.0%	0
Being Considered			10.0%	4
<b>Not Using</b>			<b>90.0%</b>	<b>36</b>
		<b>answered question</b>		<b>40</b>
		<b>skipped question</b>		<b>45</b>

40. ISO Certification			Response Percent	Response Count
Currently Using			9.8%	4
Being Considered			0.0%	0
<b>Not Using</b>			<b>90.2%</b>	<b>37</b>
		<b>answered question</b>		<b>41</b>
		<b>skipped question</b>		<b>44</b>

41. Other:			Response Percent	Response Count
Currently Using			0.0%	0
Being Considered			0.0%	0
<b>Not Using</b>			<b>100.0%</b>	<b>25</b>
		Other (please specify)		2
		<b>answered question</b>		<b>25</b>
		<b>skipped question</b>		<b>60</b>