

APPENDIX D. EMPLOYER SCAN – TABULAR RESULTS

Harper College Community Survey

Harper College
 Employer Scan
 Tabular Results By Size Of Employer

SIZE OF EMPLOYER

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Less Than 100 Employees	194	62.4	62.4	62.4
100 Or More Employees	117	37.6	37.6	100.0
Total	311	100.0	100.0	

Size Of Employer

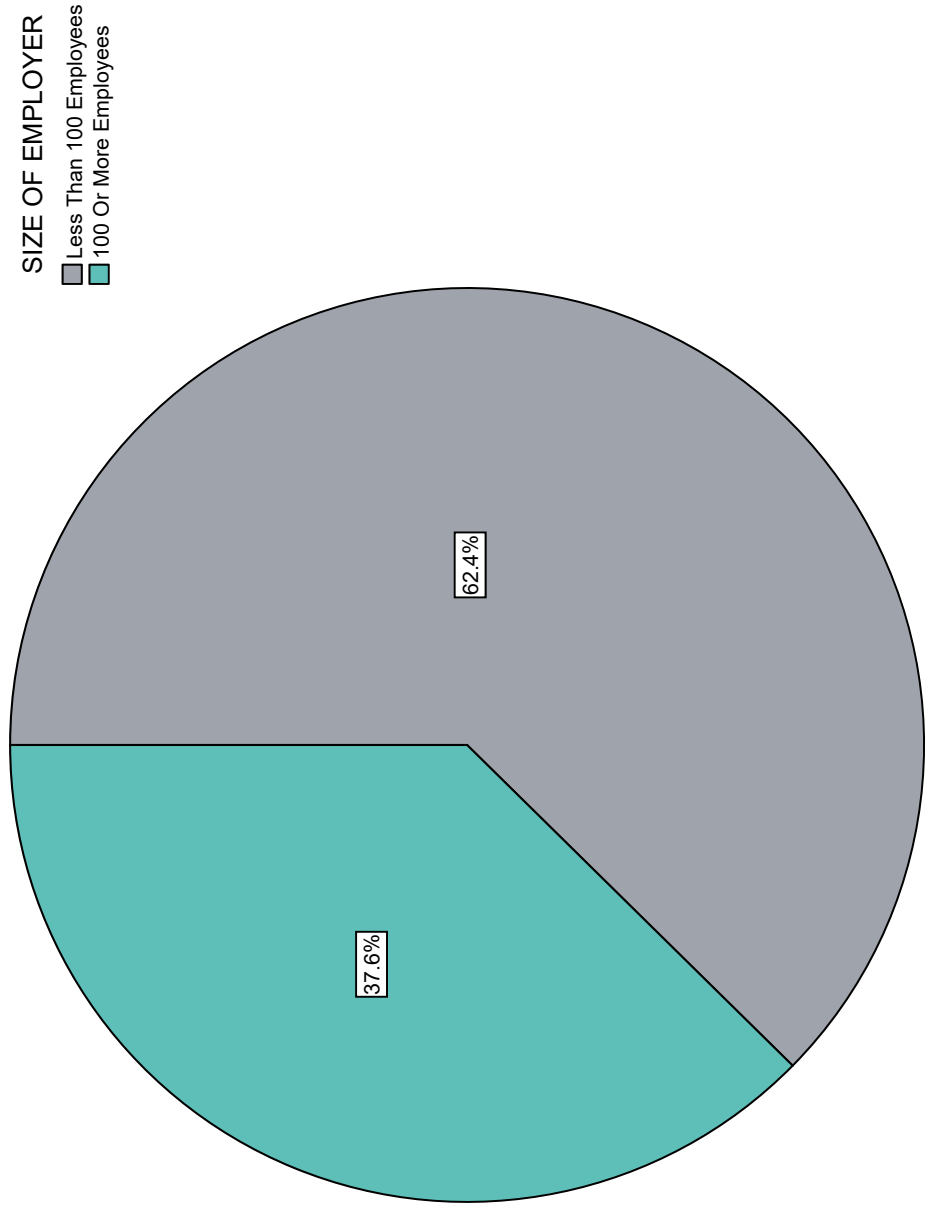


TABLE 1. Challenges To Continued Business Growth Faced By Size Of Employer

Biggest Challenge Faced Today As An Employer	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
ADJUSTING TO A DYNAMIC WORK ENVIRONMENT/ WORK CHANGES DAILY/ SOMETIMES NEED HIGHLY SKILLED EMPLOYEES	0	.0%	1	.9%	1	.3%
APPLICANTS WITH EXPERIENCE IN SALES	1	.5%	0	.0%	1	.3%
AVAILABILITY	0	.0%	1	.9%	1	.3%
BALANCE BUSINESS AND SCHEDULES	1	.5%	0	.0%	1	.3%
BALANCING NEEDS OF COMMUNITY AND TRAINING REGULATIONS AND AVAILABLE FUNDING	0	.0%	1	.9%	1	.3%
BILINGUAL STAFF MEMBERS	1	.5%	0	.0%	1	.3%
BOOKING WORK	1	.5%	0	.0%	1	.3%
BUILDING SALES	1	.5%	0	.0%	1	.3%
BUSINESS FLUCTUATION	1	.5%	0	.0%	1	.3%
CAN DO ATTITUDE/ATTITUDE/ FRIENDLY/ WILLING TO HELP OTHERS/ CUSTOMERS	0	.0%	1	.9%	1	.3%
CANT THINK OF ANY	1	.5%	0	.0%	1	.3%
CANDIDATE POOL COMPETITION	0	.0%	1	.9%	1	.3%
CAREGIVERS WHO APPROACH THIS AS A PROFESSION/ WORK ETHIC	1	.5%	0	.0%	1	.3%
CHANGING REGULATIONS	1	.5%	0	.0%	1	.3%
COMMUNICATION/ SHORTAGE OF WORKERS	0	.0%	1	.9%	1	.3%
COMPETENT EMPLOYEES	1	.5%	0	.0%	1	.3%
COMPETITION	2	1.0%	1	.9%	3	1.0%
COMPLYING WITH MANDATES/ RECRUITING TALENTED PEOPLE/ PROVIDING BENEFITS WITHOUT LOSING OUR SHORTS	0	.0%	1	.9%	1	.3%
COMPUTER LITERACY/ ENGLISH LANGUAGE	0	.0%	1	.9%	1	.3%
COST OF HEALTH CARE	1	.5%	0	.0%	1	.3%
COST OF TRAINING	1	.5%	0	.0%	1	.3%
CULTURAL DIFFERENCES BETWEEN GENERATIONS	0	.0%	1	.9%	1	.3%
CUSTOMER SERVICE SKILLS	1	.5%	0	.0%	1	.3%
DAYTIME HELP	1	.5%	0	.0%	1	.3%
DO NOT KNOW	2	1.0%	1	.9%	3	1.0%
DRIVERS	0	.0%	1	.9%	1	.3%
EDUCATING TALENT/ TRAINING	1	.5%	0	.0%	1	.3%

TABLE 1. Challenges To Continued Business Growth Faced By Size Of Employer

Biggest Challenge Faced Today As An Employer	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
EDUCATION ON DUTIES OF JOB	0	.0%	1	.9%	1	.3%
ELIMINATING PART-TIME EMPLOYEE INSURANCE BENEFITS DUE TO AFFORDABLE HEALTH CARE ACT	0	.0%	1	.9%	1	.3%
EMPLOYEE DEVELOPMENT/ EXPERIENCE	0	.0%	1	.9%	1	.3%
EMPLOYEE PARTICIPATION	1	.5%	0	.0%	1	.3%
EMPLOYEES	1	.5%	0	.0%	1	.3%
EMPLOYING GOOD STAFF	1	.5%	0	.0%	1	.3%
ENGLISH SPEAKING DRIVERS	1	.5%	0	.0%	1	.3%
EXPECTATIONS THAT EMPLOYEES HAVE OF ENTRY LEVEL WAGES	1	.5%	0	.0%	1	.3%
EXPERIENCED EMPLOYEES	1	.5%	0	.0%	1	.3%
EXPERIENCED HELP/ ECONOMY	0	.0%	1	.9%	1	.3%
EXPERIENCED WORKERS	1	.5%	0	.0%	1	.3%
FILLING HOURLY POSITIONS	0	.0%	1	.9%	1	.3%
FIND EMPLOYEES	1	.5%	0	.0%	1	.3%
FIND PEOPLE TO WORK	1	.5%	0	.0%	1	.3%
FIND PHYSICAL LABOR	1	.5%	0	.0%	1	.3%
FIND THE RIGHT PERSON/ THE MARKET	1	.5%	0	.0%	1	.3%
FINDING A COACHABLE STAFF	1	.5%	0	.0%	1	.3%
FINDING A QUALIFIED EMPLOYEE	1	.5%	0	.0%	1	.3%
FINDING AND HIRING QUALIFIED PEOPLE	1	.5%	0	.0%	1	.3%
FINDING APPLICANT WITH ABILITY TO WORK IN RETAIL NEEDS	0	.0%	1	.9%	1	.3%
FINDING APPLICANTS BECAUSE THE JOBS ARE SO SPECIFIC	0	.0%	1	.9%	1	.3%
FINDING BILINGUAL TEACHERS AND TEACHERS AIDES	0	.0%	1	.9%	1	.3%
FINDING CANDIDATE WITH THE RIGHT EXPERIENCE	0	.0%	1	.9%	1	.3%
FINDING CAREGIVERS AND CNAS	1	.5%	0	.0%	1	.3%
FINDING EDUCATED EMPLOYEES/ REQUIRED CERTIFICATIONS	0	.0%	1	.9%	1	.3%
FINDING EMPLOYEES	2	1.0%	1	.9%	3	1.0%

TABLE 1. Challenges To Continued Business Growth Faced By Size Of Employer

Biggest Challenge Faced Today As An Employer	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
FINDING EMPLOYEES WITH COMMUNICATION/ BILINGUAL TRAINING/ PROGRAMMING SKILLS	1	.5%	0	.0%	1	.3%
FINDING ENOUGH QUALIFIED TEACHERS	1	.5%	0	.0%	1	.3%
FINDING EXCELLENT EMPLOYEES/ DEDICATED TO COMPANY	1	.5%	0	.0%	1	.3%
FINDING FIELD EMPLOYEES	1	.5%	0	.0%	1	.3%
FINDING GOOD EMPLOYEES	1	.5%	0	.0%	1	.3%
FINDING GOOD STAFF	5	2.6%	1	.9%	6	1.9%
FINDING INDIVIDUALS WITH THE PROPER SKILLS	0	.0%	1	.9%	1	.3%
FINDING LOYAL EMPLOYEES	1	.5%	0	.0%	1	.3%
FINDING NEW HELP	1	.5%	0	.0%	1	.3%
FINDING PART-TIME EMPLOYEES	1	.5%	0	.0%	1	.3%
FINDING PEOPLE TO COME WITH THE RIGHT MIND SET FOR OUR BUSINESS	1	.5%	0	.0%	1	.3%
FINDING QUALIFIED CANDIDATES	7	3.6%	3	2.6%	10	3.2%
FINDING QUALIFIED EMPLOYEES	8	4.1%	3	2.6%	11	3.5%
FINDING RELIABLE EMPLOYEES	0	.0%	1	.9%	1	.3%
FINDING RELIABLE HELP	1	.5%	0	.0%	1	.3%
FINDING RELIABLE STAFF	1	.5%	0	.0%	1	.3%
FINDING RIGHT CANDIDATE WITH THE RIGHT QUALIFICATIONS	0	.0%	1	.9%	1	.3%
FINDING SEASONAL EMPLOYEE	1	.5%	0	.0%	1	.3%
FINDING SEASONAL STAFFING/ QUALIFIED QUALITY EMPLOYEES IN QUANTITY	0	.0%	1	.9%	1	.3%
FINDING SKILLED LABOR/ FOREMAN/ SALES	1	.5%	0	.0%	1	.3%
FINDING SKILLED NURSES	0	.0%	1	.9%	1	.3%
FINDING SPANISH SPEAKERS WHO WANT TO DO SOCIAL WORK	1	.5%	0	.0%	1	.3%
FINDING STAFF WITH APPROPRIATE LICENSES	1	.5%	0	.0%	1	.3%
FINDING STAFF WITH EXPERIENCE IN OUR FIELD	0	.0%	1	.9%	1	.3%
FINDING TALENT	3	1.5%	0	.0%	3	1.0%

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Biggest Challenge Faced Today As An Employer	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
FINDING THE RIGHT CANDIDATES FOR THE JOB	0	.0%	1	.9%	1	.3%
FINDING THE RIGHT PEOPLE	0	.0%	1	.9%	1	.3%
FINDING TRAINED PEOPLE	1	.5%	0	.0%	1	.3%
FOLLOW THE RULES	1	.5%	0	.0%	1	.3%
FUNDING	0	.0%	1	.9%	1	.3%
GET A GOOD EMPLOYEE	1	.5%	0	.0%	1	.3%
GETTING APPLICATIONS IN	2	1.0%	0	.0%	2	.6%
GETTING EMPLOYEES THAT WANT TO WORK IN THIS ENVIRONMENT	0	.0%	1	.9%	1	.3%
GETTING EMPLOYEES TO COME TO WORK	1	.5%	0	.0%	1	.3%
GETTING GOOD EMPLOYEES	0	.0%	1	.9%	1	.3%
GETTING GOOD HELP	0	.0%	1	.9%	1	.3%
GETTING HOUSEKEEPERS	1	.5%	0	.0%	1	.3%
GETTING PASSIONATE INDIVIDUALS	0	.0%	1	.9%	1	.3%
GETTING QUALIFIED EMPLOYEES	1	.5%	0	.0%	1	.3%
GETTING QUALIFIED WORKERS	1	.5%	0	.0%	1	.3%
GETTING SEASONAL WORKERS	1	.5%	0	.0%	1	.3%
GETTING THE BEST QUALIFIED PERSON FOR OUR BUDGET	1	.5%	0	.0%	1	.3%
GETTING THE RIGHT PEOPLE IN THE RIGHT POSITIONS	0	.0%	1	.9%	1	.3%
GETTING/ KEEPING GOOD HELP	0	.0%	1	.9%	1	.3%
GLOBAL MARKET CONDITIONS	0	.0%	1	.9%	1	.3%
GLOBALIZATION	1	.5%	0	.0%	1	.3%
GOOD EMPLOYEES	1	.5%	0	.0%	1	.3%
GOOD EMPLOYEES/ RETENTION	1	.5%	0	.0%	1	.3%
GOOD HELP	1	.5%	0	.0%	1	.3%
GOOD PEOPLE	1	.5%	0	.0%	1	.3%
GOOD QUALITY PEOPLE THAT WANT TO GROW WITH COMPANY AND ATTENDANCE	0	.0%	1	.9%	1	.3%
GOOD WORK ETHIC	1	.5%	0	.0%	1	.3%
GOVERNMENT REGULATORY REQUIREMENTS AND HIGH TAXES	1	.5%	0	.0%	1	.3%
GROWING THE BUSINESS	1	.5%	0	.0%	1	.3%
HAVEN'T HAD TO HIRE VERY MANY PEOPLE LATELY	1	.5%	0	.0%	1	.3%

TABLE 1. Challenges To Continued Business Growth Faced By Size Of Employer

Biggest Challenge Faced Today As An Employer	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
HAVING ENOUGH WORK FOR EMPLOYEES	0	.0%	1	.9%	1	.3%
HAVING THE RIGHT STAFF	1	.5%	0	.0%	1	.3%
HEALTH CARE COSTS	2	1.0%	0	.0%	2	.6%
HEALTH CARE REFORM	0	.0%	1	.9%	1	.3%
HELP THAT WANTS TO WORK	0	.0%	1	.9%	1	.3%
HIRING	0	.0%	2	1.7%	2	.6%
HIRING AND RETENTION OF EMPLOYEES	1	.5%	0	.0%	1	.3%
HIRING GOOD EMPLOYEES	0	.0%	1	.9%	1	.3%
HIRING GOOD PEOPLE	0	.0%	1	.9%	1	.3%
HIRING PEOPLE WITH GOOD QUALIFICATIONS	1	.5%	0	.0%	1	.3%
HIRING QUALIFIED EMPLOYEES	1	.5%	1	.9%	2	.6%
HIRING QUALIFIED MACHINISTS	1	.5%	0	.0%	1	.3%
HIRING QUALITY ASSOCIATES THAT WANT TO STAY LONGER THAN A WEEK WITH NO NOTICE/ NO WORK ETHIC	0	.0%	1	.9%	1	.3%
HIRING QUALITY PEOPLE	1	.5%	0	.0%	1	.3%
HIRING RIGHT PEOPLE WITH GOOD WORK ETHICS	1	.5%	0	.0%	1	.3%
HIRING SEASONAL EMPLOYEES	1	.5%	0	.0%	1	.3%
HIRING THE PERSON	1	.5%	0	.0%	1	.3%
HIRING THE RIGHT PEOPLE	0	.0%	1	.9%	1	.3%
HIRING THE RIGHT TYPE OF PEOPLE FOR THIS INDUSTRY	0	.0%	1	.9%	1	.3%
HIRING WILLING WORKERS	1	.5%	0	.0%	1	.3%
HIRING/ AVAILABILITY	0	.0%	1	.9%	1	.3%
INTERNAL DEVELOPMENT/ REPLACE RETIRING EMPLOYEES	0	.0%	1	.9%	1	.3%
KEEP EXPENSES DOWN WITH CURRENT FEDERAL REGULATIONS	0	.0%	1	.9%	1	.3%
KEEPING BUSINESS GOING/ CUSTOMERS MAINLY	1	.5%	0	.0%	1	.3%
KEEPING BUSINESS STEADY	1	.5%	0	.0%	1	.3%
KEEPING DRIVERS	0	.0%	1	.9%	1	.3%
KEEPING EVERYONE UP WITH ENOUGH EMPLOYEES/ KEEPING EVERYONE UPDATED ON CURRENT TRAINING	0	.0%	1	.9%	1	.3%
KEEPING GOOD HELP	1	.5%	0	.0%	1	.3%

TABLE 1. Challenges To Continued Business Growth Faced By Size Of Employer

Biggest Challenge Faced Today As An Employer	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
KEEPING GOOD HELP/ HIRING QUALIFIED PEOPLE	1	.5%	0	.0%	1	.3%
KEEPING MEDICAL ASSISTANTS	0	.0%	1	.9%	1	.3%
KEEPING QUALITY PERSONNEL	1	.5%	0	.0%	1	.3%
KEEPING QUALITY WORKERS	1	.5%	0	.0%	1	.3%
KEEPING STAFFING	1	.5%	0	.0%	1	.3%
KEEPING UP WITH COMPETITION	0	.0%	1	.9%	1	.3%
KEEPING UP WITH MEDICAL FORMS	1	.5%	0	.0%	1	.3%
LACK OF APPLICANTS	0	.0%	1	.9%	1	.3%
LACK OF DIVERSE CANDIDATES	0	.0%	1	.9%	1	.3%
LACK OF EDUCATION/ TRAINING	0	.0%	1	.9%	1	.3%
LACK OF QUALIFIED WORKERS/ EXPERIENCE WITH GOVERNMENT PROCEDURES AND REGULATIONS	0	.0%	1	.9%	1	.3%
LANGUAGE	1	.5%	0	.0%	1	.3%
LISTENING/ FOLLOW THROUGH	0	.0%	1	.9%	1	.3%
LOGISTICS	0	.0%	1	.9%	1	.3%
MAINTAINING ENROLLMENT	0	.0%	1	.9%	1	.3%
MAINTAINING PROFITS	1	.5%	0	.0%	1	.3%
MAKING ENOUGH MONEY TO HIRE MORE STAFF	1	.5%	0	.0%	1	.3%
MAKING MONEY/ DEVELOPMENT OF STAFF	1	.5%	0	.0%	1	.3%
MARKET SHARE	1	.5%	0	.0%	1	.3%
MARKETING STRATEGIES	1	.5%	0	.0%	1	.3%
MEETING ILLINOIS SCHOOL CODE CERTIFICATIONS	0	.0%	1	.9%	1	.3%
MEETING STAFFING NEEDS	1	.5%	0	.0%	1	.3%
MORALE OF EMPLOYEES	1	.5%	0	.0%	1	.3%
MORE APPLICANTS	1	.5%	0	.0%	1	.3%
MULTITASK/ ORGANIZATIONAL SKILLS	1	.5%	0	.0%	1	.3%
NEED APPLICANTS/ LABORERS	0	.0%	1	.9%	1	.3%
NONE	4	2.1%	0	.0%	4	1.3%
NOT ENOUGH APPLICATIONS	0	.0%	1	.9%	1	.3%
NOT SURE	4	2.1%	1	.9%	5	1.6%
OFFERING ONLY MINIMUM WAGE	1	.5%	0	.0%	1	.3%

TABLE 1. Challenges To Continued Business Growth Faced By Size Of Employer

Biggest Challenge Faced Today As An Employer	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
ONGOING TALENT ACQUISITION	0	.0%	1	.9%	1	.3%
PART-TIME EMPLOYMENT	0	.0%	1	.9%	1	.3%
PEOPLE DO NOT HAVE TECHNICAL SKILLS	0	.0%	1	.9%	1	.3%
PEOPLE SHOWING UP FOR THE INTERVIEW	0	.0%	1	.9%	1	.3%
PEOPLE STAYING/WORK FOR A WEEK OR TWO THEN QUIT	0	.0%	1	.9%	1	.3%
PEOPLE WHO HAVE A GOOD WORK ETHIC	1	.5%	0	.0%	1	.3%
PROFESSIONALISM/ COMPUTER SKILLS	0	.0%	1	.9%	1	.3%
QUALIFIED AND COMMITTED EMPLOYEES IN SENIOR CARE	1	.5%	0	.0%	1	.3%
QUALIFIED APPLICANTS	2	1.0%	4	3.4%	6	1.9%
QUALIFIED CPAS	1	.5%	0	.0%	1	.3%
QUALIFIED EMPLOYEES	7	3.6%	1	.9%	8	2.6%
QUALITY OF EMPLOYEES	3	1.5%	3	2.6%	6	1.9%
QUALITY/ SKILLED EMPLOYEES	1	.5%	0	.0%	1	.3%
RECRUITING	5	2.6%	3	2.6%	8	2.6%
RECRUITMENT AND RETENTION	1	.5%	0	.0%	1	.3%
REGULATIONS	1	.5%	0	.0%	1	.3%
REMAINING COMPETITIVE	1	.5%	0	.0%	1	.3%
REPLACING RETIRING PRODUCTION EMPLOYEES	1	.5%	0	.0%	1	.3%
REPORTING TIME OFF	0	.0%	1	.9%	1	.3%
RETAINING SEASONAL EMPLOYEES	0	.0%	1	.9%	1	.3%
RETENTION	12	6.2%	10	8.5%	22	7.1%
RIGHT FIT/ PERSONALITY/ SKILL SET	0	.0%	1	.9%	1	.3%
RIGHT PEOPLE FOR THE JOB/ IT IS HARD WORK	1	.5%	0	.0%	1	.3%
SALARIES THAT ARE MARKET COMPETITIVE	1	.5%	0	.0%	1	.3%
SALES	1	.5%	0	.0%	1	.3%
SALES/ COMPETITION	1	.5%	0	.0%	1	.3%
SCHEDULES	1	.5%	0	.0%	1	.3%
SCHEDULING EMPLOYEES	1	.5%	0	.0%	1	.3%
SCHEDULING RESTRICTIONS/ BUDGET CONSTRAINTS ON WAGES	1	.5%	0	.0%	1	.3%
SCHEDULING YOUNG EMPLOYEES	1	.5%	0	.0%	1	.3%

TABLE 1. Challenges To Continued Business Growth Faced By Size Of Employer

Biggest Challenge Faced Today As An Employer	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
SKILL SETS	1	.5%	0	.0%	1	.3%
SKILLED CNC MACHINISTS	0	.0%	1	.9%	1	.3%
SKILLED EMPLOYEES	0	.0%	1	.9%	1	.3%
SKILLED TECHS	1	.5%	0	.0%	1	.3%
SOFT SKILLS/ TEAMWORK	0	.0%	1	.9%	1	.3%
SOLID WORK ETHIC	0	.0%	1	.9%	1	.3%
STAFFING	3	1.5%	2	1.7%	5	1.6%
TALENTED LINE COOKS	0	.0%	1	.9%	1	.3%
THE MINIMUM WAGE INCREASE	0	.0%	1	.9%	1	.3%
THE SEASONALITY OF OUR BUSINESS	0	.0%	1	.9%	1	.3%
THEY DO NOT KNOW WHAT THE WORD WORK MEANS	0	.0%	1	.9%	1	.3%
TO KEEP EMPLOYEES HAPPY/ USUALLY ONCE WE GET AN EMPLOYEE THEY ARE HERE FOR A VERY LONG TIME	1	.5%	0	.0%	1	.3%
TRAINABLE/ GOOD CUSTOMER SKILLS	1	.5%	0	.0%	1	.3%
TRAINING	3	1.5%	0	.0%	3	1.0%
TRAINING/ TECHNOLOGY	1	.5%	0	.0%	1	.3%
TURNOVER	4	2.1%	0	.0%	4	1.3%
WE HAVE BEEN DOWNSIZING/ PATIENT RETENTION	1	.5%	0	.0%	1	.3%
WEATHER/ GETTING PEOPLE TO WORK IN ADVERSE CONDITIONS	0	.0%	1	.9%	1	.3%
Total	194	100.0%	117	100.0%	311	100.0%
Potential Barriers To Continued Growth For Businesses	12	7.0%	7	6.5%	19	6.8%
Inadequate Facilities	34	19.9%	17	15.9%	51	18.3%
Access To Capital	104	60.8%	49	45.8%	153	55.0%
Current Employee Skill Level	70	40.9%	35	32.7%	105	37.8%
Government Regulations	17	9.9%	6	5.6%	23	8.3%
Slow Research Developments	25	14.6%	15	14.0%	40	14.4%
Lack Of Technological Innovations	7	4.1%	11	10.3%	18	6.5%
Lack Of Local Suppliers	31	18.1%	25	23.4%	56	20.1%
Inadequate Transportation	136	79.5%	92	86.0%	228	82.0%
Availability Of Workforce/ Qualified Employees	171	100.0%	107	100.0%	278	100.0%

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TABLE 2. Difficulty In Filling Vacant Positions In Last Year By Size Of Employer

	SIZE OF EMPLOYER							
	Less Than 100 Employees		100 Or More Employees		Total			
	Count	Column N %	Count	Column N %	Count	Column N %		
Company Has Had Difficulty Filling Vacant Positions In Past Year	No	99	51.0%	40	34.2%	139	44.7%	
	Yes	95	49.0%	77	65.8%	172	55.3%	
Total		194	100.0%	117	100.0%	311	100.0%	
Reasons Reported For Difficulty In Filling Vacant Positions	Applicants Lack Relevant Work Experience	58	61.1%	42	54.5%	100	58.1%	
	Applicants Lack Educational Credentials	27	28.4%	21	27.3%	48	27.9%	
	Applicants Lack Technical Or Occupational Skills	47	49.5%	39	50.6%	86	50.0%	
	Low Number Of Applicants	71	74.7%	63	81.8%	134	77.9%	
	Applicants Lack Soft Skills	40	42.1%	37	48.1%	77	44.8%	
	Applicants Unwilling To Accept Offered Wages	53	55.8%	45	58.4%	98	57.0%	
	Applicants Have A Criminal Record (Cannot Pass Background Check)	18	18.9%	18	23.4%	36	20.9%	
	Commuting Distance	33	34.7%	27	35.1%	60	34.9%	
	Applicants Have Difficulty Passing Drug Test	10	10.5%	13	16.9%	23	13.4%	
	Applicants Unwilling To Accept Work Conditions	21	22.1%	15	19.5%	36	20.9%	
	Other Reasons	11	11.6%	13	16.9%	24	14.0%	
	Total	95	100.0%	77	100.0%	172	100.0%	
	Other Reasons Cited	AVAILABILITY	0	.0%	2	15.4%	2	8.3%
		BILINGUAL CANDIDATES	0	.0%	1	7.7%	1	4.2%
		CITY GOVERNMENT HAS STRICT GUIDELINES	1	9.1%	0	.0%	1	4.2%
		COMPETITION	0	.0%	1	7.7%	1	4.2%
COMPETITION FOR AVAILABLE APPLICANTS		0	.0%	1	7.7%	1	4.2%	
COMPETITION FOR JOBS		1	9.1%	0	.0%	1	4.2%	
COMPETITION WITH OTHER MOTEL		1	9.1%	0	.0%	1	4.2%	
COMPETITIVE NATURE FOR HIGH TECH TALENT		0	.0%	1	7.7%	1	4.2%	
CURFEWS FOR HIGH SCHOOL STUDENTS		0	.0%	1	7.7%	1	4.2%	
INTERNAL GROWTH OPPORTUNITIES ARE LIMITED		0	.0%	1	7.7%	1	4.2%	
LACK OF CONTINUOUS WORK HISTORY		1	9.1%	0	.0%	1	4.2%	
LACK OF DOCUMENTS TO WORK LEGALLY		1	9.1%	0	.0%	1	4.2%	
MEETING STATE REQUIREMENTS		0	.0%	1	7.7%	1	4.2%	
MOTIVATION		1	9.1%	0	.0%	1	4.2%	

TABLE 2. Difficulty In Filling Vacant Positions In Last Year By Size Of Employer

Other Reasons Cited	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
NIGHT SHIFTS ARE HARD TO FILL	0	.0%	1	7.7%	1	4.2%
PART-TIME VERSUS FULL-TIME EMPLOYMENT	0	.0%	1	7.7%	1	4.2%
PEOPLE DON'T STAY	0	.0%	1	7.7%	1	4.2%
RIGHT CULTURE FIT	1	9.1%	0	.0%	1	4.2%
SEASONALITY OF OUR JOBS	1	9.1%	0	.0%	1	4.2%
UNDERSTAND OPPORTUNITIES	1	9.1%	0	.0%	1	4.2%
UNWILLING TO ACCEPT COMPENSATION PACKAGE	0	.0%	1	7.7%	1	4.2%
WE ARE A SPECIALIZED AREA	1	9.1%	0	.0%	1	4.2%
WORK ETHIC	1	9.1%	0	.0%	1	4.2%
Total	11	100.0%	13	100.0%	24	100.0%

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TABLE 3-A. Job Areas Of Difficulty In Hiring In Last Year By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Difficulty Filling Positions In Information Technology/ Technical Services	Yes	3	3.2%	8	10.4%	11	6.4%
	No	92	96.8%	69	89.6%	161	93.6%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Management	Yes	21	22.1%	10	13.0%	31	18.0%
	No	74	77.9%	67	87.0%	141	82.0%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Business Or Finance	Yes	5	5.3%	4	5.2%	9	5.2%
	No	90	94.7%	73	94.8%	163	94.8%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Sales	Yes	19	20.0%	19	24.7%	38	22.1%
	No	76	80.0%	58	75.3%	134	77.9%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Office And Administration	Yes	8	8.4%	8	10.4%	16	9.3%
	No	87	91.6%	69	89.6%	156	90.7%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Health Care	Yes	10	10.5%	18	23.4%	28	16.3%
	No	85	89.5%	59	76.6%	144	83.7%
	Total	95	100.0%	77	100.0%	172	100.0%

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TABLE 3-A. Job Areas Of Difficulty In Hiring In Last Year By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Difficulty Filling Positions In Transportation Or Logistics	Yes	4	4.2%	8	10.4%	12	7.0%
	No	91	95.8%	69	89.6%	160	93.0%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Manufacturing, Maintenance, Repair	Yes	18	18.9%	9	11.7%	27	15.7%
	No	77	81.1%	68	88.3%	145	84.3%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Food Service, Hospitality, Or Tourism	Yes	24	25.3%	18	23.4%	42	24.4%
	No	71	74.7%	59	76.6%	130	75.6%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Professional Or Scientific jobs	Yes	12	12.6%	9	11.7%	21	12.2%
	No	83	87.4%	68	88.3%	151	87.8%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Arts, Entertainment, And Recreation	Yes	1	1.1%	4	5.2%	5	2.9%
	No	94	98.9%	73	94.8%	167	97.1%
	Total	95	100.0%	77	100.0%	172	100.0%
Difficulty Filling Positions In Government/ Public Administration	Yes	1	1.1%	0	.0%	1	.6%
	No	94	98.9%	77	100.0%	171	99.4%
	Total	95	100.0%	77	100.0%	172	100.0%

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TABLE 3-B. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
CERTIFIED TECHNICIANS	0	.0%	1	7.7%	1	6.3%
CODER - OPEN SOURCE	0	.0%	1	7.7%	1	6.3%
ENGINEERING TECHS	0	.0%	1	7.7%	1	6.3%
HELP DESK	1	33.3%	1	7.7%	2	12.5%
IT	0	.0%	1	7.7%	1	6.3%
MANAGER - IT INFRASTRUCTURE	0	.0%	1	7.7%	1	6.3%
PROGRAMMERS	1	33.3%	1	7.7%	2	12.5%
SALES	0	.0%	1	7.7%	1	6.3%
SALES - COMMUNICATION FOR CELL PHONES	0	.0%	1	7.7%	1	6.3%
SALES PERSON - COMPUTERS AND TV'S	0	.0%	1	7.7%	1	6.3%
SOFTWARE DEVELOPER	1	33.3%	1	7.7%	2	12.5%
SYSTEMS ANALYSTS	0	.0%	1	7.7%	1	6.3%
TECHNOLOGY FACILITATORS	0	.0%	1	7.7%	1	6.3%
Total	3	100.0%	13	100.0%	16	100.0%

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TABLE 3-B. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
DELI	0	.0%	1	7.1%	1	2.3%
DEPARTMENT MANAGER TRAINEES	0	.0%	1	7.1%	1	2.3%
DIRECTOR OF CASE MANAGEMENT	0	.0%	1	7.1%	1	2.3%
DIRECTOR OF QUALITY	0	.0%	1	7.1%	1	2.3%
DIRECTOR OF RESEARCH MANAGEMENT	0	.0%	1	7.1%	1	2.3%
DRIVERS	1	3.3%	0	.0%	1	2.3%
EMERGENCY CLERK	1	3.3%	0	.0%	1	2.3%
ESTIMATOR	1	3.3%	0	.0%	1	2.3%
FLOOR SUPERVISOR	2	6.7%	0	.0%	2	4.5%
FOREMAN	1	3.3%	0	.0%	1	2.3%
FRONT DESK MANAGER	1	3.3%	0	.0%	1	2.3%
GENERAL MERCHANDISE MANAGEMENT	0	.0%	1	7.1%	1	2.3%
GROUP SUPERVISOR	0	.0%	1	7.1%	1	2.3%
HUMAN RESOURCES	1	3.3%	0	.0%	1	2.3%
MANAGEMENT EXPERIENCE	1	3.3%	0	.0%	1	2.3%
MANAGER - ASSISTANT	1	3.3%	0	.0%	1	2.3%
MANAGER - FOOD AND BEVERAGE	1	3.3%	0	.0%	1	2.3%
MANAGER - GENERAL	1	3.3%	0	.0%	1	2.3%
MANAGER - OFFICE	1	3.3%	0	.0%	1	2.3%
MANAGER - PLANT	1	3.3%	0	.0%	1	2.3%
MANAGER - RESTAURANT	0	.0%	1	7.1%	1	2.3%
MANAGER - SALES	1	3.3%	2	14.3%	3	6.8%
MANAGER - STORE TRAINEES	1	3.3%	0	.0%	1	2.3%
MANAGERS	2	6.7%	0	.0%	2	4.5%
MARKETING DIRECTOR	0	.0%	1	7.1%	1	2.3%
MEMBERSHIP DIRECTOR	0	.0%	1	7.1%	1	2.3%
MIDDLE MANAGEMENT	0	.0%	1	7.1%	1	2.3%
SERVICE CLERKS	2	6.7%	0	.0%	2	4.5%
SHIFT LEADS	5	16.7%	0	.0%	5	11.4%
STORE MANAGER	0	.0%	1	7.1%	1	2.3%
STORE MANAGERS - ASSISTANTS	1	3.3%	0	.0%	1	2.3%
SUPERVISOR	2	6.7%	0	.0%	2	4.5%
SUPERVISOR - TRANSPORTATION	1	3.3%	0	.0%	1	2.3%
VARIOUS LEVELS	1	3.3%	0	.0%	1	2.3%
Total	30	100.0%	14	100.0%	44	100.0%

TABLE 3-B. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

	SIZE OF EMPLOYER				Total			
	Less Than 100 Employees		100 Or More Employees					
	Count	Column N %	Count	Column N %				
Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	ACCOUNTING	2	40.0%	1	16.7%	3	27.3%	
	ACCOUNTING - RECEIVABLES/ PAYABLES	1	20.0%	0	.0%	1	9.1%	
	AUTOMOTIVE BILLER	0	.0%	1	16.7%	1	9.1%	
	DIRECT SUPPORT PROFESSIONALS	1	20.0%	0	.0%	1	9.1%	
	MANAGER - ACCOUNTING/ ENGINEERING	1	20.0%	0	.0%	1	9.1%	
	MANAGER - BUSINESS OFFICE	0	.0%	1	16.7%	1	9.1%	
	MARKETING	0	.0%	1	16.7%	1	9.1%	
	PAYROLL CLERK	0	.0%	1	16.7%	1	9.1%	
	PURCHASING MANAGER	0	.0%	1	16.7%	1	9.1%	
	Total	5	100.0%	6	100.0%	11	100.0%	
	Jobs Difficult To Fill In Sales (Multiple Responses)	ACCOUNT EXECUTIVE	0	.0%	1	4.0%	1	2.0%
		ACCOUNTING EXECUTIVE	0	.0%	1	4.0%	1	2.0%
		BEAUTY ADVISORS	1	4.0%	0	.0%	1	2.0%
		CASHIER	2	8.0%	1	4.0%	3	6.0%
CASHIER/ BAGGER		0	.0%	1	4.0%	1	2.0%	
CATERING SERVICE		1	4.0%	0	.0%	1	2.0%	
COSMETICS		0	.0%	1	4.0%	1	2.0%	
COUNTER SERVICE		1	4.0%	0	.0%	1	2.0%	
CUSTOMER SERVICE - ASSOCIATE		1	4.0%	0	.0%	1	2.0%	
CUSTOMER SERVICE - INTERNET		1	4.0%	0	.0%	1	2.0%	
ENGINEERING		1	4.0%	0	.0%	1	2.0%	
ESTIMATOR		1	4.0%	0	.0%	1	2.0%	
FRESH AREA/ FOOD		0	.0%	1	4.0%	1	2.0%	
LOT ASSOCIATE		0	.0%	1	4.0%	1	2.0%	
MANAGER - TERRITORY		0	.0%	1	4.0%	1	2.0%	
MARKETING - ACCOUNT MANAGERS		1	4.0%	0	.0%	1	2.0%	
MARKETING - REGIONAL		0	.0%	1	4.0%	1	2.0%	
MOVIE THEATER FILM CREW MEMBER		1	4.0%	0	.0%	1	2.0%	
NEW BUSINESS PERSONNEL	0	.0%	1	4.0%	1	2.0%		
OVERNIGHT FREIGHT HANDLER	0	.0%	1	4.0%	1	2.0%		
PARTS DEPARTMENT TECHNICIAN	1	4.0%	0	.0%	1	2.0%		
PERSONAL BANKER	0	.0%	1	4.0%	1	2.0%		
PHARMACY TECHNICIAN	1	4.0%	0	.0%	1	2.0%		
PHOTO TECHNICIAN	2	8.0%	0	.0%	2	4.0%		

TABLE 3-B. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

	SIZE OF EMPLOYER				Total	
	Less Than 100 Employees		100 Or More Employees			
	Count	Column N %	Count	Column N %		
Jobs Difficult To Fill In Sales (Multiple Responses)	6	24.0%	4	16.0%	10	20.0%
SALES - ADVERTISING	0	.0%	1	4.0%	1	2.0%
SALES - ASSOCIATES	0	.0%	1	4.0%	1	2.0%
SALES - COORDINATOR	0	.0%	1	4.0%	1	2.0%
SALES - INSIDE	0	.0%	1	4.0%	1	2.0%
SALES - MANAGER REGIONAL	0	.0%	1	4.0%	1	2.0%
SALES - MOTORCYCLE	1	4.0%	0	.0%	1	2.0%
SALES - OUTSIDE	1	4.0%	0	.0%	1	2.0%
SALES - OUTSIDE/ INSIDE	1	4.0%	0	.0%	1	2.0%
SALES - REGIONAL REPRESENTATIVE	0	.0%	1	4.0%	1	2.0%
SALES - RETAIL	1	4.0%	0	.0%	1	2.0%
SALES REPRESENTATIVE	0	.0%	1	4.0%	1	2.0%
SELLING PAPERS	0	.0%	1	4.0%	1	2.0%
TEAM MEMBER	0	.0%	1	4.0%	1	2.0%
Total	25	100.0%	25	100.0%	50	100.0%
Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	0	.0%	1	11.1%	1	5.6%
ACCOUNTING	0	.0%	1	11.1%	1	5.6%
ADMINISTRATIVE ASSISTANT	1	11.1%	0	.0%	1	5.6%
CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS	0	.0%	1	11.1%	1	5.6%
CUSTOMER CARE REPRESENTATIVE	0	.0%	1	11.1%	1	5.6%
CUSTOMER SERVICE	1	11.1%	1	11.1%	2	11.1%
DEBT COLLECTORS	1	11.1%	0	.0%	1	5.6%
EXECUTIVE ASSISTANT	0	.0%	1	11.1%	1	5.6%
FRONT DESK	2	22.2%	0	.0%	2	11.1%
GENERAL CLERK	1	11.1%	0	.0%	1	5.6%
LIBRARIAN	1	11.1%	0	.0%	1	5.6%
NURSING HOME ADMINISTRATOR	0	.0%	1	11.1%	1	5.6%
PURCHASING MANAGER	0	.0%	1	11.1%	1	5.6%
RECEPTION	1	11.1%	0	.0%	1	5.6%
SKIP TRACERS	1	11.1%	0	.0%	1	5.6%
SUPPLY/ PRODUCTION CONTROL	0	.0%	1	11.1%	1	5.6%
TEACHER'S AIDE	0	.0%	1	11.1%	1	5.6%
Total	9	100.0%	9	100.0%	18	100.0%

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TABLE 3-B. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
ACTIVITY AIDE	0	.0%	1	2.7%	1	1.9%
CAREGIVER	3	18.8%	0	.0%	3	5.7%
CNA	3	18.8%	6	16.2%	9	17.0%
DENTAL ASSISTANT	1	6.3%	0	.0%	1	1.9%
DIETARY	0	.0%	1	2.7%	1	1.9%
DIRECT CAREGIVER	0	.0%	1	2.7%	1	1.9%
DIRECT SUPPORT PROFESSIONALS	1	6.3%	0	.0%	1	1.9%
DIRECTOR OF NURSING	1	6.3%	0	.0%	1	1.9%
DISABILITY DEVELOPMENT AIDE	0	.0%	1	2.7%	1	1.9%
HOUSEKEEPER	0	.0%	1	2.7%	1	1.9%
INDEPENDENT LIVING COUNSELORS	0	.0%	1	2.7%	1	1.9%
LPN	1	6.3%	1	2.7%	2	3.8%
MEDICAL ASSISTANT	2	12.5%	1	2.7%	3	5.7%
NURSE MANAGER	0	.0%	1	2.7%	1	1.9%
NURSE PRACTITIONER	0	.0%	1	2.7%	1	1.9%
OCCUPATIONAL THERAPIST	0	.0%	1	2.7%	1	1.9%
PALLIATIVE CARE DOCTOR	0	.0%	1	2.7%	1	1.9%
PERSONAL TRAINER	0	.0%	1	2.7%	1	1.9%
PHARMACY TECHNICIAN	1	6.3%	0	.0%	1	1.9%
PHYSICAL THERAPIST	0	.0%	1	2.7%	1	1.9%
RN	1	6.3%	10	27.0%	11	20.8%
RN - CERTIFIED SCHOOL NURSE	0	.0%	1	2.7%	1	1.9%
RN - SCHOOL NURSE	0	.0%	1	2.7%	1	1.9%
RN - TRIAGE	0	.0%	1	2.7%	1	1.9%
RN/ LPN	0	.0%	1	2.7%	1	1.9%
RN/ LPN/ CNA	1	6.3%	1	2.7%	2	3.8%
SPEECH LANGUAGE THERAPIST	0	.0%	1	2.7%	1	1.9%
WAIT STAFF	0	.0%	1	2.7%	1	1.9%
X-RAY TECHNICIAN	1	6.3%	0	.0%	1	1.9%
Total	16	100.0%	37	100.0%	53	100.0%

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TABLE 3-B. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

	SIZE OF EMPLOYER							
	Less Than 100 Employees		100 Or More Employees		Total			
	Count	Column N %	Count	Column N %	Count	Column N %		
Jobs Difficult To Fill In Transportation/Logistics (Multiple Responses)	BUS AIDE	0	.0%	1	9.1%	1	7.1%	
	CDL DRIVER	1	33.3%	0	.0%	1	7.1%	
	DRIVER	1	33.3%	4	36.4%	5	35.7%	
	DRIVER - BUS	0	.0%	3	27.3%	3	21.4%	
	DRIVER - TRUCK	1	33.3%	0	.0%	1	7.1%	
	MONITOR	0	.0%	2	18.2%	2	14.3%	
	PARAPROFESSIONAL	0	.0%	1	9.1%	1	7.1%	
	Total	3	100.0%	11	100.0%	14	100.0%	
	Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	AERONAUTICAL ENGINEER	1	4.5%	0	.0%	1	2.8%
		CNC SWISS MACHINE OPERATOR	0	.0%	1	7.1%	1	2.8%
		CNC SWISS MAINTENANCE REPAIR TECHNICIAN	0	.0%	1	7.1%	1	2.8%
		CUSTODIAN	2	9.1%	0	.0%	2	5.6%
		CUSTODIAN/ MAINTENANCE	1	4.5%	0	.0%	1	2.8%
		ELECTRICAL	1	4.5%	0	.0%	1	2.8%
ENGINEER - MECHANICAL/ TECHNICAL		1	4.5%	0	.0%	1	2.8%	
EQUIPMENT SETUP		1	4.5%	0	.0%	1	2.8%	
FACILITIES ASSOCIATE		0	.0%	1	7.1%	1	2.8%	
FACILITY ATTENDANT		1	4.5%	0	.0%	1	2.8%	
GRINDERS		0	.0%	1	7.1%	1	2.8%	
HANDYMAN		1	4.5%	0	.0%	1	2.8%	
HOUSEKEEPING AIDE		0	.0%	1	7.1%	1	2.8%	
JANITORIAL		0	.0%	1	7.1%	1	2.8%	
KENNEL ASSOCIATE		1	4.5%	0	.0%	1	2.8%	
LABORERS		1	4.5%	0	.0%	1	2.8%	
LAUNDRY AIDE		0	.0%	1	7.1%	1	2.8%	
MACHINE OPERATORS		2	9.1%	0	.0%	2	5.6%	
MAINTENANCE MECHANICS		1	4.5%	0	.0%	1	2.8%	
MAINTENANCE TECHNICIANS		4	18.2%	5	35.7%	9	25.0%	
PRODUCTION	1	4.5%	0	.0%	1	2.8%		
PROGRAMMABLE LOGIC CONTROLLERS	1	4.5%	0	.0%	1	2.8%		
PROGRAMMERS	1	4.5%	0	.0%	1	2.8%		
PROPELLER TECHNICIAN	1	4.5%	0	.0%	1	2.8%		
QUALITY TECHNICIAN	0	.0%	1	7.1%	1	2.8%		
WELDERS	0	.0%	1	7.1%	1	2.8%		
Total	22	100.0%	14	100.0%	36	100.0%		

TABLE 3-B. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	SIZE OF EMPLOYER						Total
	Less Than 100 Employees		100 Or More Employees		Count	Column N %	
	Count	Column N %	Count	Column N %			
BANQUET CAPTAIN	1	1.9%	0	.0%	1	1.1%	
BANQUET SERVER	1	1.9%	0	.0%	1	1.1%	
BARTENDER	2	3.8%	1	2.9%	3	3.4%	
BUSSER	4	7.5%	3	8.6%	7	8.0%	
CASHIER	2	3.8%	0	.0%	2	2.3%	
COOK	8	15.1%	4	11.4%	12	13.6%	
COOK - GRILL	1	1.9%	0	.0%	1	1.1%	
COOK - LINE	3	5.7%	1	2.9%	4	4.5%	
COOK - OVERNIGHT	1	1.9%	0	.0%	1	1.1%	
COOK/ KITCHEN HELP	1	1.9%	0	.0%	1	1.1%	
CULINARY SERVICE MANAGER	1	1.9%	0	.0%	1	1.1%	
CUSTOMER SERVICE	1	1.9%	0	.0%	1	1.1%	
DELI	0	.0%	4	11.4%	4	4.5%	
DIETARY	0	.0%	1	2.9%	1	1.1%	
DIETARY AIDE	0	.0%	3	8.6%	3	3.4%	
DINING ATTENDANT	1	1.9%	0	.0%	1	1.1%	
DISHWASHER	2	3.8%	1	2.9%	3	3.4%	
FOOD BREADER	1	1.9%	0	.0%	1	1.1%	
FOOD PREP PERSON	1	1.9%	0	.0%	1	1.1%	
FOOD SERVICE	0	.0%	1	2.9%	1	1.1%	
FRESH FOODS	0	.0%	1	2.9%	1	1.1%	
FRONT DESK CLERK	0	.0%	1	2.9%	1	1.1%	
GROCERY CLERKS	0	.0%	1	2.9%	1	1.1%	
HOSPITALITY	3	5.7%	0	.0%	3	3.4%	
HOST/HOSTESS	4	7.5%	0	.0%	4	4.5%	
HOUSEKEEPER	1	1.9%	0	.0%	1	1.1%	
KITCHEN	0	.0%	1	2.9%	1	1.1%	
KITCHEN HELPER	3	5.7%	0	.0%	3	3.4%	
MANAGER - ASSISTANT FOOD SERVICE	0	.0%	1	2.9%	1	1.1%	
MEAT MARKET	0	.0%	3	8.6%	3	3.4%	
MEAT PROCESSOR	0	.0%	1	2.9%	1	1.1%	
PIZZA OVEN WORKERS	1	1.9%	0	.0%	1	1.1%	
PRODUCE	0	.0%	1	2.9%	1	1.1%	
SECURITY	1	1.9%	0	.0%	1	1.1%	
SERVER	7	13.2%	5	14.3%	12	13.6%	
SERVER - ASSISTANT	1	1.9%	0	.0%	1	1.1%	
SHIFT LEAD	1	1.9%	0	.0%	1	1.1%	
TRAVEL BUYER/ AGENT	0	.0%	1	2.9%	1	1.1%	

TABLE 3-B. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Total	53	100.0%	35	100.0%	88	100.0%
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)						
BEFORE AND AFTER SCHOOL PROGRAMS	0	.0%	1	7.7%	1	3.8%
CPA	1	7.7%	0	.0%	1	3.8%
CUSTOMER SERVICE	1	7.7%	0	.0%	1	3.8%
DENTAL ASSISTANT	1	7.7%	0	.0%	1	3.8%
ENGINEER	1	7.7%	1	7.7%	2	7.7%
INSTRUCTIONAL AIDE	0	.0%	1	7.7%	1	3.8%
MINISTER	0	.0%	1	7.7%	1	3.8%
NEW PRODUCT DEVELOPMENT	0	.0%	1	7.7%	1	3.8%
OPHTHALMOLOGY TECHNICIAN	1	7.7%	0	.0%	1	3.8%
ORTHOPEDIC ASSISTANT	1	7.7%	0	.0%	1	3.8%
PARAPROFESSIONAL EDUCATOR	0	.0%	1	7.7%	1	3.8%
PASTOR	0	.0%	1	7.7%	1	3.8%
SOCIAL WORKER	0	.0%	1	7.7%	1	3.8%
SPECIALISTS	0	.0%	1	7.7%	1	3.8%
TEACHER	2	15.4%	2	15.4%	4	15.4%
TEACHER - PRIMARY SCHOOL	0	.0%	1	7.7%	1	3.8%
TEACHER - SUBSTITUTE	2	15.4%	1	7.7%	3	11.5%
TEACHER'S ASSISTANT	1	7.7%	0	.0%	1	3.8%
TUTORS	1	7.7%	0	.0%	1	3.8%
VIDEOGRAPHER	1	7.7%	0	.0%	1	3.8%
Total	13	100.0%	13	100.0%	26	100.0%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)						
ACTIVITY ASSISTANT	0	.0%	1	20.0%	1	14.3%
BOX OFFICE CONCIERGE	1	50.0%	0	.0%	1	14.3%
BOX OFFICE MANAGER	1	50.0%	0	.0%	1	14.3%
CAMP COUNSELOR	0	.0%	1	20.0%	1	14.3%
EXERCISE INSTRUCTOR	0	.0%	1	20.0%	1	14.3%
FITNESS CENTER ATTENDANT	0	.0%	1	20.0%	1	14.3%
GOLF BAG ATTENDANT	0	.0%	1	20.0%	1	14.3%
Total	2	100.0%	5	100.0%	7	100.0%
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)						
QUALITY CONTROL INSPECTORS AND MANAGERS	1	100.0%	0	.0%	1	100.0%
Total	1	100.0%	0	.0%	1	100.0%

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TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	Number Of Vacancies In Last Year	SIZE OF EMPLOYER			Total Sum
		Less Than 100 Employees	100 Or More Employees	Sum	
		Sum	Sum		
CERTIFIED TECHNICIANS	Number Of Vacancies In Last Year	.	1	1	
CODER - OPEN SOURCE	Number Of Vacancies In Last Year	.	4	4	
ENGINEERING TECHS	Number Of Vacancies In Last Year	.	3	3	
HELP DESK	Number Of Vacancies In Last Year	3	1	4	
IT	Number Of Vacancies In Last Year	.	20	20	
MANAGER - IT INFRASTRUCTURE	Number Of Vacancies In Last Year	.	1	1	
PROGRAMMERS	Number Of Vacancies In Last Year	2	1	3	
SALES	Number Of Vacancies In Last Year	.	2	2	
SALES - COMMUNICATION FOR CELL PHONES	Number Of Vacancies In Last Year	.	8	8	
SALES PERSON - COMPUTERS AND TVS	Number Of Vacancies In Last Year	.	15	15	
SOFTWARE DEVELOPER	Number Of Vacancies In Last Year	1	4	5	
SYSTEMS ANALYSTS	Number Of Vacancies In Last Year	.	1	1	
TECHNOLOGY FACILITATORS	Number Of Vacancies In Last Year	.	2	2	
Total	Number Of Vacancies In Last Year	6	63	69	

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TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Number Of Vacancies In Last Year	SIZE OF EMPLOYER			Total Sum
		Less Than 100 Employees	100 Or More Employees	Sum	
		Sum	Sum		
DELI				50	50
DEPARTMENT MANAGER TRAINEES					
DIRECTOR OF CASE MANAGEMENT			1	1	1
DIRECTOR OF QUALITY			1	1	1
DIRECTOR OF RESEARCH MANAGEMENT			1	1	1
DRIVERS		50			50
EMERGENCY CLERK		15			15
ESTIMATOR		1			1
FLOOR SUPERVISOR		2			2
FOREMAN		3			3
FRONT DESK MANAGER		1			1
GENERAL MERCHANDISE MANAGEMENT			1	1	1
GROUP SUPERVISOR			1	1	1
HUMAN RESOURCES		1			1
MANAGEMENT EXPERIENCE		5			5
MANAGER - ASSISTANT		4			4
MANAGER - FOOD AND BEVERAGE		1			1
MANAGER - GENERAL		4			4
MANAGER - OFFICE		2			2
MANAGER - PLANT		1			1
MANAGER - RESTAURANT			3	3	3
MANAGER - SALES		3			3
MANAGER - STORE TRAINEES		4			4
MANAGERS		6			6
MARKETING DIRECTOR			1	1	1

TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	MEMBERSHIP DIRECTOR	Number Of Vacancies In Last Year	SIZE OF EMPLOYER		Total Sum
			Less Than 100 Employees	100 Or More Employees	
			Sum	Sum	
Jobs Difficult To Fill In Management (Multiple Responses)	MIDDLE MANAGEMENT	Number Of Vacancies In Last Year	.	1	1
	SERVICE CLERKS	Number Of Vacancies In Last Year	.	3	3
	SHIFT LEADS	Number Of Vacancies In Last Year	13	.	13
	STORE MANAGER	Number Of Vacancies In Last Year	7	.	7
	STORE MANAGERS - ASSISTANTS	Number Of Vacancies In Last Year	.	1	1
	SUPERVISOR	Number Of Vacancies In Last Year	1	.	1
	SUPERVISOR - TRANSPORTATION	Number Of Vacancies In Last Year	4	.	4
	VARIOUS LEVELS	Number Of Vacancies In Last Year	1	.	1
	Total	Number Of Vacancies In Last Year	5	.	5
	ACCOUNTING	Number Of Vacancies In Last Year	134	73	207
Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	ACCOUNTING - RECEIVABLES/PAYABLES	Number Of Vacancies In Last Year	5	.	5
	AUTOMOTIVE BILLER	Number Of Vacancies In Last Year	1	.	1
	DIRECT SUPPORT PROFESSIONALS	Number Of Vacancies In Last Year	.	1	1
	MANAGER - ACCOUNTING/ENGINEERING	Number Of Vacancies In Last Year	30	.	30
	MANAGER - BUSINESS OFFICE	Number Of Vacancies In Last Year	3	.	3
	MARKETING	Number Of Vacancies In Last Year	.	1	1
	PAYROLL CLERK	Number Of Vacancies In Last Year	.	.	.
	PURCHASING MANAGER	Number Of Vacancies In Last Year	.	1	1
	Total	Number Of Vacancies In Last Year	39	4	43

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TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	SIZE OF EMPLOYER				Total Sum
	Number Of Vacancies In Last Year	Less Than 100 Employees Sum	100 Or More Employees Sum	Sum	
ACCOUNT EXECUTIVE	Number Of Vacancies In Last Year	2	10	2	2
ACCOUNTING EXECUTIVE	Number Of Vacancies In Last Year	1	1	1	1
BEAUTY ADVISORS	Number Of Vacancies In Last Year	2	2	2	2
CASHIER	Number Of Vacancies In Last Year	15	10	25	25
CASHIER/ BAGGER	Number Of Vacancies In Last Year	10	10	10	10
CATERING SERVICE	Number Of Vacancies In Last Year	4	4	4	4
COSMETICS	Number Of Vacancies In Last Year	2	2	2	2
COUNTER SERVICE	Number Of Vacancies In Last Year	36	36	36	36
CUSTOMER SERVICE - ASSOCIATE	Number Of Vacancies In Last Year	2	2	2	2
CUSTOMER SERVICE - INTERNET	Number Of Vacancies In Last Year	3	3	3	3
ENGINEERING	Number Of Vacancies In Last Year	1	1	1	1
ESTIMATOR	Number Of Vacancies In Last Year	1	1	1	1
FRESH AREA/ FOOD	Number Of Vacancies In Last Year	9	9	9	9
LOT ASSOCIATE	Number Of Vacancies In Last Year	10	10	10	10
MANAGER - TERRITORY	Number Of Vacancies In Last Year	25	25	25	25
MARKETING - ACCOUNT MANAGERS	Number Of Vacancies In Last Year	6	6	6	6
MARKETING - REGIONAL	Number Of Vacancies In Last Year	3	3	3	3
MOVIE THEATER FILM CREW MEMBER	Number Of Vacancies In Last Year	60	60	60	60
NEW BUSINESS PERSONNEL	Number Of Vacancies In Last Year	15	15	15	15
OVERNIGHT FREIGHT HANDLER	Number Of Vacancies In Last Year	10	10	10	10
PARTS DEPARTMENT TECHNICIAN	Number Of Vacancies In Last Year	2	2	2	2
PERSONAL BANKER	Number Of Vacancies In Last Year	20	20	20	20
PHARMACY TECHNICIAN	Number Of Vacancies In Last Year	3	3	3	3
PHOTO TECHNICIAN	Number Of Vacancies In Last Year	5	5	5	5
SALES	Number Of Vacancies In Last Year	87	108	195	195

TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Number Of Vacancies In Last Year	SIZE OF EMPLOYER			Total Sum
		Less Than 100 Employees	100 Or More Employees	Sum	
		Sum	Sum		
SALES - ADVERTISING		.	2	2	
SALES - ASSOCIATES		.	6	6	
SALES - COORDINATOR		.	1	1	
SALES - INSIDE		.	1	1	
SALES - MANAGER REGIONAL		.	2	2	
SALES - MOTORCYCLE		5	.	5	
SALES - OUTSIDE		1	.	1	
SALES - OUTSIDE/INSIDE		70	.	70	
SALES - REGIONAL REPRESENTATIVE		.	1	1	
SALES - RETAIL		2	.	2	
SALES REPRESENTATIVE		.	4	4	
SELLING PAPERS		.	.	.	
TEAM MEMBER		.	5	5	
Total		305	247	552	

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TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	Number Of Vacancies In Last Year	SIZE OF EMPLOYER			Total Sum
		Less Than 100 Employees	100 Or More Employees	Sum	
		Sum	Sum		
ACCOUNTING		.	1	1	1
ADMINISTRATIVE ASSISTANT		1	.	1	1
CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS		.	15	15	15
CUSTOMER CARE REPRESENTATIVE		.	1	1	1
CUSTOMER SERVICE		2	5	7	7
DEBT COLLECTORS		6	.	6	6
EXECUTIVE ASSISTANT		.	4	4	4
FRONT DESK		5	.	5	5
GENERAL CLERK		2	.	2	2
LIBRARIAN		1	.	1	1
NURSING HOME ADMINISTRATOR		.	1	1	1
PURCHASING MANAGER		.	1	1	1
RECEPTION		2	.	2	2
SKIP TRACERS		2	.	2	2
SUPPLY/ PRODUCTION CONTROL		.	1	1	1
TEACHER'S AIDE		.	8	8	8
Total		21	37	58	58

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TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Number Of Vacancies In Last Year	SIZE OF EMPLOYER			Total Sum
		Less Than 100 Employees	100 Or More Employees		
		Sum	Sum	Sum	
ACTIVITY AIDE		.	1		1
CAREGIVER		32	.		32
CNA		28	153		181
DENTAL ASSISTANT		1	.		1
DIETARY		.	3		3
DIRECT CAREGIVER		.	2		2
DIRECT SUPPORT PROFESSIONALS		180	.		180
DIRECTOR OF NURSING		1	.		1
DISABILITY DEVELOPMENT AIDE		.	100		100
HOUSEKEEPER		.	1		1
INDEPENDENT LIVING COUNSELORS		.	20		20
LPN		6	2		8
MEDICAL ASSISTANT		2	5		7
NURSE MANAGER		.	2		2
NURSE PRACTITIONER		.	10		10
OCCUPATIONAL THERAPIST		.	4		4
PALLIATIVE CARE DOCTOR		.	5		5
PERSONAL TRAINER		.	4		4
PHARMACY TECHNICIAN		2	.		2
PHYSICAL THERAPIST		.	2		2
RN		1	1570		1571
RN - CERTIFIED SCHOOL NURSE		.	2		2
RN - SCHOOL NURSE		.	1		1
RN - TRIAGE		.	4		4
RN/ LPN		.	20		20

TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER			Total Sum	
		Less Than 100 Employees	100 Or More Employees	Sum		
		Sum	Sum			
Jobs Difficult To Fill In Health Care (Multiple Responses)	RN/ LPN/ CNA	Number Of Vacancies In Last Year	2	150	152	
	SPEECH LANGUAGE THERAPIST	Number Of Vacancies In Last Year	.	4	4	
	WAIT STAFF	Number Of Vacancies In Last Year	.	2	2	
	X-RAY TECHNICIAN	Number Of Vacancies In Last Year	2	.	2	
	Total	Number Of Vacancies In Last Year	257	2067	2324	
Jobs Difficult To Fill In Transportation/ Logistics (Multiple Responses)	BUS AIDE	Number Of Vacancies In Last Year	.	4	4	
	CDL DRIVER	Number Of Vacancies In Last Year	2	.	2	
	DRIVER	Number Of Vacancies In Last Year	3	148	151	
	DRIVER - BUS	Number Of Vacancies In Last Year	.	14	14	
	DRIVER - TRUCK	Number Of Vacancies In Last Year	1	.	1	
	MONITOR	Number Of Vacancies In Last Year	.	7	7	
	PARAPROFESSIONAL	Number Of Vacancies In Last Year	.	6	6	
	Total	Number Of Vacancies In Last Year	6	179	185	
	Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	AERONAUTICAL ENGINEER	Number Of Vacancies In Last Year	1	.	1
		CNC SWISS MACHINE OPERATOR	Number Of Vacancies In Last Year	.	11	11
CNC SWISS MAINTENANCE REPAIR TECHNICIAN		Number Of Vacancies In Last Year	.	2	2	
CUSTODIAN		Number Of Vacancies In Last Year	3	.	3	
CUSTODIAN/ MAINTENANCE		Number Of Vacancies In Last Year	1	.	1	
ELECTRICAL		Number Of Vacancies In Last Year	1	.	1	
ENGINEER - MECHANICAL/ TECHNICAL		Number Of Vacancies In Last Year	6	.	6	
EQUIPMENT SETUP		Number Of Vacancies In Last Year	5	.	5	
FACILITIES ASSOCIATE		Number Of Vacancies In Last Year	.	1	1	
FACILITY ATTENDANT		Number Of Vacancies In Last Year	10	.	10	
GRINDERS		Number Of Vacancies In Last Year	.	4	4	
HANDYMAN		Number Of Vacancies In Last Year	1	.	1	

TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Number Of Vacancies In Last Year	SIZE OF EMPLOYER			Total Sum
		Less Than 100 Employees	100 Or More Employees	Sum	
		Sum	Sum		
HOUSEKEEPING AIDE		.	2	2	
JANITORIAL		.	1	1	
KENNEL ASSOCIATE		3	.	3	
LABORERS		2	.	2	
LAUNDRY AIDE		.	1	1	
MACHINE OPERATORS		7	.	7	
MAINTENANCE MECHANICS		2	.	2	
MAINTENANCE TECHNICIANS		7	8	15	
PRODUCTION		3	.	3	
PROGRAMMABLE LOGIC CONTROLLERS		4	.	4	
PROGRAMMERS		2	.	2	
PROPELLER TECHNICIAN		4	.	4	
QUALITY TECHNICIAN		.	1	1	
WELDERS		.	4	4	
Total		62	35	97	

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TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	SIZE OF EMPLOYER			Total Sum
	Less Than 100 Employees	100 Or More Employees		
	Sum	Sum	Sum	
BANQUET CAPTAIN	Number Of Vacancies In Last Year	3	.	3
BANQUET SERVER	Number Of Vacancies In Last Year	10	.	10
BARTENDER	Number Of Vacancies In Last Year	3	2	5
BUSSER	Number Of Vacancies In Last Year	12	15	27
CASHIER	Number Of Vacancies In Last Year	21	.	21
COOK	Number Of Vacancies In Last Year	31	9	40
COOK - GRILL	Number Of Vacancies In Last Year	3	.	3
COOK - LINE	Number Of Vacancies In Last Year	15	2	17
COOK - OVERNIGHT	Number Of Vacancies In Last Year	2	.	2
COOK/ KITCHEN HELP	Number Of Vacancies In Last Year	3	.	3
CULINARY SERVICE MANAGER	Number Of Vacancies In Last Year	1	.	1
CUSTOMER SERVICE	Number Of Vacancies In Last Year	4	.	4
DELI	Number Of Vacancies In Last Year	.	103	103
DIETARY	Number Of Vacancies In Last Year	.	1	1
DIETARY AIDE	Number Of Vacancies In Last Year	.	38	38
DINING ATTENDANT	Number Of Vacancies In Last Year	2	.	2
DISHWASHER	Number Of Vacancies In Last Year	8	3	11
FOOD BREADER	Number Of Vacancies In Last Year	3	.	3
FOOD PREP PERSON	Number Of Vacancies In Last Year	2	.	2
FOOD SERVICE	Number Of Vacancies In Last Year	.	50	50
FRESH FOODS	Number Of Vacancies In Last Year	.	2	2
FRONT DESK CLERK	Number Of Vacancies In Last Year	.	3	3
GROCERY CLERKS	Number Of Vacancies In Last Year	.	25	25
HOSPITALITY	Number Of Vacancies In Last Year	22	.	22
HOST/ HOSTESS	Number Of Vacancies In Last Year	11	.	11

TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Number Of Vacancies In Last Year	SIZE OF EMPLOYER			Total Sum
		Less Than 100 Employees	100 Or More Employees	Sum	
		Sum	Sum		
HOUSEKEEPER		16	.		16
KITCHEN		.		10	10
KITCHEN HELPER				19	19
MANAGER - ASSISTANT FOOD SERVICE		.		1	1
MEAT MARKET		.		10	10
MEAT PROCESSOR		.		50	50
PIZZA OVEN WORKERS			2	.	2
PRODUCE		.		2	2
SECURITY			6	.	6
SERVER			30		77
SERVER - ASSISTANT			8	.	8
SHIFT LEAD			8	.	8
TRAVEL BUYER/ AGENT		.		2	2
Total		245		375	620

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TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Number Of Vacancies In Last Year	SIZE OF EMPLOYER			Total Sum
			Less Than 100 Employees	100 Or More Employees		
			Sum	Sum	Sum	
			.	7	7	
CPA		Number Of Vacancies In Last Year	4	.	4	
CUSTOMER SERVICE		Number Of Vacancies In Last Year	1	.	1	
DENTAL ASSISTANT		Number Of Vacancies In Last Year	2	.	2	
ENGINEER		Number Of Vacancies In Last Year	1	10	11	
INSTRUCTIONAL AIDE		Number Of Vacancies In Last Year	.	20	20	
MINISTER		Number Of Vacancies In Last Year	.	4	4	
NEW PRODUCT DEVELOPMENT		Number Of Vacancies In Last Year	.	2	2	
OPHTHALMOLOGY TECHNICIAN		Number Of Vacancies In Last Year	1	.	1	
ORTHOPEDIC ASSISTANT		Number Of Vacancies In Last Year	1	.	1	
PARAPROFESSIONAL EDUCATOR		Number Of Vacancies In Last Year	.	1	1	
PASTOR		Number Of Vacancies In Last Year	.	20	20	
SOCIAL WORKER		Number Of Vacancies In Last Year	.	2	2	
SPECIALISTS		Number Of Vacancies In Last Year	.	6	6	
TEACHER		Number Of Vacancies In Last Year	14	27	41	
TEACHER - PRIMARY SCHOOL		Number Of Vacancies In Last Year	.	16	16	
TEACHER - SUBSTITUTE		Number Of Vacancies In Last Year	7	10	17	
TEACHER'S ASSISTANT		Number Of Vacancies In Last Year	8	.	8	
TUTORS		Number Of Vacancies In Last Year	12	.	12	
VIDEOGRAPHER		Number Of Vacancies In Last Year	1	.	1	
Total		Number Of Vacancies In Last Year	52	125	177	

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TABLE 3-C. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	SIZE OF EMPLOYER			Total Sum
	Less Than 100 Employees	100 Or More Employees		
	Sum	Sum		
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)		Number Of Vacancies In Last Year	2	2
	ACTIVITY ASSISTANT	Number Of Vacancies In Last Year	2	2
	BOX OFFICE CONCIERGE	Number Of Vacancies In Last Year	2	2
	BOX OFFICE MANAGER	Number Of Vacancies In Last Year	10	10
	CAMP COUNSELOR	Number Of Vacancies In Last Year	2	2
	EXERCISE INSTRUCTOR	Number Of Vacancies In Last Year	3	3
	FITNESS CENTER ATTENDANT	Number Of Vacancies In Last Year	3	3
	GOLF BAG ATTENDANT	Number Of Vacancies In Last Year	4	24
	Total	Number Of Vacancies In Last Year	4	4
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)		Number Of Vacancies In Last Year	4	4
	QUALITY CONTROL INSPECTORS AND MANAGERS	Number Of Vacancies In Last Year	4	4
	Total	Number Of Vacancies In Last Year	4	4

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TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

	SIZE OF EMPLOYER			
	Less Than 100 Employees Count	Column N %	100 Or More Employees Count	Column N %
Jobs Difficult To Fill In Information Technology (Multiple Responses)				
CERTIFIED TECHNICIANS	Education Needed For Information Technology Jobs	Certification/ Credential	1	100.0%
	Total	Total	1	100.0%
CODER - OPEN SOURCE	Education Needed For Information Technology Jobs	Certification/ Credential	1	100.0%
	Total	Total	1	100.0%
ENGINEERING TECHS	Education Needed For Information Technology Jobs	Bachelor's degree	1	100.0%
	Total	Total	1	100.0%
HELP DESK	Education Needed For Information Technology Jobs	Certification/ Credential	0	.0%
	Bachelor's degree	Bachelor's degree	1	100.0%
	Total	Total	1	100.0%
IT	Education Needed For Information Technology Jobs	Bachelor's degree	1	100.0%
	Total	Total	1	100.0%
MANAGER - IT INFRASTRUCTURE	Education Needed For Information Technology Jobs	Bachelor's degree	1	100.0%
	Total	Total	1	100.0%
PROGRAMMERS	Education Needed For Information Technology Jobs	Bachelor's degree	1	100.0%
	Total	Total	1	100.0%
SALES	Education Needed For Information Technology Jobs	High school education/ GED	1	100.0%
	Total	Total	1	100.0%

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TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	CERTIFIED TECHNICIANS	Education Needed For Information Technology Jobs	Certification/ Credential	SIZE OF EMPLOYER	
				Count	Total Column N %
CODER - OPEN SOURCE		Education Needed For Information Technology Jobs	Total	1	100.0%
			Certification/ Credential	1	100.0%
ENGINEERING TECHS		Education Needed For Information Technology Jobs	Total	1	100.0%
			Bachelor's degree	1	100.0%
HELP DESK		Education Needed For Information Technology Jobs	Total	1	50.0%
			Bachelor's degree	1	50.0%
IT		Education Needed For Information Technology Jobs	Total	2	100.0%
			Bachelor's degree	1	100.0%
MANAGER - IT INFRASTRUCTURE		Education Needed For Information Technology Jobs	Total	1	100.0%
			Bachelor's degree	1	100.0%
PROGRAMMERS		Education Needed For Information Technology Jobs	Total	2	100.0%
			Bachelor's degree	2	100.0%
SALES		Education Needed For Information Technology Jobs	Total	1	100.0%
			High school education/ GED	1	100.0%

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TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	SALES - COMMUNICATION FOR CELL PHONES	Education Needed For Information Technology Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count		
		High school education/ GED	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES PERSON - COMPUTERS AND TVS	Education Needed For Information Technology Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SOFTWARE DEVELOPER	Education Needed For Information Technology Jobs	0	.0%	1	100.0%
		Certification/ Credential	0	.0%	1	100.0%
		Bachelor's degree	1	100.0%	0	.0%
		Total	1	100.0%	1	100.0%
	SYSTEMS ANALYSTS	Education Needed For Information Technology Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	TECHNOLOGY FACILITATORS	Education Needed For Information Technology Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	Total	Education Needed For Information Technology Jobs	0	.0%	1	7.7%
		High school education/ GED	0	.0%	2	15.4%
		Certification/ Credential	1	33.3%	3	23.1%
		Associate degree	0	.0%	2	15.4%
		Bachelor's degree	2	66.7%	5	38.5%
		Total	3	100.0%	13	100.0%
	DELI	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	DEPARTMENT MANAGER TRAINEES	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	DIRECTOR OF CASE MANAGEMENT	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	DIRECTOR OF QUALITY	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	DIRECTOR OF RESEARCH MANAGEMENT	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	DRIVERS	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	EMERGENCY CLERK	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	ESTIMATOR	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	FLOOR SUPERVISOR	Education Needed For Management Jobs	2	100.0%	0	.0%
		Total	2	100.0%	0	.0%
	FOREMAN	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	FRONT DESK MANAGER	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER		
		Count	Total	
		Column N %	Column N %	
Jobs Difficult To Fill In Information Technology (Multiple Responses)	SALES - COMMUNICATION FOR CELL PHONES	High school education/ GED	1	100.0%
		Total	1	100.0%
	SALES PERSON - COMPUTERS AND TVS	No formal education required	1	100.0%
		Total	1	100.0%
	SOFTWARE DEVELOPER	Certification/ Credential	1	50.0%
		Bachelor's degree	1	50.0%
		Total	2	100.0%
	SYSTEMS ANALYSTS	Associate degree	1	100.0%
		Total	1	100.0%
	TECHNOLOGY FACILITATORS	Associate degree	1	100.0%
		Total	1	100.0%
	Total	No formal education required	1	6.3%
		High school education/ GED	2	12.5%
	Certification/ Credential	4	25.0%	
	Associate degree	2	12.5%	
	Bachelor's degree	7	43.8%	
	Total	16	100.0%	
Jobs Difficult To Fill In Management (Multiple Responses)	DELI	High school education/ GED	1	100.0%
		Total	1	100.0%
	DEPARTMENT MANAGER TRAINEES	No formal education required	1	100.0%
		Total	1	100.0%
	DIRECTOR OF CASE MANAGEMENT	Bachelor's degree	1	100.0%
		Total	1	100.0%
	DIRECTOR OF QUALITY	Bachelor's degree	1	100.0%
		Total	1	100.0%
	DIRECTOR OF RESEARCH MANAGEMENT	Bachelor's degree	1	100.0%
		Total	1	100.0%
	DRIVERS	High school education/ GED	1	100.0%
		Total	1	100.0%
	EMERGENCY CLERK	No formal education required	1	100.0%
	Total	1	100.0%	
ESTIMATOR	Certification/ Credential	1	100.0%	
	Total	1	100.0%	
FLOOR SUPERVISOR	High school education/ GED	2	100.0%	
	Total	2	100.0%	
FOREMAN	High school education/ GED	1	100.0%	
	Total	1	100.0%	
FRONT DESK MANAGER	High school education/ GED	1	100.0%	
	Total	1	100.0%	

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	GENERAL MERCHANDISE MANAGEMENT	Education Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		Associate degree	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	GROUP SUPERVISOR	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	HUMAN RESOURCES	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGEMENT EXPERIENCE	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGER - ASSISTANT	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGER - FOOD AND BEVERAGE	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGER - GENERAL	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGER - OFFICE	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGER - PLANT	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGER - RESTAURANT	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	MANAGER - SALES	Education Needed For Management Jobs	1	100.0%	0	.0%
		Bachelor's degree	0	.0%	2	100.0%
		Total	1	100.0%	2	100.0%
	MANAGER - STORE TRAINEES	Education Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGERS	Education Needed For Management Jobs	2	100.0%	0	.0%
		Total	2	100.0%	0	.0%
	MARKETING DIRECTOR	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	MEMBERSHIP DIRECTOR	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	MIDDLE MANAGEMENT	Education Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SERVICE CLERKS	Education Needed For Management Jobs	1	50.0%	0	.0%
		High school education/ GED	1	50.0%	0	.0%
		Total	2	100.0%	0	.0%
	SHIFT LEADS	Education Needed For Management Jobs	1	20.0%	0	.0%
		High school education/ GED	4	80.0%	0	.0%
		Total	5	100.0%	0	.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	GENERAL MERCHANDISE MANAGEMENT	Education Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	
	Associate degree	1	100.0%	
	Total	1	100.0%	
GROUP SUPERVISOR	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
HUMAN RESOURCES	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGEMENT EXPERIENCE	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGER - ASSISTANT	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGER - FOOD AND BEVERAGE	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGER - GENERAL	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGER - OFFICE	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGER - PLANT	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGER - RESTAURANT	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGER - SALES	Education Needed For Management Jobs	1	33.3%	
	Bachelor's degree	2	66.7%	
	Total	3	100.0%	
MANAGER - STORE TRAINEES	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MANAGERS	Education Needed For Management Jobs	2	100.0%	
	Total	2	100.0%	
MARKETING DIRECTOR	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MEMBERSHIP DIRECTOR	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
MIDDLE MANAGEMENT	Education Needed For Management Jobs	1	100.0%	
	Total	1	100.0%	
SERVICE CLERKS	Education Needed For Management Jobs	1	50.0%	
	High school education/ GED	1	50.0%	
	Total	2	100.0%	
SHIFT LEADS	Education Needed For Management Jobs	1	20.0%	
	High school education/ GED	4	80.0%	
	Total	5	100.0%	

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Education Needed For Management Jobs	SIZE OF EMPLOYER				
		Less Than 100 Employees		100 Or More Employees		
		Count	Column N %	Count	Column N %	
STORE MANAGER	Bachelor's degree	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
	STORE MANAGERS - ASSISTANTS	Associate degree	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SUPERVISOR	High school education/ GED	1	50.0%	0	.0%
		Bachelor's degree	1	50.0%	0	.0%
		Total	2	100.0%	0	.0%
	SUPERVISOR - TRANSPORTATION	Bachelor's degree	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	VARIOUS LEVELS	Bachelor's degree	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		No formal education required	5	16.7%	1	7.1%
	Total	High school education/ GED	16	53.3%	3	21.4%
		Certification/ Credential	1	3.3%	0	.0%
		Associate degree	4	13.3%	3	21.4%
Bachelor's degree		4	13.3%	7	50.0%	
Total		30	100.0%	14	100.0%	
Associate degree		1	50.0%	1	100.0%	
Bachelor's degree		1	50.0%	0	.0%	
ACCOUNTING	Associate degree	2	100.0%	1	100.0%	
	Associate degree	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
	ACCOUNTING - RECEIVABLES/PAYABLES	High school education/ GED	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
		High school education/ GED	1	100.0%	0	.0%
	AUTOMOTIVE BILLER	Total	1	100.0%	0	.0%
		High school education/ GED	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	DIRECT SUPPORT PROFESSIONALS	High school education/ GED	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		High school education/ GED	1	100.0%	0	.0%
	MANAGER - ACCOUNTING/ENGINEERING	Bachelor's degree	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MANAGER - BUSINESS OFFICE	Bachelor's degree	0	.0%	1	100.0%
Total		0	.0%	1	100.0%	
High school education/ GED		0	.0%	1	100.0%	
PAYROLL CLERK	Total	0	.0%	1	100.0%	
	Bachelor's degree	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
PURCHASING MANAGER	High school education/ GED	1	20.0%	2	40.0%	
	Associate degree	2	40.0%	1	20.0%	
	Bachelor's degree	2	40.0%	2	40.0%	
Total	5	100.0%	5	100.0%		
Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	Education Needed For Information Technology Jobs	1	50.0%	1	100.0%	
	Education Needed For Information Technology Jobs	1	50.0%	0	.0%	
	Total	2	100.0%	1	100.0%	
	Education Needed For Information Technology Jobs	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
	Education Needed For Information Technology Jobs	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
	Education Needed For Information Technology Jobs	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
	Education Needed For Information Technology Jobs	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
	Education Needed For Information Technology Jobs	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
	Education Needed For Information Technology Jobs	1	20.0%	2	40.0%	
	Associate degree	2	40.0%	1	20.0%	
Bachelor's degree	2	40.0%	2	40.0%		
Total	5	100.0%	5	100.0%		

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER			
		Count	Total		
		Column N %			
Jobs Difficult To Fill In Management (Multiple Responses)	STORE MANAGER	Education Needed For Management Jobs	Bachelor's degree	1	100.0%
			Total	1	100.0%
	STORE MANAGERS - ASSISTANTS	Education Needed For Management Jobs	Associate degree	1	100.0%
			Total	1	100.0%
	SUPERVISOR	Education Needed For Management Jobs	High school education/ GED	1	50.0%
			Bachelor's degree	1	50.0%
			Total	2	100.0%
	SUPERVISOR - TRANSPORTATION	Education Needed For Management Jobs	Bachelor's degree	1	100.0%
			Total	1	100.0%
	VARIOUS LEVELS	Education Needed For Management Jobs	Bachelor's degree	1	100.0%
			Total	1	100.0%
	Total	Education Needed For Management Jobs	No formal education required	6	13.6%
			High school education/ GED	19	43.2%
			Certification/ Credential	1	2.3%
			Associate degree	7	15.9%
		Bachelor's degree	11	25.0%	
		Total	44	100.0%	
Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	ACCOUNTING	Education Needed For Information Technology Jobs	Associate degree	2	66.7%
			Bachelor's degree	1	33.3%
			Total	3	100.0%
	ACCOUNTING - RECEIVABLES/PAYABLES	Education Needed For Information Technology Jobs	Associate degree	1	100.0%
			Total	1	100.0%
	AUTOMOTIVE BILLER	Education Needed For Information Technology Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	DIRECT SUPPORT PROFESSIONALS	Education Needed For Information Technology Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	MANAGER - ACCOUNTING/ ENGINEERING	Education Needed For Information Technology Jobs	Bachelor's degree	1	100.0%
			Total	1	100.0%
	MANAGER - BUSINESS OFFICE	Education Needed For Information Technology Jobs	Bachelor's degree	1	100.0%
			Total	1	100.0%
	PAYROLL CLERK	Education Needed For Information Technology Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
PURCHASING MANAGER	Education Needed For Information Technology Jobs	Bachelor's degree	1	100.0%	
		Total	1	100.0%	
Total	Education Needed For Information Technology Jobs	High school education/ GED	3	30.0%	
		Associate degree	3	30.0%	
		Bachelor's degree	4	40.0%	
		Total	10	100.0%	

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Education Needed For Sales Jobs	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
ACCOUNT EXECUTIVE	High school education/ GED	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
ACCOUNTING EXECUTIVE	Education Needed For Sales Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
BEAUTY ADVISORS	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
CASHIER	Education Needed For Sales Jobs	2	100.0%	1	100.0%
	Total	2	100.0%	1	100.0%
CASHIER/ BAGGER	Education Needed For Sales Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
CATERING SERVICE	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
COSMETICS	Education Needed For Sales Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
COUNTER SERVICE	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
CUSTOMER SERVICE - ASSOCIATE	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
CUSTOMER SERVICE - INTERNET	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
ENGINEERING	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
ESTIMATOR	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
FRESH AREA/ FOOD	Education Needed For Sales Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
LOT ASSOCIATE	Education Needed For Sales Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
MANAGER - TERRITORY	Education Needed For Sales Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
MARKETING - ACCOUNT MANAGERS	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
MARKETING - REGIONAL	Education Needed For Sales Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
MOVIE THEATER FILM CREW MEMBER	Education Needed For Sales Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
NEW BUSINESS PERSONNEL	Education Needed For Sales Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Education Needed For Sales Jobs	SIZE OF EMPLOYER	
		Count	Total Column N %
ACCOUNT EXECUTIVE	High school education/ GED	1	100.0%
	Total	1	100.0%
ACCOUNTING EXECUTIVE	Bachelor's degree	1	100.0%
	Total	1	100.0%
BEAUTY ADVISORS	High school education/ GED	1	100.0%
	Total	1	100.0%
CASHIER	No formal education required	3	100.0%
	Total	3	100.0%
CASHIER/ BAGGER	No formal education required	1	100.0%
	Total	1	100.0%
CATERING SERVICE	No formal education required	1	100.0%
	Total	1	100.0%
COSMETICS	No formal education required	1	100.0%
	Total	1	100.0%
COUNTER SERVICE	No formal education required	1	100.0%
	Total	1	100.0%
CUSTOMER SERVICE - ASSOCIATE	No formal education required	1	100.0%
	Total	1	100.0%
CUSTOMER SERVICE - INTERNET	High school education/ GED	1	100.0%
	Total	1	100.0%
ENGINEERING	Bachelor's degree	1	100.0%
	Total	1	100.0%
ESTIMATOR	Certification/ Credential	1	100.0%
	Total	1	100.0%
FRESH AREA/ FOOD	No formal education required	1	100.0%
	Total	1	100.0%
LOT ASSOCIATE	No formal education required	1	100.0%
	Total	1	100.0%
MANAGER - TERRITORY	Bachelor's degree	1	100.0%
	Total	1	100.0%
MARKETING - ACCOUNT MANAGERS	Certification/ Credential	1	100.0%
	Total	1	100.0%
MARKETING - REGIONAL	Bachelor's degree	1	100.0%
	Total	1	100.0%
MOVIE THEATER FILM CREW MEMBER	No formal education required	1	100.0%
	Total	1	100.0%
NEW BUSINESS PERSONNEL	High school education/ GED	1	100.0%
	Total	1	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	OVERNIGHT FREIGHT HANDLER	Education Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		No formal education required	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	PARTS DEPARTMENT TECHNICIAN	Education Needed For Sales Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	PERSONAL BANKER	Education Needed For Sales Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	PHARMACY TECHNICIAN	Education Needed For Sales Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	PHOTO TECHNICIAN	Education Needed For Sales Jobs	2	100.0%	0	.0%
		Total	2	100.0%	0	.0%
	SALES	Education Needed For Sales Jobs	1	16.7%	1	25.0%
		High school education/ GED	2	33.3%	1	25.0%
		Technical certificate	0	.0%	1	25.0%
		Associate degree	2	33.3%	0	.0%
		Bachelor's degree	1	16.7%	1	25.0%
		Total	6	100.0%	4	100.0%
	SALES - ADVERTISING	Education Needed For Sales Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - ASSOCIATES	Education Needed For Sales Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - COORDINATOR	Education Needed For Sales Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - INSIDE	Education Needed For Sales Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - MANAGER REGIONAL	Education Needed For Sales Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - MOTORCYCLE	Education Needed For Sales Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SALES - OUTSIDE	Education Needed For Sales Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SALES - OUTSIDE/INSIDE	Education Needed For Sales Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SALES - REGIONAL REPRESENTATIVE	Education Needed For Sales Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - RETAIL	Education Needed For Sales Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SALES REPRESENTATIVE	Education Needed For Sales Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	OVERNIGHT FREIGHT HANDLER	Education Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	
		No formal education required	1	100.0%
		Total	1	100.0%
	PARTS DEPARTMENT TECHNICIAN	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	PERSONAL BANKER	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	PHARMACY TECHNICIAN	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	PHOTO TECHNICIAN	Education Needed For Sales Jobs	2	100.0%
		Total	2	100.0%
	SALES	Education Needed For Sales Jobs	2	20.0%
		Total	3	30.0%
		Technical certificate	1	10.0%
		Associate degree	2	20.0%
		Bachelor's degree	2	20.0%
		Total	10	100.0%
	SALES - ADVERTISING	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - ASSOCIATES	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - COORDINATOR	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - INSIDE	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - MANAGER REGIONAL	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - MOTORCYCLE	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - OUTSIDE	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - OUTSIDE/INSIDE	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - REGIONAL REPRESENTATIVE	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES - RETAIL	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%
	SALES REPRESENTATIVE	Education Needed For Sales Jobs	1	100.0%
		Total	1	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	TEAM MEMBER	Education Needed For Sales Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %	
			Count	Count	Count	Count	
Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	Total	No formal education required	0	0	.0%	1	100.0%
		Total	0	0	.0%	1	100.0%
		Education Needed For Sales Jobs	No formal education required	9	36.0%	10	41.7%
			High school education/ GED	8	32.0%	7	29.2%
			Technical certificate	0	.0%	1	4.2%
			Certification/ Credential	2	8.0%	0	.0%
			Associate degree	3	12.0%	0	.0%
			Bachelor's degree	3	12.0%	6	25.0%
			Total	25	100.0%	24	100.0%
		ACCOUNTING	Education Needed For Office/ Administration Jobs	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
		ADMINISTRATIVE ASSISTANT	Education Needed For Office/ Administration Jobs	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
		CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS	Education Needed For Office/ Administration Jobs	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	CUSTOMER CARE REPRESENTATIVE	Education Needed For Office/ Administration Jobs	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	
	CUSTOMER SERVICE	Education Needed For Office/ Administration Jobs	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	
	DEBT COLLECTORS	Education Needed For Office/ Administration Jobs	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
	EXECUTIVE ASSISTANT	Education Needed For Office/ Administration Jobs	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	
	FRONT DESK	Education Needed For Office/ Administration Jobs	2	100.0%	0	.0%	
		Total	2	100.0%	0	.0%	
	GENERAL CLERK	Education Needed For Office/ Administration Jobs	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
	LIBRARIAN	Education Needed For Office/ Administration Jobs	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
	NURSING HOME ADMINISTRATOR	Education Needed For Office/ Administration Jobs	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	
	PURCHASING MANAGER	Education Needed For Office/ Administration Jobs	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	
	RECEPTION	Education Needed For Office/ Administration Jobs	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
	SKIP TRACERS	Education Needed For Office/ Administration Jobs	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

	TEAM MEMBER	Education Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
Jobs Difficult To Fill In Sales (Multiple Responses)	Total	No formal education required	1	100.0%
		Total	1	100.0%
		No formal education required	19	38.8%
		High school education/ GED	15	30.6%
		Technical certificate	1	2.0%
		Certification/ Credential	2	4.1%
		Associate degree	3	6.1%
		Bachelor's degree	9	18.4%
		Total	49	100.0%
	Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	ACCOUNTING	Education Needed For Office/ Administration Jobs	1
		Total	1	100.0%
ADMINISTRATIVE ASSISTANT		Education Needed For Office/ Administration Jobs	1	100.0%
		Total	1	100.0%
CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS		Education Needed For Office/ Administration Jobs	1	100.0%
		Total	1	100.0%
CUSTOMER CARE REPRESENTATIVE		Education Needed For Office/ Administration Jobs	1	100.0%
		Total	1	100.0%
CUSTOMER SERVICE		Education Needed For Office/ Administration Jobs	1	50.0%
		Total	1	100.0%
		High school education/ GED	1	50.0%
		Bachelor's degree	1	50.0%
		Total	2	100.0%
DEBT COLLECTORS		Education Needed For Office/ Administration Jobs	1	100.0%
		Total	1	100.0%
EXECUTIVE ASSISTANT		Education Needed For Office/ Administration Jobs	1	100.0%
		Total	1	100.0%
FRONT DESK		Education Needed For Office/ Administration Jobs	2	100.0%
		Total	2	100.0%
GENERAL CLERK		Education Needed For Office/ Administration Jobs	1	100.0%
	Total	1	100.0%	
LIBRARIAN	Education Needed For Office/ Administration Jobs	1	100.0%	
	Total	1	100.0%	
NURSING HOME ADMINISTRATOR	Education Needed For Office/ Administration Jobs	1	100.0%	
	Total	1	100.0%	
PURCHASING MANAGER	Education Needed For Office/ Administration Jobs	1	100.0%	
	Total	1	100.0%	
RECEPTION	Education Needed For Office/ Administration Jobs	1	100.0%	
	Total	1	100.0%	
SKIP TRACERS	Education Needed For Office/ Administration Jobs	1	100.0%	
	Total	1	100.0%	

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	SUPPLY/ PRODUCTION CONTROL	Education Needed For Office/ Administration Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count		
TEACHER'S AIDE	High school education/ GED		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
Total	High school education/ GED		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	No formal education required		1	11.1%	0	.0%
	High school education/ GED		5	55.6%	4	44.4%
	Associate degree		1	11.1%	2	22.2%
	Bachelor's degree		1	11.1%	3	33.3%
	Master's degree		1	11.1%	0	.0%
ACTIVITY AIDE	Total		9	100.0%	9	100.0%
	No formal education required		0	.0%	1	100.0%
CAREGIVER	Total		0	.0%	1	100.0%
	No formal education required		2	66.7%	0	.0%
CNA	High school education/ GED		1	33.3%	0	.0%
	Total		3	100.0%	0	.0%
	Certification/ Credential		3	100.0%	6	100.0%
DENTAL ASSISTANT	Total		3	100.0%	6	100.0%
	Certification/ Credential		1	100.0%	0	.0%
DIETARY	Total		1	100.0%	0	.0%
	No formal education required		0	.0%	1	100.0%
DIRECT CAREGIVER	Total		0	.0%	1	100.0%
	Certification/ Credential		0	.0%	1	100.0%
DIRECT SUPPORT PROFESSIONALS	Total		0	.0%	1	100.0%
	Certification/ Credential		1	100.0%	0	.0%
DIRECTOR OF NURSING	Total		1	100.0%	0	.0%
	Bachelor's degree		1	100.0%	0	.0%
DISABILITY DEVELOPMENT AIDE	Total		1	100.0%	0	.0%
	High school education/ GED		0	.0%	1	100.0%
HOUSEKEEPER	Total		0	.0%	1	100.0%
	No formal education required		0	.0%	1	100.0%
INDEPENDENT LIVING COUNSELORS	Total		0	.0%	1	100.0%
	High school education/ GED		0	.0%	1	100.0%
LPN	Total		0	.0%	1	100.0%
	Certification/ Credential		1	100.0%	1	100.0%
MEDICAL ASSISTANT	Total		1	100.0%	1	100.0%
	High school education/ GED		0	.0%	1	100.0%
Jobs Difficult To Fill In Health Care (Multiple Responses)	Certification/ Credential		1	50.0%	0	.0%
	Associate degree		1	50.0%	0	.0%
Total	Total		2	100.0%	1	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER				
		Count	Column N %			
		Total	Total			
Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	SUPPLY/ PRODUCTION CONTROL	Education Needed For Office/ Administration Jobs	High school education/ GED	1	100.0%	
			Total	1	100.0%	
	TEACHER'S AIDE	Education Needed For Office/ Administration Jobs	High school education/ GED	1	100.0%	
			Total	1	100.0%	
	Total	Education Needed For Office/ Administration Jobs	No formal education required	1	5.6%	
			High school education/ GED	9	50.0%	
			Associate degree	3	16.7%	
			Bachelor's degree	4	22.2%	
			Master's degree	1	5.6%	
			Total	18	100.0%	
	Jobs Difficult To Fill In Health Care (Multiple Responses)	ACTIVITY AIDE	Education Needed For Health Care Jobs	No formal education required	1	100.0%
				Total	1	100.0%
		CAREGIVER	Education Needed For Health Care Jobs	No formal education required	2	66.7%
				High school education/ GED	1	33.3%
				Total	3	100.0%
CNA		Education Needed For Health Care Jobs	Certification/ Credential	9	100.0%	
			Total	9	100.0%	
DENTAL ASSISTANT		Education Needed For Health Care Jobs	Certification/ Credential	1	100.0%	
			Total	1	100.0%	
DIETARY		Education Needed For Health Care Jobs	No formal education required	1	100.0%	
			Total	1	100.0%	
DIRECT CAREGIVER		Education Needed For Health Care Jobs	Certification/ Credential	1	100.0%	
			Total	1	100.0%	
DIRECT SUPPORT PROFESSIONALS		Education Needed For Health Care Jobs	Certification/ Credential	1	100.0%	
			Total	1	100.0%	
DIRECTOR OF NURSING	Education Needed For Health Care Jobs	Bachelor's degree	1	100.0%		
		Total	1	100.0%		
DISABILITY DEVELOPMENT AIDE	Education Needed For Health Care Jobs	High school education/ GED	1	100.0%		
		Total	1	100.0%		
HOUSEKEEPER	Education Needed For Health Care Jobs	No formal education required	1	100.0%		
		Total	1	100.0%		
INDEPENDENT LIVING COUNSELORS	Education Needed For Health Care Jobs	High school education/ GED	1	100.0%		
		Total	1	100.0%		
LPN	Education Needed For Health Care Jobs	Certification/ Credential	2	100.0%		
		Total	2	100.0%		
MEDICAL ASSISTANT	Education Needed For Health Care Jobs	High school education/ GED	1	33.3%		
		Certification/ Credential	1	33.3%		
		Associate degree	1	33.3%		
		Total	3	100.0%		

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	NURSE MANAGER	Education Needed For Health Care Jobs	Bachelor's degree	SIZE OF EMPLOYER		
				Less Than 100 Employees	100 Or More Employees	Column N %
				Count	Count	Column N %
	Total		0	0	1	100.0%
	Master's degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	Associate degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	Professional degree (Ph.D., law, medicine, etc.)		0	0	1	100.0%
	Total		0	0	1	100.0%
	Bachelor's degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	High school education/ GED		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	Associate degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	Associate degree		0	0	5	50.0%
	Bachelor's degree		1	100.0%	5	50.0%
	Total		1	100.0%	10	100.0%
	Bachelor's degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	Bachelor's degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	Bachelor's degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	Associate degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	Associate degree		1	100.0%	1	100.0%
	Total		1	100.0%	1	100.0%
	Master's degree		0	0	1	100.0%
	Total		0	0	1	100.0%
	High school education/ GED		0	0	1	100.0%
	Total		0	0	1	100.0%
	Associate degree		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	NURSE MANAGER	Education Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
	Bachelor's degree		1	100.0%
	Total		1	100.0%
	Master's degree		1	100.0%
	Total		1	100.0%
	Associate degree		1	100.0%
	Total		1	100.0%
	Professional degree (Ph.D., law, medicine, etc.)		1	100.0%
	Total		1	100.0%
	Bachelor's degree		1	100.0%
	Total		1	100.0%
	High school education/ GED		1	100.0%
	Total		1	100.0%
	Associate degree		1	100.0%
	Total		1	100.0%
	Associate degree		5	45.5%
	Bachelor's degree		6	54.5%
	Total		11	100.0%
	Bachelor's degree		1	100.0%
	Total		1	100.0%
	Bachelor's degree		1	100.0%
	Total		1	100.0%
	Bachelor's degree		1	100.0%
	Total		1	100.0%
	Associate degree		1	100.0%
	Total		1	100.0%
	Associate degree		2	100.0%
	Total		2	100.0%
	Master's degree		1	100.0%
	Total		1	100.0%
	High school education/ GED		1	100.0%
	Total		1	100.0%
	Associate degree		1	100.0%
	Total		1	100.0%
	Associate degree		2	100.0%
	Total		2	100.0%
	Master's degree		1	100.0%
	Total		1	100.0%
	High school education/ GED		1	100.0%
	Total		1	100.0%
	Associate degree		1	100.0%
	Total		1	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Education Needed For Health Care Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees		100 Or More Employees		
			Count	Column N %	Count	Column N %	
Jobs Difficult To Fill In Transportation/ Logistics (Multiple Responses)		No formal education required	2	12.5%	3	8.1%	
		High school education/ GED	2	12.5%	4	10.8%	
		Certification/ Credential	7	43.8%	8	21.6%	
		Associate degree	3	18.8%	9	24.3%	
		Bachelor's degree	2	12.5%	10	27.0%	
		Master's degree	0	.0%	2	5.4%	
		Professional degree (Ph.D., law, medicine, etc.)	0	.0%	1	2.7%	
		Total	16	100.0%	37	100.0%	
	BUS AIDE	Education Needed For Transportation/ Logistics Jobs	High school education/ GED	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%	
CDL DRIVER	Education Needed For Transportation/ Logistics Jobs	High school education/ GED	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%		
DRIVER	Education Needed For Transportation/ Logistics Jobs	No formal education required	0	.0%	1	25.0%	
	High school education/ GED	1	100.0%	2	50.0%		
	Certification/ Credential	0	.0%	1	25.0%		
	Total	1	100.0%	4	100.0%		
DRIVER - BUS	Education Needed For Transportation/ Logistics Jobs	High school education/ GED	0	.0%	3	100.0%	
	Total	0	.0%	3	100.0%		
DRIVER - TRUCK	Education Needed For Transportation/ Logistics Jobs	No formal education required	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%		
MONITOR	Education Needed For Transportation/ Logistics Jobs	No formal education required	0	.0%	1	50.0%	
	High school education/ GED	0	.0%	1	50.0%		
	Total	0	.0%	2	100.0%		
PARAPROFESSIONAL	Education Needed For Transportation/ Logistics Jobs	No formal education required	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%		
Total	Education Needed For Transportation/ Logistics Jobs	No formal education required	1	33.3%	3	27.3%	
	High school education/ GED	2	66.7%	7	63.6%		
	Certification/ Credential	0	.0%	1	9.1%		
	Total	3	100.0%	11	100.0%		

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TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Education Needed For Health Care Jobs	SIZE OF EMPLOYER		
			Count	Total	
				Column N %	
Jobs Difficult To Fill In Transportation/ Logistics (Multiple Responses)	Total	No formal education required	5	9.4%	
		High school education/ GED	6	11.3%	
		Certification/ Credential	15	28.3%	
		Associate degree	12	22.6%	
		Bachelor's degree	12	22.6%	
		Master's degree	2	3.8%	
		Professional degree (Ph.D., law, medicine, etc.)	1	1.9%	
		Total	53	100.0%	
	BUS AIDE	Education Needed For Transportation/ Logistics Jobs	High school education/ GED	1	100.0%
		Total	1	100.0%	
	CDL DRIVER	Education Needed For Transportation/ Logistics Jobs	High school education/ GED	1	100.0%
		Total	1	100.0%	
	DRIVER	Education Needed For Transportation/ Logistics Jobs	No formal education required	1	20.0%
		Total	3	60.0%	
DRIVER - BUS	Education Needed For Transportation/ Logistics Jobs	Certification/ Credential	1	20.0%	
	Total	5	100.0%		
DRIVER - TRUCK	Education Needed For Transportation/ Logistics Jobs	High school education/ GED	3	100.0%	
	Total	3	100.0%		
MONITOR	Education Needed For Transportation/ Logistics Jobs	No formal education required	1	100.0%	
	Total	1	100.0%		
PARAPROFESSIONAL	Education Needed For Transportation/ Logistics Jobs	No formal education required	1	50.0%	
	Total	1	50.0%		
Total	Education Needed For Transportation/ Logistics Jobs	High school education/ GED	2	100.0%	
	Total	No formal education required	1	100.0%	
	Total	1	100.0%		
	Education Needed For Transportation/ Logistics Jobs	No formal education required	4	28.6%	
	Total	High school education/ GED	9	64.3%	
	Total	Certification/ Credential	1	7.1%	
	Total	Total	14	100.0%	

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TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Bachelor's degree	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
AERONAUTICAL ENGINEER	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
CNC SWISS MACHINE OPERATOR	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
CNC SWISS MAINTENANCE REPAIR TECHNICIAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
CUSTODIAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	50.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	50.0%	0	.0%
CUSTODIAN/ MAINTENANCE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	2	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
ELECTRICAL	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
ENGINEER - MECHANICAL/ TECHNICAL	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
EQUIPMENT SETUP	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
FACILITIES ASSOCIATE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
FACILITY ATTENDANT	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
GRINDERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
HANDYMAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
HOUSEKEEPING AIDE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
JANITORIAL	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
KENNEL ASSOCIATE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
LABORERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
LAUNDRY AIDE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	0	.0%	1	100.0%
MACHINE OPERATORS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	2	100.0%	0	.0%
	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	2	100.0%	0	.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	AERONAUTICAL ENGINEER	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Bachelor's degree	SIZE OF EMPLOYER	
				Count	Total
				Column N %	
			Total	1	100.0%
			Total	1	100.0%
	CNC SWISS MACHINE OPERATOR	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	CNC SWISS MAINTENANCE REPAIR TECHNICIAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Technical certificate	1	100.0%
			Total	1	100.0%
	CUSTODIAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	No formal education required	1	50.0%
			Certification/ Credential	1	50.0%
			Total	2	100.0%
	CUSTODIAN/ MAINTENANCE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	ELECTRICAL	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Technical certificate	1	100.0%
			Total	1	100.0%
	ENGINEER - MECHANICAL/ TECHNICAL	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	Certification/ Credential	1	100.0%
			Total	1	100.0%
	EQUIPMENT SETUP	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	FACILITIES ASSOCIATE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	FACILITY ATTENDANT	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	GRINDERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	HANDYMAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	No formal education required	1	100.0%
			Total	1	100.0%
	HOUSEKEEPING AIDE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	No formal education required	1	100.0%
			Total	1	100.0%
	JANITORIAL	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	High school education/ GED	1	100.0%
			Total	1	100.0%
	KENNEL ASSOCIATE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	No formal education required	1	100.0%
			Total	1	100.0%
	LABORERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	No formal education required	1	100.0%
			Total	1	100.0%
	LAUNDRY AIDE	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	No formal education required	1	100.0%
			Total	1	100.0%
	MACHINE OPERATORS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	High school education/ GED	2	100.0%
			Total	2	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	MAINTENANCE MECHANICS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count		
		Associate degree	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MAINTENANCE TECHNICIANS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	25.0%	0	.0%
		No formal education required	3	75.0%	3	60.0%
		High school education/ GED	0	.0%	2	40.0%
		Technical certificate	4	100.0%	5	100.0%
	PRODUCTION	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%	0	.0%
		Certification/ Credential	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	PROGRAMMABLE LOGIC CONTROLLERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%	0	.0%
		Technical certificate	1	100.0%	0	.0%
	PROGRAMMERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%	0	.0%
		Associate degree	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	PROPELLER TECHNICIAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%	0	.0%
		High school education/ GED	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	QUALITY TECHNICIAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	0	.0%	1	100.0%
		High school education/ GED	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	WELDERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	0	.0%	1	100.0%
		High school education/ GED	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	Total	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	5	22.7%	2	14.3%
		No formal education required	9	40.9%	9	64.3%
		High school education/ GED	2	9.1%	3	21.4%
		Technical certificate	3	13.6%	0	.0%
		Certification/ Credential	2	9.1%	0	.0%
		Associate degree	1	4.5%	0	.0%
		Bachelor's degree	22	100.0%	14	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	MAINTENANCE MECHANICS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	
	Associate degree		1	100.0%
	Total		1	100.0%
	MAINTENANCE TECHNICIANS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	11.1%
		No formal education required	6	66.7%
		High school education/ GED	2	22.2%
		Technical certificate	9	100.0%
	PRODUCTION	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%
		Certification/ Credential	1	100.0%
	PROGRAMMABLE LOGIC CONTROLLERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%
		Technical certificate	1	100.0%
	PROGRAMMERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%
		Associate degree	1	100.0%
	PROPELLER TECHNICIAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%
		High school education/ GED	1	100.0%
	QUALITY TECHNICIAN	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%
		High school education/ GED	1	100.0%
	WELDERS	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%
		High school education/ GED	1	100.0%
	Total	Education Needed For Manufacturing/ Maintenance/ Repair Jobs	7	19.4%
		No formal education required	18	50.0%
		High school education/ GED	5	13.9%
		Technical certificate	3	8.3%
		Certification/ Credential	2	5.6%
		Associate degree	1	2.8%
		Bachelor's degree	36	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Education Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER				
		Less Than 100 Employees	100 Or More Employees	Count	Column N %	
		Count	Column N %	Count	Column N %	
BANQUET CAPTAIN	Education Needed For Food Service/ Hospitality/ Tourism Jobs	High school education/ GED	1	100.0%	0	.0%
	Total	Total	1	100.0%	0	.0%
BANQUET SERVER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	High school education/ GED	1	100.0%	0	.0%
	Total	Total	1	100.0%	0	.0%
BARTENDER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	1	50.0%	0	.0%
	High school education/ GED	High school education/ GED	1	50.0%	1	100.0%
BUSSEER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	2	100.0%	1	100.0%
	High school education/ GED	High school education/ GED	4	100.0%	2	66.7%
CASHIER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	High school education/ GED	0	.0%	1	33.3%
	Total	Total	4	100.0%	3	100.0%
COOK	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	2	100.0%	0	.0%
	Total	Total	2	100.0%	0	.0%
COOK - GRILL	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	6	75.0%	0	.0%
	High school education/ GED	High school education/ GED	2	25.0%	3	75.0%
COOK - LINE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	Certification/ Credential	0	.0%	1	25.0%
	Total	Total	8	100.0%	4	100.0%
COOK - OVERNIGHT	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	1	100.0%	0	.0%
	Total	Total	1	100.0%	0	.0%
COOK/ KITCHEN HELP	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	1	33.3%	0	.0%
	High school education/ GED	High school education/ GED	1	33.3%	1	100.0%
CULINARY SERVICE MANAGER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	Certification/ Credential	1	33.3%	0	.0%
	Total	Total	3	100.0%	1	100.0%
CUSTOMER SERVICE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	1	100.0%	0	.0%
	Total	Total	1	100.0%	0	.0%
DELI	Education Needed For Food Service/ Hospitality/ Tourism Jobs	Do not know	1	100.0%	0	.0%
	Total	Total	1	100.0%	0	.0%
DIETARY	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	1	100.0%	0	.0%
	Total	Total	1	100.0%	0	.0%
DIETARY AIDE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	0	.0%	4	100.0%
	Total	Total	0	.0%	4	100.0%
DIETARY AIDE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	0	.0%	1	100.0%
	Total	Total	0	.0%	1	100.0%
DIETARY AIDE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	No formal education required	0	.0%	3	100.0%
	Total	Total	0	.0%	3	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	BANQUET CAPTAIN	Education Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
		High school education/ GED	1	100.0%
		Total	1	100.0%
	BANQUET SERVER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	BARTENDER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	33.3%
		High school education/ GED	2	66.7%
		Total	3	100.0%
	BUSSER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	6	85.7%
		High school education/ GED	1	14.3%
		Total	7	100.0%
	CASHIER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	2	100.0%
		Total	2	100.0%
	COOK	Education Needed For Food Service/ Hospitality/ Tourism Jobs	6	50.0%
		High school education/ GED	5	41.7%
		Certification/ Credential	1	8.3%
		Total	12	100.0%
	COOK - GRILL	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	COOK - LINE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	25.0%
		High school education/ GED	2	50.0%
		Certification/ Credential	1	25.0%
		Total	4	100.0%
	COOK - OVERNIGHT	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	COOK/ KITCHEN HELP	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	CULINARY SERVICE MANAGER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	CUSTOMER SERVICE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	DELI	Education Needed For Food Service/ Hospitality/ Tourism Jobs	4	100.0%
		Total	4	100.0%
	DIETARY	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	DIETARY AIDE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	3	100.0%
		Total	3	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Education Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
DINING ATTENDANT	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
DISHWASHER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	2	100.0%	0	.0%
	Certification/ Credential	0	.0%	1	100.0%
FOOD BREADER	Total	2	100.0%	1	100.0%
	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
FOOD PREP PERSON	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
FOOD SERVICE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
FRESH FOODS	High school education/ GED	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
FRONT DESK CLERK	High school education/ GED	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
GROCERY CLERKS	High school education/ GED	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
HOSPITALITY	Education Needed For Food Service/ Hospitality/ Tourism Jobs	3	100.0%	0	.0%
	Total	3	100.0%	0	.0%
HOST/ HOSTESS	Education Needed For Food Service/ Hospitality/ Tourism Jobs	2	50.0%	0	.0%
	High school education/ GED	2	50.0%	0	.0%
HOUSEKEEPER	Total	4	100.0%	0	.0%
	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
KITCHEN	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
	High school education/ GED	0	.0%	1	100.0%
KITCHEN HELPER	Total	0	.0%	1	100.0%
	Education Needed For Food Service/ Hospitality/ Tourism Jobs	3	100.0%	0	.0%
MANAGER - ASSISTANT FOOD SERVICE	Total	3	100.0%	0	.0%
	Associate degree	0	.0%	1	100.0%
MEAT MARKET	Total	0	.0%	1	100.0%
	Education Needed For Food Service/ Hospitality/ Tourism Jobs	0	.0%	2	66.7%
MEAT PROCESSOR	High school education/ GED	0	.0%	1	33.3%
	Total	0	.0%	3	100.0%
PIZZA OVEN WORKERS	Education Needed For Food Service/ Hospitality/ Tourism Jobs	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	DINING ATTENDANT	Education Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	
		No formal education required	1	100.0%
		Total	1	100.0%
	DISHWASHER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	2	66.7%
		Certification/ Credential	1	33.3%
		Total	3	100.0%
	FOOD BREADER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	FOOD PREP PERSON	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	FOOD SERVICE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	FRESH FOODS	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	FRONT DESK CLERK	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	GROCERY CLERKS	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	HOSPITALITY	Education Needed For Food Service/ Hospitality/ Tourism Jobs	3	100.0%
		Total	3	100.0%
	HOST/ HOSTESS	Education Needed For Food Service/ Hospitality/ Tourism Jobs	2	50.0%
		Total	2	50.0%
	HOUSEKEEPER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	4	100.0%
		Total	4	100.0%
	KITCHEN	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	KITCHEN HELPER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	3	100.0%
		Total	3	100.0%
	MANAGER - ASSISTANT FOOD SERVICE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	MEAT MARKET	Education Needed For Food Service/ Hospitality/ Tourism Jobs	2	66.7%
		Total	1	33.3%
		Total	3	100.0%
	MEAT PROCESSOR	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	PIZZA OVEN WORKERS	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	EDUCATION NEEDED FOR FOOD SERVICE/ HOSPITALITY/ TOURISM JOBS	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
PRODUCE	No formal education required	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
SECURITY	No formal education required	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
SERVER	No formal education required	4	57.1%	1	20.0%
	High school education/ GED	3	42.9%	3	60.0%
	Certification/ Credential	0	.0%	1	20.0%
	Total	7	100.0%	5	100.0%
SERVER - ASSISTANT	No formal education required	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
SHIFT LEAD	High school education/ GED	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
TRAVEL BUYER/ AGENT	Bachelor's degree	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
Total	No formal education required	39	73.6%	15	42.9%
	High school education/ GED	12	22.6%	15	42.9%
	Certification/ Credential	1	1.9%	3	8.6%
	Associate degree	0	.0%	1	2.9%
	Bachelor's degree	0	.0%	1	2.9%
	Do not know	1	1.9%	0	.0%
	Total	53	100.0%	35	100.0%

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TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	PRODUCE	Education Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	
		No formal education required	1	100.0%
		Total	1	100.0%
	SECURITY	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	SERVER	Education Needed For Food Service/ Hospitality/ Tourism Jobs	5	41.7%
		High school education/ GED	6	50.0%
		Certification/ Credential	1	8.3%
		Total	12	100.0%
	SERVER - ASSISTANT	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	SHIFT LEAD	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	TRAVEL BUYER/ AGENT	Education Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	Total	Education Needed For Food Service/ Hospitality/ Tourism Jobs	54	61.4%
		High school education/ GED	27	30.7%
		Certification/ Credential	4	4.5%
		Associate degree	1	1.1%
		Bachelor's degree	1	1.1%
		Do not know	1	1.1%
		Total	88	100.0%

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TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Education Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER		
			Less Than 100 Employees	100 Or More Employees	Column N %
			Count	Count	Column N %
CPA	CPA	High school education/ GED	0	0	100.0%
		Total	0	0	100.0%
CUSTOMER SERVICE	CUSTOMER SERVICE	Bachelor's degree	1	1	100.0%
		Total	1	1	100.0%
DENTAL ASSISTANT	DENTAL ASSISTANT	High school education/ GED	1	1	100.0%
		Total	1	1	100.0%
ENGINEER	ENGINEER	High school education/ GED	1	1	100.0%
		Total	1	1	100.0%
INSTRUCTIONAL AIDE	INSTRUCTIONAL AIDE	High school education/ GED	1	1	100.0%
		Total	1	1	100.0%
MINISTER	MINISTER	Certification/ Credential	0	0	100.0%
		Total	0	0	100.0%
NEW PRODUCT DEVELOPMENT	NEW PRODUCT DEVELOPMENT	Master's degree	0	0	100.0%
		Total	0	0	100.0%
OPHTHALMOLOGY TECHNICIAN	OPHTHALMOLOGY TECHNICIAN	Bachelor's degree	0	0	100.0%
		Total	0	0	100.0%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Associate degree	1	1	100.0%
		Total	1	1	100.0%
PARAPROFESSIONAL EDUCATOR	PARAPROFESSIONAL EDUCATOR	Certification/ Credential	1	1	100.0%
		Total	1	1	100.0%
PASTOR	PASTOR	Associate degree	0	0	100.0%
		Total	0	0	100.0%
SOCIAL WORKER	SOCIAL WORKER	Bachelor's degree	0	0	100.0%
		Total	0	0	100.0%
SPECIALISTS	SPECIALISTS	Master's degree	0	0	100.0%
		Total	0	0	100.0%
TEACHER	TEACHER	High school education/ GED	1	1	50.0%
		Total	1	1	100.0%
TEACHER - PRIMARY SCHOOL	TEACHER - PRIMARY SCHOOL	Bachelor's degree	2	2	100.0%
		Total	2	2	100.0%
TEACHER - SUBSTITUTE	TEACHER - SUBSTITUTE	Bachelor's degree	0	0	100.0%
		Total	0	0	100.0%
TEACHER'S ASSISTANT	TEACHER'S ASSISTANT	Certification/ Credential	1	1	50.0%
		Total	1	1	100.0%
		High school education/ GED	1	1	100.0%
		Total	1	1	100.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Education Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	
	High school education/ GED	1	100.0%	
	Total	1	100.0%	
CPA	Bachelor's degree	1	100.0%	
	Total	1	100.0%	
CUSTOMER SERVICE	High school education/ GED	1	100.0%	
	Total	1	100.0%	
DENTAL ASSISTANT	High school education/ GED	1	100.0%	
	Total	1	100.0%	
ENGINEER	Bachelor's degree	2	100.0%	
	Total	2	100.0%	
INSTRUCTIONAL AIDE	Certification/ Credential	1	100.0%	
	Total	1	100.0%	
MINISTER	Master's degree	1	100.0%	
	Total	1	100.0%	
NEW PRODUCT DEVELOPMENT	Bachelor's degree	1	100.0%	
	Total	1	100.0%	
OPHTHALMOLOGY TECHNICIAN	Associate degree	1	100.0%	
	Total	1	100.0%	
ORTHOPEDIC ASSISTANT	Certification/ Credential	1	100.0%	
	Total	1	100.0%	
PARAPROFESSIONAL EDUCATOR	Associate degree	1	100.0%	
	Total	1	100.0%	
PASTOR	Bachelor's degree	1	100.0%	
	Total	1	100.0%	
SOCIAL WORKER	Bachelor's degree	1	100.0%	
	Total	1	100.0%	
SPECIALISTS	Master's degree	1	100.0%	
	Total	1	100.0%	
TEACHER	High school education/ GED	1	25.0%	
	Bachelor's degree	3	75.0%	
	Total	4	100.0%	
TEACHER - PRIMARY SCHOOL	Bachelor's degree	1	100.0%	
	Total	1	100.0%	
TEACHER - SUBSTITUTE	Certification/ Credential	1	33.3%	
	Bachelor's degree	2	66.7%	
	Total	3	100.0%	
TEACHER'S ASSISTANT	High school education/ GED	1	100.0%	
	Total	1	100.0%	

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	TUTORS	Education Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count		
		Bachelor's degree	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	VIDEOGRAPHER	No formal education required	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	Total	No formal education required	1	7.7%	0	.0%
		High school education/ GED	4	30.8%	1	7.7%
		Certification/ Credential	2	15.4%	1	7.7%
		Associate degree	1	7.7%	1	7.7%
		Bachelor's degree	5	38.5%	8	61.5%
		Master's degree	0	.0%	2	15.4%
		Total	13	100.0%	13	100.0%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	ACTIVITY ASSISTANT	Education Needed For Arts/ Entertainment/ Recreation Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	BOX OFFICE CONCIERGE	Education Needed For Arts/ Entertainment/ Recreation Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	BOX OFFICE MANAGER	Education Needed For Arts/ Entertainment/ Recreation Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	CAMP COUNSELOR	Education Needed For Arts/ Entertainment/ Recreation Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	EXERCISE INSTRUCTOR	Education Needed For Arts/ Entertainment/ Recreation Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	FITNESS CENTER ATTENDANT	Education Needed For Arts/ Entertainment/ Recreation Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	GOLF BAG ATTENDANT	Education Needed For Arts/ Entertainment/ Recreation Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	Total	No formal education required	0	.0%	1	20.0%
		High school education/ GED	1	50.0%	2	40.0%
		Associate degree	0	.0%	1	20.0%
		Bachelor's degree	1	50.0%	1	20.0%
		Total	2	100.0%	5	100.0%
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	QUALITY CONTROL INSPECTORS AND MANAGERS	Education Needed For Government/ Public Administration Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	Total	Education Needed For Government/ Public Administration Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%

TABLE 3-D. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER		
		Count	Total	
		Column N %		
Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	TUTORS	Bachelor's degree	1	100.0%
		Total	1	100.0%
	VIDEOGRAPHER	No formal education required	1	100.0%
		Total	1	100.0%
	Total	No formal education required	1	3.8%
		High school education/ GED	5	19.2%
		Certification/ Credential	3	11.5%
		Associate degree	2	7.7%
		Bachelor's degree	13	50.0%
		Master's degree	2	7.7%
	Total	26	100.0%	
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	ACTIVITY ASSISTANT	High school education/ GED	1	100.0%
		Total	1	100.0%
	BOX OFFICE CONCIERGE	High school education/ GED	1	100.0%
		Total	1	100.0%
	BOX OFFICE MANAGER	Bachelor's degree	1	100.0%
		Total	1	100.0%
	CAMP COUNSELOR	High school education/ GED	1	100.0%
		Total	1	100.0%
	EXERCISE INSTRUCTOR	Bachelor's degree	1	100.0%
		Total	1	100.0%
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	FITNESS CENTER ATTENDANT	Associate degree	1	100.0%
		Total	1	100.0%
	GOLF BAG ATTENDANT	No formal education required	1	100.0%
		Total	1	100.0%
	Total	No formal education required	1	14.3%
		High school education/ GED	3	42.9%
		Associate degree	1	14.3%
		Bachelor's degree	2	28.6%
		Total	7	100.0%
		Bachelor's degree	1	100.0%
	Total	1	100.0%	
	Bachelor's degree	1	100.0%	
	Total	1	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	CERTIFIED TECHNICIANS	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)	SIZE OF EMPLOYER	
				Count	Column N %
				Total	
CODER - OPEN SOURCE	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)	Total	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	2	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
			Replacing Retiring Workers	1	50.0%
			Total	2	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
ENGINEERING TECHS	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)	Total	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	2	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
			Replacing Retiring Workers	1	50.0%
			Total	2	100.0%
			Replacing Retiring Workers	1	100.0%
			HELP DESK	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)
Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%			
Replacing Retiring Workers	1	100.0%			
Total	1	100.0%			
Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%			
Total	1	100.0%			
Business Growth/ Expansion (Adding New Personnel)	2	100.0%			
Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%			
Replacing Retiring Workers	1	50.0%			
Total	2	100.0%			
Replacing Retiring Workers	1	100.0%			
IT	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)			
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	50.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
			Replacing Retiring Workers	1	50.0%
			Total	2	100.0%
			Replacing Retiring Workers	1	100.0%
			MANAGER - IT INFRASTRUCTURE	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)
Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%			
Replacing Retiring Workers	1	100.0%			
Total	1	100.0%			
Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%			
Total	1	100.0%			
Business Growth/ Expansion (Adding New Personnel)	1	50.0%			
Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%			
Replacing Retiring Workers	1	50.0%			
Total	2	100.0%			
Replacing Retiring Workers	1	100.0%			
PROGRAMMERS	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)			
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	50.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
			Replacing Retiring Workers	1	50.0%
			Total	2	100.0%
			Replacing Retiring Workers	1	100.0%
			SALES	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)
Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%			
Replacing Retiring Workers	1	100.0%			
Total	1	100.0%			
Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%			
Total	1	100.0%			
Business Growth/ Expansion (Adding New Personnel)	1	50.0%			
Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%			
Replacing Retiring Workers	1	50.0%			
Total	2	100.0%			
Replacing Retiring Workers	1	100.0%			
SALES - COMMUNICATION FOR CELL PHONES	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)			
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	50.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
			Replacing Retiring Workers	1	50.0%
			Total	2	100.0%
			Replacing Retiring Workers	1	100.0%
			SALES PERSON - COMPUTERS AND TVS	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)
Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%			
Replacing Retiring Workers	1	100.0%			
Total	1	100.0%			
Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%			
Total	1	100.0%			
Business Growth/ Expansion (Adding New Personnel)	1	50.0%			
Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%			
Replacing Retiring Workers	1	50.0%			
Total	2	100.0%			
Replacing Retiring Workers	1	100.0%			
SOFTWARE DEVELOPER	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)			
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	50.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
			Replacing Retiring Workers	1	50.0%
			Total	2	100.0%
			Replacing Retiring Workers	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	SIZE OF EMPLOYER				
		Less Than 100 Employees	100 Or More Employees	Count	Column N %	
		Count	Column N %	Count	Column N %	
SYSTEMS ANALYSTS	Replacing Retiring Workers	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
	TECHNOLOGY FACILITATORS	Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	Total	Business Growth/ Expansion (Adding New Personnel)	3	100.0%	2	15.4%
		Turnover (Replacing Workers Who Left/ Were Let Go)	2	66.7%	5	38.5%
		Replacing Retiring Workers	1	33.3%	10	76.9%
	Total	Replacing Retiring Workers	3	100.0%	13	100.0%
		Total	0	.0%	1	100.0%
	DELI	Replacing Retiring Workers	0	.0%	1	100.0%
Total		0	.0%	1	100.0%	
DEPARTMENT MANAGER		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
DIRECTOR OF CASE MANAGEMENT		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
DIRECTOR OF QUALITY		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
DIRECTOR OF RESEARCH MANAGEMENT		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
DRIVERS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
EMERGENCY CLERK	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%	
	Replacing Retiring Workers	1	100.0%	0	.0%	
ESTIMATOR	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
FLOOR SUPERVISOR	Replacing Retiring Workers	2	100.0%	0	.0%	
	Total	2	100.0%	0	.0%	
FOREMAN	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
FRONT DESK MANAGER	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
GENERAL MERCHANDISE MANAGEMENT	Replacing Retiring Workers	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	SYSTEMS ANALYSTS	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	SIZE OF EMPLOYER		
			Count	Column N %	
			Total		
Jobs Difficult To Fill In Management (Multiple Responses)	TECHNOLOGY FACILITATORS	Replacing Retiring Workers	1	100.0%	
		Total	1	100.0%	
	Total	Replacing Retiring Workers	1	100.0%	
		Total	1	100.0%	
	DELI	Reasons Reported For Difficulty In Filling Vacant Information Technology Positions	Business Growth/ Expansion (Adding New Personnel)	5	31.3%
			Turnover (Replacing Workers Who Left/ Were Let Go)	7	43.8%
		Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	11	68.8%
			Total	16	100.0%
	DEPARTMENT MANAGER TRAINEES	Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	DIRECTOR OF CASE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	DIRECTOR OF QUALITY	Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	DIRECTOR OF RESEARCH MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
DRIVERS	Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	1	100.0%	
		Total	1	100.0%	
EMERGENCY CLERK	Reasons Reported For Difficulty In Filling Vacant Management Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
		Total	1	100.0%	
ESTIMATOR	Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	1	100.0%	
		Total	1	100.0%	
FLOOR SUPERVISOR	Reasons Reported For Difficulty In Filling Vacant Management Positions	Business Growth/ Expansion (Adding New Personnel)	2	100.0%	
		Total	2	100.0%	
FOREMAN	Reasons Reported For Difficulty In Filling Vacant Management Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	
		Total	1	100.0%	
FRONT DESK MANAGER	Reasons Reported For Difficulty In Filling Vacant Management Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
		Total	1	100.0%	
GENERAL MERCHANDISE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	1	100.0%	
		Total	1	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	GROUP SUPERVISOR	Reasons Reported For Difficulty In Filling Vacant Positions	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count	Count	Count
HUMAN RESOURCES	MANAGEMENT EXPERIENCE	Turnover (Replacing Workers Who Left/ Were Let Go)	0	1	.0%	100.0%
		Total	0	1	.0%	100.0%
MANAGER - ASSISTANT	MANAGEMENT EXPERIENCE	Replacing Retiring Workers	1	0	100.0%	.0%
		Total	1	0	100.0%	.0%
MANAGER - FOOD AND BEVERAGE	MANAGEMENT EXPERIENCE	Replacing Retiring Workers	1	0	100.0%	.0%
		Total	1	0	100.0%	.0%
MANAGER - GENERAL	MANAGEMENT EXPERIENCE	Replacing Retiring Workers	1	0	100.0%	.0%
		Total	1	0	100.0%	.0%
MANAGER - OFFICE	MANAGEMENT EXPERIENCE	Business Growth/ Expansion (Adding New Personnel)	1	0	100.0%	.0%
		Total	1	0	100.0%	.0%
MANAGER - PLANT	MANAGEMENT EXPERIENCE	Replacing Retiring Workers	1	0	100.0%	.0%
		Total	1	0	100.0%	.0%
MANAGER - RESTAURANT	MANAGEMENT EXPERIENCE	Replacing Retiring Workers	1	0	100.0%	.0%
		Total	1	0	100.0%	.0%
MANAGER - SALES	MANAGEMENT EXPERIENCE	Replacing Retiring Workers	0	1	.0%	100.0%
		Total	0	1	.0%	100.0%
MANAGER - STORE TRAINEES	MANAGEMENT EXPERIENCE	Business Growth/ Expansion (Adding New Personnel)	0	2	.0%	100.0%
		Total	0	2	.0%	100.0%
MANAGERS	MANAGEMENT EXPERIENCE	Replacing Retiring Workers	1	1	100.0%	50.0%
		Total	1	2	100.0%	100.0%
MARKETING DIRECTOR	MANAGEMENT EXPERIENCE	Business Growth/ Expansion (Adding New Personnel)	1	0	100.0%	.0%
		Total	1	0	100.0%	.0%
MEMBERSHIP DIRECTOR	MANAGEMENT EXPERIENCE	Business Growth/ Expansion (Adding New Personnel)	1	0	50.0%	.0%
		Total	2	0	100.0%	.0%
		Replacing Retiring Workers	0	1	.0%	100.0%
		Total	0	1	.0%	100.0%
		Replacing Retiring Workers	0	1	.0%	100.0%
		Total	0	1	.0%	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	GROUP SUPERVISOR	Reasons Reported For Difficulty In Filling Vacant Management Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	SIZE OF EMPLOYER	
				Count	Column N %
				Total	
HUMAN RESOURCES		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Replacing Retiring Workers	1	100.0%
MANAGEMENT EXPERIENCE		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Replacing Retiring Workers	1	100.0%
MANAGER - ASSISTANT		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
MANAGER - FOOD AND BEVERAGE		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Replacing Retiring Workers	1	100.0%
MANAGER - GENERAL		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
MANAGER - OFFICE		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Replacing Retiring Workers	1	100.0%
MANAGER - PLANT		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Replacing Retiring Workers	1	100.0%
MANAGER - RESTAURANT		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Replacing Retiring Workers	1	100.0%
MANAGER - SALES		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	2	66.7%
			Business Growth/ Expansion (Adding New Personnel)	2	66.7%
			Replacing Retiring Workers	3	100.0%
MANAGER - STORE TRAINEES		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
MANAGERS		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	50.0%
MARKETING DIRECTOR		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	2	100.0%
			Replacing Retiring Workers	2	100.0%
MEMBERSHIP DIRECTOR		Reasons Reported For Difficulty In Filling Vacant Management Positions	Total	1	100.0%
			Replacing Retiring Workers	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	SIZE OF EMPLOYER																	
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %														
			Count	Count	Count	Count														
SERVICE CLERKS	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	Business Growth/ Expansion (Adding New Personnel)	0	0	100.0%	1	100.0%												
			Replacing Retiring Workers	0	0	0.0%	1	100.0%												
			Total	0	0	0.0%	1	100.0%												
			SHIFT LEADS	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	Business Growth/ Expansion (Adding New Personnel)	1	50.0%	50.0%	0	.0%									
						Replacing Retiring Workers	2	100.0%	100.0%	0	.0%									
						Total	2	100.0%	100.0%	0	.0%									
						STORE MANAGER	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	Business Growth/ Expansion (Adding New Personnel)	1	20.0%	20.0%	0	.0%						
									Turnover (Replacing Workers Who Left/ Were Let Go)	1	20.0%	20.0%	0	.0%						
									Replacing Retiring Workers	5	100.0%	100.0%	0	.0%						
									Total	5	100.0%	100.0%	0	.0%						
									STORE MANAGERS - ASSISTANTS	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	Replacing Retiring Workers	0	.0%	0.0%	1	100.0%			
												Total	0	.0%	0.0%	1	100.0%			
SUPERVISOR	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions										Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	100.0%	0	.0%			
												Replacing Retiring Workers	1	100.0%	100.0%	0	.0%			
												Total	1	100.0%	100.0%	0	.0%			
			SUPERVISOR - TRANSPORTATION	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions							Business Growth/ Expansion (Adding New Personnel)	1	50.0%	50.0%	0	.0%			
												Replacing Retiring Workers	2	100.0%	100.0%	0	.0%			
												Total	2	100.0%	100.0%	0	.0%			
						VARIOUS LEVELS	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions				Business Growth/ Expansion (Adding New Personnel)	1	100.0%	100.0%	0	.0%			
												Total	1	100.0%	100.0%	0	.0%			
												Total	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	Business Growth/ Expansion (Adding New Personnel)	13	43.3%	43.3%	3	21.4%
															Turnover (Replacing Workers Who Left/ Were Let Go)	4	13.3%	13.3%	1	7.1%
									Replacing Retiring Workers	24	80.0%				80.0%	12	85.7%			
									Total	30	100.0%				100.0%	14	100.0%			

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TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	MIDDLE MANAGEMENT	Reasons Reported For Difficulty In Filling Vacant Management Positions	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
SERVICE CLERKS	Reasons Reported For Difficulty In Filling Vacant Management Positions	1	50.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Replacing Retiring Workers	2	100.0%	
	Total	2	100.0%	
SHIFT LEADS	Reasons Reported For Difficulty In Filling Vacant Management Positions	1	20.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	20.0%	
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	20.0%	
	Replacing Retiring Workers	5	100.0%	
	Total	5	100.0%	
STORE MANAGER	Reasons Reported For Difficulty In Filling Vacant Management Positions	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
STORE MANAGERS - ASSISTANTS	Reasons Reported For Difficulty In Filling Vacant Management Positions	1	100.0%	
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
SUPERVISOR	Reasons Reported For Difficulty In Filling Vacant Management Positions	1	50.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Replacing Retiring Workers	2	100.0%	
	Total	2	100.0%	
SUPERVISOR - TRANSPORTATION	Reasons Reported For Difficulty In Filling Vacant Management Positions	1	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Total	1	100.0%	
VARIOUS LEVELS	Reasons Reported For Difficulty In Filling Vacant Management Positions	1	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
Total	Reasons Reported For Difficulty In Filling Vacant Management Positions	16	36.4%	
	Business Growth/ Expansion (Adding New Personnel)	5	11.4%	
	Turnover (Replacing Workers Who Left/ Were Let Go)	36	81.8%	
	Replacing Retiring Workers	44	100.0%	
	Total	44	100.0%	

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TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	REASON FOR DIFFICULTY	SIZE OF EMPLOYER				
		Less Than 100 Employees Count	Column N %	100 Or More Employees Count		
		Column N %	Column N %	Column N %		
ACCOUNTING	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%	0	.0%
	Replacing Retiring Workers	Replacing Retiring Workers	1	50.0%	1	100.0%
ACCOUNTING - RECEIVABLES/ PAYABLES	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Total	2	100.0%	1	100.0%
	Replacing Retiring Workers	Replacing Retiring Workers	1	100.0%	0	.0%
AUTOMOTIVE BILLER	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Total	1	100.0%	0	.0%
	Business Growth/ Expansion (Adding New Personnel)	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
DIRECT SUPPORT PROFESSIONALS	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Total	0	.0%	1	100.0%
	Replacing Retiring Workers	Replacing Retiring Workers	1	100.0%	0	.0%
MANAGER - ACCOUNTING/ ENGINEERING	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Total	1	100.0%	0	.0%
	Business Growth/ Expansion (Adding New Personnel)	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
MANAGER - BUSINESS OFFICE	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
	Replacing Retiring Workers	Replacing Retiring Workers	1	100.0%	0	.0%
PAYROLL CLERK	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Total	0	.0%	1	100.0%
	Replacing Retiring Workers	Replacing Retiring Workers	0	.0%	1	100.0%
PURCHASING MANAGER	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Total	0	.0%	1	100.0%
	Business Growth/ Expansion (Adding New Personnel)	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
Total	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
	Replacing Retiring Workers	Replacing Retiring Workers	0	.0%	1	100.0%
Total	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Total	0	.0%	1	100.0%
	Business Growth/ Expansion (Adding New Personnel)	Business Growth/ Expansion (Adding New Personnel)	1	20.0%	2	40.0%
Total	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	2	40.0%	1	20.0%
	Replacing Retiring Workers	Replacing Retiring Workers	4	80.0%	2	40.0%
Total	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Total	5	100.0%	5	100.0%

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TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	ACCOUNTING	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	SIZE OF EMPLOYER	
				Count	Column N %
				Total	
				1	33.3%
			Replacing Retiring Workers	2	66.7%
			Total	3	100.0%
	ACCOUNTING - RECEIVABLES/ PAYABLES	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	AUTOMOTIVE BILLER	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Total	1	100.0%
	DIRECT SUPPORT PROFESSIONALS	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	MANAGER - ACCOUNTING/ ENGINEERING	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	MANAGER - BUSINESS OFFICE	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	PAYROLL CLERK	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Total	1	100.0%
	PURCHASING MANAGER	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Total	1	100.0%
	Total	Reasons Reported For Difficulty In Filling Vacant Business/ Finance Positions	Business Growth/ Expansion (Adding New Personnel)	3	30.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	3	30.0%
			Replacing Retiring Workers	6	60.0%
			Total	10	100.0%

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TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Sales Positions	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
ACCOUNT EXECUTIVE	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
ACCOUNTING EXECUTIVE	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
BEAUTY ADVISORS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
CASHIER	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Replacing Retiring Workers	2	100.0%	0	.0%
	Total	2	100.0%	1	100.0%
CASHIER/ BAGGER	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
CATERING SERVICE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
COSMETICS	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
COUNTER SERVICE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
CUSTOMER SERVICE - ASSOCIATE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
CUSTOMER SERVICE - INTERNET	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
ENGINEERING	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
FRESH AREA/ FOOD	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
LOT ASSOCIATE	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Sales Positions	SIZE OF EMPLOYER		
		Count	Total	
			Column N %	Count
ACCOUNT EXECUTIVE	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
ACCOUNTING EXECUTIVE	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
BEAUTY ADVISORS	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
CASHIER	Business Growth/ Expansion (Adding New Personnel)	1	1	33.3%
	Replacing Retiring Workers	2	2	66.7%
	Total	3	3	100.0%
CASHIER/ BAGGER	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
CATERING SERVICE	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
COSMETICS	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	1	100.0%
	Total	1	1	100.0%
COUNTER SERVICE	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
CUSTOMER SERVICE - ASSOCIATE	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
CUSTOMER SERVICE - INTERNET	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	1	100.0%
	Total	1	1	100.0%
ENGINEERING	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
FRESH AREA/ FOOD	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%
LOT ASSOCIATE	Business Growth/ Expansion (Adding New Personnel)	1	1	100.0%
	Replacing Retiring Workers	1	1	100.0%
	Total	1	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	MANAGER - TERRITORY	Reasons Reported For Difficulty In Filling Vacant Sales Positions	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	MARKETING - ACCOUNT MANAGERS	Reasons Reported For Difficulty In Filling Vacant Sales Positions	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	MARKETING - REGIONAL	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	MOVIE THEATER FILM CREW MEMBER	Reasons Reported For Difficulty In Filling Vacant Sales Positions	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	NEW BUSINESS PERSONNEL	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	OVERNIGHT FREIGHT HANDLER	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	PARTS DEPARTMENT TECHNICIAN	Reasons Reported For Difficulty In Filling Vacant Sales Positions	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	PERSONAL BANKER	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	PHARMACY TECHNICIAN	Reasons Reported For Difficulty In Filling Vacant Sales Positions	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	PHOTO TECHNICIAN	Reasons Reported For Difficulty In Filling Vacant Sales Positions	2	100.0%	0	.0%
		Replacing Retiring Workers	2	100.0%	0	.0%
		Total	2	100.0%	0	.0%
	SALES	Reasons Reported For Difficulty In Filling Vacant Sales Positions	5	83.3%	2	50.0%
		Business Growth/ Expansion (Adding New Personnel)	3	50.0%	3	75.0%
		Replacing Retiring Workers	6	100.0%	4	100.0%
		Total	6	100.0%	4	100.0%
	SALES - ADVERTISING	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - ASSOCIATES	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				SIZE OF EMPLOYER	
				Count	Column N %
Jobs Difficult To Fill In Sales (Multiple Responses)	MANAGER - TERRITORY	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	MARKETING - ACCOUNT MANAGERS	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	MARKETING - REGIONAL	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	MOVIE THEATER FILM CREW MEMBER	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	NEW BUSINESS PERSONNEL	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	OVERNIGHT FREIGHT HANDLER	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	PARTS DEPARTMENT TECHNICIAN	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	PERSONAL BANKER	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
	PHARMACY TECHNICIAN	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
			Replacing Retiring Workers	1	100.0%
PHOTO TECHNICIAN	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Replacing Retiring Workers	2	100.0%	
		Total	2	100.0%	
		Business Growth/ Expansion (Adding New Personnel)	7	70.0%	
SALES	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Replacing Retiring Workers	6	60.0%	
		Total	10	100.0%	
		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
SALES - ADVERTISING	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Total	1	100.0%	
		Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	
		Total	1	100.0%	
SALES - ASSOCIATES	Reasons Reported For Difficulty In Filling Vacant Sales Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	
		Total	1	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	SALES - COORDINATOR	Reasons Reported For Difficulty In Filling Vacant Sales Positions	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		Do Not Know	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - INSIDE	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - MANAGER REGIONAL	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - MOTORCYCLE	Reasons Reported For Difficulty In Filling Vacant Sales Positions	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SALES - OUTSIDE	Reasons Reported For Difficulty In Filling Vacant Sales Positions	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SALES - OUTSIDE/INSIDE	Reasons Reported For Difficulty In Filling Vacant Sales Positions	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SALES - REGIONAL REPRESENTATIVE	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SALES - RETAIL	Reasons Reported For Difficulty In Filling Vacant Sales Positions	1	100.0%	0	.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SALES REPRESENTATIVE	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	TEAM MEMBER	Reasons Reported For Difficulty In Filling Vacant Sales Positions	0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	Total	Reasons Reported For Difficulty In Filling Vacant Sales Positions	10	41.7%	16	66.7%
		Business Growth/ Expansion (Adding New Personnel)	2	8.3%	6	25.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	18	75.0%	13	54.2%
		Replacing Retiring Workers	0	.0%	1	4.2%
		Do Not Know	24	100.0%	24	100.0%
		Total	24	100.0%	24	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	REASONS REPORTED FOR DIFFICULTY IN FILLING VACANT SALES POSITIONS	SIZE OF EMPLOYER			
		Count	Total		
			Column N %	Count	Column N %
SALES - COORDINATOR	Do Not Know	1	100.0%	1	100.0%
	Total	1	100.0%	1	100.0%
SALES - INSIDE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	1	100.0%
	Replacing Retiring Workers	1	100.0%	1	100.0%
	Total	1	100.0%	1	100.0%
SALES - MANAGER REGIONAL	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	1	100.0%
SALES - MOTORCYCLE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	1	100.0%
	Replacing Retiring Workers	1	100.0%	1	100.0%
SALES - OUTSIDE	Replacing Retiring Workers	1	100.0%	1	100.0%
	Total	1	100.0%	1	100.0%
SALES - OUTSIDE/INSIDE	Replacing Retiring Workers	1	100.0%	1	100.0%
	Total	1	100.0%	1	100.0%
SALES - REGIONAL REPRESENTATIVE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	1	100.0%
	Total	1	100.0%	1	100.0%
SALES - RETAIL	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	1	100.0%
	Replacing Retiring Workers	1	100.0%	1	100.0%
SALES REPRESENTATIVE	Total	1	100.0%	1	100.0%
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	1	100.0%
TEAM MEMBER	Replacing Retiring Workers	1	100.0%	1	100.0%
	Replacing Retiring Workers	1	100.0%	1	100.0%
Total	Business Growth/ Expansion (Adding New Personnel)	26	54.2%	26	54.2%
	Turnover (Replacing Workers Who Left/ Were Let Go)	8	16.7%	8	16.7%
Total	Replacing Retiring Workers	31	64.6%	31	64.6%
	Do Not Know	1	2.1%	1	2.1%
	Total	48	100.0%	48	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Office/ Administration Positions	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
ACCOUNTING	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
ADMINISTRATIVE ASSISTANT	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Replacing Retiring Workers	0	.0%	1	100.0%
CUSTOMER CARE REPRESENTATIVE	Total	0	.0%	1	100.0%
	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
CUSTOMER SERVICE	Total	0	.0%	1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
DEBT COLLECTORS	Replacing Retiring Workers	1	100.0%	1	100.0%
	Total	1	100.0%	1	100.0%
EXECUTIVE ASSISTANT	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
FRONT DESK	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
GENERAL CLERK	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
LIBRARIAN	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
NURSING HOME ADMINISTRATOR	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
PURCHASING MANAGER	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	REASONS FOR DIFFICULTY	SIZE OF EMPLOYER	
		Count	Column N %
		Total	
ACCOUNTING	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
ADMINISTRATIVE ASSISTANT	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
CUSTOMER CARE REPRESENTATIVE	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
CUSTOMER SERVICE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
DEBT COLLECTORS	Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
	Total	2	100.0%
EXECUTIVE ASSISTANT	Replacing Retiring Workers	2	100.0%
	Total	2	100.0%
FRONT DESK	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
GENERAL CLERK	Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
	Total	2	100.0%
LIBRARIAN	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
NURSING HOME ADMINISTRATOR	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
	Total	1	100.0%
PURCHASING MANAGER	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER				
		Less Than 100 Employees		100 Or More Employees		
		Count	Column N %	Count	Column N %	
Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	RECEPTION	Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SKIP TRACERS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	SUPPLY/ PRODUCTION CONTROL	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	TEACHER'S AIDE	Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	Total	Business Growth/ Expansion (Adding New Personnel)	5	55.6%	4	44.4%
		Turnover (Replacing Workers Who Left/ Were Let Go)	3	33.3%	1	11.1%
	Replacing Retiring Workers	5	55.6%	6	66.7%	
	Total	9	100.0%	9	100.0%	
Jobs Difficult To Fill In Health Care (Multiple Responses)	ACTIVITY AIDE	Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	CAREGIVER	Replacing Retiring Workers	3	100.0%	0	.0%
		Total	3	100.0%	0	.0%
	CNA	Business Growth/ Expansion (Adding New Personnel)	0	.0%	3	50.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	16.7%
		Replacing Retiring Workers	3	100.0%	5	83.3%
		Total	3	100.0%	6	100.0%
	DENTAL ASSISTANT	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
DIETARY	Replacing Retiring Workers	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
DIRECT CAREGIVER	Replacing Retiring Workers	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
DIRECT SUPPORT PROFESSIONALS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
DIRECTOR OF NURSING	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
DISABILITY DEVELOPMENT AIDE	Replacing Retiring Workers	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER		
		Count	Column N %	
		Total		
Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	RECEPTION	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	SKIP TRACERS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
		Total	1	100.0%
	SUPPLY/ PRODUCTION CONTROL	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
		Total	1	100.0%
	TEACHER'S AIDE	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	Total	Business Growth/ Expansion (Adding New Personnel)	9	50.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	4	22.2%
	Replacing Retiring Workers	11	61.1%	
	Total	18	100.0%	
Jobs Difficult To Fill In Health Care (Multiple Responses)	ACTIVITY AIDE	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	CAREGIVER	Replacing Retiring Workers	3	100.0%
		Total	3	100.0%
	CNA	Business Growth/ Expansion (Adding New Personnel)	3	33.3%
		Turnover (Replacing Workers Who Left/ Were Let Go)	1	11.1%
		Replacing Retiring Workers	8	88.9%
		Total	9	100.0%
	DENTAL ASSISTANT	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
		Total	1	100.0%
DIETARY	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
DIRECT CAREGIVER	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
DIRECT SUPPORT PROFESSIONALS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Total	1	100.0%	
DIRECTOR OF NURSING	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	
	Total	1	100.0%	
DISABILITY DEVELOPMENT AIDE	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Health Care Positions	SIZE OF EMPLOYER		
		Less Than 100 Employees	100 Or More Employees	Column N %
		Count	Count	Column N %
HOUSEKEEPER	Replacing Retiring Workers	0	1	100.0%
	Total	0	1	100.0%
INDEPENDENT LIVING COUNSELORS	Replacing Retiring Workers	0	1	100.0%
	Total	0	1	100.0%
LPN	Business Growth/ Expansion (Adding New Personnel)	0	1	100.0%
	Replacing Retiring Workers	1	0	.0%
	Total	1	1	100.0%
MEDICAL ASSISTANT	Business Growth/ Expansion (Adding New Personnel)	2	0	.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	0	.0%
	Total	3	0	.0%
NURSE MANAGER	Replacing Retiring Workers	1	1	100.0%
	Total	2	1	100.0%
NURSE PRACTITIONER	Replacing Retiring Workers	0	1	100.0%
	Total	0	1	100.0%
OCCUPATIONAL THERAPIST	Business Growth/ Expansion (Adding New Personnel)	0	1	100.0%
	Total	0	1	100.0%
PALLIATIVE CARE DOCTOR	Replacing Retiring Workers	0	1	100.0%
	Total	0	1	100.0%
PERSONAL TRAINER	Replacing Retiring Workers	0	1	100.0%
	Total	0	1	100.0%
PHARMACY TECHNICIAN	Replacing Retiring Workers	1	0	.0%
	Total	1	0	.0%
PHYSICAL THERAPIST	Replacing Retiring Workers	0	1	100.0%
	Total	0	1	100.0%
RN	Business Growth/ Expansion (Adding New Personnel)	0	4	40.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	0	.0%
	Total	1	4	40.0%
RN - CERTIFIED SCHOOL NURSE	Replacing Retiring Workers	0	8	80.0%
	Total	0	8	80.0%
RN - SCHOOL NURSE	Replacing Retiring Workers	1	10	100.0%
	Total	1	10	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Health Care Positions	SIZE OF EMPLOYER	
		Count	Column N %
		Total	
HOUSEKEEPER	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
INDEPENDENT LIVING COUNSELORS	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
LPN	Business Growth/ Expansion (Adding New Personnel)	1	50.0%
	Replacing Retiring Workers	1	50.0%
	Total	2	100.0%
MEDICAL ASSISTANT	Business Growth/ Expansion (Adding New Personnel)	2	66.7%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	33.3%
	Replacing Retiring Workers	2	66.7%
	Total	3	100.0%
NURSE MANAGER	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
NURSE PRACTITIONER	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
OCCUPATIONAL THERAPIST	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
PALLIATIVE CARE DOCTOR	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
PERSONAL TRAINER	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
PHARMACY TECHNICIAN	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
PHYSICAL THERAPIST	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
RN	Business Growth/ Expansion (Adding New Personnel)	4	36.4%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	9.1%
	Replacing Retiring Workers	8	72.7%
	Total	11	100.0%
RN - CERTIFIED SCHOOL NURSE	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
RN - SCHOOL NURSE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Health Care Positions	SIZE OF EMPLOYER				
		Less Than 100 Employees		100 Or More Employees		
		Count	Column N %	Count	Column N %	
RN - TRIAGE	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%	
		0	.0%	1	100.0%	
	Replacing Retiring Workers	0	.0%	1	100.0%	
		0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
		0	.0%	1	100.0%	
	RN/ LPN	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
			0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
			0	.0%	1	100.0%
Total		0	.0%	1	100.0%	
		0	.0%	1	100.0%	
RN/ LPN/ CNA		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	1	100.0%
			1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	1	100.0%
			1	100.0%	1	100.0%
	Total	1	100.0%	1	100.0%	
		1	100.0%	1	100.0%	
	SPEECH LANGUAGE THERAPIST	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
			0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
			0	.0%	1	100.0%
Total		0	.0%	1	100.0%	
		0	.0%	1	100.0%	
WAIT STAFF		Replacing Retiring Workers	0	.0%	1	100.0%
			0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
			0	.0%	1	100.0%
	X-RAY TECHNICIAN	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
			1	100.0%	0	.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
			1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
			1	100.0%	0	.0%
Total		Business Growth/ Expansion (Adding New Personnel)	6	37.5%	14	37.8%
			4	25.0%	2	5.4%
		Turnover (Replacing Workers Who Left/ Were Let Go)	11	68.8%	29	78.4%
			16	100.0%	37	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN - TRIAGE	Reasons Reported For Difficulty In Filling Vacant Health Care Positions	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	2	100.0%	
	Replacing Retiring Workers	1	50.0%	
	Total	2	100.0%	
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
	Total	1	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	20	37.7%	
	Turnover (Replacing Workers Who Left/ Were Let Go)	6	11.3%	
	Replacing Retiring Workers	40	75.5%	
	Total	53	100.0%	

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TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Transportation/ Logistics (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Transportation/ Logistics Positions	SIZE OF EMPLOYER			
		Less Than 100 Employees	100 Or More Employees	Count	Column N %
		Count	Column N %	Count	Column N %
BUS AIDE	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
		0	.0%	1	100.0%
CDL DRIVER	Replacing Retiring Workers	0	.0%	1	100.0%
		1	100.0%	0	.0%
DRIVER	Replacing Retiring Workers	1	100.0%	0	.0%
		1	100.0%	0	.0%
DRIVER - BUS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	2	50.0%
		1	100.0%	3	75.0%
DRIVER - TRUCK	Replacing Retiring Workers	0	.0%	1	25.0%
		1	100.0%	4	100.0%
MONITOR	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	2	66.7%
		0	.0%	3	100.0%
PARAPROFESSIONAL	Replacing Retiring Workers	0	.0%	3	100.0%
		1	100.0%	0	.0%
Total	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
		1	100.0%	0	.0%
Total	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	50.0%
		0	.0%	1	50.0%
Total	Replacing Retiring Workers	0	.0%	2	100.0%
		0	.0%	1	100.0%
Total	Do Not Know	0	.0%	1	100.0%
		0	.0%	1	100.0%
Total	Business Growth/ Expansion (Adding New Personnel)	2	66.7%	2	18.2%
		0	.0%	4	36.4%
Total	Turnover (Replacing Workers Who Left/ Were Let Go)	2	66.7%	8	72.7%
		0	.0%	2	18.2%
Total	Do Not Know	3	100.0%	11	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER		
		Count	Column N %	
Jobs Difficult To Fill In Transportation/ Logistics (Multiple Responses)	BUS AIDE	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
		Replacing Retiring Workers	1	100.0%
	CDL DRIVER	Total	1	100.0%
		Replacing Retiring Workers	1	100.0%
	DRIVER	Total	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	3	60.0%
	DRIVER - BUS	Replacing Retiring Workers	4	80.0%
		Do Not Know	1	20.0%
	DRIVER - TRUCK	Total	5	100.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	2	66.7%
	MONITOR	Replacing Retiring Workers	3	100.0%
		Total	3	100.0%
	PARAPROFESSIONAL	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
		Total	1	100.0%
	Total	Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
		Replacing Retiring Workers	1	50.0%
	Total	Total	2	100.0%
		Do Not Know	1	100.0%
	Total	Total	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	4	28.6%
Total	Turnover (Replacing Workers Who Left/ Were Let Go)	4	28.6%	
	Replacing Retiring Workers	10	71.4%	
Total	Do Not Know	2	14.3%	
	Total	14	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Manufacturing/ Maintenance/ Repair Positions	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
AERONAUTICAL ENGINEER	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
CNC SWISS MACHINE OPERATOR	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
CUSTODIAN	Replacing Retiring Workers	2	100.0%	0	.0%
	Total	2	100.0%	0	.0%
CUSTODIAN/ MAINTENANCE	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
ELECTRICAL	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
ENGINEER - MECHANICAL/ TECHNICAL	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
EQUIPMENT SETUP	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
FACILITIES ASSOCIATE	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
FACILITY ATTENDANT	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
GRINDERS	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
HANDYMAN	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
HOUSEKEEPING AIDE	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
JANITORIAL	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	AERONAUTICAL ENGINEER	Reasons Reported For Difficulty In Filling Vacant Manufacturing/ Maintenance/ Repair Positions	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
	Replacing Retiring Workers		2	100.0%
	Total		2	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)		1	100.0%
	Total		1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)		1	100.0%
	Total		1	100.0%
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)		1	100.0%
	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Manufacturing/ Maintenance/ Repair Positions	SIZE OF EMPLOYER			
		Less Than 100 Employees	100 Or More Employees	Column N %	
		Count	Count	Column N %	
KENNEL ASSOCIATE	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
LABORERS	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
LAUNDRY AIDE	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
MACHINE OPERATORS	Business Growth/ Expansion (Adding New Personnel)	1	50.0%	0	.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%	0	.0%
	Total	2	100.0%	0	.0%
MAINTENANCE MECHANICS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
	Business Growth/ Expansion (Adding New Personnel)	0	.0%	2	40.0%
MAINTENANCE TECHNICIANS	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	20.0%
	Replacing Retiring Workers	4	100.0%	2	40.0%
	Total	4	100.0%	5	100.0%
PRODUCTION	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
PROGRAMMABLE LOGIC CONTROLLERS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
PROGRAMMERS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Replacing Retiring Workers	1	100.0%	0	.0%
PROPELLER TECHNICIAN	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%	0	.0%
QUALITY TECHNICIAN	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
WELDERS	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Manufacturing/ Maintenance/ Repair Positions	SIZE OF EMPLOYER	
		Count	Column N %
		Total	
KENNEL ASSOCIATE	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
LABORERS	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
LAUNDRY AIDE	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
MACHINE OPERATORS	Business Growth/ Expansion (Adding New Personnel)	1	50.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%
MAINTENANCE MECHANICS	Replacing Retiring Workers	2	100.0%
	Total	2	100.0%
MAINTENANCE TECHNICIANS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
PRODUCTION	Business Growth/ Expansion (Adding New Personnel)	2	22.2%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	11.1%
PROGRAMMABLE LOGIC CONTROLLERS	Replacing Retiring Workers	6	66.7%
	Total	9	100.0%
PROGRAMMERS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
PROPELLER TECHNICIAN	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Replacing Retiring Workers	1	100.0%
QUALITY TECHNICIAN	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
WELDERS	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER				
		Less Than 100 Employees		100 Or More Employees		
		Count	Column N %	Count	Column N %	
Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Total	Reasons Reported For Difficulty In Filling Vacant Manufacturing/ Maintenance/ Repair Positions	10	45.5%	7	50.0%
		Turnover (Replacing Workers Who Left/ Were Let Go)	5	22.7%	1	7.1%
		Replacing Retiring Workers	14	63.6%	7	50.0%
		Total	22	100.0%	14	100.0%
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	BANQUET CAPTAIN	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
BANQUET SERVER	BANQUET SERVER	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
BARTENDER	BARTENDER	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	2	100.0%	1	100.0%
		Replacing Retiring Workers	1	50.0%	1	100.0%
		Total	2	100.0%	1	100.0%
		Business Growth/ Expansion (Adding New Personnel)	0	.0%	3	100.0%
BUSSESS	BUSSESS	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	4	100.0%	3	100.0%
		Replacing Retiring Workers	4	100.0%	3	100.0%
		Total	4	100.0%	3	100.0%
		Business Growth/ Expansion (Adding New Personnel)	1	50.0%	0	.0%
CASHIER	CASHIER	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	2	100.0%	0	.0%
		Replacing Retiring Workers	2	100.0%	0	.0%
		Total	2	100.0%	0	.0%
		Business Growth/ Expansion (Adding New Personnel)	3	37.5%	0	.0%
COOK	COOK	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	2	25.0%	0	.0%
		Replacing Retiring Workers	6	75.0%	4	100.0%
		Total	8	100.0%	4	100.0%
		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
COOK - GRILL	COOK - GRILL	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		Business Growth/ Expansion (Adding New Personnel)	2	66.7%	0	.0%
		Replacing Retiring Workers	3	100.0%	1	100.0%
COOK - LINE	COOK - LINE	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	3	100.0%	1	100.0%
		Total	3	100.0%	1	100.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
COOK - OVERNIGHT	COOK - OVERNIGHT	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
COOK/ KITCHEN HELP	COOK/ KITCHEN HELP	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
CULINARY SERVICE MANAGER	CULINARY SERVICE MANAGER	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER		
		Count	Column N %	
		Total		
Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Total	Business Growth/ Expansion (Adding New Personnel)	17	47.2%
		Turnover (Replacing Workers Who Left/ Were Let Go)	6	16.7%
		Replacing Retiring Workers	21	58.3%
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	BANQUET CAPTAIN	Total	36	100.0%
		Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	BANQUET SERVER	Total	1	100.0%
		Replacing Retiring Workers	1	100.0%
	BARTENDER	Total	3	100.0%
		Business Growth/ Expansion (Adding New Personnel)	2	66.7%
	BUSSESSER	Total	3	100.0%
		Business Growth/ Expansion (Adding New Personnel)	3	42.9%
	CASHIER	Total	7	100.0%
		Replacing Retiring Workers	7	100.0%
COOK	Total	2	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	2	100.0%	
COOK - GRILL	Total	12	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
COOK - LINE	Total	4	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	4	100.0%	
COOK - OVERNIGHT	Total	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
COOK/ KITCHEN HELP	Total	1	100.0%	
	Replacing Retiring Workers	1	100.0%	
CULINARY SERVICE MANAGER	Total	1	100.0%	
	Replacing Retiring Workers	1	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	CUSTOMER SERVICE	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
DELI		Replacing Retiring Workers	0	.0%	4	100.0%
		Total	0	.0%	4	100.0%
DIETARY		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
DIETARY AIDE		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	33.3%
		Replacing Retiring Workers	0	.0%	3	100.0%
		Total	0	.0%	3	100.0%
DINING ATTENDANT		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
DISHWASHER		Replacing Retiring Workers	2	100.0%	1	100.0%
		Total	2	100.0%	1	100.0%
FOOD BREADER		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
FOOD PREP PERSON		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
FOOD SERVICE		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
FRESH FOODS		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
FRONT DESK CLERK		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
GROCERY CLERKS		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
HOSPITALITY		Business Growth/ Expansion (Adding New Personnel)	1	33.3%	0	.0%
		Replacing Retiring Workers	3	100.0%	0	.0%
		Total	3	100.0%	0	.0%
HOST/ HOSTESS		Business Growth/ Expansion (Adding New Personnel)	2	50.0%	0	.0%
		Replacing Retiring Workers	3	75.0%	0	.0%
		Total	4	100.0%	0	.0%
HOUSEKEEPER		Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	CUSTOMER SERVICE	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	SIZE OF EMPLOYER	
				Count	Column N %
				Total	Total
				1	100.0%
			Total	1	100.0%
DELI		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	4	100.0%
			Total	4	100.0%
DIETARY		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
DIETARY AIDE		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Business Growth/ Expansion (Adding New Personnel)	1	33.3%
			Replacing Retiring Workers	3	100.0%
			Total	3	100.0%
DINING ATTENDANT		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
DISHWASHER		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	3	100.0%
			Total	3	100.0%
FOOD BREADER		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
FOOD PREP PERSON		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Total	1	100.0%
FOOD SERVICE		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
FRESH FOODS		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
FRONT DESK CLERK		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
GROCERY CLERKS		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%
HOSPITALITY		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Business Growth/ Expansion (Adding New Personnel)	1	33.3%
			Replacing Retiring Workers	3	100.0%
			Total	3	100.0%
HOST/ HOSTESS		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Business Growth/ Expansion (Adding New Personnel)	2	50.0%
			Replacing Retiring Workers	3	75.0%
			Total	4	100.0%
HOUSEKEEPER		Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	Replacing Retiring Workers	1	100.0%
			Total	1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	SIZE OF EMPLOYER			
		Less Than 100 Employees	100 Or More Employees	Count	Column N %
		Count	Column N %	Count	Column N %
KITCHEN	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
KITCHEN HELPER	Business Growth/ Expansion (Adding New Personnel)	2	66.7%	0	.0%
	Total	2	66.7%	0	.0%
MANAGER - ASSISTANT FOOD SERVICE	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
MEAT MARKET	Replacing Retiring Workers	0	.0%	3	100.0%
	Total	0	.0%	3	100.0%
MEAT PROCESSOR	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
PIZZA OVEN WORKERS	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
PRODUCE	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
SECURITY	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
SERVER	Business Growth/ Expansion (Adding New Personnel)	1	14.3%	3	60.0%
	Total	1	14.3%	3	60.0%
SERVER - ASSISTANT	Do Not Know	1	14.3%	0	.0%
	Total	1	14.3%	0	.0%
SHIFT LEAD	Replacing Retiring Workers	1	100.0%	0	.0%
	Total	1	100.0%	0	.0%
TRAVEL BUYER/AGENT	Replacing Retiring Workers	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%
Total	Business Growth/ Expansion (Adding New Personnel)	19	35.8%	10	28.6%
	Turnover (Replacing Workers Who Left/ Were Let Go)	2	3.8%	0	.0%
Total	Replacing Retiring Workers	43	81.1%	34	97.1%
	Do Not Know	1	1.9%	0	.0%
Total	Total	53	100.0%	35	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Food Service/ Hospitality/ Tourism Positions	SIZE OF EMPLOYER	
		Count	Column N %
		Total	
KITCHEN	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
KITCHEN HELPER	Business Growth/ Expansion (Adding New Personnel)	2	66.7%
	Replacing Retiring Workers	2	66.7%
	Total	3	100.0%
MANAGER - ASSISTANT FOOD SERVICE	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Total	1	100.0%
MEAT MARKET	Replacing Retiring Workers	3	100.0%
	Total	3	100.0%
MEAT PROCESSOR	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
PIZZA OVEN WORKERS	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
PRODUCE	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
SECURITY	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	Replacing Retiring Workers	1	100.0%
SERVER	Business Growth/ Expansion (Adding New Personnel)	4	33.3%
	Replacing Retiring Workers	10	83.3%
SERVER - ASSISTANT	Do Not Know	1	8.3%
	Total	12	100.0%
SHIFT LEAD	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
TRAVEL BUYER/AGENT	Replacing Retiring Workers	1	100.0%
	Total	1	100.0%
Total	Business Growth/ Expansion (Adding New Personnel)	29	33.0%
	Turnover (Replacing Workers Who Left/ Were Let Go)	2	2.3%
	Replacing Retiring Workers	77	87.5%
	Do Not Know	1	1.1%
	Total	88	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
CPA		Replacing Retiring Workers	0	.0%	1	100.0%
			Total	0	.0%	1
CUSTOMER SERVICE		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
			Total	1	100.0%	0
DENTAL ASSISTANT		Replacing Retiring Workers	1	100.0%	0	.0%
			Total	1	100.0%	0
ENGINEER		Replacing Retiring Workers	1	100.0%	0	.0%
			Total	1	100.0%	0
INSTRUCTIONAL AIDE		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	1	100.0%
			Total	1	100.0%	1
MINISTER		Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
			Total	0	.0%	1
NEW PRODUCT DEVELOPMENT		Replacing Retiring Workers	0	.0%	1	100.0%
			Total	0	.0%	1
OPHTHALMOLOGY TECHNICIAN		Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
			Total	0	.0%	1
ORTHOPEDIC ASSISTANT		Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
			Total	0	.0%	1
PARAPROFESSIONAL EDUCATOR		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
			Total	1	100.0%	0
PASTOR		Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
			Total	1	100.0%	0
SOCIAL WORKER		Replacing Retiring Workers	0	.0%	1	100.0%
			Total	0	.0%	1

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
CPA	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
CUSTOMER SERVICE	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
DENTAL ASSISTANT	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
ENGINEER	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
INSTRUCTIONAL AIDE	Business Growth/ Expansion (Adding New Personnel)		2	100.0%
	Total		2	100.0%
MINISTER	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
NEW PRODUCT DEVELOPMENT	Turnover (Replacing Workers Who Left/ Were Let Go)		1	100.0%
	Total		1	100.0%
OPHTHALMOLOGY TECHNICIAN	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%
ORTHOPEDIC ASSISTANT	Turnover (Replacing Workers Who Left/ Were Let Go)		1	100.0%
	Total		1	100.0%
PARAPROFESSIONAL EDUCATOR	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
PASTOR	Business Growth/ Expansion (Adding New Personnel)		1	100.0%
	Total		1	100.0%
SOCIAL WORKER	Replacing Retiring Workers		1	100.0%
	Total		1	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	SPECIALISTS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N %		
			Count	Count	Column N %		
TEACHER	TEACHER - PRIMARY SCHOOL	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
TEACHER	TEACHER - PRIMARY SCHOOL	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	2	100.0%	0	.0%
			Total	2	100.0%	0	100.0%
TEACHER	TEACHER - PRIMARY SCHOOL	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	50.0%	2	100.0%
			Total	2	100.0%	2	100.0%
TEACHER	TEACHER - SUBSTITUTE	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
TEACHER	TEACHER - SUBSTITUTE	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
TEACHER	TEACHER'S ASSISTANT	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
TUTORS	TUTORS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	2	100.0%	0	.0%
			Total	2	100.0%	0	100.0%
TUTORS	TUTORS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
			Total	1	100.0%	0	100.0%
TUTORS	TUTORS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	1	100.0%	0	.0%
			Total	1	100.0%	0	100.0%
VIDEOGRAPHER	VIDEOGRAPHER	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%
			Total	1	100.0%	0	100.0%
Total	Total	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	9	69.2%	5	38.5%
			Total	9	69.2%	5	38.5%
Total	Total	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	2	15.4%	6	46.2%
			Total	2	15.4%	6	46.2%
Total	Total	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	9	69.2%	10	76.9%
			Total	9	69.2%	10	76.9%
Total	Total	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	13	100.0%	13	100.0%
			Total	13	100.0%	13	100.0%

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	SPECIALISTS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	SIZE OF EMPLOYER		
			Count	Total	
			Column N %	Column N %	
TEACHER	SPECIALISTS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
			Total	1	100.0%
	TEACHER	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	2	50.0%
			Turnover (Replacing Workers Who Left/ Were Let Go)	3	75.0%
			Replacing Retiring Workers	4	100.0%
			Total	4	100.0%
	TEACHER - PRIMARY SCHOOL	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Turnover (Replacing Workers Who Left/ Were Let Go)	1	100.0%
			Replacing Retiring Workers	1	100.0%
	TEACHER - SUBSTITUTE	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Total	1	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	33.3%
	TEACHER'S ASSISTANT	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	2	66.7%
			Total	3	100.0%
			Business Growth/ Expansion (Adding New Personnel)	1	100.0%
	TUTORS	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	1	100.0%
Total			1	100.0%	
Business Growth/ Expansion (Adding New Personnel)			1	100.0%	
Turnover (Replacing Workers Who Left/ Were Let Go)			1	100.0%	
VIDEOGRAPHER	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	1	100.0%	
		Total	1	100.0%	
Total	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	
		Total	1	100.0%	
		Business Growth/ Expansion (Adding New Personnel)	14	53.8%	
		Turnover (Replacing Workers Who Left/ Were Let Go)	8	30.8%	
Total	Reasons Reported For Difficulty In Filling Vacant Professional/ Scientific Positions	Replacing Retiring Workers	19	73.1%	
		Total	26	100.0%	

TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	Reasons Reported For Difficulty In Filling Vacant Arts/ Entertainment/ Recreation Positions	SIZE OF EMPLOYER				
		Less Than 100 Employees Count	Column N %	100 Or More Employees Count		
		Column N %	Count	Column N %		
ACTIVITY ASSISTANT	Replacing Retiring Workers	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
	BOX OFFICE CONCIERGE	Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	BOX OFFICE MANAGER	Replacing Retiring Workers	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	CAMP COUNSELOR	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	100.0%
		Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	EXERCISE INSTRUCTOR	Replacing Retiring Workers	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	FITNESS CENTER ATTENDANT	Replacing Retiring Workers	0	.0%	1	100.0%
Total		0	.0%	1	100.0%	
GOLF BAG ATTENDANT	Replacing Retiring Workers	0	.0%	1	100.0%	
	Total	0	.0%	1	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	0	.0%	1	20.0%	
Total	Replacing Retiring Workers	2	100.0%	5	100.0%	
	Total	2	100.0%	5	100.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%	
QUALITY CONTROL INSPECTORS AND MANAGERS	Replacing Retiring Workers	1	100.0%	0	.0%	
	Total	1	100.0%	0	.0%	
	Business Growth/ Expansion (Adding New Personnel)	1	100.0%	0	.0%	

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TABLE 3-E. Rationale For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER		
		Total	Column N %	
		Count		
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	ACTIVITY ASSISTANT	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	BOX OFFICE CONCIERGE	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	BOX OFFICE MANAGER	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	CAMP COUNSELOR	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
		Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	EXERCISE INSTRUCTOR	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	FITNESS CENTER ATTENDANT	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
	GOLF BAG ATTENDANT	Replacing Retiring Workers	1	100.0%
		Total	1	100.0%
Total	Business Growth/ Expansion (Adding New Personnel)	1	14.3%	
	Replacing Retiring Workers	7	100.0%	
	Total	7	100.0%	
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	QUALITY CONTROL INSPECTORS AND MANAGERS	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
		Total	1	100.0%
	Total	Business Growth/ Expansion (Adding New Personnel)	1	100.0%
		Total	1	100.0%
		Total	1	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
CODER - OPEN SOURCE	CERTIFICATION/ASC WITH GENERAL MOTORS		0	.0%	1	50.0%
	MASTER LEVEL TECHNICIAN		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%
	A+		0	.0%	1	14.3%
	CCP		0	.0%	1	14.3%
	HTML		0	.0%	1	14.3%
	JAVA		0	.0%	1	14.3%
	MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA) CERTIFICATION		0	.0%	1	14.3%
	NETWORK+		0	.0%	1	14.3%
	NONE		0	.0%	1	14.3%
Total		0	.0%	7	100.0%	
ENGINEERING TECHS	DEGREE - BACHELOR'S ENGINEERING		0	.0%	1	50.0%
	PROGRAMMING EXPANSION AND DESIGN		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%
HELP DESK	DEGREE - (NOT SPECIFIED) IT		0	.0%	1	100.0%
	SOFTWARE SKILLS/BASIC HELP DESK TROUBLESHOOTING		1	100.0%	0	.0%
	Total		1	100.0%	1	100.0%
IT	NONE		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	A+		0	.0%	1	14.3%
MANAGER - IT INFRASTRUCTURE	CCP		0	.0%	1	14.3%
	HTML		0	.0%	1	14.3%
	JAVA		0	.0%	1	14.3%
	MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA) CERTIFICATION		0	.0%	1	14.3%
	NETWORK+		0	.0%	1	14.3%
	NONE		0	.0%	1	14.3%
	Total		0	.0%	7	100.0%
	EXPERIENCE		0	.0%	1	50.0%
	PROGRAMMING		0	.0%	1	50.0%
	SOFTWARE SPECIFIC		1	100.0%	0	.0%
Total		1	100.0%	2	100.0%	
PROGRAMMERS	EXPERIENCE		0	.0%	1	50.0%
	PROGRAMMING		0	.0%	1	50.0%
	SOFTWARE SPECIFIC		1	100.0%	0	.0%
SALES	EXPERIENCE		0	.0%	1	50.0%
	PROGRAMMING		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	SIZE OF EMPLOYER		
			Count	Column N %	
			Total	Column N %	
CODER - OPEN SOURCE	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	CERTIFICATION/ASC WITH GENERAL MOTORS	1	50.0%
			MASTER LEVEL TECHNICIAN	1	50.0%
			Total	2	100.0%
			A+	1	14.3%
			CCP	1	14.3%
			HTML	1	14.3%
			JAVA	1	14.3%
			MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA) CERTIFICATION	1	14.3%
			NETWORK+	1	14.3%
			NONE	1	14.3%
Total	7	100.0%			
ENGINEERING TECHS	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	DEGREE - BACHELOR'S ENGINEERING	1	50.0%
			PROGRAMMING EXPANSION AND DESIGN	1	50.0%
			Total	2	100.0%
HELP DESK	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	DEGREE - (NOT SPECIFIED) IT HELP DESK TROUBLESHOOTING	1	50.0%
			Total	1	50.0%
			Total	1	50.0%
IT	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	NONE	1	100.0%
			Total	1	100.0%
			Total	1	100.0%
MANAGER - IT INFRASTRUCTURE	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	A+	1	14.3%
			CCP	1	14.3%
			HTML	1	14.3%
			JAVA	1	14.3%
			MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA) CERTIFICATION	1	14.3%
			NETWORK+	1	14.3%
			NONE	1	14.3%
			Total	7	100.0%
			EXPERIENCE	1	33.3%
			PROGRAMMING	1	33.3%
SOFTWARE SPECIFIC	1	33.3%			
Total	3	100.0%			
PROGRAMMERS	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	EXPERIENCE	1	33.3%
			PROGRAMMING	1	33.3%
			SOFTWARE SPECIFIC	1	33.3%
Total	3	100.0%			
SALES	CERTIFIED TECHNICIANS	Credentials Needed For Information Technology Jobs	EXPERIENCE	1	50.0%
			PROGRAMMING	1	50.0%
			Total	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	SALES - COMMUNICATION FOR CELL PHONES	Credentials Needed For Information Technology Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees		
			Count	Column N %	Column N %	
	CELL PHONE TECHNOLOGY		0	.0%	1	50.0%
	KNOWLEDGE OF ELECTRONICS/ PERSONABLE AND SALES		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%
	SALES PERSON - COMPUTERS AND TVS	Credentials Needed For Information Technology Jobs	0	.0%	1	50.0%
	CELL PHONE TECHNOLOGY		0	.0%	1	50.0%
	KNOWLEDGE OF ELECTRONICS/ PERSONABLE AND SALES		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%
	SOFTWARE DEVELOPER	Credentials Needed For Information Technology Jobs	0	.0%	1	14.3%
	A+		0	.0%	1	14.3%
	CCP		0	.0%	1	14.3%
	DEGREE - (NOT SPECIFIED) IT		1	100.0%	0	.0%
	HTML		0	.0%	1	14.3%
	JAVA		0	.0%	1	14.3%
	MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA) CERTIFICATION		0	.0%	1	14.3%
	NETWORK+		0	.0%	1	14.3%
	NONE		0	.0%	1	14.3%
	Total		1	100.0%	7	100.0%
	SYSTEMS ANALYSTS	Credentials Needed For Information Technology Jobs	0	.0%	2	100.0%
	Total		0	.0%	2	100.0%
	TECHNOLOGY FACILITATORS	Credentials Needed For Information Technology Jobs	0	.0%	2	100.0%
	Total		0	.0%	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	SALES - COMMUNICATION FOR CELL PHONES	Credentials Needed For Information Technology Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
		CELL PHONE TECHNOLOGY	1	50.0%
		KNOWLEDGE OF ELECTRONICS/ PERSONABLE AND SALES	1	50.0%
		Total	2	100.0%
	SALES PERSON - COMPUTERS AND TVS	Credentials Needed For Information Technology Jobs	1	50.0%
		KNOWLEDGE OF ELECTRONICS/ PERSONABLE AND SALES	1	50.0%
		Total	2	100.0%
	SOFTWARE DEVELOPER	Credentials Needed For Information Technology Jobs	1	12.5%
		CCP	1	12.5%
		DEGREE - (NOT SPECIFIED) IT	1	12.5%
		HTML	1	12.5%
		JAVA	1	12.5%
		MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA) CERTIFICATION	1	12.5%
		NETWORK+	1	12.5%
		NONE	1	12.5%
		Total	8	100.0%
	SYSTEMS ANALYSTS	Credentials Needed For Information Technology Jobs	2	100.0%
		Total	2	100.0%
	TECHNOLOGY FACILITATORS	Credentials Needed For Information Technology Jobs	2	100.0%
		Total	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	Total	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
Credentials Needed For Information Technology Jobs	A+	0	.0%	3	7.7%
	CCP	0	.0%	3	7.7%
	CELL PHONE TECHNOLOGY	0	.0%	2	5.1%
	CERTIFICATION/ASC WITH GENERAL MOTORS	0	.0%	1	2.6%
	DEGREE - (NOT SPECIFIED) IT	1	33.3%	1	2.6%
	DEGREE - BACHELOR'S ENGINEERING	0	.0%	1	2.6%
	EXPERIENCE	0	.0%	2	5.1%
	HTML	0	.0%	3	7.7%
	JAVA	0	.0%	3	7.7%
	KNOWLEDGE OF ELECTRONICS/ PERSONABLE AND SALES	0	.0%	2	5.1%
	MASTER LEVEL TECHNICIAN	0	.0%	1	2.6%
	MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA) CERTIFICATION	0	.0%	3	7.7%
	NETWORK+	0	.0%	3	7.7%
	NONE	0	.0%	8	20.5%
	PROGRAMMING	0	.0%	2	5.1%
	PROGRAMMING EXPANSION AND DESIGN	0	.0%	1	2.6%
	SOFTWARE SKILLS/BASIC HELP DESK TROUBLESHOOTING	1	33.3%	0	.0%
SOFTWARE SPECIFIC	1	33.3%	0	.0%	
Total	3	100.0%	39	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	Total	Credentials Needed For Information Technology Jobs	SIZE OF EMPLOYER	
			Count	Column N %
	A+		3	7.1%
	CCP		3	7.1%
	CELL PHONE TECHNOLOGY		2	4.8%
	CERTIFICATION/ASC WITH GENERAL MOTORS		1	2.4%
	DEGREE - (NOT SPECIFIED) IT		2	4.8%
	DEGREE - BACHELOR'S ENGINEERING		1	2.4%
	EXPERIENCE		2	4.8%
	HTML		3	7.1%
	JAVA		3	7.1%
	KNOWLEDGE OF ELECTRONICS/ PERSONABLE AND SALES		2	4.8%
	MASTER LEVEL TECHNICIAN		1	2.4%
	MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA) CERTIFICATION		3	7.1%
	NETWORK+		3	7.1%
	NONE		8	19.0%
	PROGRAMMING		2	4.8%
	PROGRAMMING EXPANSION AND DESIGN		1	2.4%
	SOFTWARE SKILLS/BASIC HELP DESK TROUBLESHOOTING		1	2.4%
	SOFTWARE SPECIFIC		1	2.4%
	Total		42	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	CERTIFIED TECHNICIANS	Skills Needed For Information Technology Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
	EXPERIENCE - 5 YEARS ON SPECIFIC LINE		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	ABILITY TO MANAGE PEOPLE		0	.0%	1	20.0%
	C+ DEVELOPMENT		0	.0%	1	20.0%
	EXPERIENCE - MANAGEMENT IN IT INFRASTRUCTURE		0	.0%	1	20.0%
	SOFTWARE CODING SKILLS		0	.0%	1	20.0%
	SQL CODING		0	.0%	1	20.0%
	Total		0	.0%	5	100.0%
	PROGRAMMING		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	BASIC SKILLS		0	.0%	1	100.0%
	COMPUTER		1	100.0%	0	.0%
	Total		1	100.0%	1	100.0%
	COMPUTER		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	ABILITY TO MANAGE PEOPLE		0	.0%	1	20.0%
	C+ DEVELOPMENT		0	.0%	1	20.0%
	EXPERIENCE - MANAGEMENT IN IT INFRASTRUCTURE		0	.0%	1	20.0%
	SOFTWARE CODING SKILLS		0	.0%	1	20.0%
	SQL CODING		0	.0%	1	20.0%
	Total		0	.0%	5	100.0%
	EXPERIENCE		0	.0%	1	50.0%
	KNOWLEDGE OF PRODUCT		1	100.0%	0	.0%
	PROGRAMMING		0	.0%	1	50.0%
	Total		1	100.0%	2	100.0%
	EXPERIENCE		0	.0%	1	50.0%
	PROGRAMMING		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%
	BEING ABLE TO HELP PEOPLE THAT NEED HELP WITH THE CELL PHONES		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	BEING ABLE TO HELP PEOPLE THAT NEED HELP WITH THE CELL PHONES		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	SALES PERSON - COMPUTERS AND TVS		0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	CERTIFIED TECHNICIANS	Skills Needed For Information Technology Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
	EXPERIENCE - 5 YEARS ON SPECIFIC LINE		1	100.0%
	Total		1	100.0%
CODER - OPEN SOURCE	ABILITY TO MANAGE PEOPLE		1	20.0%
	C+ DEVELOPMENT		1	20.0%
	EXPERIENCE - MANAGEMENT IN IT INFRASTRUCTURE		1	20.0%
	SOFTWARE CODING SKILLS		1	20.0%
	SQL CODING		1	20.0%
	Total		5	100.0%
ENGINEERING TECHS	PROGRAMMING		1	100.0%
	Total		1	100.0%
HELP DESK	BASIC SKILLS		1	50.0%
	COMPUTER		1	50.0%
	Total		2	100.0%
IT	COMPUTER		1	100.0%
	Total		1	100.0%
MANAGER - IT INFRASTRUCTURE	ABILITY TO MANAGE PEOPLE		1	20.0%
	C+ DEVELOPMENT		1	20.0%
	EXPERIENCE - MANAGEMENT IN IT INFRASTRUCTURE		1	20.0%
	SOFTWARE CODING SKILLS		1	20.0%
	SQL CODING		1	20.0%
	Total		5	100.0%
PROGRAMMERS	EXPERIENCE		1	33.3%
	KNOWLEDGE OF PRODUCT		1	33.3%
	PROGRAMMING		1	33.3%
	Total		3	100.0%
SALES	EXPERIENCE		1	50.0%
	PROGRAMMING		1	50.0%
	Total		2	100.0%
SALES - COMMUNICATION FOR CELL PHONES	BEING ABLE TO HELP PEOPLE THAT NEED HELP WITH THE CELL PHONES		1	100.0%
	Total		1	100.0%
SALES PERSON - COMPUTERS AND TVS	BEING ABLE TO HELP PEOPLE THAT NEED HELP WITH THE CELL PHONES		1	100.0%
	Total		1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	SOFTWARE DEVELOPER	Skills Needed For Information Technology Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
	ABILITY TO MANAGE PEOPLE		0	.0%	1	20.0%
	C+ DEVELOPMENT		0	.0%	1	20.0%
	EXPERIENCE - MANAGEMENT IN IT INFRASTRUCTURE		0	.0%	1	20.0%
	SOFTWARE CODING SKILLS		0	.0%	1	20.0%
	SQL CODING		0	.0%	1	20.0%
	SQL SERVER		1	100.0%	0	.0%
	Total		1	100.0%	5	100.0%
	SYSTEMS ANALYSTS	Skills Needed For Information Technology Jobs	0	.0%	1	20.0%
	ACCOUNTING KNOWLEDGE AND EXPERIENCE		0	.0%	1	20.0%
	FIXING HARDWARE		0	.0%	1	20.0%
	KNOWLEDGE AND FUNCTION OF HARDWARE AND SOFTWARE COMPONENTS		0	.0%	1	20.0%
	SERVER UPGRADING		0	.0%	1	20.0%
	TECHNOLOGY TROUBLESHOOTING		0	.0%	1	20.0%
	Total		0	.0%	5	100.0%
	TECHNOLOGY FACILITATORS	Skills Needed For Information Technology Jobs	0	.0%	1	20.0%
	ACCOUNTING KNOWLEDGE AND EXPERIENCE		0	.0%	1	20.0%
	FIXING HARDWARE		0	.0%	1	20.0%
	KNOWLEDGE AND FUNCTION OF HARDWARE AND SOFTWARE COMPONENTS		0	.0%	1	20.0%
	SERVER UPGRADING		0	.0%	1	20.0%
	TECHNOLOGY TROUBLESHOOTING		0	.0%	1	20.0%
	Total		0	.0%	5	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	SOFTWARE DEVELOPER	Skills Needed For Information Technology Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N	%
	ABILITY TO MANAGE PEOPLE		1	16.7%
	C+ DEVELOPMENT		1	16.7%
	EXPERIENCE - MANAGEMENT IN IT INFRASTRUCTURE		1	16.7%
	SOFTWARE CODING SKILLS		1	16.7%
	SQL CODING		1	16.7%
	SQL SERVER		1	16.7%
	Total		6	100.0%
	SYSTEMS ANALYSTS	Skills Needed For Information Technology Jobs		
	ACCOUNTING KNOWLEDGE AND EXPERIENCE		1	20.0%
	FIXING HARDWARE		1	20.0%
	KNOWLEDGE AND FUNCTION OF HARDWARE AND SOFTWARE COMPONENTS		1	20.0%
	SERVER UPGRADING		1	20.0%
	TECHNOLOGY TROUBLESHOOTING		1	20.0%
	Total		5	100.0%
	TECHNOLOGY FACILITATORS	Skills Needed For Information Technology Jobs		
	ACCOUNTING KNOWLEDGE AND EXPERIENCE		1	20.0%
	FIXING HARDWARE		1	20.0%
	KNOWLEDGE AND FUNCTION OF HARDWARE AND SOFTWARE COMPONENTS		1	20.0%
	SERVER UPGRADING		1	20.0%
	TECHNOLOGY TROUBLESHOOTING		1	20.0%
	Total		5	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	Total	Skills Needed For Information Technology Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		ABILITY TO MANAGE PEOPLE	0	.0%	3	8.6%
		ACCOUNTING KNOWLEDGE AND EXPERIENCE	0	.0%	2	5.7%
		BASIC SKILLS	0	.0%	1	2.9%
		BEING ABLE TO HELP PEOPLE THAT NEED HELP WITH THE CELL PHONES	0	.0%	2	5.7%
		C+ DEVELOPMENT	0	.0%	3	8.6%
		COMPUTER	1	33.3%	1	2.9%
		EXPERIENCE	0	.0%	2	5.7%
		EXPERIENCE - 5 YEARS ON SPECIFIC LINE	0	.0%	1	2.9%
		EXPERIENCE - MANAGEMENT IN IT INFRASTRUCTURE	0	.0%	3	8.6%
		FIXING HARDWARE	0	.0%	2	5.7%
		KNOWLEDGE AND FUNCTION OF HARDWARE AND SOFTWARE COMPONENTS	0	.0%	2	5.7%
		KNOWLEDGE OF PRODUCT	1	33.3%	0	.0%
		PROGRAMMING	0	.0%	3	8.6%
		SERVER UPGRADING	0	.0%	2	5.7%
		SOFTWARE CODING SKILLS	0	.0%	3	8.6%
		SQL CODING	0	.0%	3	8.6%
		SQL SERVER	1	33.3%	0	.0%
		TECHNOLOGY TROUBLESHOOTING	0	.0%	2	5.7%
		Total	3	100.0%	35	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Information Technology (Multiple Responses)	Total	Skills Needed For Information Technology Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		ABILITY TO MANAGE PEOPLE	3	7.9%
		ACCOUNTING KNOWLEDGE AND EXPERIENCE	2	5.3%
		BASIC SKILLS	1	2.6%
		BEING ABLE TO HELP PEOPLE THAT NEED HELP WITH THE CELL PHONES	2	5.3%
		C+ DEVELOPMENT	3	7.9%
		COMPUTER	2	5.3%
		EXPERIENCE	2	5.3%
		EXPERIENCE - 5 YEARS ON SPECIFIC LINE	1	2.6%
		EXPERIENCE - MANAGEMENT IN IT INFRASTRUCTURE	3	7.9%
		FIXING HARDWARE	2	5.3%
		KNOWLEDGE AND FUNCTION OF HARDWARE AND SOFTWARE COMPONENTS	2	5.3%
		KNOWLEDGE OF PRODUCT	1	2.6%
		PROGRAMMING	3	7.9%
		SERVER UPGRADING	2	5.3%
		SOFTWARE CODING SKILLS	3	7.9%
		SQL CODING	3	7.9%
		SQL SERVER	1	2.6%
		TECHNOLOGY TROUBLESHOOTING	2	5.3%
		Total	38	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)		SIZE OF EMPLOYER				
		Less Than 100 Employees		100 Or More Employees		
		Count	Column N %	Count	Column N %	
DELI	Credentials Needed For Management Jobs	18 YEARS OF AGE OR OLDER	0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
DEPARTMENT MANAGER TRAINEES	Credentials Needed For Management Jobs	DEGREE - BACHELOR'S UNSPECIFIED	0	.0%	1	50.0%
		MANAGER - EXPERIENCE	0	.0%	1	50.0%
	Total		0	.0%	2	100.0%
DIRECTOR OF CASE MANAGEMENT	Credentials Needed For Management Jobs	DEGREE - BACHELOR'S NURSING	0	.0%	3	100.0%
		Total	0	.0%	3	100.0%
		DEGREE - BACHELOR'S NURSING	0	.0%	3	100.0%
DIRECTOR OF QUALITY	Credentials Needed For Management Jobs	DEGREE - BACHELOR'S NURSING	0	.0%	3	100.0%
		Total	0	.0%	3	100.0%
		DEGREE - BACHELOR'S NURSING	0	.0%	2	66.7%
DIRECTOR OF RESEARCH MANAGEMENT	Credentials Needed For Management Jobs	DEGREE - BACHELOR'S NURSING	0	.0%	1	33.3%
		Total	0	.0%	3	100.0%
		DEGREE - BACHELOR'S NURSING	0	.0%	3	100.0%
DRIVERS	Credentials Needed For Management Jobs	23 YEARS OF AGE OR OLDER	1	16.7%	0	.0%
		CDL	2	33.3%	0	.0%
		EXPERIENCE - 3 YEARS	1	16.7%	0	.0%
		KNOW THE TERRITORY IN AND AROUND THE CITY	1	16.7%	0	.0%
		WAREHOUSE KNOWLEDGE	1	16.7%	0	.0%
		Total	6	100.0%	0	.0%
		18 YEARS OF AGE OR OLDER	2	33.3%	0	.0%
EMERGENCY CLERK	Credentials Needed For Management Jobs	CUSTOMER SERVICE	1	16.7%	0	.0%
		KNOWLEDGE	1	16.7%	0	.0%
		LEADERSHIP EXPERIENCE	1	16.7%	0	.0%
		PEOPLE MANAGEMENT	1	16.7%	0	.0%
		Total	6	100.0%	0	.0%
		ESTIMATOR WITH SOFTWARE EXPERIENCE	1	100.0%	0	.0%
ESTIMATOR	Credentials Needed For Management Jobs	ESTIMATOR WITH SOFTWARE EXPERIENCE	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		NONE	3	100.0%	0	.0%
FLOOR SUPERVISOR	Credentials Needed For Management Jobs	NONE	3	100.0%	0	.0%
		Total	3	100.0%	0	.0%
		NONE	1	100.0%	0	.0%
FOREMAN	Credentials Needed For Management Jobs	Total	1	100.0%	0	.0%
		NONE	3	100.0%	0	.0%
		Total	3	100.0%	0	.0%
FRONT DESK MANAGER	Credentials Needed For Management Jobs	DO NOT KNOW	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
		NONE	0	.0%	1	100.0%
GENERAL MERCHANDISE MANAGEMENT	Credentials Needed For Management Jobs	NONE	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
		NONE	0	.0%	1	100.0%
GROUP SUPERVISOR	Credentials Needed For Management Jobs	NONE	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
		NONE	0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	DELI	Credentials Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
		18 YEARS OF AGE OR OLDER	1	100.0%
		Total	1	100.0%
	DEPARTMENT MANAGER	Credentials Needed For Management Jobs	1	50.0%
		DEGREE - BACHELOR'S UNSPECIFIED	1	50.0%
		MANAGER - EXPERIENCE	1	50.0%
		Total	2	100.0%
	DIRECTOR OF CASE MANAGEMENT	Credentials Needed For Management Jobs	3	100.0%
		DEGREE - BACHELOR'S NURSING	3	100.0%
		Total	3	100.0%
	DIRECTOR OF QUALITY	Credentials Needed For Management Jobs	3	100.0%
		DEGREE - BACHELOR'S NURSING	3	100.0%
		Total	3	100.0%
	DIRECTOR OF RESEARCH MANAGEMENT	Credentials Needed For Management Jobs	2	66.7%
		DEGREE - BACHELOR'S NURSING	2	66.7%
		DEGREE- BACHELOR'S NURSING	1	33.3%
		Total	3	100.0%
	DRIVERS	Credentials Needed For Management Jobs	1	16.7%
		23 YEARS OF AGE OR OLDER	1	16.7%
		CDL	2	33.3%
		EXPERIENCE - 3 YEARS	1	16.7%
		KNOW THE TERRITORY IN AND AROUND THE CITY	1	16.7%
		WAREHOUSE KNOWLEDGE	1	16.7%
		Total	6	100.0%
	EMERGENCY CLERK	Credentials Needed For Management Jobs	2	33.3%
		18 YEARS OF AGE OR OLDER	2	33.3%
		CUSTOMER SERVICE	1	16.7%
		KNOWLEDGE	1	16.7%
		LEADERSHIP EXPERIENCE	1	16.7%
		PEOPLE MANAGEMENT	1	16.7%
		Total	6	100.0%
	ESTIMATOR	Credentials Needed For Management Jobs	1	100.0%
		ESTIMATOR WITH SOFTWARE EXPERIENCE	1	100.0%
		Total	1	100.0%
	FLOOR SUPERVISOR	Credentials Needed For Management Jobs	3	100.0%
		NONE	3	100.0%
		Total	3	100.0%
	FOREMAN	Credentials Needed For Management Jobs	1	100.0%
		NONE	1	100.0%
		Total	1	100.0%
	FRONT DESK MANAGER	Credentials Needed For Management Jobs	3	100.0%
		NONE	3	100.0%
		Total	3	100.0%
	GENERAL MERCHANDISE MANAGEMENT	Credentials Needed For Management Jobs	1	100.0%
		DO NOT KNOW	1	100.0%
		Total	1	100.0%
	GROUP SUPERVISOR	Credentials Needed For Management Jobs	1	100.0%
		NONE	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	HUMAN RESOURCES	Credentials Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
	DEGREE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	EXPERIENCE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	NONE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	DEGREE - (TYPE UNSPECIFIED) FOOD AND BEVERAGE DEGREE OR HOSPITALITY		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	NONE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	DEGREE - GENERAL		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	NONE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	NONE		3	100.0%	0	.0%
	Total		3	100.0%	0	.0%
	NONE		2	100.0%	0	.0%
	Total		2	100.0%	0	.0%
	HIGH SCHOOL/ GED		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	DESIRE		0	.0%	1	25.0%
	EDUCATIONAL BACKGROUND		0	.0%	1	25.0%
	EXPERIENCE - 3 YEARS SUPERVISORY IN SALES		0	.0%	1	25.0%
	MANAGER - TERRITORY EXPERIENCE		0	.0%	1	25.0%
	NONE		3	100.0%	0	.0%
	Total		3	100.0%	4	100.0%
	DEGREE - ASSOCIATE UNSPECIFIED		1	20.0%	0	.0%
	EXPERIENCE		1	20.0%	0	.0%
	HIGH SCHOOL		1	20.0%	0	.0%
	LEADERSHIP EXPERIENCE		1	20.0%	0	.0%
	MULTITASKING		1	20.0%	0	.0%
	Total		5	100.0%	0	.0%
	HIGH SCHOOL/ GED		2	100.0%	0	.0%
	Total		2	100.0%	0	.0%
	DEGREE - ASSOCIATE MARKETING		0	.0%	1	50.0%
	DEGREE - ASSOCIATE OF ARTS UNSPECIFIED		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	HUMAN RESOURCES	Credentials Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
	DEGREE		1	100.0%
	Total		1	100.0%
	EXPERIENCE		1	100.0%
	Total		1	100.0%
	NONE		1	100.0%
	Total		1	100.0%
	DEGREE - (TYPE UNSPECIFIED) FOOD AND BEVERAGE DEGREE OR HOSPITALITY		1	100.0%
	Total		1	100.0%
	NONE		1	100.0%
	Total		1	100.0%
	NONE		3	100.0%
	Total		3	100.0%
	NONE		2	100.0%
	Total		2	100.0%
	HIGH SCHOOL/ GED		1	100.0%
	Total		1	100.0%
	DESIRE		1	14.3%
	EDUCATIONAL BACKGROUND		1	14.3%
	EXPERIENCE - 3 YEARS SUPERVISORY IN SALES		1	14.3%
	MANAGER - TERRITORY EXPERIENCE		1	14.3%
	NONE		3	42.9%
	Total		7	100.0%
	DEGREE - ASSOCIATE UNSPECIFIED		1	20.0%
	EXPERIENCE		1	20.0%
	HIGH SCHOOL		1	20.0%
	LEADERSHIP EXPERIENCE		1	20.0%
	MULTITASKING		1	20.0%
	Total		5	100.0%
	HIGH SCHOOL/ GED		2	100.0%
	Total		2	100.0%
	DEGREE - ASSOCIATE MARKETING		1	50.0%
	DEGREE - ASSOCIATE OF ARTS UNSPECIFIED		1	50.0%
	Total		2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	MEMBERSHIP DIRECTOR	Credentials Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		DEGREE - ASSOCIATE MARKETING	0	.0%	1	50.0%
		DEGREE - ASSOCIATE OF ARTS UNSPECIFIED	0	.0%	1	50.0%
		Total	0	.0%	2	100.0%
	MIDDLE MANAGEMENT	Credentials Needed For Management Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SERVICE CLERKS	Credentials Needed For Management Jobs	2	22.2%	0	.0%
		18 YEARS OF AGE OR OLDER	2	22.2%	0	.0%
		CUSTOMER SERVICE	1	11.1%	0	.0%
		HIGH SCHOOL	1	11.1%	0	.0%
		KNOWLEDGE	2	22.2%	0	.0%
		LEADERSHIP EXPERIENCE	1	11.1%	0	.0%
		PEOPLE MANAGEMENT	9	100.0%	0	.0%
		Total	1	9.1%	0	.0%
	SHIFT LEADS	Credentials Needed For Management Jobs	1	9.1%	0	.0%
		21 YEARS OF AGE OR OLDER	1	9.1%	0	.0%
		CUSTOMER SERVICE	1	9.1%	0	.0%
		DEGREE - ASSOCIATE UNSPECIFIED	1	9.1%	0	.0%
		EXPERIENCE	1	9.1%	0	.0%
		HIGH SCHOOL	2	18.2%	0	.0%
		LEADERSHIP EXPERIENCE	2	18.2%	0	.0%
		MULTITASKING	1	9.1%	0	.0%
		NONE	2	18.2%	0	.0%
		Total	11	100.0%	0	.0%
	STORE MANAGER	Credentials Needed For Management Jobs	0	.0%	1	50.0%
		DEGREE - BACHELOR'S UNSPECIFIED	0	.0%	1	50.0%
		MANAGER - EXPERIENCE	0	.0%	2	100.0%
		Total	1	20.0%	0	.0%
	STORE MANAGERS - ASSISTANTS	Credentials Needed For Management Jobs	1	20.0%	0	.0%
		DEGREE - ASSOCIATE UNSPECIFIED	1	20.0%	0	.0%
		EXPERIENCE	1	20.0%	0	.0%
		HIGH SCHOOL	1	20.0%	0	.0%
		LEADERSHIP EXPERIENCE	1	20.0%	0	.0%
		MULTITASKING	1	20.0%	0	.0%
		Total	5	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	MEMBERSHIP DIRECTOR	Credentials Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
		DEGREE - ASSOCIATE MARKETING	1	50.0%
		DEGREE - ASSOCIATE OF ARTS UNSPECIFIED	1	50.0%
		Total	2	100.0%
	MIDDLE MANAGEMENT	Credentials Needed For Management Jobs	1	100.0%
		Total	1	100.0%
	SERVICE CLERKS	Credentials Needed For Management Jobs	2	22.2%
		18 YEARS OF AGE OR OLDER	2	22.2%
		CUSTOMER SERVICE	1	11.1%
		HIGH SCHOOL	1	11.1%
		KNOWLEDGE	2	22.2%
		LEADERSHIP EXPERIENCE	1	11.1%
		PEOPLE MANAGEMENT	9	100.0%
	SHIFT LEADS	Credentials Needed For Management Jobs	1	9.1%
		21 YEARS OF AGE OR OLDER	1	9.1%
		CUSTOMER SERVICE	1	9.1%
		DEGREE - ASSOCIATE UNSPECIFIED	1	9.1%
		EXPERIENCE	2	18.2%
		HIGH SCHOOL	2	18.2%
		LEADERSHIP EXPERIENCE	1	9.1%
		MULTITASKING	2	18.2%
		NONE	11	100.0%
	STORE MANAGER	Credentials Needed For Management Jobs	1	50.0%
		DEGREE - BACHELOR'S UNSPECIFIED	1	50.0%
		MANAGER - EXPERIENCE	2	100.0%
	STORE MANAGERS - ASSISTANTS	Credentials Needed For Management Jobs	1	20.0%
		DEGREE - ASSOCIATE UNSPECIFIED	1	20.0%
		EXPERIENCE	1	20.0%
		HIGH SCHOOL	1	20.0%
		LEADERSHIP EXPERIENCE	1	20.0%
		MULTITASKING	5	100.0%
		Total	5	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	SUPERVISOR	Credentials Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
		18 YEARS OF AGE OR OLDER	2	28.6%	0	.0%
		CUSTOMER SERVICE	1	14.3%	0	.0%
		DEGREE - BACHELOR'S HUMAN RESOURCES	1	14.3%	0	.0%
		KNOWLEDGE	1	14.3%	0	.0%
		LEADERSHIP EXPERIENCE	1	14.3%	0	.0%
		PEOPLE MANAGEMENT	1	14.3%	0	.0%
		Total	7	100.0%	0	.0%
	SUPERVISOR - TRANSPORTATION	Credentials Needed For Management Jobs	1	16.7%	0	.0%
		CDL	2	33.3%	0	.0%
		EXPERIENCE - 3 YEARS	1	16.7%	0	.0%
		KNOW THE TERRITORY IN AND AROUND THE CITY	1	16.7%	0	.0%
		WAREHOUSE KNOWLEDGE	1	16.7%	0	.0%
		Total	6	100.0%	0	.0%
	VARIOUS LEVELS	Credentials Needed For Management Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	Total	Credentials Needed For Management Jobs	6	7.6%	1	3.8%
		18 YEARS OF AGE OR OLDER	1	1.3%	0	.0%
		21 YEARS OF AGE OR OLDER	2	2.5%	0	.0%
		CDL	4	5.1%	0	.0%
		CUSTOMER SERVICE	5	6.3%	0	.0%
		DEGREE	1	1.3%	0	.0%
		DEGREE - (TYPE UNSPECIFIED) FOOD AND BEVERAGE DEGREE OR HOSPITALITY	1	1.3%	0	.0%
		DEGREE - ASSOCIATE MARKETING	0	.0%	2	7.7%
		DEGREE - ASSOCIATE OF ARTS UNSPECIFIED	0	.0%	2	7.7%
		DEGREE - ASSOCIATE UNSPECIFIED	3	3.8%	0	.0%
		DEGREE - BACHELOR'S	1	1.3%	0	.0%
		DEGREE - BACHELOR'S BUSINESS	0	.0%	1	3.8%
		DEGREE - BACHELOR'S HUMAN RESOURCES	1	1.3%	0	.0%
		DEGREE - BACHELOR'S NURSING	0	.0%	8	30.8%
		DEGREE - BACHELOR'S UNSPECIFIED	0	.0%	2	7.7%
		DEGREE - BACHELOR'S NURSING	0	.0%	1	3.8%
		DESIRE	0	.0%	1	3.8%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	SUPERVISOR	Credentials Needed For Management Jobs	SIZE OF EMPLOYER	
			Total	
			Count	Column N %
		18 YEARS OF AGE OR OLDER	2	28.6%
		CUSTOMER SERVICE	1	14.3%
		DEGREE - BACHELOR'S HUMAN RESOURCES	1	14.3%
		KNOWLEDGE	1	14.3%
		LEADERSHIP EXPERIENCE	1	14.3%
		PEOPLE MANAGEMENT	1	14.3%
		Total	7	100.0%
	SUPERVISOR - TRANSPORTATION	Credentials Needed For Management Jobs	1	16.7%
		CDL	2	33.3%
		EXPERIENCE - 3 YEARS	1	16.7%
		KNOW THE TERRITORY IN AND AROUND THE CITY	1	16.7%
		WAREHOUSE KNOWLEDGE	1	16.7%
		Total	6	100.0%
	VARIOUS LEVELS	Credentials Needed For Management Jobs	1	100.0%
		Total	1	100.0%
	Total	Credentials Needed For Management Jobs	7	6.7%
		18 YEARS OF AGE OR OLDER	1	1.0%
		21 YEARS OF AGE OR OLDER	2	1.9%
		CDL	4	3.8%
		CUSTOMER SERVICE	5	4.8%
		DEGREE	1	1.0%
		DEGREE - (TYPE UNSPECIFIED) FOOD AND BEVERAGE DEGREE OR HOSPITALITY	1	1.0%
		DEGREE - ASSOCIATE MARKETING	2	1.9%
		DEGREE - ASSOCIATE OF ARTS UNSPECIFIED	2	1.9%
		DEGREE - ASSOCIATE UNSPECIFIED	3	2.9%
		DEGREE - BACHELOR'S	1	1.0%
		DEGREE - BACHELOR'S BUSINESS	1	1.0%
		DEGREE - BACHELOR'S HUMAN RESOURCES	1	1.0%
		DEGREE - BACHELOR'S NURSING	8	7.6%
		DEGREE - BACHELOR'S UNSPECIFIED	2	1.9%
		DEGREE - BACHELOR'S NURSING	1	1.0%
		DESIRE	1	1.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Total	Credentials Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count	Count	Count
		DO NOT KNOW	0	1	.0%	3.8%
		EDUCATIONAL BACKGROUND	0	1	.0%	3.8%
		ESTIMATOR WITH SOFTWARE EXPERIENCE	1	0	1.3%	.0%
		EXPERIENCE	4	0	5.1%	.0%
		EXPERIENCE - 3 YEARS	2	0	2.5%	.0%
		EXPERIENCE - 3 YEARS SUPERVISORY IN SALES	0	1	.0%	3.8%
		HIGH SCHOOL	5	0	6.3%	.0%
		HIGH SCHOOL/ GED	2	1	2.5%	3.8%
		KNOW THE TERRITORY IN AND AROUND THE CITY	2	0	2.5%	.0%
		KNOWLEDGE	3	0	3.8%	.0%
		LEADERSHIP EXPERIENCE	8	0	10.1%	.0%
		MANAGER - EXPERIENCE	0	2	.0%	7.7%
		MANAGER - TERRITORY EXPERIENCE	0	1	.0%	3.8%
		MULTITASKING	3	0	3.8%	.0%
		NONE	19	1	24.1%	3.8%
		PEOPLE MANAGEMENT	3	0	3.8%	.0%
		WAREHOUSE KNOWLEDGE	2	0	2.5%	.0%
		Total	79	26	100.0%	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Total	Credentials Needed For Management Jobs	SIZE OF EMPLOYER	
			Total	
			Count	Column N %
		DO NOT KNOW	1	1.0%
		EDUCATIONAL BACKGROUND	1	1.0%
		ESTIMATOR WITH SOFTWARE EXPERIENCE	1	1.0%
		EXPERIENCE	4	3.8%
		EXPERIENCE - 3 YEARS	2	1.9%
		EXPERIENCE - 3 YEARS SUPERVISORY IN SALES	1	1.0%
		HIGH SCHOOL	5	4.8%
		HIGH SCHOOL/ GED	3	2.9%
		KNOW THE TERRITORY IN AND AROUND THE CITY	2	1.9%
		KNOWLEDGE	3	2.9%
		LEADERSHIP EXPERIENCE	8	7.6%
		MANAGER - EXPERIENCE	2	1.9%
		MANAGER - TERRITORY EXPERIENCE	1	1.0%
		MULTITASKING	3	2.9%
		NONE	20	19.0%
		PEOPLE MANAGEMENT	3	2.9%
		WAREHOUSE KNOWLEDGE	2	1.9%
		Total	105	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	DELI	Skills Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
	WORK ETHIC		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	DEPARTMENT MANAGER		0	.0%	1	20.0%
	TRAINEES		0	.0%	1	20.0%
	EXPERIENCE - SHOP MANAGER		0	.0%	1	20.0%
	EXPERIENCE - SIX MONTHS OF SERVICE		0	.0%	1	20.0%
	MANAGER - TRAINING PROGRAM		0	.0%	1	20.0%
	OPEN AVAILABILITY		0	.0%	1	20.0%
	Total		0	.0%	5	100.0%
	DIRECTOR OF CASE MANAGEMENT		0	.0%	1	33.3%
	EXPERIENCE - CASE MANAGEMENT		0	.0%	1	33.3%
	EXPERIENCE - IN QUALITY OF MEDICAL CARE		0	.0%	1	33.3%
	EXPERIENCE - IN RESEARCH		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	DIRECTOR OF QUALITY		0	.0%	1	33.3%
	EXPERIENCE - CASE MANAGEMENT		0	.0%	1	33.3%
	EXPERIENCE - IN QUALITY OF MEDICAL CARE		0	.0%	1	33.3%
	EXPERIENCE - IN RESEARCH		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	DIRECTOR OF RESEARCH MANAGEMENT		0	.0%	1	33.3%
	EXPERIENCE - CASE MANAGEMENT		0	.0%	1	33.3%
	EXPERIENCE - IN QUALITY OF MEDICAL CARE		0	.0%	1	33.3%
	EXPERIENCE - IN RESEARCH		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	DRIVERS		1	25.0%	0	.0%
	ABILITY TO READ AND WRITE		1	25.0%	0	.0%
	DISPATCHING		1	25.0%	0	.0%
	GOOD DRIVING RECORD		1	25.0%	0	.0%
	MANAGEMENT		1	25.0%	0	.0%
	Total		4	100.0%	0	.0%
	EMERGENCY CLERK		1	16.7%	0	.0%
	BUSINESS MULTITASKING		2	33.3%	0	.0%
	CUSTOMER SERVICE		1	16.7%	0	.0%
	FAST-PACED		1	16.7%	0	.0%
	KEEP SKILLS		1	16.7%	0	.0%
	SELF MANAGEMENT		1	16.7%	0	.0%
	Total		6	100.0%	0	.0%
	ESTIMATOR		1	50.0%	0	.0%
	CUSTOMER SERVICE		1	50.0%	0	.0%
	MANAGEMENT		1	50.0%	0	.0%
	Total		2	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	DELI	Skills Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
	WORK ETHIC		1	100.0%
	Total		1	100.0%
	DEPARTMENT MANAGER		1	20.0%
	TRAINEES		1	20.0%
	DESIRE FOR POSITION		1	20.0%
	EXPERIENCE - SHOP MANAGER		1	20.0%
	EXPERIENCE - SIX MONTHS OF SERVICE		1	20.0%
	MANAGER - TRAINING PROGRAM		1	20.0%
	OPEN AVAILABILITY		1	20.0%
	Total		5	100.0%
	DIRECTOR OF CASE MANAGEMENT		1	33.3%
	EXPERIENCE - CASE MANAGEMENT		1	33.3%
	EXPERIENCE - IN QUALITY OF MEDICAL CARE		1	33.3%
	EXPERIENCE - IN RESEARCH		1	33.3%
	Total		3	100.0%
	DIRECTOR OF QUALITY		1	33.3%
	EXPERIENCE - CASE MANAGEMENT		1	33.3%
	EXPERIENCE - IN QUALITY OF MEDICAL CARE		1	33.3%
	EXPERIENCE - IN RESEARCH		1	33.3%
	Total		3	100.0%
	DIRECTOR OF RESEARCH MANAGEMENT		1	33.3%
	EXPERIENCE - CASE MANAGEMENT		1	33.3%
	EXPERIENCE - IN QUALITY OF MEDICAL CARE		1	33.3%
	EXPERIENCE - IN RESEARCH		1	33.3%
	Total		3	100.0%
	DRIVERS		1	25.0%
	ABILITY TO READ AND WRITE		1	25.0%
	DISPATCHING		1	25.0%
	GOOD DRIVING RECORD		1	25.0%
	MANAGEMENT		1	25.0%
	Total		4	100.0%
	EMERGENCY CLERK		1	16.7%
	BUSINESS MULTITASKING		2	33.3%
	CUSTOMER SERVICE		1	16.7%
	FAST-PACED		1	16.7%
	KEEP SKILLS		1	16.7%
	SELF MANAGEMENT		1	16.7%
	Total		6	100.0%
	ESTIMATOR		1	50.0%
	CUSTOMER SERVICE		1	50.0%
	MANAGEMENT		1	50.0%
	Total		2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Skills Needed For Management Jobs	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
FLOOR SUPERVISOR	EXPERIENCE - DIRECT MAIL	2	22.2%	0	.0%
	EXPERIENCE - FACTORY/PRINT MACHINE	1	11.1%	0	.0%
	EXPERIENCE - POSTAL	1	11.1%	0	.0%
	EXPERIENCE - PRINT MACHINES	1	11.1%	0	.0%
	MANAGEMENT	1	11.1%	0	.0%
	POSTAL EXPERIENCE	1	11.1%	0	.0%
	RESPONSIBLE AND TRUSTWORTHY	1	11.1%	0	.0%
	WILLING TO TAKE DIRECTION	1	11.1%	0	.0%
	Total	9	100.0%	0	.0%
	EXPERIENCE	1	100.0%	0	.0%
FOREMAN	EXPERIENCE	1	100.0%	0	.0%
FRONT DESK MANAGER	EXPERIENCE	3	100.0%	0	.0%
GENERAL MERCHANDISE MANAGEMENT	EXPERIENCE	3	100.0%	0	.0%
	DEGREE - (TYPE UNSPECIFIED) BUSINESS MANAGEMENT	0	.0%	1	50.0%
GROUP SUPERVISOR	PAST EXPERIENCE	0	.0%	1	50.0%
	Total	0	.0%	2	100.0%
	COMMUNICATION	0	.0%	1	33.3%
	INTERPERSONAL	0	.0%	1	33.3%
HUMAN RESOURCES	LEADERSHIP	0	.0%	1	33.3%
	Total	0	.0%	3	100.0%
	EXPERIENCE	1	100.0%	0	.0%
MANAGEMENT EXPERIENCE	Total	1	100.0%	0	.0%
	MANAGEMENT	1	100.0%	0	.0%
MANAGER - ASSISTANT	Total	1	100.0%	0	.0%
	COMPUTER	1	50.0%	0	.0%
MANAGER - FOOD AND BEVERAGE	CUSTOMER SERVICE	1	50.0%	0	.0%
	Total	2	100.0%	0	.0%
	MANAGEMENT - FOOD AND BEVERAGE	1	100.0%	0	.0%
MANAGER - GENERAL	Total	1	100.0%	0	.0%
	COMMUNICATION	1	33.3%	0	.0%
MANAGER - OFFICE	CUSTOMER SERVICE	1	33.3%	0	.0%
	MANAGEMENT	1	33.3%	0	.0%
	Total	3	100.0%	0	.0%
MANAGER - OFFICE	EXPERIENCE	3	100.0%	0	.0%
	Total	3	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	FLOOR SUPERVISOR	Skills Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
			Count	Column N %
	EXPERIENCE - DIRECT MAIL		2	22.2%
	EXPERIENCE - FACTORY/PRINT MACHINE		1	11.1%
	EXPERIENCE - POSTAL		1	11.1%
	EXPERIENCE - PRINT MACHINES		1	11.1%
	MANAGEMENT		1	11.1%
	POSTAL EXPERIENCE		1	11.1%
	RESPONSIBLE AND TRUSTWORTHY		1	11.1%
	WILLING TO TAKE DIRECTION		1	11.1%
	Total		9	100.0%
	EXPERIENCE		1	100.0%
	Total		1	100.0%
	EXPERIENCE		3	100.0%
	Total		3	100.0%
	DEGREE - (TYPE UNSPECIFIED) BUSINESS MANAGEMENT		1	50.0%
	PAST EXPERIENCE		1	50.0%
	Total		2	100.0%
	COMMUNICATION		1	33.3%
	INTERPERSONAL		1	33.3%
	LEADERSHIP		1	33.3%
	Total		3	100.0%
	EXPERIENCE		1	100.0%
	Total		1	100.0%
	MANAGEMENT		1	100.0%
	Total		1	100.0%
	COMPUTER		1	50.0%
	CUSTOMER SERVICE		1	50.0%
	Total		2	100.0%
	MANAGEMENT - FOOD AND BEVERAGE		1	100.0%
	Total		1	100.0%
	COMMUNICATION		1	33.3%
	CUSTOMER SERVICE		1	33.3%
	MANAGEMENT		1	33.3%
	Total		3	100.0%
	EXPERIENCE		3	100.0%
	Total		3	100.0%
	FOREMAN	Skills Needed For Management Jobs		
	FRONT DESK MANAGER	Skills Needed For Management Jobs		
	GENERAL MERCHANDISE MANAGEMENT	Skills Needed For Management Jobs		
	GROUP SUPERVISOR	Skills Needed For Management Jobs		
	HUMAN RESOURCES	Skills Needed For Management Jobs		
	MANAGEMENT EXPERIENCE	Skills Needed For Management Jobs		
	MANAGER - ASSISTANT	Skills Needed For Management Jobs		
	MANAGER - FOOD AND BEVERAGE	Skills Needed For Management Jobs		
	MANAGER - GENERAL	Skills Needed For Management Jobs		
	MANAGER - OFFICE	Skills Needed For Management Jobs		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	MANAGER - PLANT	Skills Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		EXPERIENCE - DIRECT MAIL	2	33.3%	0	.0%
		EXPERIENCE - FACTORY/PRINT MACHINE	1	16.7%	0	.0%
		EXPERIENCE - POSTAL	1	16.7%	0	.0%
		EXPERIENCE - PRINT MACHINES	1	16.7%	0	.0%
		POSTAL EXPERIENCE	1	16.7%	0	.0%
		Total	6	100.0%	0	.0%
	MANAGER - RESTAURANT	EXPERIENCE - WITHIN A HIGH VOLUME RESTAURANT	0	.0%	1	33.3%
		LEADERSHIP SKILLS	0	.0%	1	33.3%
		SERVICE SKILLS	0	.0%	1	33.3%
		Total	0	.0%	3	100.0%
	MANAGER - SALES	ACCOUNT BUILDING	0	.0%	1	20.0%
		CUSTOMER RELATIONS	0	.0%	1	20.0%
		EXPERIENCE	3	100.0%	0	.0%
		MOTIVATION TO CONTINUE SUCCESSFULLY	0	.0%	1	20.0%
		SALES	0	.0%	1	20.0%
		WILLINGNESS TO START AT ENTRY LEVEL	0	.0%	1	20.0%
		Total	3	100.0%	5	100.0%
	MANAGER - STORE TRAINEES	ANALYZE DATA	1	11.1%	0	.0%
		CUSTOMER SERVICE	2	22.2%	0	.0%
		LEADERSHIP	2	22.2%	0	.0%
		MANAGEMENT	1	11.1%	0	.0%
		PEOPLE SKILLS	1	11.1%	0	.0%
		WORK ETHIC	1	11.1%	0	.0%
		WORK WELL UNDER PRESSURE	1	11.1%	0	.0%
		Total	9	100.0%	0	.0%
	MANAGERS	COMPUTER LITERACY	1	25.0%	0	.0%
		CUSTOMER SERVICE	1	25.0%	0	.0%
		LIFT 50 LBS/ PHYSICAL STUFF/ ANYTHING ASKED OF OTHER EMPLOYEES	1	25.0%	0	.0%
		STAND ON FEET FOR LONG PERIODS OF TIME	1	25.0%	0	.0%
		Total	4	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	MANAGER - PLANT	Skills Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N	Column N %
		EXPERIENCE - DIRECT MAIL	2	33.3%
		EXPERIENCE - FACTORY/PRINT MACHINE	1	16.7%
		EXPERIENCE - POSTAL	1	16.7%
		EXPERIENCE - PRINT MACHINES	1	16.7%
		POSTAL EXPERIENCE	1	16.7%
		Total	6	100.0%
	MANAGER - RESTAURANT	EXPERIENCE - WITHIN A HIGH VOLUME RESTAURANT	1	33.3%
		LEADERSHIP SKILLS	1	33.3%
		SERVICE SKILLS	1	33.3%
		Total	3	100.0%
	MANAGER - SALES	ACCOUNT BUILDING	1	12.5%
		CUSTOMER RELATIONS	1	12.5%
		EXPERIENCE	3	37.5%
		MOTIVATION TO CONTINUE SUCCESSFULLY	1	12.5%
		SALES	1	12.5%
		WILLINGNESS TO START AT ENTRY LEVEL	1	12.5%
		Total	8	100.0%
	MANAGER - STORE TRAINEES	ANALYZE DATA	1	11.1%
		CUSTOMER SERVICE	2	22.2%
		LEADERSHIP	2	22.2%
		MANAGEMENT	1	11.1%
		PEOPLE SKILLS	1	11.1%
		WORK ETHIC	1	11.1%
		WORK WELL UNDER PRESSURE	1	11.1%
		Total	9	100.0%
	MANAGERS	COMPUTER LITERACY	1	25.0%
		CUSTOMER SERVICE	1	25.0%
		LIFT 50 LBS/ PHYSICAL STUFF/ ANYTHING ASKED OF OTHER EMPLOYEES	1	25.0%
		STAND ON FEET FOR LONG PERIODS OF TIME	1	25.0%
		Total	4	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	MARKETING DIRECTOR	Skills Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
	BUSINESS ADMINISTRATION		0	.0%	1	16.7%
	COMPUTERS		0	.0%	1	16.7%
	GOOD WRITING		0	.0%	1	16.7%
	ORAL COMMUNICATION		0	.0%	1	16.7%
	RESEARCH		0	.0%	1	16.7%
	WRITING AND COMMUNICATION		0	.0%	1	16.7%
	Total		0	.0%	6	100.0%
	MEMBERSHIP DIRECTOR	Skills Needed For Management Jobs	0	.0%	1	16.7%
	COMPUTERS		0	.0%	1	16.7%
	GOOD WRITING		0	.0%	1	16.7%
	ORAL COMMUNICATION		0	.0%	1	16.7%
	RESEARCH		0	.0%	1	16.7%
	WRITING AND COMMUNICATION		0	.0%	1	16.7%
	Total		0	.0%	6	100.0%
	MIDDLE MANAGEMENT	Skills Needed For Management Jobs	0	.0%	1	33.3%
	EXPERIENCE - 3 TO 5 YEARS		0	.0%	1	33.3%
	EXPERIENCE - DAY-TO-DAY		0	.0%	1	33.3%
	SOFT SKILLS		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	SERVICE CLERKS	Skills Needed For Management Jobs	1	8.3%	0	.0%
	BUSINESS MULTITASKING		3	25.0%	0	.0%
	CUSTOMER SERVICE		1	8.3%	0	.0%
	FAST-PACED		1	8.3%	0	.0%
	KEEP SKILLS		2	16.7%	0	.0%
	PEOPLE SKILLS		1	8.3%	0	.0%
	SELF MANAGEMENT		3	25.0%	0	.0%
	WORK ETHIC		12	100.0%	0	.0%
	Total					

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	MARKETING DIRECTOR	Skills Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
	BUSINESS ADMINISTRATION		1	16.7%
	COMPUTERS		1	16.7%
	GOOD WRITING		1	16.7%
	ORAL COMMUNICATION		1	16.7%
	RESEARCH		1	16.7%
	WRITING AND COMMUNICATION		1	16.7%
	Total		6	100.0%
	MEMBERSHIP DIRECTOR	Skills Needed For Management Jobs		
	BUSINESS ADMINISTRATION		1	16.7%
	COMPUTERS		1	16.7%
	GOOD WRITING		1	16.7%
	ORAL COMMUNICATION		1	16.7%
	RESEARCH		1	16.7%
	WRITING AND COMMUNICATION		1	16.7%
	Total		6	100.0%
	MIDDLE MANAGEMENT	Skills Needed For Management Jobs		
	EXPERIENCE - 3 TO 5 YEARS		1	33.3%
	EXPERIENCE - DAY-TO-DAY		1	33.3%
	SOFT SKILLS		1	33.3%
	Total		3	100.0%
	SERVICE CLERKS	Skills Needed For Management Jobs		
	BUSINESS MULTITASKING		1	8.3%
	CUSTOMER SERVICE		3	25.0%
	FAST-PACED		1	8.3%
	KEEP SKILLS		1	8.3%
	PEOPLE SKILLS		2	16.7%
	SELF MANAGEMENT		1	8.3%
	WORK ETHIC		3	25.0%
	Total		12	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Skills Needed For Management Jobs	SIZE OF EMPLOYER			
		Less Than 100 Employees	100 Or More Employees	Column N %	
		Count	Count	Column N %	
SHIFT LEADS	ANALYZE DATA	1	4.3%	0	.0%
	CAN SELL ALCOHOL	1	4.3%	0	.0%
	CASHIERING	1	4.3%	0	.0%
	COMMUNICATION	1	4.3%	0	.0%
	CUSTOMER SERVICE	4	17.4%	0	.0%
	EXPERIENCE - RETAIL	1	4.3%	0	.0%
	LEADERSHIP	2	8.7%	0	.0%
	MANAGEMENT	2	8.7%	0	.0%
	PEOPLE SKILLS	3	13.0%	0	.0%
	PREFER SOME COLLEGE	1	4.3%	0	.0%
	STOCKING AND LIFTING	1	4.3%	0	.0%
	WORK ETHIC	4	17.4%	0	.0%
	WORK WELL UNDER PRESSURE	1	4.3%	0	.0%
	Total	23	100.0%	0	.0%
	STORE MANAGER	DESIRE FOR POSITION	0	.0%	1
EXPERIENCE - SHOP MANAGER		0	.0%	1	20.0%
EXPERIENCE - SIX MONTHS OF SERVICE		0	.0%	1	20.0%
MANAGER - TRAINING PROGRAM		0	.0%	1	20.0%
OPEN AVAILABILITY		0	.0%	1	20.0%
Total		0	.0%	5	100.0%
ANALYZE DATA		1	11.1%	0	.0%
STORE MANAGERS - ASSISTANTS	CUSTOMER SERVICE	2	22.2%	0	.0%
	LEADERSHIP	2	22.2%	0	.0%
	MANAGEMENT	1	11.1%	0	.0%
	PEOPLE SKILLS	1	11.1%	0	.0%
	WORK ETHIC	1	11.1%	0	.0%
	WORK WELL UNDER PRESSURE	1	11.1%	0	.0%
	Total	9	100.0%	0	.0%
SUPERVISOR	BUSINESS MULTITASKING	1	14.3%	0	.0%
	CUSTOMER SERVICE	2	28.6%	0	.0%
	EXPERIENCE - 2 YEARS IN CHILD WELFARE	1	14.3%	0	.0%
	FAST-PACED	1	14.3%	0	.0%
	KEEP SKILLS	1	14.3%	0	.0%
	SELF MANAGEMENT	1	14.3%	0	.0%
	Total	7	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	SHIFT LEADS	Skills Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
		ANALYZE DATA	1	4.3%
		CAN SELL ALCOHOL	1	4.3%
		CASHIERING	1	4.3%
		COMMUNICATION	1	4.3%
		CUSTOMER SERVICE	4	17.4%
		EXPERIENCE - RETAIL	1	4.3%
		LEADERSHIP	2	8.7%
		MANAGEMENT	2	8.7%
		PEOPLE SKILLS	3	13.0%
		PREFER SOME COLLEGE	1	4.3%
		STOCKING AND LIFTING	1	4.3%
		WORK ETHIC	4	17.4%
		WORK WELL UNDER PRESSURE	1	4.3%
		Total	23	100.0%
	STORE MANAGER	Skills Needed For Management Jobs	1	20.0%
		EXPERIENCE - SHOP MANAGER	1	20.0%
		EXPERIENCE - SIX MONTHS OF SERVICE	1	20.0%
		MANAGER - TRAINING PROGRAM	1	20.0%
		OPEN AVAILABILITY	1	20.0%
		Total	5	100.0%
	STORE MANAGERS - ASSISTANTS	Skills Needed For Management Jobs	1	11.1%
		ANALYZE DATA	1	11.1%
		CUSTOMER SERVICE	2	22.2%
		LEADERSHIP	2	22.2%
		MANAGEMENT	1	11.1%
		PEOPLE SKILLS	1	11.1%
		WORK ETHIC	1	11.1%
		WORK WELL UNDER PRESSURE	1	11.1%
		Total	9	100.0%
	SUPERVISOR	Skills Needed For Management Jobs	1	14.3%
		BUSINESS MULTITASKING	1	14.3%
		CUSTOMER SERVICE	2	28.6%
		EXPERIENCE - 2 YEARS IN CHILD WELFARE	1	14.3%
		FAST-PACED	1	14.3%
		KEEP SKILLS	1	14.3%
		SELF MANAGEMENT	1	14.3%
		Total	7	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Skills Needed For Management Jobs	SIZE OF EMPLOYER						
		Less Than 100 Employees	100 Or More Employees	Column N %				
		Count	Count	Column N %				
SUPERVISOR - TRANSPORTATION	Skills Needed For Management Jobs	ABILITY TO READ AND WRITE	1	25.0%	0	.0%		
		DISPATCHING	1	25.0%	0	.0%		
		GOOD DRIVING RECORD	1	25.0%	0	.0%		
		MANAGEMENT	1	25.0%	0	.0%		
		Total	4	100.0%	0	.0%		
		VARIOUS LEVELS	Skills Needed For Management Jobs	PEOPLE SKILLS	1	50.0%	0	.0%
				PROBLEM SOLVING	1	50.0%	0	.0%
				Total	2	100.0%	0	.0%
				ABILITY TO READ AND WRITE	2	1.7%	0	.0%
				ACCOUNT BUILDING	0	.0%	1	2.1%
ANALYZE DATA	3			2.6%	0	.0%		
BUSINESS ADMINISTRATION	0			.0%	2	4.2%		
BUSINESS MULTITASKING	3			2.6%	0	.0%		
CAN SELL ALCOHOL	1			.9%	0	.0%		
CASHIERING	1			.9%	0	.0%		
Total	Skills Needed For Management Jobs	COMMUNICATION	2	1.7%	1	2.1%		
		COMPUTER	1	.9%	0	.0%		
		COMPUTER LITERACY	1	.9%	0	.0%		
		COMPUTERS	0	.0%	2	4.2%		
		CUSTOMER RELATIONS	0	.0%	1	2.1%		
		CUSTOMER SERVICE	19	16.5%	0	.0%		
		DEGREE - (TYPE UNSPECIFIED) BUSINESS MANAGEMENT	0	.0%	1	2.1%		
		DESIRE FOR POSITION	0	.0%	2	4.2%		
		DISPATCHING	2	1.7%	0	.0%		
		EXPERIENCE	11	9.6%	0	.0%		
	Skills Needed For Management Jobs	EXPERIENCE - 2 YEARS IN CHILD WELFARE	1	.9%	0	.0%		
		EXPERIENCE - 3 TO 5 YEARS	0	.0%	1	2.1%		
		EXPERIENCE - CASE MANAGEMENT	0	.0%	3	6.3%		
		EXPERIENCE - DAY-TO-DAY	0	.0%	1	2.1%		
		EXPERIENCE - DIRECT MAIL	4	3.5%	0	.0%		
		EXPERIENCE - FACTORY/PRINT MACHINE	2	1.7%	0	.0%		
		EXPERIENCE - IN QUALITY OF MEDICAL CARE	0	.0%	3	6.3%		
		EXPERIENCE - IN RESEARCH	0	.0%	3	6.3%		
		EXPERIENCE - POSTAL	2	1.7%	0	.0%		
		EXPERIENCE - PRINT MACHINES	2	1.7%	0	.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	SUPERVISOR - TRANSPORTATION	Skills Needed For Management Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	Column N %
		ABILITY TO READ AND WRITE	1	25.0%
		DISPATCHING	1	25.0%
		GOOD DRIVING RECORD	1	25.0%
		MANAGEMENT	1	25.0%
		Total	4	100.0%
	VARIOUS LEVELS	PEOPLE SKILLS	1	50.0%
		PROBLEM SOLVING	1	50.0%
		Total	2	100.0%
	Total	ABILITY TO READ AND WRITE	2	1.2%
		ACCOUNT BUILDING	1	.6%
		ANALYZE DATA	3	1.8%
		BUSINESS ADMINISTRATION	2	1.2%
		BUSINESS MULTITASKING	3	1.8%
		CAN SELL ALCOHOL	1	.6%
		CASHIERING	1	.6%
		COMMUNICATION	3	1.8%
		COMPUTER	1	.6%
		COMPUTER LITERACY	1	.6%
		COMPUTERS	2	1.2%
		CUSTOMER RELATIONS	1	.6%
		CUSTOMER SERVICE	19	11.7%
		DEGREE - (TYPE UNSPECIFIED) BUSINESS MANAGEMENT	1	.6%
		DESIRE FOR POSITION	2	1.2%
		DISPATCHING	2	1.2%
		EXPERIENCE	11	6.7%
		EXPERIENCE - 2 YEARS IN CHILD WELFARE	1	.6%
		EXPERIENCE - 3 TO 5 YEARS	1	.6%
		EXPERIENCE - CASE MANAGEMENT	3	1.8%
		EXPERIENCE - DAY-TO-DAY	1	.6%
		EXPERIENCE - DIRECT MAIL	4	2.5%
		EXPERIENCE - FACTORY/PRINT MACHINE	2	1.2%
		EXPERIENCE - IN QUALITY OF MEDICAL CARE	3	1.8%
		EXPERIENCE - IN RESEARCH	3	1.8%
		EXPERIENCE - POSTAL	2	1.2%
		EXPERIENCE - PRINT MACHINES	2	1.2%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Total	Skills Needed For Management Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		EXPERIENCE - RETAIL	1	.9%	0	.0%
		EXPERIENCE - SHOP MANAGER	0	.0%	2	4.2%
		EXPERIENCE - SIX MONTHS OF SERVICE	0	.0%	2	4.2%
		EXPERIENCE - WITHIN A HIGH VOLUME RESTAURANT	0	.0%	1	2.1%
		FAST-PACED	3	2.6%	0	.0%
		GOOD DRIVING RECORD	2	1.7%	0	.0%
		GOOD WRITING	0	.0%	2	4.2%
		INTERPERSONAL	0	.0%	1	2.1%
		KEEP SKILLS	3	2.6%	0	.0%
		LEADERSHIP	6	5.2%	1	2.1%
		LEADERSHIP SKILLS	0	.0%	1	2.1%
		LIFT 50 LBS/PHYSICAL STUFF/ ANYTHING ASKED OF OTHER EMPLOYEES	1	.9%	0	.0%
		MANAGEMENT	10	8.7%	0	.0%
		MANAGEMENT - FOOD AND BEVERAGE	1	.9%	0	.0%
		MANAGER - TRAINING PROGRAM	0	.0%	2	4.2%
		MOTIVATION TO CONTINUE SUCCESSFULLY	0	.0%	1	2.1%
		OPEN AVAILABILITY	0	.0%	2	4.2%
		ORAL COMMUNICATION	0	.0%	2	4.2%
		PAST EXPERIENCE	0	.0%	1	2.1%
		PEOPLE SKILLS	8	7.0%	0	.0%
		POSTAL EXPERIENCE	2	1.7%	0	.0%
		PREFER SOME COLLEGE	1	.9%	0	.0%
		PROBLEM SOLVING	1	.9%	0	.0%
		RESEARCH	0	.0%	2	4.2%
		RESPONSIBLE AND TRUSTWORTHY	1	.9%	0	.0%
		SALES	0	.0%	1	2.1%
		SELF MANAGEMENT	3	2.6%	0	.0%
		SERVICE SKILLS	0	.0%	1	2.1%
		SOFT SKILLS	0	.0%	1	2.1%
		STAND ON FEET FOR LONG PERIODS OF TIME	1	.9%	0	.0%
		STOCKING AND LIFTING	1	.9%	0	.0%
		WILLING TO TAKE DIRECTION	1	.9%	0	.0%
		WILLINGNESS TO START AT ENTRY LEVEL	0	.0%	1	2.1%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Total	Skills Needed For Management Jobs	SIZE OF EMPLOYER	
			Total	
			Count	Column N %
		EXPERIENCE - RETAIL	1	.6%
		EXPERIENCE - SHOP MANAGER	2	1.2%
		EXPERIENCE - SIX MONTHS OF SERVICE	2	1.2%
		EXPERIENCE - WITHIN A HIGH VOLUME RESTAURANT	1	.6%
		FAST-PACED	3	1.8%
		GOOD DRIVING RECORD	2	1.2%
		GOOD WRITING	2	1.2%
		INTERPERSONAL	1	.6%
		KEEP SKILLS	3	1.8%
		LEADERSHIP	7	4.3%
		LEADERSHIP SKILLS	1	.6%
		LIFT 50 LBS/PHYSICAL STUFF/ ANYTHING ASKED OF OTHER EMPLOYEES	1	.6%
		MANAGEMENT	10	6.1%
		MANAGEMENT - FOOD AND BEVERAGE	1	.6%
		MANAGER - TRAINING PROGRAM	2	1.2%
		MOTIVATION TO CONTINUE SUCCESSFULLY	1	.6%
		OPEN AVAILABILITY	2	1.2%
		ORAL COMMUNICATION	2	1.2%
		PAST EXPERIENCE	1	.6%
		PEOPLE SKILLS	8	4.9%
		POSTAL EXPERIENCE	2	1.2%
		PREFER SOME COLLEGE	1	.6%
		PROBLEM SOLVING	1	.6%
		RESEARCH	2	1.2%
		RESPONSIBLE AND TRUSTWORTHY	1	.6%
		SALES	1	.6%
		SELF MANAGEMENT	3	1.8%
		SERVICE SKILLS	1	.6%
		SOFT SKILLS	1	.6%
		STAND ON FEET FOR LONG PERIODS OF TIME	1	.6%
		STOCKING AND LIFTING	1	.6%
		WILLING TO TAKE DIRECTION	1	.6%
		WILLINGNESS TO START AT ENTRY LEVEL	1	.6%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Management (Multiple Responses)	Skills Needed For Management Jobs	SIZE OF EMPLOYER					
		Less Than 100 Employees	100 Or More Employees	Count	Column N %		
		Count	Column N %	Count	Column N %		
Jobs Difficult To Fill In Management (Multiple Responses)	Total	WORK ETHIC	9	7.8%	1	2.1%	
		WORK WELL UNDER PRESSURE	3	2.6%	0	.0%	
		WRITING AND COMMUNICATION	0	.0%	2	4.2%	
		Total	115	100.0%	48	100.0%	
	Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	ACCOUNTING	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
		ACCOUNTING - RECEIVABLES/ PAYABLES	EXPERIENCE/ DEGREE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
		DIRECT SUPPORT PROFESSIONALS	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
MANAGER - ACCOUNTING/ ENGINEERING		EXPERIENCE - EDUCATION	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
MANAGER - BUSINESS OFFICE		NONE	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	
Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	PURCHASING MANAGER	EXPERIENCE - 3 YEARS OF ACCOUNT PAYABLES AND RECEIVABLES	0	.0%	1	33.3%	
		EXPERIENCE - 3 YEARS SUPERVISORY	0	.0%	1	33.3%	
		EXPERIENCE - GOVERNMENT REGULATIONS	0	.0%	1	33.3%	
		Total	0	.0%	3	100.0%	
	Total	EXPERIENCE - 3 YEARS OF ACCOUNT PAYABLES AND RECEIVABLES	0	.0%	1	25.0%	
		EXPERIENCE - 3 YEARS SUPERVISORY	0	.0%	1	25.0%	
		EXPERIENCE - EDUCATION	1	20.0%	0	.0%	
		EXPERIENCE - GOVERNMENT REGULATIONS	0	.0%	1	25.0%	
		EXPERIENCE/ DEGREE	1	20.0%	0	.0%	
		NONE	3	60.0%	1	25.0%	
	Total	5	100.0%	4	100.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	SIZE OF EMPLOYER		
	Total		
	Count	Column N %	
Jobs Difficult To Fill In Management (Multiple Responses)	Total	10	6.1%
	WORK ETHIC	3	1.8%
	WORK WELL UNDER PRESSURE	2	1.2%
	WRITING AND COMMUNICATION	163	100.0%
Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	ACCOUNTING	2	100.0%
	Skills Needed For Management Jobs	2	100.0%
	ACCOUNTING - RECEIVABLES/ PAYABLES	1	100.0%
	Credentials Needed For Business/ Finance Jobs	1	100.0%
	DIRECT SUPPORT PROFESSIONALS	1	100.0%
	Credentials Needed For Business/ Finance Jobs	1	100.0%
	MANAGER - ACCOUNTING/ ENGINEERING	1	100.0%
	Credentials Needed For Business/ Finance Jobs	1	100.0%
	MANAGER - BUSINESS OFFICE	1	100.0%
	Credentials Needed For Business/ Finance Jobs	1	100.0%
	PURCHASING MANAGER	1	33.3%
	Credentials Needed For Business/ Finance Jobs	1	33.3%
	EXPERIENCE - 3 YEARS OF ACCOUNT PAYABLES AND RECEIVABLES	1	33.3%
	EXPERIENCE - 3 YEARS SUPERVISORY	1	33.3%
	EXPERIENCE - GOVERNMENT REGULATIONS	3	100.0%
Total	1	11.1%	
EXPERIENCE - 3 YEARS OF ACCOUNT PAYABLES AND RECEIVABLES	1	11.1%	
EXPERIENCE - 3 YEARS SUPERVISORY	1	11.1%	
EXPERIENCE - EDUCATION	1	11.1%	
EXPERIENCE - GOVERNMENT REGULATIONS	1	11.1%	
EXPERIENCE/ DEGREE	1	11.1%	
NONE	4	44.4%	
Total	9	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	ACCOUNTING	Skills Needed For Business/ Finance Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees Count	Column N %	100 Or More Employees Count	Column N %
			Count	Column N %	Count	Column N %
	ACCOUNTING		1	33.3%	0	.0%
	EXPERIENCE		1	33.3%	0	.0%
	EXPERIENCE - PAYABLES		1	33.3%	0	.0%
	NONE		0	.0%	1	100.0%
	Total		3	100.0%	1	100.0%
	ACCOUNTING - RECEIVABLES/ PAYABLES	Skills Needed For Business/ Finance Jobs	1	50.0%	0	.0%
	EXPERIENCE		1	50.0%	0	.0%
	Total		2	100.0%	0	.0%
	AUTOMOTIVE BILLER	Skills Needed For Business/ Finance Jobs	0	.0%	1	50.0%
	EXPERIENCE - AUTOMOTIVE BILLING		0	.0%	1	50.0%
	EXPERIENCE - DEALERSHIP		0	.0%	2	100.0%
	Total		0	.0%	2	100.0%
	NONE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	MANAGER - ACCOUNTING/ ENGINEERING	Skills Needed For Business/ Finance Jobs	1	33.3%	0	.0%
	EXPERIENCE		1	33.3%	0	.0%
	MACHINE KNOWLEDGE		1	33.3%	0	.0%
	Total		3	100.0%	0	.0%
	MANAGER - BUSINESS OFFICE	Skills Needed For Business/ Finance Jobs	0	.0%	1	50.0%
	INSURANCE KNOWLEDGE		0	.0%	1	50.0%
	MEDICARE/MEDICAID INSURANCE KNOWLEDGE		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%
	NONE		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	PAYROLL CLERK	Skills Needed For Business/ Finance Jobs	0	.0%	1	33.3%
	COMPUTER SKILLS		0	.0%	1	33.3%
	CONFIDENTIALITY		0	.0%	1	33.3%
	MATH		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	PURCHASING MANAGER	Skills Needed For Business/ Finance Jobs	0	.0%	1	33.3%
	COMPUTER		0	.0%	1	33.3%
	PROCUREMENT		0	.0%	1	33.3%
	SUPERVISORY		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	ACCOUNTING	Skills Needed For Business/ Finance Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
	ACCOUNTING		1	25.0%
	EXPERIENCE		1	25.0%
	EXPERIENCE - PAYABLES		1	25.0%
	NONE		1	25.0%
	Total		4	100.0%
	ACCOUNTING - RECEIVABLES/ PAYABLES	Skills Needed For Business/ Finance Jobs	1	50.0%
	EXPERIENCE		1	50.0%
	Total		2	100.0%
	AUTOMOTIVE BILLER	Skills Needed For Business/ Finance Jobs	1	50.0%
	EXPERIENCE - AUTOMOTIVE BILLING		1	50.0%
	EXPERIENCE - DEALERSHIP		1	50.0%
	Total		2	100.0%
	DIRECT SUPPORT PROFESSIONALS	Skills Needed For Business/ Finance Jobs	1	100.0%
	NONE		1	100.0%
	Total		1	100.0%
	MANAGER - ACCOUNTING/ ENGINEERING	Skills Needed For Business/ Finance Jobs	1	33.3%
	COMPUTER SKILLS		1	33.3%
	EXPERIENCE		1	33.3%
	MACHINE KNOWLEDGE		1	33.3%
	Total		3	100.0%
	MANAGER - BUSINESS OFFICE	Skills Needed For Business/ Finance Jobs	1	50.0%
	INSURANCE KNOWLEDGE		1	50.0%
	MEDICARE/ MEDICAID INSURANCE KNOWLEDGE		1	50.0%
	Total		2	100.0%
	MARKETING	Skills Needed For Business/ Finance Jobs	1	100.0%
	NONE		1	100.0%
	Total		1	100.0%
	PAYROLL CLERK	Skills Needed For Business/ Finance Jobs	1	33.3%
	COMPUTER SKILLS		1	33.3%
	CONFIDENTIALITY		1	33.3%
	MATH		1	33.3%
	Total		3	100.0%
	PURCHASING MANAGER	Skills Needed For Business/ Finance Jobs	1	33.3%
	COMPUTER		1	33.3%
	PROCUREMENT		1	33.3%
	SUPERVISORY		1	33.3%
	Total		3	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	Total	Skills Needed For Business/ Finance Jobs	SIZE OF EMPLOYER					
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %		
			Count	Count	Count	Count		
Jobs Difficult To Fill In Sales (Multiple Responses)	Total	ACCOUNTING	1	0	11.1%	.0%		
		COMPUTER	0	1	.0%	8.3%		
		COMPUTER SKILLS	2	1	22.2%	8.3%		
		CONFIDENTIALITY	0	1	.0%	8.3%		
		EXPERIENCE	3	0	33.3%	.0%		
		EXPERIENCE - AUTOMOTIVE BILLING	0	1	.0%	8.3%		
		EXPERIENCE - DEALERSHIP	0	1	.0%	8.3%		
		EXPERIENCE - PAYABLES	1	0	11.1%	.0%		
		INSURANCE KNOWLEDGE	0	1	.0%	8.3%		
		MACHINE KNOWLEDGE	1	0	11.1%	.0%		
		MATH	0	1	.0%	8.3%		
		MEDICARE/MEDICAID INSURANCE KNOWLEDGE	0	1	.0%	8.3%		
		NONE	1	2	11.1%	16.7%		
		PROCUREMENT	0	1	.0%	8.3%		
		SUPERVISORY	0	1	.0%	8.3%		
		Total	9	12	100.0%	100.0%		
		ACCOUNT EXECUTIVE	ACCOUNT EXECUTIVE	Credentials Needed For Sales Jobs	0	1	.0%	100.0%
		ACCOUNTING EXECUTIVE	ACCOUNTING EXECUTIVE	Credentials Needed For Sales Jobs	0	1	.0%	100.0%
		BEAUTY ADVISORS	BEAUTY ADVISORS	Credentials Needed For Sales Jobs	1	0	16.7%	.0%
		CASHIER	Total	BEAUTY PRODUCT KNOWLEDGE	1	0	16.7%	.0%
EXPERIENCE - CUSTOMER SERVICE	1			0	16.7%	.0%		
EXPERIENCE - SALES	1			0	16.7%	.0%		
HIGH SCHOOL	1			0	16.7%	.0%		
NONE	1			0	16.7%	.0%		
PERSONABLE PERSONALITY	1			0	16.7%	.0%		
Total	6			0	100.0%	.0%		
BEAUTY PRODUCT KNOWLEDGE	1			0	14.3%	.0%		
EXPERIENCE - CUSTOMER SERVICE	1			0	14.3%	.0%		
EXPERIENCE - SALES	1			0	14.3%	.0%		
HIGH SCHOOL	1	0	14.3%	.0%				
NONE	2	4	28.6%	100.0%				
PERSONABLE PERSONALITY	1	0	14.3%	.0%				
Total	7	4	100.0%	100.0%				

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Jobs Difficult To Fill In Business/ Finance (Multiple Responses)	Total	Skills Needed For Business/ Finance Jobs	SIZE OF EMPLOYER			
				Count	Column N %		
Jobs Difficult To Fill In Sales (Multiple Responses)	Total		ACCOUNTING	1	4.8%		
		COMPUTER	1	4.8%			
		COMPUTER SKILLS	3	14.3%			
		CONFIDENTIALITY	1	4.8%			
		EXPERIENCE	3	14.3%			
		EXPERIENCE - AUTOMOTIVE BILLING	1	4.8%			
		EXPERIENCE - DEALERSHIP	1	4.8%			
		EXPERIENCE - PAYABLES	1	4.8%			
		INSURANCE KNOWLEDGE	1	4.8%			
		MACHINE KNOWLEDGE	1	4.8%			
		MATH	1	4.8%			
		MEDICARE/MEDICAID INSURANCE KNOWLEDGE	1	4.8%			
		NONE	3	14.3%			
		PROCUREMENT	1	4.8%			
		SUPERVISORY	1	4.8%			
		Total	21	100.0%			
		ACCOUNT EXECUTIVE	Credentials Needed For Sales Jobs		EXPERIENCE	1	100.0%
Total	1			100.0%			
ACCOUNTING EXECUTIVE	Credentials Needed For Sales Jobs				EXPERIENCE - INTERNATIONAL SALES	1	50.0%
					EXPORT/ IMPORT AGENT	1	50.0%
				Total	2	100.0%	
				BEAUTY ADVISORS	Credentials Needed For Sales Jobs		BEAUTY PRODUCT KNOWLEDGE
	EXPERIENCE - CUSTOMER SERVICE					1	16.7%
	EXPERIENCE - SALES					1	16.7%
	HIGH SCHOOL					1	16.7%
	NONE					1	16.7%
	PERSONABLE PERSONALITY	1	16.7%				
Total	6	100.0%					
CASHIER	Credentials Needed For Sales Jobs		BEAUTY PRODUCT KNOWLEDGE	1	9.1%		
			EXPERIENCE - CUSTOMER SERVICE	1	9.1%		
			EXPERIENCE - SALES	1	9.1%		
			HIGH SCHOOL	1	9.1%		
			NONE	6	54.5%		
			PERSONABLE PERSONALITY	1	9.1%		
Total	11	100.0%					

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	CREDENTIALS NEEDED FOR SALES JOBS	SIZE OF EMPLOYER		
		Less Than 100 Employees	100 Or More Employees	Column N %
		Count	Count	Column N %
CASHIER/ BAGGER	NONE	0	0	100.0%
	Total	0	1	100.0%
CATERING SERVICE	Credentials Needed For Sales Jobs	1	0	.0%
	Total	1	0	.0%
COSMETICS	Credentials Needed For Sales Jobs	2	0	100.0%
	Total	2	0	100.0%
COUNTER SERVICE	Credentials Needed For Sales Jobs	0	2	.0%
	Total	0	2	100.0%
CUSTOMER SERVICE - ASSOCIATE	Credentials Needed For Sales Jobs	1	0	100.0%
	Total	1	0	100.0%
CUSTOMER SERVICE - INTERNET	Credentials Needed For Sales Jobs	2	0	100.0%
	Total	2	0	100.0%
ENGINEERING	Credentials Needed For Sales Jobs	2	0	100.0%
	Total	2	0	100.0%
ESTIMATOR	Credentials Needed For Sales Jobs	1	0	100.0%
	Total	1	0	100.0%
FRESH AREA/ FOOD	Credentials Needed For Sales Jobs	1	0	100.0%
	Total	1	0	100.0%
LOT ASSOCIATE	Credentials Needed For Sales Jobs	1	0	100.0%
	Total	1	0	100.0%
MANAGER - TERRITORY	Credentials Needed For Sales Jobs	0	1	.0%
	Total	0	1	100.0%
MARKETING - ACCOUNT MANAGERS	Credentials Needed For Sales Jobs	0	4	.0%
	Total	0	4	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	4	.0%
	Total	0	4	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	1	.0%
	Total	0	1	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	3	.0%
	Total	0	3	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	0	.0%
	Total	0	0	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	1	.0%
	Total	0	1	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	3	.0%
	Total	0	3	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	0	.0%
	Total	0	0	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	1	.0%
	Total	0	1	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	0	.0%
	Total	0	0	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	1	.0%
	Total	0	1	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	2	.0%
	Total	0	2	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	0	.0%
	Total	0	0	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	1	.0%
	Total	0	1	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	0	.0%
	Total	0	0	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	1	.0%
	Total	0	1	100.0%
MARKETING - REGIONAL	Credentials Needed For Sales Jobs	0	2	.0%
	Total	0	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	CASHIER/ BAGGER	Credentials Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
	NONE		1	100.0%
	Total		1	100.0%
	CATERING SERVICE	Credentials Needed For Sales Jobs	1	50.0%
		WILLING TO LEARN	1	50.0%
	Total		2	100.0%
	COSMETICS	Credentials Needed For Sales Jobs	2	100.0%
	Total		2	100.0%
	COUNTER SERVICE	Credentials Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
	CUSTOMER SERVICE - ASSOCIATE	Credentials Needed For Sales Jobs	2	100.0%
	Total		2	100.0%
	CUSTOMER SERVICE - INTERNET	Credentials Needed For Sales Jobs	2	100.0%
	Total		2	100.0%
	ENGINEERING	Credentials Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
	ESTIMATOR	Credentials Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
	FRESH AREA/ FOOD	Credentials Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
	LOT ASSOCIATE	Credentials Needed For Sales Jobs	4	100.0%
	Total		4	100.0%
	MANAGER - TERRITORY	Credentials Needed For Sales Jobs	1	33.3%
		DEGREE - BACHELOR'S UNSPECIFIED	1	33.3%
		EXPERIENCE - 5 YEARS SALES IN THEIR MARKET	1	33.3%
	Total		3	100.0%
	MARKETING - ACCOUNT MANAGERS	Credentials Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
	MARKETING - REGIONAL	Credentials Needed For Sales Jobs	1	33.3%
		BRINGING IN NEW CUSTOMERS	1	33.3%
		BUSINESS	1	33.3%
		EXPERIENCE - SALES	1	33.3%
	Total		3	100.0%
	MOVIE THEATER FILM CREW MEMBER	Credentials Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
	NEW BUSINESS PERSONNEL	Credentials Needed For Sales Jobs	1	50.0%
		EXPERIENCE - INTERNATIONAL SALES	1	50.0%
		EXPORT/ IMPORT AGENT	1	50.0%
	Total		2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	OVERNIGHT FREIGHT HANDLER	Credentials Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
	NONE		0	.0%	4	100.0%
	Total		0	.0%	4	100.0%
	PARTS DEPARTMENT TECHNICIAN	Credentials Needed For Sales Jobs	1	50.0%	0	.0%
	PERSONAL BANKER	Credentials Needed For Sales Jobs	1	50.0%	0	.0%
	PHARMACY TECHNICIAN	Credentials Needed For Sales Jobs	2	100.0%	0	.0%
	PHOTO TECHNICIAN	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
	SALES	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
	SALES - ADVERTISING	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
	SALES - ASSOCIATES	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
	SALES - COORDINATOR	Credentials Needed For Sales Jobs	0	.0%	2	100.0%
	SALES - ASSOCIATE UNSPECIFIED	Credentials Needed For Sales Jobs	0	.0%	2	100.0%
	SALES - 1 YEAR	Credentials Needed For Sales Jobs	0	.0%	2	100.0%
	SALES - CUSTOMER SERVICE	Credentials Needed For Sales Jobs	0	.0%	2	100.0%
	SALES - TRAVEL BOOKINGS	Credentials Needed For Sales Jobs	0	.0%	1	14.3%
	SALES - NONE	Credentials Needed For Sales Jobs	2	28.6%	6	85.7%
	Total		7	100.0%	7	100.0%
	SALES - EXPERIENCE	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
	SALES - NONE	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
	SALES - TOTAL	Credentials Needed For Sales Jobs	0	.0%	2	100.0%
	SALES - PERSONABLE/RELIABLE/MOTIVATED	Credentials Needed For Sales Jobs	0	.0%	2	100.0%
	Total		0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	OVERNIGHT FREIGHT HANDLER	Credentials Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
			Count	Column N %
	NONE		4	100.0%
	Total		4	100.0%
	PARTS DEPARTMENT TECHNICIAN	Credentials Needed For Sales Jobs		
	CUSTOMER SERVICE		1	50.0%
	EXPERIENCE - CUSTOMER SERVICE		1	50.0%
	Total		2	100.0%
	PERSONAL BANKER	Credentials Needed For Sales Jobs		
	EXPERIENCE - BANKING		1	100.0%
	Total		1	100.0%
	PHARMACY TECHNICIAN	Credentials Needed For Sales Jobs		
	BEAUTY PRODUCT KNOWLEDGE		1	16.7%
	EXPERIENCE - CUSTOMER SERVICE		1	16.7%
	EXPERIENCE - SALES		1	16.7%
	HIGH SCHOOL		1	16.7%
	NONE		1	16.7%
	PERSONABLE PERSONALITY		1	16.7%
	Total		6	100.0%
	PHOTO TECHNICIAN	Credentials Needed For Sales Jobs		
	BEAUTY PRODUCT KNOWLEDGE		1	12.5%
	EXPERIENCE - CUSTOMER SERVICE		1	12.5%
	EXPERIENCE - SALES		1	12.5%
	HIGH SCHOOL		1	12.5%
	NONE		3	37.5%
	PERSONABLE PERSONALITY		1	12.5%
	Total		8	100.0%
	SALES	Credentials Needed For Sales Jobs		
	DEGREE - ASSOCIATE UNSPECIFIED		1	7.1%
	EXPERIENCE		1	7.1%
	EXPERIENCE - 1 YEAR		1	7.1%
	EXPERIENCE - CUSTOMER SERVICE		2	14.3%
	EXPERIENCE - TRAVEL BOOKINGS		1	7.1%
	NONE		8	57.1%
	Total		14	100.0%
	SALES - ADVERTISING	Credentials Needed For Sales Jobs		
	EXPERIENCE		1	100.0%
	Total		1	100.0%
	SALES - ASSOCIATES	Credentials Needed For Sales Jobs		
	NONE		2	100.0%
	Total		2	100.0%
	SALES - COORDINATOR	Credentials Needed For Sales Jobs		
	PERSONABLE/RELIABLE/MOTIVATED		1	100.0%
	Total		1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	SALES - INSIDE	Credentials Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
	SALES - INSIDE		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	SALES - MANAGER REGIONAL	Credentials Needed For Sales Jobs	0	.0%	1	50.0%
			0	.0%	1	50.0%
	SALES - MOTORCYCLE	Credentials Needed For Sales Jobs	0	.0%	2	100.0%
			1	50.0%	0	.0%
	SALES - OUTSIDE	Credentials Needed For Sales Jobs	1	50.0%	0	.0%
			2	100.0%	0	.0%
	SALES - OUTSIDE/ INSIDE	Credentials Needed For Sales Jobs	1	100.0%	0	.0%
			1	100.0%	0	.0%
	SALES - REGIONAL REPRESENTATIVE	Credentials Needed For Sales Jobs	0	.0%	1	50.0%
			0	.0%	1	50.0%
	SALES - RETAIL	Credentials Needed For Sales Jobs	0	.0%	2	100.0%
			2	100.0%	0	.0%
	SALES REPRESENTATIVE	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
			0	.0%	1	100.0%
	SELLING PAPERS	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
			0	.0%	1	100.0%
	TEAM MEMBER	Credentials Needed For Sales Jobs	0	.0%	1	100.0%
			0	.0%	1	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	SALES - INSIDE	Credentials Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
	SALES - INSIDE		1	100.0%
	Total		1	100.0%
	SALES - MANAGER REGIONAL	Credentials Needed For Sales Jobs	1	50.0%
			1	50.0%
	Total		2	100.0%
	SALES - MOTORCYCLE	Credentials Needed For Sales Jobs	1	50.0%
			1	50.0%
	Total		2	100.0%
	SALES - OUTSIDE	Credentials Needed For Sales Jobs	1	100.0%
			1	100.0%
	Total		1	100.0%
	SALES - OUTSIDE/ INSIDE	Credentials Needed For Sales Jobs	1	100.0%
			1	100.0%
	Total		1	100.0%
	SALES - REGIONAL REPRESENTATIVE	Credentials Needed For Sales Jobs	1	50.0%
			1	50.0%
	Total		2	100.0%
	SALES - RETAIL	Credentials Needed For Sales Jobs	2	100.0%
			2	100.0%
	Total		2	100.0%
	SALES REPRESENTATIVE	Credentials Needed For Sales Jobs	1	100.0%
			1	100.0%
	Total		1	100.0%
	SELLING PAPERS	Credentials Needed For Sales Jobs	1	100.0%
			1	100.0%
	Total		1	100.0%
	TEAM MEMBER	Credentials Needed For Sales Jobs	1	100.0%
			1	100.0%
	Total		1	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Total	Credentials Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
	4	7.5%	0	.0%		
BEAUTY/PRODUCT KNOWLEDGE	0	.0%	1	2.1%		
BRINGING IN NEW CUSTOMERS	0	.0%	1	2.1%		
BUSINESS	2	3.8%	0	.0%		
CUSTOMER SERVICE	1	1.9%	0	.0%		
DEGREE - ASSOCIATE UNSPECIFIED	0	.0%	1	2.1%		
DEGREE - BACHELOR'S ENGINEERING	0	.0%	1	2.1%		
DEGREE - BACHELOR'S UNSPECIFIED	2	3.8%	3	6.4%		
EXPERIENCE	1	1.9%	0	.0%		
EXPERIENCE - 1 YEAR	0	.0%	1	2.1%		
EXPERIENCE - 3 YEARS SUPERVISORY SALES	0	.0%	1	2.1%		
EXPERIENCE - 5 YEARS SALES IN THEIR MARKET	0	.0%	1	2.1%		
EXPERIENCE - BANKING	0	.0%	1	2.1%		
EXPERIENCE - CUSTOMER SERVICE	8	15.1%	0	.0%		
EXPERIENCE - INDUSTRY	0	.0%	1	2.1%		
EXPERIENCE - INTERNATIONAL SALES	0	.0%	2	4.3%		
EXPERIENCE - OUR TECHNOLOGIES	0	.0%	1	2.1%		
EXPERIENCE - OUTSIDE OF TERRITORY MANAGER	0	.0%	1	2.1%		
EXPERIENCE - SALES	4	7.5%	1	2.1%		
EXPERIENCE - TRAVEL BOOKINGS	0	.0%	1	2.1%		
EXPORT/ IMPORT AGENT	0	.0%	2	4.3%		
HIGH SCHOOL	4	7.5%	0	.0%		
INDUSTRY CONTACTS	0	.0%	1	2.1%		
KITCHEN	1	1.9%	0	.0%		
LICENSES BY STATE	1	1.9%	0	.0%		
NONE	19	35.8%	25	53.2%		
NOT SURE	1	1.9%	0	.0%		
PERSONABLE PERSONALITY	4	7.5%	0	.0%		
PERSONABLE/ RELIABLE/ MOTIVATED	0	.0%	1	2.1%		
SALES - INSIDE	0	.0%	1	2.1%		
WILLING TO LEARN	1	1.9%	0	.0%		
Total	53	100.0%	47	100.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Total	Credentials Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		BEAUTY/PRODUCT KNOWLEDGE	4	4.0%
		BRINGING IN NEW CUSTOMERS	1	1.0%
		BUSINESS	1	1.0%
		CUSTOMER SERVICE	2	2.0%
		DEGREE - ASSOCIATE UNSPECIFIED	1	1.0%
		DEGREE - BACHELOR'S ENGINEERING	1	1.0%
		DEGREE - BACHELOR'S UNSPECIFIED	1	1.0%
		EXPERIENCE	5	5.0%
		EXPERIENCE - 1 YEAR	1	1.0%
		EXPERIENCE - 3 YEARS SUPERVISORY SALES	1	1.0%
		EXPERIENCE - 5 YEARS SALES IN THEIR MARKET	1	1.0%
		EXPERIENCE - BANKING	1	1.0%
		EXPERIENCE - CUSTOMER SERVICE	8	8.0%
		EXPERIENCE - INDUSTRY	1	1.0%
		EXPERIENCE - INTERNATIONAL SALES	2	2.0%
		EXPERIENCE - OUR TECHNOLOGIES	1	1.0%
		EXPERIENCE - OUTSIDE OF TERRITORY MANAGER	1	1.0%
		EXPERIENCE - SALES	5	5.0%
		EXPERIENCE - TRAVEL BOOKINGS	1	1.0%
		EXPORT/ IMPORT AGENT	2	2.0%
		HIGH SCHOOL	4	4.0%
		INDUSTRY CONTACTS	1	1.0%
		KITCHEN	1	1.0%
		LICENSES BY STATE	1	1.0%
		NONE	44	44.0%
		NOT SURE	1	1.0%
		PERSONABLE PERSONALITY	4	4.0%
		PERSONABLE/ RELIABLE/ MOTIVATED	1	1.0%
		SALES - INSIDE	1	1.0%
		WILLING TO LEARN	1	1.0%
		Total	100	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	ACCOUNT EXECUTIVE	Skills Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	Column N %	Count	Column N %
			Count	Column N %	Count	Column N %
	EXPERIENCE		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	ACCOUNTING EXECUTIVE	Skills Needed For Sales Jobs	0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	5	100.0%
	BEAUTY ADVISORS	Skills Needed For Sales Jobs	1	10.0%	0	.0%
			1	10.0%	0	.0%
			1	10.0%	0	.0%
			1	10.0%	0	.0%
			1	10.0%	0	.0%
			1	10.0%	0	.0%
			1	10.0%	0	.0%
			2	20.0%	0	.0%
			10	100.0%	0	.0%
	CASHIER	Skills Needed For Sales Jobs	1	7.7%	0	.0%
			0	.0%	1	14.3%
			1	7.7%	0	.0%
			2	15.4%	4	57.1%
			1	7.7%	0	.0%
			2	15.4%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			0	.0%	1	14.3%
			1	7.7%	0	.0%
			2	15.4%	0	.0%
			0	.0%	1	14.3%
			13	100.0%	7	100.0%
	CASHIER/ BAGGER	Skills Needed For Sales Jobs	0	.0%	1	100.0%
			0	.0%	1	100.0%
	CATERING SERVICE	Skills Needed For Sales Jobs	1	50.0%	0	.0%
			1	50.0%	0	.0%
			2	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	ACCOUNT EXECUTIVE	Skills Needed For Sales Jobs	SIZE OF EMPLOYER		
			Count	Column N %	
	EXPERIENCE		1	100.0%	
	Total		1	100.0%	
	EXPERIENCE		1	20.0%	
	INDUSTRY KNOWLEDGE		1	20.0%	
	LOGISTICS		1	20.0%	
	ORGANIZATION		1	20.0%	
	SALES		1	20.0%	
	Total		5	100.0%	
	BEAUTY ADVISORS	Skills Needed For Sales Jobs		1	10.0%
		ATTENTION TO DETAIL		1	10.0%
		CUSTOMER SERVICE		1	10.0%
		EXPERIENCE		1	10.0%
		MATH		1	10.0%
		MONEY		1	10.0%
		MULTITASK		1	10.0%
		ORGANIZATION		1	10.0%
		PEOPLE SKILLS		1	10.0%
		STAND FOR LONG PERIODS		2	20.0%
		Total		10	100.0%
	CASHIER		Skills Needed For Sales Jobs		1
		ATTENTION TO DETAIL		1	5.0%
		CASHIERING		1	5.0%
		COMMUNICATION		1	5.0%
		CUSTOMER SERVICE		6	30.0%
		EXPERIENCE		1	5.0%
		MATH		2	10.0%
		MONEY		1	5.0%
		MULTITASK		1	5.0%
		ORGANIZATION		1	5.0%
		PAINTING		1	5.0%
		PEOPLE SKILLS		1	5.0%
		STAND FOR LONG PERIODS		2	10.0%
	TECHNICAL - CONSTRUCTION AND ELECTRICAL		1	5.0%	
	Total		20	100.0%	
CASHIER/ BAGGER		Skills Needed For Sales Jobs		1	100.0%
		NONE		1	100.0%
CATERING SERVICE		Skills Needed For Sales Jobs		1	100.0%
		EXPERIENCE - KITCHEN		1	50.0%
		KNOW WHAT THEY ARE DOING		1	50.0%
	Total		2	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	CREDENTIALS	Skills Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Column N %	Count	
COSMETICS	CUSTOMER SERVICE		0	.0%	1	25.0%
	EXPERIENCE - COSMETICS OR BEAUTY		0	.0%	1	25.0%
	PEOPLE SKILLS		0	.0%	1	25.0%
	REGISTER OPERATION		0	.0%	1	25.0%
	Total		0	.0%	4	100.0%
	COUNTER SERVICE	Skills Needed For Sales Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	CUSTOMER SERVICE - ASSOCIATE	Skills Needed For Sales Jobs	1	33.3%	0	.0%
	NONE		1	33.3%	0	.0%
	PLEASANT PERSONALITY		1	33.3%	0	.0%
	Total		3	100.0%	0	.0%
	CUSTOMER SERVICE - INTERNET	Skills Needed For Sales Jobs	1	33.3%	0	.0%
	GOOD COMMUNICATION		1	33.3%	0	.0%
	GOOD WRITTEN AND VERBAL COMMUNICATION		1	33.3%	0	.0%
	Total		3	100.0%	0	.0%
ENGINEERING	Skills Needed For Sales Jobs	1	100.0%	0	.0%	
Total		1	100.0%	0	.0%	
ESTIMATOR	Skills Needed For Sales Jobs	1	100.0%	0	.0%	
Total		1	100.0%	0	.0%	
FRESH AREA/ FOOD	Skills Needed For Sales Jobs	0	.0%	1	33.3%	
CUSTOMER SERVICE		0	.0%	1	33.3%	
FOOD HANDLING TRAINING		0	.0%	1	33.3%	
Total		0	.0%	3	100.0%	
LOT ASSOCIATE	Skills Needed For Sales Jobs	0	.0%	1	14.3%	
CASHIERING		0	.0%	4	57.1%	
CUSTOMER SERVICE		0	.0%	1	14.3%	
PAINTING		0	.0%	1	14.3%	
TECHNICAL - CONSTRUCTION AND ELECTRICAL		0	.0%	1	14.3%	
Total		0	.0%	7	100.0%	
MANAGER - TERRITORY	Skills Needed For Sales Jobs	0	.0%	1	33.3%	
CUSTOMER RELATIONS MANAGEMENT		0	.0%	1	33.3%	
HIGH LEVEL OF TECHNOLOGY		0	.0%	1	33.3%	
SALES/ NEGOTIATION		0	.0%	1	33.3%	
Total		0	.0%	3	100.0%	
MARKETING - ACCOUNT MANAGERS	Skills Needed For Sales Jobs	1	100.0%	0	.0%	
EXPERIENCE - 10 YEARS		1	100.0%	0	.0%	
Total		1	100.0%	0	.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	CREDENTIALS	Skills Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
COSMETICS	CUSTOMER SERVICE		1	25.0%
	EXPERIENCE - COSMETICS OR BEAUTY		1	25.0%
	PEOPLE SKILLS		1	25.0%
	REGISTER OPERATION		1	25.0%
	Total		4	100.0%
	CUSTOMER SERVICE	Skills Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
	CUSTOMER SERVICE	Skills Needed For Sales Jobs	1	33.3%
	NONE		1	33.3%
	PLEASANT PERSONALITY		1	33.3%
Total		3	100.0%	
CUSTOMER SERVICE - INTERNET	CUSTOMER SERVICE	Skills Needed For Sales Jobs	1	33.3%
	GOOD COMMUNICATION		1	33.3%
	GOOD WRITTEN AND VERBAL COMMUNICATION		1	33.3%
	Total		3	100.0%
ENGINEERING	TECHNICAL - ELECTRICAL	Skills Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
ESTIMATOR	NONE	Skills Needed For Sales Jobs	1	100.0%
	Total		1	100.0%
FRESH AREA/ FOOD	COMMUNICATION	Skills Needed For Sales Jobs	1	33.3%
	CUSTOMER SERVICE		1	33.3%
	FOOD HANDLING TRAINING		1	33.3%
	Total		3	100.0%
LOT ASSOCIATE	CASHIERING	Skills Needed For Sales Jobs	1	14.3%
	CUSTOMER SERVICE		4	57.1%
	PAINTING		1	14.3%
	TECHNICAL - CONSTRUCTION AND ELECTRICAL		1	14.3%
Total		7	100.0%	
MANAGER - TERRITORY	CUSTOMER RELATIONS MANAGEMENT	Skills Needed For Sales Jobs	1	33.3%
	HIGH LEVEL OF TECHNOLOGY		1	33.3%
	SALES/ NEGOTIATION		1	33.3%
	Total		3	100.0%
MARKETING - ACCOUNT MANAGERS	EXPERIENCE - 10 YEARS	Skills Needed For Sales Jobs	1	100.0%
	Total		1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	MARKETING - REGIONAL	Skills Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
GAIN NEW BUSINESS INTERFACE WITH CUSTOMERS MEETING A QUOTA Total NONE Total EXPERIENCE INDUSTRY KNOWLEDGE LOGISTICS ORGANIZATION SALES Total CASHIERING CUSTOMER SERVICE PAINTING TECHNICAL - CONSTRUCTION AND ELECTRICAL Total EXPERIENCE - SALES INDUSTRY KNOWLEDGE/ MOTORCYCLES KNOWLEDGE OF MOTORCYCLES PARTS AND THEIR FUNCTIONS Total SALES Total ATTENTION TO DETAIL CUSTOMER SERVICE EXPERIENCE MATH MONEY MULTITASK ORGANIZATION PEOPLE SKILLS STAND FOR LONG PERIODS Total	MARKETING - REGIONAL	Skills Needed For Sales Jobs	0	.0%	1	33.3%
			0	.0%	1	33.3%
			0	.0%	1	33.3%
			0	.0%	3	100.0%
			1	100.0%	0	.0%
			1	100.0%	0	.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	1	20.0%
			0	.0%	5	100.0%
			0	.0%	1	14.3%
			0	.0%	4	57.1%
			0	.0%	1	14.3%
0	.0%	1	14.3%			
0	.0%	7	100.0%			
1	25.0%	0	.0%			
1	25.0%	0	.0%			
1	25.0%	0	.0%			
1	25.0%	0	.0%			
4	100.0%	0	.0%			
0	.0%	1	100.0%			
0	.0%	1	100.0%			
1	10.0%	0	.0%			
1	10.0%	0	.0%			
1	10.0%	0	.0%			
1	10.0%	0	.0%			
1	10.0%	0	.0%			
1	10.0%	0	.0%			
1	10.0%	0	.0%			
2	20.0%	0	.0%			
10	100.0%	0	.0%			

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	SIZE OF EMPLOYER		
	Count	Column N %	
Jobs Difficult To Fill In Sales (Multiple Responses)	Total		
MARKETING - REGIONAL	GAIN NEW BUSINESS	1	33.3%
	INTERFACE WITH CUSTOMERS	1	33.3%
	MEETING A QUOTA	1	33.3%
	Total	3	100.0%
	NONE	1	100.0%
	Total	1	100.0%
	EXPERIENCE	1	20.0%
	INDUSTRY KNOWLEDGE	1	20.0%
	LOGISTICS	1	20.0%
	ORGANIZATION	1	20.0%
SALES	1	20.0%	
Total	5	100.0%	
OVERNIGHT FREIGHT HANDLER	CASHIERING	1	14.3%
	CUSTOMER SERVICE	4	57.1%
	PAINTING	1	14.3%
	TECHNICAL - CONSTRUCTION AND ELECTRICAL	1	14.3%
	Total	7	100.0%
PARTS DEPARTMENT TECHNICIAN	EXPERIENCE - SALES	1	25.0%
	INDUSTRY KNOWLEDGE/ MOTORCYCLES	1	25.0%
	KNOWLEDGE OF MOTORCYCLES	1	25.0%
	PARTS AND THEIR FUNCTIONS	1	25.0%
	Total	4	100.0%
PERSONAL BANKER	SALES	1	100.0%
	Total	1	100.0%
PHARMACY TECHNICIAN	ATTENTION TO DETAIL	1	10.0%
	CUSTOMER SERVICE	1	10.0%
	EXPERIENCE	1	10.0%
	MATH	1	10.0%
	MONEY	1	10.0%
	MULTITASK	1	10.0%
	ORGANIZATION	1	10.0%
	PEOPLE SKILLS	1	10.0%
	STAND FOR LONG PERIODS	2	20.0%
	Total	10	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	PHOTO TECHNICIAN	Skills Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees Count	Column N %	100 Or More Employees Count	Column N %
			1	7.7%	0	.0%
			2	15.4%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			1	7.7%	0	.0%
			2	15.4%	0	.0%
			13	100.0%	0	.0%
			0	.0%	1	7.1%
			0	.0%	1	7.1%
			0	.0%	4	28.6%
			1	12.5%	1	7.1%
			0	.0%	1	7.1%
			2	25.0%	0	.0%
			1	12.5%	0	.0%
			0	.0%	1	7.1%
			0	.0%	1	7.1%
			2	25.0%	0	.0%
			1	12.5%	1	7.1%
			0	.0%	1	7.1%
			1	12.5%	0	.0%
			0	.0%	1	7.1%
			0	.0%	1	7.1%
			8	100.0%	14	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%
			0	.0%	1	25.0%
			0	.0%	1	25.0%
			0	.0%	1	25.0%
			0	.0%	4	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%
			0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	PHOTO TECHNICIAN	Skills Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		ATTENTION TO DETAIL	1	7.7%
		CUSTOMER SERVICE	2	15.4%
		EXPERIENCE	1	7.7%
		MATH	1	7.7%
		MONEY	1	7.7%
		MULTITASK	1	7.7%
		NONE	1	7.7%
		ORGANIZATION	1	7.7%
		PEOPLE SKILLS	1	7.7%
		PLEASANT PERSONALITY	1	7.7%
		STAND FOR LONG PERIODS	2	15.4%
		Total	13	100.0%
	SALES	Skills Needed For Sales Jobs		
		CASHIERING	1	4.5%
		COMMUNICATION	1	4.5%
		CUSTOMER SERVICE	4	18.2%
		EXPERIENCE	2	9.1%
		EXPERIENCE - CONSTRUCTION	1	4.5%
		EXPERIENCE - SALES	2	9.1%
		NONE	1	4.5%
		ORGANIZATION	1	4.5%
		PAINTING	1	4.5%
		PLEASANT PERSONALITY	2	9.1%
		SALES	2	9.1%
		SOFT SKILLS	1	4.5%
		TECHNICAL	1	4.5%
		TECHNICAL - CONSTRUCTION AND ELECTRICAL	1	4.5%
		TECHNICAL - HVAC	1	4.5%
		Total	22	100.0%
	SALES - ADVERTISING	Skills Needed For Sales Jobs		
		COMMUNICATION	1	100.0%
		Total	1	100.0%
	SALES - ASSOCIATES	Skills Needed For Sales Jobs		
		CUSTOMER SERVICE	1	25.0%
		EXPERIENCE - COSMETICS OR BEAUTY	1	25.0%
		PEOPLE SKILLS	1	25.0%
		REGISTER OPERATION	1	25.0%
		Total	4	100.0%
	SALES - COORDINATOR	Skills Needed For Sales Jobs		
		NETWORKING	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	SALES - INSIDE	Skills Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
	SALES		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	SALES - MANAGER REGIONAL		0	.0%	1	50.0%
	EXPERIENCE - SALES		0	.0%	1	50.0%
	Total		0	.0%	2	100.0%
	SALES - MOTORCYCLE		1	25.0%	0	.0%
	INDUSTRY KNOWLEDGE/ MOTORCYCLES		1	25.0%	0	.0%
	KNOWLEDGE OF MOTORCYCLES		1	25.0%	0	.0%
	PARTS AND THEIR FUNCTIONS		1	25.0%	0	.0%
	Total		4	100.0%	0	.0%
	SALES - OUTSIDE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	SALES - OUTSIDE/INSIDE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	SALES - REGIONAL REPRESENTATIVE		0	.0%	1	33.3%
	ACCOUNT BUILDING		0	.0%	1	33.3%
	CUSTOMER RELATIONS		0	.0%	1	33.3%
	SALES		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	SALES - RETAIL		1	33.3%	0	.0%
	CUSTOMER SERVICE		1	33.3%	0	.0%
	GOOD COMMUNICATION		1	33.3%	0	.0%
	GOOD WRITTEN AND VERBAL COMMUNICATION		1	33.3%	0	.0%
	Total		3	100.0%	0	.0%
	SALES REPRESENTATIVE		0	.0%	1	100.0%
	SALES - INTERNATIONAL TRANSPORTATION		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	SELLING PAPERS		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	TEAM MEMBER		0	.0%	1	33.3%
	ABILITY TO LEARN QUICKLY		0	.0%	1	33.3%
	CUSTOMER SERVICE		0	.0%	1	33.3%
	KNOWLEDGE ABOUT PRODUCTS THAT WE SELL		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	SALES - INSIDE	Skills Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
	SALES		1	100.0%
	Total		1	100.0%
	SALES - MANAGER REGIONAL		1	50.0%
	EXPERIENCE - SALES		1	50.0%
	Total		2	100.0%
	SALES - MOTORCYCLE		1	25.0%
	INDUSTRY KNOWLEDGE/ MOTORCYCLES		1	25.0%
	KNOWLEDGE OF MOTORCYCLES		1	25.0%
	PARTS AND THEIR FUNCTIONS		1	25.0%
	Total		4	100.0%
	SALES - OUTSIDE		1	100.0%
	Total		1	100.0%
	SALES - OUTSIDE/INSIDE		1	100.0%
	Total		1	100.0%
	SALES - REGIONAL REPRESENTATIVE		1	33.3%
	ACCOUNT BUILDING		1	33.3%
	CUSTOMER RELATIONS		1	33.3%
	SALES		1	33.3%
	Total		3	100.0%
	SALES - RETAIL		1	33.3%
	CUSTOMER SERVICE		1	33.3%
	GOOD COMMUNICATION		1	33.3%
	GOOD WRITTEN AND VERBAL COMMUNICATION		1	33.3%
	Total		3	100.0%
	SALES REPRESENTATIVE		1	100.0%
	SALES - INTERNATIONAL TRANSPORTATION		1	100.0%
	Total		1	100.0%
	SELLING PAPERS		1	100.0%
	Total		1	100.0%
	TEAM MEMBER		1	33.3%
	ABILITY TO LEARN QUICKLY		1	33.3%
	CUSTOMER SERVICE		1	33.3%
	KNOWLEDGE ABOUT PRODUCTS THAT WE SELL		1	33.3%
	Total		3	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Total	Skills Needed For Sales Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		ABILITY TO LEARN QUICKLY	0	.0%	1	1.3%
		ACCOUNT BUILDING	0	.0%	1	1.3%
		ATTENTION TO DETAIL	4	5.0%	0	.0%
		CASHIERING	0	.0%	4	5.1%
		COMMUNICATION	1	1.3%	4	5.1%
		CUSTOMER RELATIONS	0	.0%	1	1.3%
		CUSTOMER RELATIONS MANAGEMENT	0	.0%	1	1.3%
		CUSTOMER SERVICE	10	12.5%	20	25.6%
		ENGINEERING	0	.0%	1	1.3%
		EXPERIENCE	5	6.3%	4	5.1%
		EXPERIENCE - CONSTRUCTION	0	.0%	1	1.3%
		EXPERIENCE - 10 YEARS	1	1.3%	0	.0%
		EXPERIENCE - COSMETICS OR BEAUTY	0	.0%	2	2.6%
		EXPERIENCE - KITCHEN	1	1.3%	0	.0%
		EXPERIENCE - SALES	4	5.0%	1	1.3%
		FOOD HANDLING TRAINING	0	.0%	1	1.3%
		GAIN NEW BUSINESS	0	.0%	1	1.3%
		GOOD COMMUNICATION	2	2.5%	0	.0%
		GOOD WRITTEN AND VERBAL COMMUNICATION	2	2.5%	0	.0%
		HIGH LEVEL OF TECHNOLOGY	0	.0%	1	1.3%
		INDUSTRY KNOWLEDGE	0	.0%	2	2.6%
		INDUSTRY KNOWLEDGE/ MOTORCYCLES	2	2.5%	0	.0%
		INTERFACE WITH CUSTOMERS	0	.0%	1	1.3%
		KNOW WHAT THEY ARE DOING	1	1.3%	0	.0%
		KNOWLEDGE ABOUT PRODUCTS THAT WE SELL	0	.0%	1	1.3%
		KNOWLEDGE OF MOTORCYCLES	2	2.5%	0	.0%
		LOGISTICS	0	.0%	2	2.6%
		MATH	5	6.3%	0	.0%
		MEETING A QUOTA	0	.0%	1	1.3%
		MONEY	4	5.0%	0	.0%
		MULTITASK	4	5.0%	0	.0%
		NETWORKING	0	.0%	1	1.3%
		NONE	5	6.3%	1	1.3%
		ORGANIZATION	4	5.0%	3	3.8%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Total	Skills Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
		ABILITY TO LEARN QUICKLY	1	.6%
		ACCOUNT BUILDING	1	.6%
		ATTENTION TO DETAIL	4	2.5%
		CASHIERING	4	2.5%
		COMMUNICATION	5	3.2%
		CUSTOMER RELATIONS	1	.6%
		CUSTOMER RELATIONS MANAGEMENT	1	.6%
		CUSTOMER SERVICE	30	19.0%
		ENGINEERING	1	.6%
		EXPERIENCE	9	5.7%
		EXPERIENCE - CONSTRUCTION	1	.6%
		EXPERIENCE - 10 YEARS	1	.6%
		EXPERIENCE - COSMETICS OR BEAUTY	2	1.3%
		EXPERIENCE - KITCHEN	1	.6%
		EXPERIENCE - SALES	5	3.2%
		FOOD HANDLING TRAINING	1	.6%
		GAIN NEW BUSINESS	1	.6%
		GOOD COMMUNICATION	2	1.3%
		GOOD WRITTEN AND VERBAL COMMUNICATION	2	1.3%
		HIGH LEVEL OF TECHNOLOGY	1	.6%
		INDUSTRY KNOWLEDGE	2	1.3%
		INDUSTRY KNOWLEDGE/ MOTORCYCLES	2	1.3%
		INTERFACE WITH CUSTOMERS	1	.6%
		KNOW WHAT THEY ARE DOING	1	.6%
		KNOWLEDGE ABOUT PRODUCTS THAT WE SELL	1	.6%
		KNOWLEDGE OF MOTORCYCLES	2	1.3%
		LOGISTICS	2	1.3%
		MATH	5	3.2%
		MEETING A QUOTA	1	.6%
		MONEY	4	2.5%
		MULTITASK	4	2.5%
		NETWORKING	1	.6%
		NONE	6	3.8%
		ORGANIZATION	7	4.4%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER					
		Less Than 100 Employees		100 Or More Employees			
		Count	Column N %	Count	Column N %		
Jobs Difficult To Fill In Sales (Multiple Responses)	Total	Skills Needed For Sales Jobs	PAINING	0	.0%	4	5.1%
		PARTS AND THEIR FUNCTIONS	2	2.5%	0	.0%	
		PEOPLE SKILLS	4	5.0%	2	2.6%	
		PLEASANT PERSONALITY	4	5.0%	0	.0%	
		REGISTER OPERATION	0	.0%	2	2.6%	
		SALES	3	3.8%	6	7.7%	
		SALES - INTERNATIONAL TRANSPORTATION	0	.0%	1	1.3%	
		SALES/ NEGOTIATION	0	.0%	1	1.3%	
		SOFT SKILLS	0	.0%	1	1.3%	
		STAND FOR LONG PERIODS	8	10.0%	0	.0%	
		TECHNICAL	1	1.3%	0	.0%	
		TECHNICAL - CONSTRUCTION AND ELECTRICAL	0	.0%	4	5.1%	
		TECHNICAL - ELECTRICAL	1	1.3%	0	.0%	
		TECHNICAL - HVAC	0	.0%	1	1.3%	
		Total	80	100.0%	78	100.0%	
Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	Total	ACCOUNTING	Credentials Needed For Office/ Administration Jobs	0	.0%	1	50.0%
		NONE	0	.0%	1	50.0%	
		Total	0	.0%	2	100.0%	
		ADMINISTRATIVE ASSISTANT	Credentials Needed For Office/ Administration Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%	
		CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS	Credentials Needed For Office/ Administration Jobs	0	.0%	1	100.0%
		CUSTOMER CARE REPRESENTATIVE	Credentials Needed For Office/ Administration Jobs	0	.0%	1	100.0%
		CUSTOMER SERVICE	Credentials Needed For Office/ Administration Jobs	1	100.0%	0	.0%
		Total	0	.0%	1	100.0%	
		DEBT COLLECTORS	Credentials Needed For Office/ Administration Jobs	2	100.0%	0	.0%
		Total	2	100.0%	0	.0%	
		EXECUTIVE ASSISTANT	Credentials Needed For Office/ Administration Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%	
		FRONT DESK	Credentials Needed For Office/ Administration Jobs	1	50.0%	0	.0%
		NONE	1	50.0%	0	.0%	
Total	2	100.0%	0	.0%			

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Sales (Multiple Responses)	Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	Skills Needed For Sales Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	Column N %
Total			4	2.5%
		PAINTING	2	1.3%
		PARTS AND THEIR FUNCTIONS	6	3.8%
		PEOPLE SKILLS	4	2.5%
		PLEASANT PERSONALITY	2	1.3%
		REGISTER OPERATION	9	5.7%
		SALES	1	.6%
		SALES - INTERNATIONAL TRANSPORTATION	1	.6%
		SALES/ NEGOTIATION	1	.6%
		SOFT SKILLS	8	5.1%
		STAND FOR LONG PERIODS	1	.6%
		TECHNICAL	4	2.5%
		TECHNICAL - CONSTRUCTION AND ELECTRICAL	1	.6%
		TECHNICAL - ELECTRICAL	1	.6%
		TECHNICAL - HVAC	158	100.0%
		Total	1	50.0%
		DEGREE - BACHELOR'S ACCOUNTING	1	50.0%
		NONE	2	100.0%
		Total	1	100.0%
		EXPERIENCE - OFFICE	1	100.0%
		Total	1	100.0%
		EXPERIENCE/ HIGH SCHOOL	1	100.0%
		Total	1	100.0%
		DEGREE - ASSOCIATE UNSPECIFIED	1	100.0%
		Total	1	50.0%
		DEGREE - BACHELOR'S BUSINESS	1	50.0%
		HIGH SCHOOL	2	100.0%
		Total	2	100.0%
		NONE	2	100.0%
		Total	2	100.0%
		NONE	1	100.0%
		Total	1	100.0%
		EXPERIENCE - DENTAL OFFICE	1	50.0%
		NONE	1	50.0%
		Total	2	100.0%
		ACCOUNTING		
		Credentials Needed For Office/ Administration Jobs		
		ADMINISTRATIVE ASSISTANT		
		Credentials Needed For Office/ Administration Jobs		
		CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS		
		Credentials Needed For Office/ Administration Jobs		
		CUSTOMER CARE REPRESENTATIVE		
		Credentials Needed For Office/ Administration Jobs		
		CUSTOMER SERVICE		
		Credentials Needed For Office/ Administration Jobs		
		DEBT COLLECTORS		
		Credentials Needed For Office/ Administration Jobs		
		EXECUTIVE ASSISTANT		
		Credentials Needed For Office/ Administration Jobs		
		FRONT DESK		
		Credentials Needed For Office/ Administration Jobs		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	Credentials Needed For Office/ Administration Jobs	SIZE OF EMPLOYER			
		Less Than 100 Employees		100 Or More Employees	
		Count	Column N %	Count	Column N %
GENERAL CLERK	Credentials Needed For Office/ Administration Jobs	NONE	100.0%	0	.0%
		Total	100.0%	0	.0%
LIBRARIAN	Credentials Needed For Office/ Administration Jobs	DEGREE - (TYPE UNSPECIFIED) LIBRARY SCIENCE	100.0%	0	.0%
		Total	100.0%	0	.0%
NURSING HOME ADMINISTRATOR	Credentials Needed For Office/ Administration Jobs	LICENSED NURSING HOME ADMINISTRATOR	.0%	1	100.0%
		Total	.0%	1	100.0%
PURCHASING MANAGER	Credentials Needed For Office/ Administration Jobs	DEGREE - BACHELOR'S ACCOUNTING	.0%	1	50.0%
		NONE	.0%	1	50.0%
		Total	.0%	2	100.0%
RECEPTION	Credentials Needed For Office/ Administration Jobs	NONE	100.0%	0	.0%
		Total	100.0%	0	.0%
SKIP TRACERS	Credentials Needed For Office/ Administration Jobs	NONE	100.0%	0	.0%
		Total	100.0%	0	.0%
SUPPLY/ PRODUCTION CONTROL	Credentials Needed For Office/ Administration Jobs	DEGREE - ASSOCIATE UNSPECIFIED	.0%	1	100.0%
		Total	.0%	1	100.0%
TEACHER'S AIDE	Credentials Needed For Office/ Administration Jobs	CERTIFICATION - PARAPROFESSIONAL	.0%	1	100.0%
		Total	.0%	1	100.0%
Total	Credentials Needed For Office/ Administration Jobs	CERTIFICATION - PARAPROFESSIONAL	.0%	1	9.1%
		DEGREE - (TYPE UNSPECIFIED) LIBRARY SCIENCE	9.1%	0	.0%
		DEGREE - ASSOCIATE UNSPECIFIED	.0%	2	18.2%
		DEGREE - BACHELOR'S ACCOUNTING	.0%	2	18.2%
		DEGREE- BACHELOR'S BUSINESS	9.1%	0	.0%
		EXPERIENCE - DENTAL OFFICE	9.1%	0	.0%
		EXPERIENCE - OFFICE	9.1%	0	.0%
		EXPERIENCE/ HIGH SCHOOL	.0%	1	9.1%
		HIGH SCHOOL	.0%	1	9.1%
		LICENSED NURSING HOME ADMINISTRATOR	.0%	1	9.1%
		NONE	63.6%	3	27.3%
		Total	100.0%	11	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	GENERAL CLERK	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	SIZE OF EMPLOYER	
			Count	Total Column N %
		NONE	1	100.0%
		Total	1	100.0%
	LIBRARIAN	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	1	100.0%
		DEGREE - (TYPE UNSPECIFIED) LIBRARY SCIENCE		
		Total	1	100.0%
	NURSING HOME ADMINISTRATOR	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	1	100.0%
		LICENSED NURSING HOME ADMINISTRATOR		
		Total	1	100.0%
	PURCHASING MANAGER	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	1	50.0%
		DEGREE - BACHELOR'S ACCOUNTING		
		NONE	1	50.0%
		Total	2	100.0%
	RECEPTION	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	1	100.0%
		NONE	1	100.0%
		Total	2	100.0%
	SKIP TRACERS	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	2	100.0%
		NONE	2	100.0%
		Total	4	100.0%
	SUPPLY/ PRODUCTION CONTROL	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	1	100.0%
		DEGREE - ASSOCIATE UNSPECIFIED		
		Total	1	100.0%
	TEACHER'S AIDE	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	1	100.0%
		CERTIFICATION - PARAPROFESSIONAL		
		Total	1	100.0%
	Total	CREDENTIALS NEEDED FOR OFFICE/ ADMINISTRATION JOBS	1	4.5%
		CERTIFICATION - PARAPROFESSIONAL		
		DEGREE - (TYPE UNSPECIFIED) LIBRARY SCIENCE	1	4.5%
		DEGREE - ASSOCIATE UNSPECIFIED	2	9.1%
		DEGREE - BACHELOR'S ACCOUNTING	2	9.1%
		DEGREE- BACHELOR'S BUSINESS	1	4.5%
		EXPERIENCE - DENTAL OFFICE	1	4.5%
		EXPERIENCE - OFFICE	1	4.5%
		EXPERIENCE/ HIGH SCHOOL	1	4.5%
		HIGH SCHOOL	1	4.5%
		LICENSED NURSING HOME ADMINISTRATOR	1	4.5%
		NONE	10	45.5%
		Total	22	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	ACCOUNTING	Skills Needed For Office/ Administration Jobs	SIZE OF EMPLOYER					
			Less Than 100 Employees	100 Or More Employees	Column N %			
			Count	Count	Column N %			
	ACCOUNTING		0	0	0.0%	1	1	33.3%
	EXPERIENCE - ARCHITECTURAL WOODWORK AND CONSTRUCTION		0	0	0.0%	1	1	33.3%
	EXPERIENCE - CONSTRUCTION		0	0	0.0%	1	1	33.3%
	Total		0	0	0.0%	3	3	100.0%
	ADMINISTRATIVE ASSISTANT	Skills Needed For Office/ Administration Jobs	1	1	50.0%	0	0	0.0%
	PHONE		1	1	50.0%	0	0	0.0%
	Total		2	2	100.0%	0	0	0.0%
	CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS	Skills Needed For Office/ Administration Jobs	0	0	0.0%	1	1	100.0%
	Total		0	0	0.0%	1	1	100.0%
	CUSTOMER CARE REPRESENTATIVE	Skills Needed For Office/ Administration Jobs	0	0	0.0%	1	1	50.0%
	SALESFORCE SOFTWARE		0	0	0.0%	1	1	50.0%
	Total		0	0	0.0%	2	2	100.0%
	CUSTOMER SERVICE	Skills Needed For Office/ Administration Jobs	0	0	0.0%	1	1	50.0%
	COMMUNICATION		1	1	50.0%	0	0	0.0%
	COMPUTERS		0	0	0.0%	1	1	50.0%
	PEOPLE SKILLS		0	0	0.0%	1	1	50.0%
	SOFTWARE PRODUCTS		1	1	50.0%	0	0	0.0%
	Total		2	2	100.0%	2	2	100.0%
	DEBT COLLECTORS	Skills Needed For Office/ Administration Jobs	1	1	33.3%	0	0	0.0%
	ABILITY TO DEAL WITH CONFRONTATION		1	1	33.3%	0	0	0.0%
	EXPERIENCE - DATABASES WE USE		1	1	33.3%	0	0	0.0%
	INTERNET KNOWLEDGE		1	1	33.3%	0	0	0.0%
	Total		3	3	100.0%	0	0	0.0%
	EXECUTIVE ASSISTANT	Skills Needed For Office/ Administration Jobs	0	0	0.0%	1	1	100.0%
	EXPERIENCE - OFFICE		0	0	0.0%	1	1	100.0%
	Total		0	0	0.0%	1	1	100.0%
	FRONT DESK	Skills Needed For Office/ Administration Jobs	1	1	20.0%	0	0	0.0%
	CUSTOMER SERVICE		2	2	40.0%	0	0	0.0%
	EXPERIENCE		1	1	20.0%	0	0	0.0%
	FAMILIAR WITH DENTAL TERMS		1	1	20.0%	0	0	0.0%
	Total		5	5	100.0%	0	0	0.0%
	GENERAL CLERK	Skills Needed For Office/ Administration Jobs	1	1	100.0%	0	0	0.0%
	OFFICE SKILLS		1	1	100.0%	0	0	0.0%
	Total		1	1	100.0%	0	0	0.0%
	LIBRARIAN	Skills Needed For Office/ Administration Jobs	1	1	100.0%	0	0	0.0%
	TECHNICAL SKILLS		1	1	100.0%	0	0	0.0%
	Total		1	1	100.0%	0	0	0.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	ACCOUNTING	Skills Needed For Office/ Administration Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
			Count	Column N %
	ACCOUNTING		1	33.3%
	EXPERIENCE - ARCHITECTURAL WOODWORK AND CONSTRUCTION		1	33.3%
	EXPERIENCE - CONSTRUCTION		1	33.3%
	Total		3	100.0%
	ADMINISTRATIVE ASSISTANT	Skills Needed For Office/ Administration Jobs	1	50.0%
		PHONE	1	50.0%
	Total		2	100.0%
	CLERICAL/ CUSTOM CLEARANCE AGENT/ SHIPMENTS THROUGH U.S. CUSTOMS	Skills Needed For Office/ Administration Jobs	1	100.0%
	Total		1	100.0%
	CUSTOMER CARE REPRESENTATIVE	Skills Needed For Office/ Administration Jobs	1	50.0%
		EXPERIENCE - CUSTOMER CARE IN CALL CENTER	1	50.0%
		SALESFORCE SOFTWARE	1	50.0%
	Total		2	100.0%
	CUSTOMER SERVICE	Skills Needed For Office/ Administration Jobs	1	25.0%
		COMMUNICATION	1	25.0%
		COMPUTERS	1	25.0%
		PEOPLE SKILLS	1	25.0%
		SOFTWARE PRODUCTS	1	25.0%
	Total		4	100.0%
	DEBT COLLECTORS	Skills Needed For Office/ Administration Jobs	1	33.3%
		ABILITY TO DEAL WITH CONFRONTATION	1	33.3%
		EXPERIENCE - DATABASES WE USE	1	33.3%
		INTERNET KNOWLEDGE	1	33.3%
	Total		3	100.0%
	EXECUTIVE ASSISTANT	Skills Needed For Office/ Administration Jobs	1	100.0%
		EXPERIENCE - OFFICE	1	100.0%
	FRONT DESK	Skills Needed For Office/ Administration Jobs	1	20.0%
		COMPUTER SKILLS	1	20.0%
		CUSTOMER SERVICE	2	40.0%
		EXPERIENCE	1	20.0%
		FAMILIAR WITH DENTAL TERMS	1	20.0%
	Total		5	100.0%
	GENERAL CLERK	Skills Needed For Office/ Administration Jobs	1	100.0%
		OFFICE SKILLS	1	100.0%
	LIBRARIAN	Skills Needed For Office/ Administration Jobs	1	100.0%
		TECHNICAL SKILLS	1	100.0%
	Total		1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	NURSING HOME ADMINISTRATOR	Skills Needed For Office/ Administration Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N %		
			Count	Count	Column N %		
	PURCHASING MANAGER	Skills Needed For Office/ Administration Jobs	COMPUTER SKILLS	0	.0%	1	33.3%
			FINANCIAL	0	.0%	1	33.3%
			SUPERVISORY MANAGEMENT	0	.0%	1	33.3%
	Total			0	.0%	3	100.0%
	RECEPTION	Skills Needed For Office/ Administration Jobs	ACCOUNTING	0	.0%	1	33.3%
			EXPERIENCE - ARCHITECTURAL WOODWORK AND CONSTRUCTION	0	.0%	1	33.3%
			EXPERIENCE - CONSTRUCTION	0	.0%	1	33.3%
	Total			0	.0%	3	100.0%
	SKIP TRACERS	Skills Needed For Office/ Administration Jobs	CUSTOMER SERVICE	1	50.0%	0	.0%
			OFFICE SKILLS	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	TEACHER'S AIDE	Skills Needed For Office/ Administration Jobs	ABILITY TO DEAL WITH CONFRONTATION	1	33.3%	0	.0%
EXPERIENCE - DATABASES WE USE			1	33.3%	0	.0%	
INTERNET KNOWLEDGE			1	33.3%	0	.0%	
Total			3	100.0%	0	.0%	
TEACHER'S AIDE	Skills Needed For Office/ Administration Jobs	EXPERIENCE - BAAN ERP SOFTWARE	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	
		COMMUNICATION	0	.0%	1	33.3%	
TEACHER'S AIDE	Skills Needed For Office/ Administration Jobs	COMPREHENSION	0	.0%	1	33.3%	
		COMPUTER SKILLS	0	.0%	1	33.3%	
		Total	0	.0%	3	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	NURSING HOME ADMINISTRATOR	Skills Needed For Office/ Administration Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
			COMPUTER SKILLS	1
FINANCIAL	1	33.3%		
SUPERVISORY MANAGEMENT	1	33.3%		
Total	3	100.0%		
PURCHASING MANAGER	Skills Needed For Office/ Administration Jobs	ACCOUNTING	1	33.3%
		EXPERIENCE - ARCHITECTURAL WOODWORK AND CONSTRUCTION	1	33.3%
		EXPERIENCE - CONSTRUCTION	1	33.3%
		Total	3	100.0%
RECEPTION	Skills Needed For Office/ Administration Jobs	CUSTOMER SERVICE	1	50.0%
		OFFICE SKILLS	1	50.0%
		Total	2	100.0%
SKIP TRACERS	Skills Needed For Office/ Administration Jobs	ABILITY TO DEAL WITH CONFRONTATION	1	33.3%
		EXPERIENCE - DATABASES WE USE	1	33.3%
		INTERNET KNOWLEDGE	1	33.3%
		Total	3	100.0%
SUPPLY/ PRODUCTION CONTROL	Skills Needed For Office/ Administration Jobs	EXPERIENCE - BAAN ERP SOFTWARE	1	100.0%
TEACHER'S AIDE	Skills Needed For Office/ Administration Jobs	COMMUNICATION	1	100.0%
		COMPREHENSION	1	33.3%
		COMPUTER SKILLS	1	33.3%
		Total	3	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	Total	Skills Needed For Office/ Administration Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		ABILITY TO DEAL WITH CONFRONTATION	2	10.5%	0	.0%
		ACCOUNTING	0	.0%	2	10.5%
		COMMUNICATION	0	.0%	2	10.5%
		COMPREHENSION	0	.0%	1	5.3%
		COMPUTER SKILLS	1	5.3%	2	10.5%
		COMPUTERS	2	10.5%	0	.0%
		CUSTOMER SERVICE	3	15.8%	0	.0%
		EXPERIENCE	1	5.3%	0	.0%
		EXPERIENCE - ARCHITECTURAL WOODWORK AND CONSTRUCTION	0	.0%	2	10.5%
		EXPERIENCE - BAAN ERP SOFTWARE	0	.0%	1	5.3%
		EXPERIENCE - CONSTRUCTION	0	.0%	2	10.5%
		EXPERIENCE - CUSTOMER CARE IN CALL CENTER	0	.0%	1	5.3%
		EXPERIENCE - DATABASES WE USE	2	10.5%	0	.0%
		EXPERIENCE - HANDLING AND REGULATIONS FOR GOODS TO BE IMPORTED	0	.0%	1	5.3%
		EXPERIENCE - OFFICE	0	.0%	1	5.3%
		FAMILIAR WITH DENTAL TERMS	1	5.3%	0	.0%
		FINANCIAL	0	.0%	1	5.3%
		INTERNET KNOWLEDGE	2	10.5%	0	.0%
		OFFICE SKILLS	2	10.5%	0	.0%
		PEOPLE SKILLS	0	.0%	1	5.3%
		PHONE	1	5.3%	0	.0%
		SALESFORCE SOFTWARE	0	.0%	1	5.3%
		SOFTWARE PRODUCTS	1	5.3%	0	.0%
		SUPERVISORY MANAGEMENT	0	.0%	1	5.3%
		TECHNICAL SKILLS	1	5.3%	0	.0%
		Total	19	100.0%	19	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Office/ Administration (Multiple Responses)	Total	Skills Needed For Office/ Administration Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		ABILITY TO DEAL WITH CONFRONTATION	2	5.3%
		ACCOUNTING	2	5.3%
		COMMUNICATION	2	5.3%
		COMPREHENSION	1	2.6%
		COMPUTER SKILLS	3	7.9%
		COMPUTERS	2	5.3%
		CUSTOMER SERVICE	3	7.9%
		EXPERIENCE	1	2.6%
		EXPERIENCE - ARCHITECTURAL WOODWORK AND CONSTRUCTION	2	5.3%
		EXPERIENCE - BAAN ERP SOFTWARE	1	2.6%
		EXPERIENCE - CONSTRUCTION	2	5.3%
		EXPERIENCE - CUSTOMER CARE IN CALL CENTER	1	2.6%
		EXPERIENCE - DATABASES WE USE	2	5.3%
		EXPERIENCE - HANDLING AND REGULATIONS FOR GOODS TO BE IMPORTED	1	2.6%
		EXPERIENCE - OFFICE	1	2.6%
		FAMILIAR WITH DENTAL TERMS	1	2.6%
		FINANCIAL	1	2.6%
		INTERNET KNOWLEDGE	2	5.3%
		OFFICE SKILLS	2	5.3%
		PEOPLE SKILLS	1	2.6%
		PHONE	1	2.6%
		SALESFORCE SOFTWARE	1	2.6%
		SOFTWARE PRODUCTS	1	2.6%
		SUPERVISORY MANAGEMENT	1	2.6%
		TECHNICAL SKILLS	1	2.6%
		Total	38	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	ACTIVITY AIDE	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		NONE	0	.0%	4	100.0%
		Total	0	.0%	4	100.0%
	CAREGIVER	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	2	28.6%	0	.0%
		NONE	2	28.6%	0	.0%
		STATE LICENSE	2	28.6%	0	.0%
		TRAINING IN ALZHEIMER'S CARE	1	14.3%	0	.0%
		Total	7	100.0%	0	.0%
	CNA	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	0	.0%	1	4.8%
		CERTIFICATION - CNA	0	.0%	3	14.3%
		CNA	2	25.0%	0	.0%
		CPR	0	.0%	1	4.8%
		DEGREE - ASSOCIATE NURSING	0	.0%	1	4.8%
		DEGREE - BACHELOR'S NURSING	0	.0%	1	4.8%
		DRIVER'S LICENSE	0	.0%	1	4.8%
		EXPERIENCE	0	.0%	1	4.8%
		GRADUATE OF APPROVED CLASS	1	12.5%	0	.0%
		MEDICATION AIDE STATE LICENSE	0	.0%	1	4.8%
		NONE	2	25.0%	5	23.8%
		STATE BOARD EXAM	0	.0%	1	4.8%
		STATE LICENSE	3	37.5%	5	23.8%
		Total	8	100.0%	21	100.0%
	DENTAL ASSISTANT	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	DIETARY	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	0	.0%	4	100.0%
		Total	0	.0%	4	100.0%
	DIRECT CAREGIVER	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	0	.0%	1	25.0%
		NONE	0	.0%	1	25.0%
		STATE LICENSE	0	.0%	2	50.0%
		Total	0	.0%	4	100.0%
	DIRECT SUPPORT PROFESSIONALS	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	1	50.0%	0	.0%
		CERTIFICATIONS - STATE REQUIRED	1	50.0%	0	.0%
		Total	2	100.0%	0	.0%
	DIRECTOR OF NURSING	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	1	25.0%	0	.0%
		NONE	1	25.0%	0	.0%
		STATE LICENSE	2	50.0%	0	.0%
		Total	4	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	ACTIVITY AIDE	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	SIZE OF EMPLOYER		
			Count	Column N %	
			Total	Column N %	
Jobs Difficult To Fill In Health Care (Multiple Responses)	ACTIVITY AIDE	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	NONE	4	100.0%
			Total	4	100.0%
			CNA	2	28.6%
	CAREGIVER	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	NONE	2	28.6%
			STATE LICENSE	2	28.6%
			TRAINING IN ALZHEIMER'S CARE	1	14.3%
	CNA	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	Total	7	100.0%
			CERTIFICATION	1	3.4%
			CERTIFICATION - CNA	3	10.3%
			CNA	2	6.9%
			CPR	1	3.4%
			DEGREE - ASSOCIATE NURSING	1	3.4%
			DEGREE - BACHELOR'S NURSING	1	3.4%
			DRIVER'S LICENSE	1	3.4%
			EXPERIENCE	1	3.4%
GRADUATE OF APPROVED CLASS			1	3.4%	
MEDICATION AIDE STATE LICENSE			1	3.4%	
NONE			7	24.1%	
STATE BOARD EXAM	1	3.4%			
STATE LICENSE	8	27.6%			
Total	29	100.0%			
DENTAL ASSISTANT	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	CERTIFICATION	1	100.0%	
		Total	1	100.0%	
		NONE	4	100.0%	
DIETARY	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	Total	4	100.0%	
		DRIVER'S LICENSE	1	25.0%	
		NONE	1	25.0%	
DIRECT CAREGIVER	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	STATE LICENSE	2	50.0%	
		Total	4	100.0%	
		CERTIFICATION - STATE	1	50.0%	
DIRECT SUPPORT PROFESSIONALS	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	CERTIFICATIONS - STATE REQUIRED	1	50.0%	
		Total	2	100.0%	
		CNA	1	25.0%	
DIRECTOR OF NURSING	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	NONE	1	25.0%	
		STATE LICENSE	2	50.0%	
		Total	4	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	DISABILITY DEVELOPMENT AIDE	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
HOUSEKEEPER	DRIVER'S LICENSE	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	0	.0%	1	33.3%
	ILLINOIS DEPARTMENT OF CHILDREN AND FAMILIES BACKGROUND CHECK		0	.0%	1	33.3%
	ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION BACKGROUND CHECK		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	NONE		0	.0%	4	100.0%
	Total		0	.0%	4	100.0%
	DRIVER'S LICENSE		0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
	CERTIFICATION		0	.0%	1	33.3%
	CNA		1	25.0%	0	.0%
INDEPENDENT LIVING COUNSELORS	DEGREE	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	0	.0%	1	33.3%
	NONE		1	25.0%	0	.0%
	STATE LICENSE		2	50.0%	1	33.3%
	Total		4	100.0%	3	100.0%
	CERTIFICATION - MEDICAL ASSISTANT		1	33.3%	0	.0%
LPN	CERTIFICATION - OCN	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	0	.0%	1	33.3%
	CERTIFIED MEDICAL ASSISTANT		0	.0%	1	33.3%
	STATE LICENSE		2	66.7%	1	33.3%
	Total		3	100.0%	3	100.0%
	CERTIFICATION - CNA		0	.0%	1	25.0%
MEDICAL ASSISTANT	DEGREE - ASSOCIATE NURSING	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	0	.0%	1	25.0%
	DEGREE - BACHELOR'S NURSING		0	.0%	1	25.0%
	STATE LICENSE		0	.0%	1	25.0%
	Total		0	.0%	4	100.0%
	CPR		0	.0%	2	25.0%
NURSE MANAGER	EXPERIENCE - HOSPICE CARE	CREDENTIALS NEEDED FOR HEALTH CARE JOBS	0	.0%	2	25.0%
	MEDICAL LICENSE		0	.0%	1	12.5%
	NURSE PRACTITIONER LICENSE		0	.0%	1	12.5%
	RN STATE LICENSE		0	.0%	1	12.5%
	STATE LICENSE		0	.0%	1	12.5%
Total	0	.0%	8	100.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	DISABILITY DEVELOPMENT AIDE	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER		
			Count	Total Column N %	
			Count	Column N %	
Jobs Difficult To Fill In Health Care (Multiple Responses)	DISABILITY DEVELOPMENT AIDE	Credentials Needed For Health Care Jobs	DRIVER'S LICENSE	1	33.3%
			ILLINOIS DEPARTMENT OF CHILDREN AND FAMILIES BACKGROUND CHECK	1	33.3%
			ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION BACKGROUND CHECK	1	33.3%
	HOUSEKEEPER	Credentials Needed For Health Care Jobs	Total	3	100.0%
			NONE	4	100.0%
			Total	4	100.0%
	INDEPENDENT LIVING COUNSELORS	Credentials Needed For Health Care Jobs	DRIVER'S LICENSE	1	100.0%
			Total	1	100.0%
			CERTIFICATION	1	14.3%
	LPN	Credentials Needed For Health Care Jobs	CNA	1	14.3%
			DEGREE	1	14.3%
			NONE	1	14.3%
			STATE LICENSE	3	42.9%
			Total	7	100.0%
	MEDICAL ASSISTANT	Credentials Needed For Health Care Jobs	CERTIFICATION - MEDICAL ASSISTANT	1	16.7%
CERTIFICATION - OCN			1	16.7%	
CERTIFIED MEDICAL ASSISTANT			1	16.7%	
STATE LICENSE			3	50.0%	
Total			6	100.0%	
NURSE MANAGER	Credentials Needed For Health Care Jobs	CERTIFICATION - CNA	1	25.0%	
		DEGREE - ASSOCIATE NURSING	1	25.0%	
		DEGREE - BACHELOR'S NURSING	1	25.0%	
		STATE LICENSE	1	25.0%	
		Total	4	100.0%	
NURSE PRACTITIONER	Credentials Needed For Health Care Jobs	CPR	2	25.0%	
		EXPERIENCE - HOSPICE CARE	2	25.0%	
		MEDICAL LICENSE	1	12.5%	
		NURSE PRACTITIONER LICENSE	1	12.5%	
		RN STATE LICENSE	1	12.5%	
		STATE LICENSE	1	12.5%	
		Total	8	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	OCCUPATIONAL THERAPIST	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		DEGREE - MASTER'S UNSPECIFIED	0	.0%	1	20.0%
		ILLINOIS LICENSE FOR OCCUPATIONAL THERAPY	0	.0%	1	20.0%
		PHYSICAL THERAPIST STATE LICENSE	0	.0%	1	20.0%
		SPEECH THERAPY - STATE LICENSE	0	.0%	1	20.0%
		STATE LICENSE	0	.0%	1	20.0%
		Total	0	.0%	5	100.0%
	PALLIATIVE CARE DOCTOR	Credentials Needed For Health Care Jobs	0	.0%	2	25.0%
		EXPERIENCE - HOSPICE CARE	0	.0%	2	25.0%
		MEDICAL LICENSE	0	.0%	1	12.5%
		NURSE PRACTITIONER LICENSE	0	.0%	1	12.5%
		RN STATE LICENSE	0	.0%	1	12.5%
		STATE LICENSE	0	.0%	1	12.5%
		Total	0	.0%	8	100.0%
	PERSONAL TRAINER	Credentials Needed For Health Care Jobs	0	.0%	1	100.0%
		DEGREE - BACHELOR'S EXERCISE SCIENCE	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	PHARMACY TECHNICIAN	Credentials Needed For Health Care Jobs	1	100.0%	0	.0%
		PHARMACY CERTIFICATION WITHIN FIRST TWO YEARS	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	PHYSICAL THERAPIST	Credentials Needed For Health Care Jobs	0	.0%	1	20.0%
		DEGREE - MASTER'S UNSPECIFIED	0	.0%	1	20.0%
		ILLINOIS LICENSE FOR OCCUPATIONAL THERAPY	0	.0%	1	20.0%
		PHYSICAL THERAPIST STATE LICENSE	0	.0%	1	20.0%
		SPEECH THERAPY - STATE LICENSE	0	.0%	1	20.0%
		STATE LICENSE	0	.0%	1	20.0%
		Total	0	.0%	5	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	OCCUPATIONAL THERAPIST	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
			1	20.0%
			1	20.0%
			1	20.0%
			1	20.0%
			1	20.0%
			5	100.0%
			2	25.0%
			2	25.0%
			1	12.5%
			1	12.5%
			1	12.5%
			1	12.5%
			8	100.0%
			1	100.0%
			1	100.0%
			1	100.0%
			1	100.0%
			1	20.0%
			1	20.0%
			1	20.0%
			1	20.0%
			5	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		CERTIFICATION	0	.0%	1	2.8%
		CERTIFICATION - CNA	0	.0%	3	8.3%
		CERTIFICATION - HOSPICE	0	.0%	1	2.8%
		CERTIFICATION - OCN	0	.0%	1	2.8%
		CERTIFIED MEDICAL ASSISTANT	0	.0%	1	2.8%
		CPR	0	.0%	3	8.3%
		DEGREE	0	.0%	1	2.8%
		DEGREE - ASSOCIATE NURSING	0	.0%	1	2.8%
		DEGREE - BACHELOR'S NURSING	0	.0%	2	5.6%
		DEGREE - MASTER'S UNSPECIFIED	0	.0%	1	2.8%
		DEGREE/ LICENSED	1	100.0%	0	.0%
		DRIVER'S LICENSE	0	.0%	1	2.8%
		EXPERIENCE	0	.0%	1	2.8%
		EXPERIENCE - HOSPICE CARE	0	.0%	2	5.6%
		ILLINOIS LICENSE FOR OCCUPATIONAL THERAPY	0	.0%	1	2.8%
		MEDICAL LICENSE	0	.0%	1	2.8%
		NONE	0	.0%	1	2.8%
		NURSE PRACTITIONER LICENSE	0	.0%	1	2.8%
		PHYSICAL THERAPIST STATE LICENSE	0	.0%	1	2.8%
		RN STATE LICENSE	0	.0%	1	2.8%
		SPEECH THERAPY - STATE LICENSE	0	.0%	1	2.8%
		STATE BOARD EXAM	0	.0%	1	2.8%
		STATE LICENSE	0	.0%	9	25.0%
		Total	1	100.0%	36	100.0%
	RN - CERTIFIED SCHOOL NURSE	CERTIFICATION - SCHOOL NURSE	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	RN - SCHOOL NURSE	CERTIFICATION	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Total	
			Count	Column N %
		CERTIFICATION	1	2.7%
		CERTIFICATION - CNA	3	8.1%
		CERTIFICATION - HOSPICE	1	2.7%
		CERTIFICATION - OCN	1	2.7%
		CERTIFIED MEDICAL ASSISTANT	1	2.7%
		CPR	3	8.1%
		DEGREE	1	2.7%
		DEGREE - ASSOCIATE NURSING	1	2.7%
		DEGREE - BACHELOR'S NURSING	2	5.4%
		DEGREE - MASTER'S UNSPECIFIED	1	2.7%
		DEGREE/ LICENSED	1	2.7%
		DRIVER'S LICENSE	1	2.7%
		EXPERIENCE	1	2.7%
		EXPERIENCE - HOSPICE CARE	2	5.4%
		ILLINOIS LICENSE FOR OCCUPATIONAL THERAPY	1	2.7%
		MEDICAL LICENSE	1	2.7%
		NONE	1	2.7%
		NURSE PRACTITIONER LICENSE	1	2.7%
		PHYSICAL THERAPIST STATE LICENSE	1	2.7%
		RN STATE LICENSE	1	2.7%
		SPEECH THERAPY - STATE LICENSE	1	2.7%
		STATE BOARD EXAM	1	2.7%
		STATE LICENSE	9	24.3%
		Total	37	100.0%
	RN - CERTIFIED SCHOOL NURSE	Credentials Needed For Health Care Jobs	1	100.0%
		Total	1	100.0%
	RN - SCHOOL NURSE	Credentials Needed For Health Care Jobs	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN - TRIAGE	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		CPR	0	.0%	2	25.0%
		EXPERIENCE - HOSPICE CARE	0	.0%	2	25.0%
		MEDICAL LICENSE	0	.0%	1	12.5%
		NURSE PRACTITIONER LICENSE	0	.0%	1	12.5%
		RN STATE LICENSE	0	.0%	1	12.5%
		STATE LICENSE	0	.0%	1	12.5%
		Total	0	.0%	8	100.0%
	RN/ LPN	CERTIFICATION	0	.0%	1	33.3%
		MEDICATION AIDE STATE LICENSE	0	.0%	1	33.3%
		STATE LICENSE	0	.0%	1	33.3%
		Total	0	.0%	3	100.0%
	RN/ LPN/ CNA	CERTIFICATION - STATE	1	50.0%	0	.0%
		CERTIFICATIONS - NOT LISTED	0	.0%	1	100.0%
		CERTIFICATIONS - STATE REQUIRED	1	50.0%	0	.0%
		Total	2	100.0%	1	100.0%
	SPEECH LANGUAGE THERAPIST	DEGREE - MASTER'S UNSPECIFIED	0	.0%	1	20.0%
		ILLINOIS LICENSE FOR OCCUPATIONAL THERAPY	0	.0%	1	20.0%
		PHYSICAL THERAPIST STATE LICENSE	0	.0%	1	20.0%
		SPEECH THERAPY - STATE LICENSE	0	.0%	1	20.0%
		STATE LICENSE	0	.0%	1	20.0%
		Total	0	.0%	5	100.0%
	WAIT STAFF	DRIVER'S LICENSE	0	.0%	1	25.0%
		NONE	0	.0%	1	25.0%
		STATE LICENSE	0	.0%	2	50.0%
		Total	0	.0%	4	100.0%
	X-RAY TECHNICIAN	STATE LICENSE	2	100.0%	0	.0%
		Total	2	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN - TRIAGE	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
		CPR	2	25.0%
		EXPERIENCE - HOSPICE CARE	2	25.0%
		MEDICAL LICENSE	1	12.5%
		NURSE PRACTITIONER LICENSE	1	12.5%
		RN STATE LICENSE	1	12.5%
		STATE LICENSE	1	12.5%
		Total	8	100.0%
	RN/ LPN	CREDENTIALS Needed For Health Care Jobs	1	33.3%
		MEDICATION AIDE STATE LICENSE	1	33.3%
		STATE LICENSE	1	33.3%
		Total	3	100.0%
	RN/ LPN/ CNA	CREDENTIALS Needed For Health Care Jobs	1	33.3%
		CERTIFICATIONS - NOT LISTED	1	33.3%
		CERTIFICATIONS - STATE REQUIRED	1	33.3%
		Total	3	100.0%
	SPEECH LANGUAGE THERAPIST	CREDENTIALS Needed For Health Care Jobs	1	20.0%
		DEGREE - MASTER'S UNSPECIFIED	1	20.0%
		ILLINOIS LICENSE FOR OCCUPATIONAL THERAPY	1	20.0%
		PHYSICAL THERAPIST STATE LICENSE	1	20.0%
		SPEECH THERAPY - STATE LICENSE	1	20.0%
		STATE LICENSE	1	20.0%
		Total	5	100.0%
	WAIT STAFF	CREDENTIALS Needed For Health Care Jobs	1	25.0%
		NONE	1	25.0%
		STATE LICENSE	2	50.0%
		Total	4	100.0%
	X-RAY TECHNICIAN	CREDENTIALS Needed For Health Care Jobs	2	100.0%
		STATE LICENSE	2	100.0%
		Total	2	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		CERTIFICATION	1	2.9%	5	3.6%
		CERTIFICATION - CNA	0	.0%	7	5.1%
		CERTIFICATION - HOSPICE	0	.0%	1	.7%
		CERTIFICATION - MEDICAL ASSISTANT	1	2.9%	0	.0%
		CERTIFICATION - OCN	0	.0%	2	1.5%
		CERTIFICATION - SCHOOL NURSE	0	.0%	1	.7%
		CERTIFICATION - STATE	2	5.7%	0	.0%
		CERTIFICATIONS - NOT LISTED	0	.0%	1	.7%
		CERTIFICATIONS - STATE REQUIRED	2	5.7%	0	.0%
		CERTIFIED MEDICAL ASSISTANT	0	.0%	2	1.5%
		CNA	6	17.1%	0	.0%
		CPR	0	.0%	10	7.3%
		DEGREE	0	.0%	2	1.5%
		DEGREE - ASSOCIATE NURSING	0	.0%	3	2.2%
		DEGREE - BACHELOR'S EXERCISE SCIENCE	0	.0%	1	.7%
		DEGREE - BACHELOR'S NURSING	0	.0%	4	2.9%
		DEGREE - MASTER'S UNSPECIFIED	0	.0%	4	2.9%
		DEGREE/ LICENSED	1	2.9%	0	.0%
		DRIVER'S LICENSE	0	.0%	6	4.4%
		EXPERIENCE	0	.0%	2	1.5%
		EXPERIENCE - HOSPICE CARE	0	.0%	8	5.8%
		GRADUATE OF APPROVED CLASS	1	2.9%	0	.0%
		ILLINOIS DEPARTMENT OF CHILDREN AND FAMILIES BACKGROUND CHECK	0	.0%	1	.7%
		ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION BACKGROUND CHECK	0	.0%	1	.7%
		ILLINOIS LICENSE FOR OCCUPATIONAL THERAPY	0	.0%	4	2.9%
		MEDICAL LICENSE	0	.0%	4	2.9%
		MEDICATION AIDE STATE LICENSE	0	.0%	2	1.5%
		NONE	6	17.1%	20	14.6%
		NURSE PRACTITIONER LICENSE	0	.0%	4	2.9%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Total	
			Count	Column N %
		CERTIFICATION	6	3.5%
		CERTIFICATION - CNA	7	4.1%
		CERTIFICATION - HOSPICE	1	.6%
		CERTIFICATION - MEDICAL ASSISTANT	1	.6%
		CERTIFICATION - OCN	2	1.2%
		CERTIFICATION - SCHOOL NURSE	1	.6%
		CERTIFICATION - STATE	2	1.2%
		CERTIFICATIONS - NOT LISTED	1	.6%
		CERTIFICATIONS - STATE REQUIRED	2	1.2%
		CERTIFIED MEDICAL ASSISTANT	2	1.2%
		CNA	6	3.5%
		CPR	10	5.8%
		DEGREE	2	1.2%
		DEGREE - ASSOCIATE NURSING	3	1.7%
		DEGREE - BACHELOR'S EXERCISE SCIENCE	1	.6%
		DEGREE - BACHELOR'S NURSING	4	2.3%
		DEGREE - MASTER'S UNSPECIFIED	4	2.3%
		DEGREE/ LICENSED	1	.6%
		DRIVER'S LICENSE	6	3.5%
		EXPERIENCE	2	1.2%
		EXPERIENCE - HOSPICE CARE	8	4.7%
		GRADUATE OF APPROVED CLASS	1	.6%
		ILLINOIS DEPARTMENT OF CHILDREN AND FAMILIES BACKGROUND CHECK	1	.6%
		ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION BACKGROUND CHECK	1	.6%
		ILLINOIS LICENSE FOR OCCUPATIONAL THERAPY	4	2.3%
		MEDICAL LICENSE	4	2.3%
		MEDICATION AIDE STATE LICENSE	2	1.2%
		NONE	26	15.1%
		NURSE PRACTITIONER LICENSE	4	2.3%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Credentials Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		PHARMACY CERTIFICATION WITHIN FIRST TWO YEARS	1	2.9%	0	.0%
		PHYSICAL THERAPIST STATE LICENSE	0	.0%	4	2.9%
		RN STATE LICENSE	0	.0%	4	2.9%
		SPEECH THERAPY - STATE LICENSE	0	.0%	4	2.9%
		STATE BOARD EXAM	0	.0%	2	1.5%
		STATE LICENSE	13	37.1%	28	20.4%
		TRAINING IN ALZHEIMER'S CARE	1	2.9%	0	.0%
		Total	35	100.0%	137	100.0%
Jobs Difficult To Fill In Health Care (Multiple Responses)	ACTIVITY AIDE	Skills Needed For Health Care Jobs	0	.0%	1	25.0%
		EXPERIENCE - NURSING HOME	0	.0%	1	25.0%
		NONE	0	.0%	2	50.0%
		Total	0	.0%	4	100.0%
	CAREGIVER	Skills Needed For Health Care Jobs	1	10.0%	0	.0%
		ABLE TO DEAL WITH CLEANING AND COOKING	1	10.0%	0	.0%
		CRITICAL THINKING	1	10.0%	0	.0%
		EXPERIENCE - 1 YEAR	1	10.0%	0	.0%
		EXPERIENCE - 1 YEAR HOME HEALTH OR NURSING	1	10.0%	0	.0%
		EXPERIENCE - 2 YEARS AS LPN	1	10.0%	0	.0%
		EXPERIENCE - CAREGIVER	1	10.0%	0	.0%
		EXPERIENCE - HEALTH CARE	1	10.0%	0	.0%
		NONE	1	10.0%	0	.0%
		SUPERVISORY	1	10.0%	0	.0%
		TIME MANAGEMENT	1	10.0%	0	.0%
		Total	10	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER						
		Count	Total					
			Column N %					
Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Credentials Needed For Health Care Jobs	PHARMACY CERTIFICATION WITHIN FIRST TWO YEARS	1	.6%			
			PHYSICAL THERAPIST STATE LICENSE	4	2.3%			
			RN STATE LICENSE	4	2.3%			
			SPEECH THERAPY - STATE LICENSE	4	2.3%			
			STATE BOARD EXAM	2	1.2%			
			STATE LICENSE	41	23.8%			
			TRAINING IN ALZHEIMER'S CARE	1	.6%			
			Total	172	100.0%			
			Jobs Difficult To Fill In Health Care (Multiple Responses)	ACTIVITY AIDE	Skills Needed For Health Care Jobs	CERTIFICATION	1	25.0%
						EXPERIENCE - NURSING HOME	1	25.0%
NONE	2	50.0%						
Total	4	100.0%						
Jobs Difficult To Fill In Health Care (Multiple Responses)	CAREGIVER	Skills Needed For Health Care Jobs				ABLE TO DEAL WITH CLEANING AND COOKING	1	10.0%
			CRITICAL THINKING	1	10.0%			
			EXPERIENCE - 1 YEAR	1	10.0%			
			EXPERIENCE - 1 YEAR HOME HEALTH OR NURSING	1	10.0%			
			EXPERIENCE - 2 YEARS AS LPN	1	10.0%			
			EXPERIENCE - CAREGIVER	1	10.0%			
			EXPERIENCE - HEALTH CARE	1	10.0%			
			NONE	1	10.0%			
			SUPERVISORY	1	10.0%			
			TIME MANAGEMENT	1	10.0%			
Total	10	100.0%						

TABLE 3-F. Credentials And Skills Needed For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	CNA	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count	Count	Count
		ABILITY TO WORK INDEPENDENTLY	0	0	1	3.2%
		ASSISTANCE FOR ELDERLY	0	0	1	3.2%
		CERTIFICATION	0	0	1	3.2%
		COMPUTER	0	0	1	3.2%
		COMPUTER SKILLS	0	0	1	3.2%
		CRITICAL THINKING	1	10.0%	3	9.7%
		CUSTOMER SERVICE	0	0	5	16.1%
		EXPERIENCE	0	0	3	9.7%
		EXPERIENCE - 1 YEAR	1	10.0%	0	0%
		EXPERIENCE - 1 YEAR HOME HEALTH OR NURSING	1	10.0%	0	0%
		EXPERIENCE - 2 YEARS AS LPN	1	10.0%	0	0%
		EXPERIENCE - CAREGIVER	1	10.0%	0	0%
		EXPERIENCE - HEALTH CARE	1	10.0%	0	0%
		EXPERIENCE - NURSE'S AIDE	0	0	1	3.2%
		EXPERIENCE - NURSING HOME	0	0	1	3.2%
		EXPERIENCE - SKILLED NURSING	0	0	1	3.2%
		EXPERIENCE - WORKING WITH ELDERLY/ PASSING THE MEDICINE	0	0	1	3.2%
		HANDLING DAILY LIVING ACTIVITIES OF RESIDENTS	0	0	1	3.2%
		MEDICATION DISPENSING	0	0	1	3.2%
		NONE	1	10.0%	2	6.5%
		NURSING	1	10.0%	2	6.5%
		ORAL AND WRITTEN COMMUNICATION	0	0	1	3.2%
		SOFT SKILLS	0	0	2	6.5%
		SUPERVISORY	1	10.0%	0	0%
		TIME MANAGEMENT	1	10.0%	0	0%
		TIME MANAGEMENT AND CRITICAL THINKING	0	0	1	3.2%
		WORKING WITH THE ELDERLY	0	0	1	3.2%
		Total	10	100.0%	31	100.0%
	DENTAL ASSISTANT	Skills Needed For Health Care Jobs	1	100.0%	0	0%
		EXPERIENCE	1	100.0%	0	0%
		Total	1	100.0%	0	0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	CNA	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		ABILITY TO WORK INDEPENDENTLY	1	2.4%
		ASSISTANCE FOR ELDERLY	1	2.4%
		CERTIFICATION	1	2.4%
		COMPUTER	1	2.4%
		COMPUTER SKILLS	1	2.4%
		CRITICAL THINKING	4	9.8%
		CUSTOMER SERVICE	5	12.2%
		EXPERIENCE	3	7.3%
		EXPERIENCE - 1 YEAR	1	2.4%
		EXPERIENCE - 1 YEAR HOME HEALTH OR NURSING	1	2.4%
		EXPERIENCE - 2 YEARS AS LPN	1	2.4%
		EXPERIENCE - CAREGIVER	1	2.4%
		EXPERIENCE - HEALTH CARE	1	2.4%
		EXPERIENCE - NURSE'S AIDE	1	2.4%
		EXPERIENCE - NURSING HOME	1	2.4%
		EXPERIENCE - SKILLED NURSING	1	2.4%
		EXPERIENCE - WORKING WITH ELDERLY/ PASSING THE MEDICINE	1	2.4%
		HANDLING DAILY LIVING ACTIVITIES OF RESIDENTS	1	2.4%
		MEDICATION DISPENSING	1	2.4%
		NONE	3	7.3%
		NURSING	3	7.3%
		ORAL AND WRITTEN COMMUNICATION	1	2.4%
		SOFT SKILLS	2	4.9%
		SUPERVISORY	1	2.4%
		TIME MANAGEMENT	1	2.4%
		TIME MANAGEMENT AND CRITICAL THINKING	1	2.4%
		WORKING WITH THE ELDERLY	1	2.4%
		Total	41	100.0%
	DENTAL ASSISTANT	Skills Needed For Health Care Jobs	1	100.0%
		EXPERIENCE	1	100.0%
		Total	1	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	DIETARY	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		CERTIFICATION	0	.0%	1	25.0%
		EXPERIENCE - NURSING HOME	0	.0%	1	25.0%
		NONE	0	.0%	2	50.0%
		Total	0	.0%	4	100.0%
	DIRECT CAREGIVER	Skills Needed For Health Care Jobs	0	.0%	3	60.0%
		NURSING	0	.0%	1	20.0%
		WORKING WITH THE ELDERLY	0	.0%	1	20.0%
		Total	0	.0%	5	100.0%
	DIRECT SUPPORT PROFESSIONALS	Skills Needed For Health Care Jobs	1	50.0%	0	.0%
		EXPERIENCE - NURSING THE DISABLED	1	50.0%	0	.0%
		Total	2	100.0%	0	.0%
	DIRECTOR OF NURSING	Skills Needed For Health Care Jobs	1	14.3%	0	.0%
		CRITICAL THINKING	1	14.3%	0	.0%
		EXPERIENCE - 1 YEAR	1	14.3%	0	.0%
		EXPERIENCE - 2 YEARS AS LPN	1	14.3%	0	.0%
		EXPERIENCE - CAREGIVER	1	14.3%	0	.0%
		EXPERIENCE - HEALTH CARE	1	14.3%	0	.0%
		SUPERVISORY	1	14.3%	0	.0%
		TIME MANAGEMENT	1	14.3%	0	.0%
		Total	7	100.0%	0	.0%
	DISABILITY DEVELOPMENT AIDE	Skills Needed For Health Care Jobs	0	.0%	1	33.3%
		ACCURATE DOCUMENTATION	0	.0%	1	33.3%
		COMMUNICATION	0	.0%	1	33.3%
		PROVIDING LIFE SKILLS TRAINING FOR DEVELOPMENTALLY DISABLED ADULTS	0	.0%	1	33.3%
		Total	0	.0%	3	100.0%
	HOUSEKEEPER	Skills Needed For Health Care Jobs	0	.0%	1	25.0%
		CERTIFICATION	0	.0%	1	25.0%
		EXPERIENCE - NURSING HOME	0	.0%	1	25.0%
		NONE	0	.0%	2	50.0%
		Total	0	.0%	4	100.0%
	INDEPENDENT LIVING COUNSELORS	Skills Needed For Health Care Jobs	0	.0%	1	100.0%
		WORK WITH PEOPLE	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	DIETARY	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
			Count	Column N %
		CERTIFICATION	1	25.0%
		EXPERIENCE - NURSING HOME	1	25.0%
		NONE	2	50.0%
		Total	4	100.0%
	DIRECT CAREGIVER	Skills Needed For Health Care Jobs	3	60.0%
		NURSING	1	20.0%
		WORKING WITH THE ELDERLY	1	20.0%
		Total	5	100.0%
	DIRECT SUPPORT PROFESSIONALS	Skills Needed For Health Care Jobs	1	50.0%
		EXPERIENCE - NURSING	1	50.0%
		EXPERIENCE - WORKING WITH THE DISABLED	1	50.0%
		Total	2	100.0%
	DIRECTOR OF NURSING	Skills Needed For Health Care Jobs	1	14.3%
		CRITICAL THINKING	1	14.3%
		EXPERIENCE - 1 YEAR	1	14.3%
		EXPERIENCE - 2 YEARS AS LPN	1	14.3%
		EXPERIENCE - CAREGIVER	1	14.3%
		EXPERIENCE - HEALTH CARE	1	14.3%
		SUPERVISORY	1	14.3%
		TIME MANAGEMENT	1	14.3%
		Total	7	100.0%
	DISABILITY DEVELOPMENT AIDE	Skills Needed For Health Care Jobs	1	33.3%
		ACCURATE DOCUMENTATION	1	33.3%
		COMMUNICATION	1	33.3%
		PROVIDING LIFE SKILLS TRAINING FOR DEVELOPMENTALLY DISABLED ADULTS	1	33.3%
		Total	3	100.0%
	HOUSEKEEPER	Skills Needed For Health Care Jobs	1	25.0%
		CERTIFICATION	1	25.0%
		EXPERIENCE - NURSING HOME	1	25.0%
		NONE	2	50.0%
		Total	4	100.0%
	INDEPENDENT LIVING COUNSELORS	Skills Needed For Health Care Jobs	1	100.0%
		WORK WITH PEOPLE	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	LPN	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		CRITICAL THINKING	1	14.3%	0	.0%
		EXPERIENCE - 1 YEAR	1	14.3%	0	.0%
		EXPERIENCE - 2 YEARS AS LPN	1	14.3%	0	.0%
		EXPERIENCE - CAREGIVER	1	14.3%	0	.0%
		EXPERIENCE - HEALTH CARE	1	14.3%	0	.0%
		NURSING	0	.0%	1	50.0%
		NURSING SKILLS	0	.0%	1	50.0%
		SUPERVISORY	1	14.3%	0	.0%
		TIME MANAGEMENT	1	14.3%	0	.0%
		Total	7	100.0%	2	100.0%
	MEDICAL ASSISTANT	Skills Needed For Health Care Jobs	1	33.3%	0	.0%
		EXPERIENCE - ONCOLOGY PATIENTS	0	.0%	1	25.0%
		MIXING DRUGS FOR PATIENTS	0	.0%	1	25.0%
		PHLEBOTOMY	0	.0%	1	25.0%
		SKILLS IN OB AND GYNECOLOGY	1	33.3%	0	.0%
		TECH SKILLS	1	33.3%	0	.0%
		WORKING WITH CHEMOTHERAPY PATIENTS	0	.0%	1	25.0%
		Total	3	100.0%	4	100.0%
	NURSE MANAGER	Skills Needed For Health Care Jobs	0	.0%	1	11.1%
		COMPUTER SKILLS	0	.0%	1	11.1%
		CRITICAL THINKING	0	.0%	1	11.1%
		CUSTOMER SERVICE	0	.0%	3	33.3%
		EXPERIENCE - NURSE'S AIDE	0	.0%	1	11.1%
		EXPERIENCE - SKILLED NURSING	0	.0%	1	11.1%
		TIME MANAGEMENT AND CRITICAL THINKING	0	.0%	1	11.1%
		Total	0	.0%	9	100.0%
	NURSE PRACTITIONER	Skills Needed For Health Care Jobs	0	.0%	1	25.0%
		HOSPICE AND PALLIATIVE CARE	0	.0%	2	50.0%
		SPECIALIZE IN PALLIATIVE CARE	0	.0%	1	25.0%
		Total	0	.0%	4	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	LPN	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
		CRITICAL THINKING	1	11.1%
		EXPERIENCE - 1 YEAR	1	11.1%
		EXPERIENCE - 2 YEARS AS LPN	1	11.1%
		EXPERIENCE - CAREGIVER	1	11.1%
		EXPERIENCE - HEALTH CARE	1	11.1%
		NURSING	1	11.1%
		NURSING SKILLS	1	11.1%
		SUPERVISORY	1	11.1%
		TIME MANAGEMENT	1	11.1%
		Total	9	100.0%
	MEDICAL ASSISTANT	Skills Needed For Health Care Jobs	1	14.3%
		EXPERIENCE - ONCOLOGY PATIENTS	1	14.3%
		MIXING DRUGS FOR PATIENTS	1	14.3%
		PHLEBOTOMY	1	14.3%
		SKILLS IN OB AND GYNECOLOGY	1	14.3%
		TECH SKILLS	1	14.3%
		WORKING WITH CHEMOTHERAPY PATIENTS	1	14.3%
		Total	7	100.0%
	NURSE MANAGER	Skills Needed For Health Care Jobs	1	11.1%
		COMPUTER	1	11.1%
		COMPUTER SKILLS	1	11.1%
		CRITICAL THINKING	1	11.1%
		CUSTOMER SERVICE	3	33.3%
		EXPERIENCE - NURSE'S AIDE	1	11.1%
		EXPERIENCE - SKILLED NURSING	1	11.1%
		TIME MANAGEMENT AND CRITICAL THINKING	1	11.1%
		Total	9	100.0%
	NURSE PRACTITIONER	Skills Needed For Health Care Jobs	1	25.0%
		HOSPICE AND PALLIATIVE CARE	1	25.0%
		HOSPICE NURSING	2	50.0%
		SPECIALIZE IN PALLIATIVE CARE	1	25.0%
		Total	4	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	OCCUPATIONAL THERAPIST	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		ADMINISTER FIRST AID AND HANDLE EMERGENCIES	0	.0%	1	9.1%
		ADMINISTER MEDICATIONS	0	.0%	1	9.1%
		ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	0	.0%	1	9.1%
		ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	0	.0%	1	9.1%
		ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	0	.0%	1	9.1%
		FUNCTION AS PART OF DIAGNOSTIC TEAM	0	.0%	2	18.2%
		ILLNESS CARE	0	.0%	1	9.1%
		OCCUPATIONAL THERAPY	0	.0%	1	9.1%
		PROVIDE APPROPRIATE THERAPY	0	.0%	1	9.1%
		PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS	0	.0%	1	9.1%
		Total	0	.0%	11	100.0%
	PALLIATIVE CARE DOCTOR	Skills Needed For Health Care Jobs	0	.0%	1	25.0%
		HOSPICE AND PALLIATIVE CARE	0	.0%	1	25.0%
		HOSPICE NURSING	0	.0%	2	50.0%
		SPECIALIZE IN PALLIATIVE CARE	0	.0%	1	25.0%
		Total	0	.0%	4	100.0%
	PERSONAL TRAINER	Skills Needed For Health Care Jobs	0	.0%	1	50.0%
		FITNESS	0	.0%	1	50.0%
		HEALTH AND WELLNESS	0	.0%	1	50.0%
		Total	0	.0%	2	100.0%
	PHARMACY TECHNICIAN	Skills Needed For Health Care Jobs	1	100.0%	0	.0%
		EXPERIENCE - PHARMACY	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	OCCUPATIONAL THERAPIST	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
	ADMINISTER FIRST AID AND HANDLE EMERGENCIES		1	9.1%
	ADMINISTER MEDICATIONS		1	9.1%
	ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS		1	9.1%
	ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS		1	9.1%
	ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS		1	9.1%
	FUNCTION AS PART OF DIAGNOSTIC TEAM		2	18.2%
	ILLNESS CARE		1	9.1%
	OCCUPATIONAL THERAPY		1	9.1%
	PROVIDE APPROPRIATE THERAPY		1	9.1%
	PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS		1	9.1%
	Total		11	100.0%
	PALLIATIVE CARE DOCTOR	Skills Needed For Health Care Jobs	1	25.0%
			2	50.0%
			1	25.0%
	Total		4	100.0%
	PERSONAL TRAINER	Skills Needed For Health Care Jobs	1	50.0%
			1	50.0%
	Total		2	100.0%
	PHARMACY TECHNICIAN	Skills Needed For Health Care Jobs	1	100.0%
	Total		1	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	PHYSICAL THERAPIST	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N %		
			Count	Count	Column N %		
		ADMINISTER FIRST AID AND HANDLE EMERGENCIES	0	0	0.0%	1	9.1%
		ADMINISTER MEDICATIONS	0	0	0.0%	1	9.1%
		ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	0	0	0.0%	1	9.1%
		ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	0	0	0.0%	1	9.1%
		ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	0	0	0.0%	1	9.1%
		FUNCTION AS PART OF DIAGNOSTIC TEAM	0	0	0.0%	2	18.2%
		ILLNESS CARE	0	0	0.0%	1	9.1%
		OCCUPATIONAL THERAPY	0	0	0.0%	1	9.1%
		PROVIDE APPROPRIATE THERAPY	0	0	0.0%	1	9.1%
		PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS	0	0	0.0%	1	9.1%
		Total	0	0	0.0%	11	100.0%
	RN	Skills Needed For Health Care Jobs	0	0	0.0%	1	2.0%
		ABILITY TO WORK INDEPENDENTLY	0	0	0.0%	1	2.0%
		ADMINISTER FIRST AID AND HANDLE EMERGENCIES	0	0	0.0%	1	2.0%
		ADMINISTER MEDICATIONS	0	0	0.0%	1	2.0%
		ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	0	0	0.0%	1	2.0%
		COMPUTER	0	0	0.0%	1	2.0%
		COMPUTER CHARTING OF PATIENT RECORDS	0	0	0.0%	1	2.0%
		COMPUTER SKILLS	0	0	0.0%	1	2.0%
		CRITICAL THINKING	0	0	0.0%	3	6.0%
		CUSTOMER SERVICE	0	0	0.0%	5	10.0%
		ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	0	0	0.0%	1	2.0%
		ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	0	0	0.0%	1	2.0%
		EXPERIENCE	0	0	0.0%	3	6.0%
		EXPERIENCE - NURSE'S AIDE	0	0	0.0%	1	2.0%
		EXPERIENCE - ONCOLOGY PATIENTS	0	0	0.0%	1	2.0%
		EXPERIENCE - SKILLED NURSING	0	0	0.0%	1	2.0%
		FUNCTION AS PART OF DIAGNOSTIC TEAM	0	0	0.0%	2	4.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	PHYSICAL THERAPIST	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		ADMINISTER FIRST AID AND HANDLE EMERGENCIES	1	9.1%
		ADMINISTER MEDICATIONS	1	9.1%
		ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	1	9.1%
		ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	1	9.1%
		ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	1	9.1%
		FUNCTION AS PART OF DIAGNOSTIC TEAM	2	18.2%
		ILLNESS CARE	1	9.1%
		OCCUPATIONAL THERAPY	1	9.1%
		PROVIDE APPROPRIATE THERAPY	1	9.1%
		PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS	1	9.1%
		Total	11	100.0%
RN		Skills Needed For Health Care Jobs		
		ABILITY TO WORK INDEPENDENTLY	1	2.0%
		ADMINISTER FIRST AID AND HANDLE EMERGENCIES	1	2.0%
		ADMINISTER MEDICATIONS	1	2.0%
		ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	1	2.0%
		COMPUTER	1	2.0%
		COMPUTER CHARTING OF PATIENT RECORDS	1	2.0%
		COMPUTER SKILLS	1	2.0%
		CRITICAL THINKING	3	5.9%
		CUSTOMER SERVICE	5	9.8%
		ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	1	2.0%
		ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	1	2.0%
		EXPERIENCE	3	5.9%
		EXPERIENCE - NURSE'S AIDE	1	2.0%
		EXPERIENCE - ONCOLOGY PATIENTS	1	2.0%
		EXPERIENCE - SKILLED NURSING	1	2.0%
		FUNCTION AS PART OF DIAGNOSTIC TEAM	2	3.9%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	Column N %	100 Or More Employees	Column N %
			Count	Count	Count	Count
		HANDLING DAILY LIVING ACTIVITIES OF RESIDENTS	0	.0%	1	2.0%
		HOSPICE AND PALLIATIVE CARE	0	.0%	1	2.0%
		HOSPICE NURSING	0	.0%	3	6.0%
		ILLNESS CARE	0	.0%	1	2.0%
		MEDICATION DISPENSING	0	.0%	1	2.0%
		MIXING DRUGS FOR PATIENTS	0	.0%	1	2.0%
		NONE	1	100.0%	0	.0%
		NURSING	0	.0%	5	10.0%
		NURSING SKILLS	0	.0%	1	2.0%
		OCCUPATIONAL THERAPY	0	.0%	1	2.0%
		ORAL AND WRITTEN COMMUNICATION	0	.0%	1	2.0%
		PHLEBOTOMY	0	.0%	1	2.0%
		PROVIDE APPROPRIATE THERAPY	0	.0%	1	2.0%
		PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS	0	.0%	1	2.0%
		SOFT SKILLS	0	.0%	2	4.0%
		SPECIALIZE IN PALLIATIVE CARE	0	.0%	1	2.0%
		TIME MANAGEMENT AND CRITICAL THINKING	0	.0%	1	2.0%
		WORKING WITH CHEMOTHERAPY PATIENTS	0	.0%	1	2.0%
		WORKING WITH THE ELDERLY	0	.0%	1	2.0%
		Total	1	100.0%	50	100.0%
	RN - CERTIFIED SCHOOL NURSE	Skills Needed For Health Care Jobs	0	.0%	1	33.3%
		COMMUNICATION	0	.0%	1	33.3%
		DIAGNOSIS OF MINOR ILLNESSES AND INJURIES	0	.0%	1	33.3%
		TREATMENT OF MINOR SICKNESSES AND INJURIES	0	.0%	1	33.3%
		Total	0	.0%	3	100.0%
	RN - SCHOOL NURSE	Skills Needed For Health Care Jobs	0	.0%	1	100.0%
		NURSING	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	RN - TRIAGE	Skills Needed For Health Care Jobs	0	.0%	1	25.0%
		HOSPICE AND PALLIATIVE CARE	0	.0%	1	25.0%
		HOSPICE NURSING	0	.0%	2	50.0%
		SPECIALIZE IN PALLIATIVE CARE	0	.0%	1	25.0%
		Total	0	.0%	4	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
		HANDLING DAILY LIVING ACTIVITIES OF RESIDENTS	1	2.0%
		HOSPICE AND PALLIATIVE CARE	1	2.0%
		HOSPICE NURSING	3	5.9%
		ILLNESS CARE	1	2.0%
		MEDICATION DISPENSING	1	2.0%
		MIXING DRUGS FOR PATIENTS	1	2.0%
		NONE	1	2.0%
		NURSING	5	9.8%
		NURSING SKILLS	1	2.0%
		OCCUPATIONAL THERAPY	1	2.0%
		ORAL AND WRITTEN COMMUNICATION	1	2.0%
		PHLEBOTOMY	1	2.0%
		PROVIDE APPROPRIATE THERAPY	1	2.0%
		PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS	1	2.0%
		SOFT SKILLS	2	3.9%
		SPECIALIZE IN PALLIATIVE CARE	1	2.0%
		TIME MANAGEMENT AND CRITICAL THINKING	1	2.0%
		WORKING WITH CHEMOTHERAPY PATIENTS	1	2.0%
		WORKING WITH THE ELDERLY	1	2.0%
		Total	51	100.0%
	RN - CERTIFIED SCHOOL NURSE	Skills Needed For Health Care Jobs	1	33.3%
		DIAGNOSIS OF MINOR ILLNESSES AND INJURIES	1	33.3%
		TREATMENT OF MINOR SICKNESSES AND INJURIES	1	33.3%
		Total	3	100.0%
	RN - SCHOOL NURSE	Skills Needed For Health Care Jobs	1	100.0%
		Total	1	100.0%
	RN - TRIAGE	Skills Needed For Health Care Jobs	1	25.0%
		HOSPICE NURSING	2	50.0%
		SPECIALIZE IN PALLIATIVE CARE	1	25.0%
		Total	4	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN/ LPN	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER					
			Less Than 100 Employees	100 Or More Employees	Count	Column N %		
			Count	Column N %	Count	Column N %		
Jobs Difficult To Fill In Health Care (Multiple Responses)	RN/ LPN/ CNA	Skills Needed For Health Care Jobs	ASSISTANCE FOR ELDERLY EXPERIENCE - WORKING WITH ELDERLY/ PASSING THE MEDICINE	0	.0%	1	50.0%	
			Total	0	.0%	1	50.0%	
			EXPERIENCE - NURSING	1	50.0%	0	.0%	
	RN/ LPN/ CNA	Skills Needed For Health Care Jobs	Skills Needed For Health Care Jobs	EXPERIENCE - WORKING WITH THE DISABLED	1	50.0%	0	.0%
				NURSING	0	.0%	1	100.0%
				Total	2	100.0%	1	100.0%
	SPEECH LANGUAGE THERAPIST	Skills Needed For Health Care Jobs	Skills Needed For Health Care Jobs	ADMINISTER FIRST AID AND HANDLE EMERGENCIES	0	.0%	1	9.1%
				ADMINISTER MEDICATIONS	0	.0%	1	9.1%
				ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	0	.0%	1	9.1%
				ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	0	.0%	1	9.1%
				ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	0	.0%	1	9.1%
				FUNCTION AS PART OF DIAGNOSTIC TEAM	0	.0%	2	18.2%
				ILLNESS CARE	0	.0%	1	9.1%
				OCCUPATIONAL THERAPY	0	.0%	1	9.1%
				PROVIDE APPROPRIATE THERAPY	0	.0%	1	9.1%
PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS				0	.0%	1	9.1%	
Total				0	.0%	11	100.0%	
WAIT STAFF				Skills Needed For Health Care Jobs	Skills Needed For Health Care Jobs	EXPERIENCE	0	.0%
	NURSING	0	.0%			1	20.0%	
	WORKING WITH THE ELDERLY	0	.0%			1	20.0%	
X-RAY TECHNICIAN	Skills Needed For Health Care Jobs	Skills Needed For Health Care Jobs	Total	0	.0%	5	100.0%	
			EXPERIENCE	1	50.0%	0	.0%	
			TECH SKILLS	1	50.0%	0	.0%	
Total	2	100.0%	0	.0%				

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	RN/ LPN	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
		ASSISTANCE FOR ELDERLY EXPERIENCE - WORKING WITH ELDERLY/ PASSING THE MEDICINE	1	50.0%
		Total	1	50.0%
	RN/ LPN/ CNA	Skills Needed For Health Care Jobs		
		EXPERIENCE - NURSING	1	33.3%
		EXPERIENCE - WORKING WITH THE DISABLED	1	33.3%
		NURSING	1	33.3%
		Total	3	100.0%
	SPEECH LANGUAGE THERAPIST	Skills Needed For Health Care Jobs		
		ADMINISTER FIRST AID AND HANDLE EMERGENCIES	1	9.1%
		ADMINISTER MEDICATIONS	1	9.1%
		ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	1	9.1%
		ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	1	9.1%
		ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	1	9.1%
		FUNCTION AS PART OF DIAGNOSTIC TEAM	2	18.2%
		ILLNESS CARE	1	9.1%
		OCCUPATIONAL THERAPY	1	9.1%
		PROVIDE APPROPRIATE THERAPY	1	9.1%
		PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS	1	9.1%
		Total	11	100.0%
	WAIT STAFF	Skills Needed For Health Care Jobs		
		EXPERIENCE	3	60.0%
		NURSING	1	20.0%
		WORKING WITH THE ELDERLY	1	20.0%
		Total	5	100.0%
	X-RAY TECHNICIAN	Skills Needed For Health Care Jobs		
		EXPERIENCE	1	50.0%
		TECH SKILLS	1	50.0%
		Total	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		ABILITY TO WORK INDEPENDENTLY	0	.0%	2	1.1%
		ABLE TO DEAL WITH CLEANING AND COOKING	1	2.2%	0	.0%
		ACCURATE DOCUMENTATION	0	.0%	1	.6%
		ADMINISTER FIRST AID AND HANDLE EMERGENCIES	0	.0%	4	2.3%
		ADMINISTER MEDICATIONS	0	.0%	4	2.3%
		ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	0	.0%	4	2.3%
		ASSISTANCE FOR ELDERLY	0	.0%	2	1.1%
		CERTIFICATION	0	.0%	4	2.3%
		COMMUNICATION	0	.0%	2	1.1%
		COMPUTER	0	.0%	3	1.7%
		COMPUTER CHARTING OF PATIENT RECORDS	0	.0%	1	.6%
		COMPUTER SKILLS	0	.0%	3	1.7%
		CRITICAL THINKING	4	8.7%	7	4.0%
		CUSTOMER SERVICE	0	.0%	13	7.4%
		DIAGNOSIS OF MINOR ILLNESSES AND INJURIES	0	.0%	1	.6%
		ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	0	.0%	4	2.3%
		ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	0	.0%	4	2.3%
		EXPERIENCE	3	6.5%	12	6.8%
		EXPERIENCE - 1 YEAR	4	8.7%	0	.0%
		EXPERIENCE - 1 YEAR HOME HEALTH OR NURSING	2	4.3%	0	.0%
		EXPERIENCE - 2 YEARS AS LPN	4	8.7%	0	.0%
		EXPERIENCE - CAREGIVER	4	8.7%	0	.0%
		EXPERIENCE - HEALTH CARE	4	8.7%	0	.0%
		EXPERIENCE - NURSE'S AIDE	0	.0%	3	1.7%
		EXPERIENCE - NURSING	2	4.3%	0	.0%
		EXPERIENCE - NURSING HOME	0	.0%	4	2.3%
		EXPERIENCE - ONCOLOGY PATIENTS	0	.0%	2	1.1%
		EXPERIENCE - PHARMACY	1	2.2%	0	.0%
		EXPERIENCE - SKILLED NURSING	0	.0%	3	1.7%
		EXPERIENCE - WORKING WITH ELDERLY/PASSING THE MEDICINE	0	.0%	2	1.1%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		ABILITY TO WORK INDEPENDENTLY	2	.9%
		ABLE TO DEAL WITH CLEANING AND COOKING	1	.5%
		ACCURATE DOCUMENTATION	1	.5%
		ADMINISTER FIRST AID AND HANDLE EMERGENCIES	4	1.8%
		ADMINISTER MEDICATIONS	4	1.8%
		ASSESSMENT OF COMMUNICATION SKILLS OF STUDENTS	4	1.8%
		ASSISTANCE FOR ELDERLY	2	.9%
		CERTIFICATION	4	1.8%
		COMMUNICATION	2	.9%
		COMPUTER	3	1.4%
		COMPUTER CHARTING OF PATIENT RECORDS	1	.5%
		COMPUTER SKILLS	3	1.4%
		CRITICAL THINKING	11	5.0%
		CUSTOMER SERVICE	13	5.9%
		DIAGNOSIS OF MINOR ILLNESSES AND INJURIES	1	.5%
		ESTABLISH AND PROVIDE INTEGRATED AND DIRECT THERAPY PROGRAMS	4	1.8%
		ESTABLISH INTEGRATED AND DIRECT THERAPY PROGRAMS	4	1.8%
		EXPERIENCE	15	6.8%
		EXPERIENCE - 1 YEAR	4	1.8%
		EXPERIENCE - 1 YEAR HOME HEALTH OR NURSING	2	.9%
		EXPERIENCE - 2 YEARS AS LPN	4	1.8%
		EXPERIENCE - CAREGIVER	4	1.8%
		EXPERIENCE - HEALTH CARE	4	1.8%
		EXPERIENCE - NURSE'S AIDE	3	1.4%
		EXPERIENCE - NURSING	2	.9%
		EXPERIENCE - NURSING HOME	4	1.8%
		EXPERIENCE - ONCOLOGY PATIENTS	2	.9%
		EXPERIENCE - PHARMACY	1	.5%
		EXPERIENCE - SKILLED NURSING	3	1.4%
		EXPERIENCE - WORKING WITH ELDERLY/PASSING THE MEDICINE	2	.9%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
		EXPERIENCE - WORKING WITH THE DISABLED	2	4.3%	0	.0%
		FITNESS	0	.0%	1	.6%
		FUNCTION AS PART OF DIAGNOSTIC TEAM	0	.0%	8	4.5%
		HANDLING DAILY LIVING ACTIVITIES OF RESIDENTS	0	.0%	2	1.1%
		HEALTH AND WELLNESS	0	.0%	1	.6%
		HOSPICE AND PALLIATIVE CARE	0	.0%	4	2.3%
		HOSPICE NURSING	0	.0%	9	5.1%
		ILLNESS CARE	0	.0%	4	2.3%
		MEDICATION DISPENSING	0	.0%	2	1.1%
		MIXING DRUGS FOR PATIENTS	0	.0%	2	1.1%
		NONE	3	6.5%	8	4.5%
		NURSING	1	2.2%	12	6.8%
		NURSING SKILLS	0	.0%	2	1.1%
		OCCUPATIONAL THERAPY	0	.0%	4	2.3%
		ORAL AND WRITTEN COMMUNICATION	0	.0%	2	1.1%
		PHLEBOTOMY	0	.0%	2	1.1%
		PROVIDE APPROPRIATE THERAPY	0	.0%	4	2.3%
		PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS	0	.0%	4	2.3%
		PROVIDING LIFE SKILLS TRAINING FOR DEVELOPMENTALLY DISABLED ADULTS	0	.0%	1	.6%
		SKILLS IN OB AND GYNECOLOGY	1	2.2%	0	.0%
		SOFT SKILLS	0	.0%	4	2.3%
		SPECIALIZE IN PALLIATIVE CARE	0	.0%	4	2.3%
		SUPERVISORY	4	8.7%	0	.0%
		TECH SKILLS	2	4.3%	0	.0%
		TIME MANAGEMENT	4	8.7%	0	.0%
		TIME MANAGEMENT AND CRITICAL THINKING	0	.0%	3	1.7%
		TREATMENT OF MINOR SICKNESSES AND INJURIES	0	.0%	1	.6%
		WORK WITH PEOPLE	0	.0%	1	.6%
		WORKING WITH CHEMOTHERAPY PATIENTS	0	.0%	2	1.1%
		WORKING WITH THE ELDERLY	0	.0%	4	2.3%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		EXPERIENCE - WORKING WITH THE DISABLED	2	.9%
		FITNESS	1	.5%
		FUNCTION AS PART OF DIAGNOSTIC TEAM	8	3.6%
		HANDLING DAILY LIVING ACTIVITIES OF RESIDENTS	2	.9%
		HEALTH AND WELLNESS	1	.5%
		HOSPICE AND PALLIATIVE CARE	4	1.8%
		HOSPICE NURSING	9	4.1%
		ILLNESS CARE	4	1.8%
		MEDICATION DISPENSING	2	.9%
		MIXING DRUGS FOR PATIENTS	2	.9%
		NONE	11	5.0%
		NURSING	13	5.9%
		NURSING SKILLS	2	.9%
		OCCUPATIONAL THERAPY	4	1.8%
		ORAL AND WRITTEN COMMUNICATION	2	.9%
		PHLEBOTOMY	2	.9%
		PROVIDE APPROPRIATE THERAPY	4	1.8%
		PROVIDE APPROPRIATE THERAPY FOR PRESCRIPTIONS	4	1.8%
		PROVIDING LIFE SKILLS TRAINING FOR DEVELOPMENTALLY DISABLED ADULTS	1	.5%
		SKILLS IN OB AND GYNECOLOGY	1	.5%
		SOFT SKILLS	4	1.8%
		SPECIALIZE IN PALLIATIVE CARE	4	1.8%
		SUPERVISORY	4	1.8%
		TECH SKILLS	2	.9%
		TIME MANAGEMENT	4	1.8%
		TIME MANAGEMENT AND CRITICAL THINKING	3	1.4%
		TREATMENT OF MINOR SICKNESSES AND INJURIES	1	.5%
		WORK WITH PEOPLE	1	.5%
		WORKING WITH CHEMOTHERAPY PATIENTS	2	.9%
		WORKING WITH THE ELDERLY	4	1.8%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Health Care (Multiple Responses)	Jobs Difficult To Fill In Transportation/Logistics (Multiple Responses)	Total	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER		
				Less Than 100 Employees	100 Or More Employees	Column N %
				Count	Count	Column N %
		46	100.0%	176	100.0%	
		0	.0%	1	50.0%	
		0	.0%	1	50.0%	
		0	.0%	2	100.0%	
		1	50.0%	0	.0%	
		1	50.0%	0	.0%	
		2	100.0%	0	.0%	
		0	.0%	4	30.8%	
		0	.0%	2	15.4%	
		0	.0%	3	23.1%	
		0	.0%	2	15.4%	
		1	50.0%	2	15.4%	
		1	50.0%	0	.0%	
		2	100.0%	13	100.0%	
		0	.0%	1	20.0%	
		0	.0%	4	80.0%	
		0	.0%	5	100.0%	
		1	100.0%	0	.0%	
		1	100.0%	0	.0%	
		0	.0%	2	28.6%	
		0	.0%	1	14.3%	
		0	.0%	1	14.3%	
		0	.0%	1	14.3%	
		0	.0%	2	28.6%	
		0	.0%	7	100.0%	
		0	.0%	2	40.0%	
		0	.0%	1	20.0%	
		0	.0%	2	40.0%	
		0	.0%	5	100.0%	
		0	.0%	8	25.0%	
		0	.0%	4	12.5%	
		2	40.0%	6	18.8%	
		0	.0%	3	9.4%	
		1	20.0%	4	12.5%	
		1	20.0%	0	.0%	
		0	.0%	7	21.9%	
		1	20.0%	0	.0%	
		5	100.0%	32	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Total	Skills Needed For Health Care Jobs	SIZE OF EMPLOYER		
			Count	Total Column N %	
Jobs Difficult To Fill In Health Care (Multiple Responses)	Total	Total	222	100.0%	
Jobs Difficult To Fill In Transportation/Logistics (Multiple Responses)	BUS AIDE	Credentials Needed For Transportation/ Logistics Jobs	CDL	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	CDL DRIVER	Credentials Needed For Transportation/ Logistics Jobs	CDL	1	50.0%
			EXPERIENCE	1	50.0%
			Total	2	100.0%
	DRIVER	Credentials Needed For Transportation/ Logistics Jobs	21 YEARS OF AGE OR OLDER	4	26.7%
			BACKGROUND CHECK	2	13.3%
			CDL	3	20.0%
			CLEAN BACKGROUND CHECK	2	13.3%
			CLEAN DRIVING RECORD	3	20.0%
			PLEASANT DEMEANOR	1	6.7%
			Total	15	100.0%
	DRIVER - BUS	Credentials Needed For Transportation/ Logistics Jobs	CDL	1	20.0%
			NONE	4	80.0%
		Total	5	100.0%	
DRIVER - TRUCK	Credentials Needed For Transportation/ Logistics Jobs	CDL	1	100.0%	
		Total	1	100.0%	
MONITOR	Credentials Needed For Transportation/ Logistics Jobs	21 YEARS OF AGE OR OLDER	2	28.6%	
		BACKGROUND CHECK	1	14.3%	
		CDL	1	14.3%	
		CLEAN BACKGROUND CHECK	1	14.3%	
		NONE	2	28.6%	
		Total	7	100.0%	
PARAPROFESSIONAL	Credentials Needed For Transportation/ Logistics Jobs	21 YEARS OF AGE OR OLDER	2	40.0%	
		BACKGROUND CHECK	1	20.0%	
		CLEAN DRIVING RECORD	2	40.0%	
		Total	5	100.0%	
Total	Credentials Needed For Transportation/ Logistics Jobs	21 YEARS OF AGE OR OLDER	8	21.6%	
		BACKGROUND CHECK	4	10.8%	
		CDL	8	21.6%	
		CLEAN BACKGROUND CHECK	3	8.1%	
		CLEAN DRIVING RECORD	5	13.5%	
		EXPERIENCE	1	2.7%	
		NONE	7	18.9%	
		PLEASANT DEMEANOR	1	2.7%	
		Total	37	100.0%	

TABLE 3-F. Credentials And Skills Needed For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Transportation/Logistics (Multiple Responses)	BUS AIDE	Skills Needed For Transportation/Logistics Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %	
			Count	Count			
		ABILITY TO DRIVE A BUS	0	0	.0%	1	25.0%
		ABILITY TO MAINTAIN A BUS	0	0	.0%	1	25.0%
		COMMUNICATION	0	0	.0%	1	25.0%
		CONTROLLING STUDENTS	0	0	.0%	1	25.0%
		Total	0	0	.0%	4	100.0%
	CDL DRIVER	Skills Needed For Transportation/Logistics Jobs	1	1	50.0%	0	.0%
		KNOWLEDGE OF DRIVING	1	1	50.0%	0	.0%
		Total	2	2	100.0%	0	.0%
	DRIVER	Skills Needed For Transportation/Logistics Jobs	0	0	.0%	3	37.5%
		CLEAN DRIVING RECORD	1	1	33.3%	0	.0%
		CONGENIAL ATTITUDE TO DEAL WITH THE PUBLIC	1	1	33.3%	0	.0%
		DRIVERS NEED PLEASANT PERSONALITY	0	0	.0%	1	12.5%
		EXPERIENCE	0	0	.0%	2	25.0%
		MANNERLY	1	1	33.3%	0	.0%
		MOST CARS GO TO AIRPORT/KNOW THE CITY/DIFFERENT LOCATIONS IN THE AREA	0	0	.0%	2	25.0%
		SOFT SPOKEN	3	3	100.0%	8	100.0%
	DRIVER - BUS	Skills Needed For Transportation/Logistics Jobs	0	0	.0%	1	11.1%
		ABILITY TO DRIVE A BUS	0	0	.0%	1	11.1%
		ABILITY TO MAINTAIN A BUS	0	0	.0%	2	22.2%
		COMMUNICATION	0	0	.0%	1	11.1%
		CONTROLLING STUDENTS	0	0	.0%	1	11.1%
		FAMILIARITY WITH SCHAUMBURG STREETS	0	0	.0%	2	22.2%
		NONE	0	0	.0%	1	11.1%
		WORKING WITH CHILDREN	0	0	.0%	1	11.1%
		Total	0	0	.0%	9	100.0%
	DRIVER - TRUCK	Skills Needed For Transportation/Logistics Jobs	1	1	50.0%	0	.0%
		BE ABLE TO READ SIGNS	1	1	50.0%	0	.0%
		HAVE GOOD EYESIGHT	2	2	100.0%	0	.0%
	MONITOR	Skills Needed For Transportation/Logistics Jobs	0	0	.0%	1	20.0%
		CLEAN DRIVING RECORD	0	0	.0%	1	20.0%
		MANNERLY	0	0	.0%	2	40.0%
		NONE	0	0	.0%	1	20.0%
		SOFT SPOKEN	0	0	.0%	5	100.0%
	PARAPROFESSIONAL	Skills Needed For Transportation/Logistics Jobs	0	0	.0%	1	33.3%
		CLEAN DRIVING RECORD	0	0	.0%	1	33.3%
		MANNERLY	0	0	.0%	1	33.3%
		SOFT SPOKEN	0	0	.0%	3	100.0%
		Total	0	0	.0%	3	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Transportation/Logistics (Multiple Responses)	BUS AIDE	Skills Needed For Transportation/Logistics Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column	N %
		ABILITY TO DRIVE A BUS	1	25.0%
		ABILITY TO MAINTAIN A BUS	1	25.0%
		COMMUNICATION	1	25.0%
		CONTROLLING STUDENTS	1	25.0%
		Total	4	100.0%
	CDL DRIVER	Skills Needed For Transportation/Logistics Jobs	1	50.0%
		KNOWLEDGE OF DRIVING	1	50.0%
		Total	2	100.0%
	DRIVER	Skills Needed For Transportation/Logistics Jobs	3	27.3%
		CLEAN DRIVING RECORD	1	9.1%
		CONGENIAL ATTITUDE TO DEAL WITH THE PUBLIC	1	9.1%
		DRIVERS NEED PLEASANT PERSONALITY	1	9.1%
		EXPERIENCE	1	9.1%
		MANNERLY	2	18.2%
		MOST CARS GO TO AIRPORT/KNOW THE CITY/DIFFERENT LOCATIONS IN THE AREA	1	9.1%
		SOFT SPOKEN	2	18.2%
		Total	11	100.0%
	DRIVER - BUS	Skills Needed For Transportation/Logistics Jobs	1	11.1%
		ABILITY TO DRIVE A BUS	1	11.1%
		ABILITY TO MAINTAIN A BUS	2	22.2%
		COMMUNICATION	1	11.1%
		CONTROLLING STUDENTS	1	11.1%
		FAMILIARITY WITH SCHAUMBURG STREETS	1	11.1%
		NONE	2	22.2%
		WORKING WITH CHILDREN	1	11.1%
		Total	9	100.0%
	DRIVER - TRUCK	Skills Needed For Transportation/Logistics Jobs	1	50.0%
		BE ABLE TO READ SIGNS	1	50.0%
		HAVE GOOD EYESIGHT	2	100.0%
		Total	3	100.0%
	MONITOR	Skills Needed For Transportation/Logistics Jobs	1	20.0%
		CLEAN DRIVING RECORD	1	20.0%
		MANNERLY	2	40.0%
		NONE	1	20.0%
		SOFT SPOKEN	5	100.0%
		Total	5	100.0%
	PARAPROFESSIONAL	Skills Needed For Transportation/Logistics Jobs	1	33.3%
		CLEAN DRIVING RECORD	1	33.3%
		MANNERLY	1	33.3%
		SOFT SPOKEN	3	100.0%
		Total	3	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Transportation/ Logistics (Multiple Responses)	Total	Skills Needed For Transportation/ Logistics Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		ABILITY TO DRIVE A BUS	0	.0%	2	6.9%
		ABILITY TO MAINTAIN A BUS	0	.0%	2	6.9%
		BE ABLE TO READ SIGNS	1	14.3%	0	.0%
		CLEAN DRIVING RECORD	1	14.3%	5	17.2%
		COMMUNICATION	0	.0%	3	10.3%
		CONGENIAL ATTITUDE TO DEAL WITH THE PUBLIC	1	14.3%	0	.0%
		CONTROLLING STUDENTS	0	.0%	2	6.9%
		DRIVERS NEED PLEASANT PERSONALITY	1	14.3%	0	.0%
		EXPERIENCE	0	.0%	1	3.4%
		FAMILIARITY WITH SCHAUMBURG STREETS	0	.0%	1	3.4%
		HAVE GOOD EYESIGHT	1	14.3%	0	.0%
		KNOWLEDGE OF DRIVING	1	14.3%	0	.0%
		MANNERLY	0	.0%	4	13.8%
		MOST CARS GO TO AIRPORT/ KNOW THE CITY/ DIFFERENT LOCATIONS IN THE AREA	1	14.3%	0	.0%
		NONE	0	.0%	4	13.8%
		SOFT SPOKEN	0	.0%	4	13.8%
		WORKING WITH CHILDREN	0	.0%	1	3.4%
		Total	7	100.0%	29	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Transportation/ Logistics (Multiple Responses)	Total	Skills Needed For Transportation/ Logistics Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	Column N %
		ABILITY TO DRIVE A BUS	2	5.6%
		ABILITY TO MAINTAIN A BUS	2	5.6%
		BE ABLE TO READ SIGNS	1	2.8%
		CLEAN DRIVING RECORD	6	16.7%
		COMMUNICATION	3	8.3%
		CONGENIAL ATTITUDE TO DEAL WITH THE PUBLIC	1	2.8%
		CONTROLLING STUDENTS	2	5.6%
		DRIVERS NEED PLEASANT PERSONALITY	1	2.8%
		EXPERIENCE	1	2.8%
		FAMILIARITY WITH SCHAUMBURG STREETS	1	2.8%
		HAVE GOOD EYESIGHT	1	2.8%
		KNOWLEDGE OF DRIVING	1	2.8%
		MANNERLY	4	11.1%
		MOST CARS GO TO AIRPORT/ KNOW THE CITY/ DIFFERENT LOCATIONS IN THE AREA	1	2.8%
		NONE	4	11.1%
		SOFT SPOKEN	4	11.1%
		WORKING WITH CHILDREN	1	2.8%
		Total	36	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	AERONAUTICAL ENGINEER	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
	DEGREE - BACHELORS ENGINEERING		1	50.0%	0	.0%
	MECHANIC SKILLS		1	50.0%	0	.0%
	Total		2	100.0%	0	.0%
	EXPERIENCE		0	.0%	2	66.7%
	NONE		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	EXPERIENCE		0	.0%	2	66.7%
	NONE		0	.0%	1	33.3%
	Total		0	.0%	3	100.0%
	EXPERIENCE		1	50.0%	0	.0%
	NONE		1	50.0%	0	.0%
	Total		2	100.0%	0	.0%
	HVAC		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	EXPERIENCE - SCHOOLING		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	CONTROLLER ENGINEERING		1	25.0%	0	.0%
	ENGINEERING		1	25.0%	0	.0%
	ENGINEERING - SOFTWARE		1	25.0%	0	.0%
	ROCKWELL AUTOMATION		1	25.0%	0	.0%
	Total		4	100.0%	0	.0%
	EXPERIENCE - EQUIPMENT SETUP		1	25.0%	0	.0%
	EXPERIENCE - KNOWLEDGE OF EQUIPMENT		1	25.0%	0	.0%
	KNOWLEDGE OF COMPUTERS		1	25.0%	0	.0%
	PROGRAMMING		1	25.0%	0	.0%
	Total		4	100.0%	0	.0%
	ABLE TO REPAIR THINGS		0	.0%	1	16.7%
	EXPERIENCE		0	.0%	1	16.7%
	JANITORIAL		0	.0%	1	16.7%
	MAINTENANCE		0	.0%	1	16.7%
	SELF-STARTING		0	.0%	1	16.7%
	WORK ETHIC		0	.0%	1	16.7%
	Total		0	.0%	6	100.0%
	NONE		1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
	FACILITIES ASSOCIATE					
	EXPERIENCE - EQUIPMENT SETUP					
	EXPERIENCE - KNOWLEDGE OF EQUIPMENT					
	KNOWLEDGE OF COMPUTERS					
	PROGRAMMING					
	Total					
	ABLE TO REPAIR THINGS					
	EXPERIENCE					
	JANITORIAL					
	MAINTENANCE					
	SELF-STARTING					
	WORK ETHIC					
	Total					
	NONE					
	Total					
	FACILITY ATTENDANT					
	EXPERIENCE - EQUIPMENT SETUP					
	EXPERIENCE - KNOWLEDGE OF EQUIPMENT					
	KNOWLEDGE OF COMPUTERS					
	PROGRAMMING					
	Total					
	ABLE TO REPAIR THINGS					
	EXPERIENCE					
	JANITORIAL					
	MAINTENANCE					
	SELF-STARTING					
	WORK ETHIC					
	Total					
	NONE					
	Total					

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	AERONAUTICAL ENGINEER	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
	DEGREE - BACHELORS ENGINEERING		1	50.0%
	MECHANIC SKILLS		1	50.0%
	Total		2	100.0%
	EXPERIENCE		2	66.7%
	NONE		1	33.3%
	Total		3	100.0%
	EXPERIENCE		2	66.7%
	NONE		1	33.3%
	Total		3	100.0%
	EXPERIENCE		1	50.0%
	NONE		1	50.0%
	Total		2	100.0%
	HVAC		1	100.0%
	Total		1	100.0%
	EXPERIENCE - SCHOOLING		1	100.0%
	Total		1	100.0%
	CONTROLLER ENGINEERING		1	25.0%
	ENGINEERING		1	25.0%
	ENGINEERING - SOFTWARE		1	25.0%
	ROCKWELL AUTOMATION		1	25.0%
	Total		4	100.0%
	EXPERIENCE - EQUIPMENT SETUP		1	25.0%
	EXPERIENCE - KNOWLEDGE OF EQUIPMENT		1	25.0%
	KNOWLEDGE OF COMPUTERS		1	25.0%
	PROGRAMMING		1	25.0%
	Total		4	100.0%
	ABLE TO REPAIR THINGS		1	16.7%
	EXPERIENCE		1	16.7%
	JANITORIAL		1	16.7%
	MAINTENANCE		1	16.7%
	SELF-STARTING		1	16.7%
	WORK ETHIC		1	16.7%
	Total		6	100.0%
	NONE		1	100.0%
	Total		1	100.0%
	FACILITIES ASSOCIATE			
	EXPERIENCE - EQUIPMENT SETUP			
	EXPERIENCE - KNOWLEDGE OF EQUIPMENT			
	KNOWLEDGE OF COMPUTERS			
	PROGRAMMING			
	Total			
	ABLE TO REPAIR THINGS			
	EXPERIENCE			
	JANITORIAL			
	MAINTENANCE			
	SELF-STARTING			
	WORK ETHIC			
	Total			
	NONE			
	Total			
	FACILITY ATTENDANT			
	EXPERIENCE - EQUIPMENT SETUP			
	EXPERIENCE - KNOWLEDGE OF EQUIPMENT			
	KNOWLEDGE OF COMPUTERS			
	PROGRAMMING			
	Total			
	ABLE TO REPAIR THINGS			
	EXPERIENCE			
	JANITORIAL			
	MAINTENANCE			
	SELF-STARTING			
	WORK ETHIC			
	Total			
	NONE			
	Total			

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	GRINDERS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
	EXPERIENCE - GRINDING		.0%	1	50.0%	
	EXPERIENCE - GRINDING		.0%	1	50.0%	
	Total		.0%	2	100.0%	
	HANDYMAN	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		1	.0%	
	HANDYMAN	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		1	100.0%	
	Total		100.0%	0	.0%	
	HOUSEKEEPING AIDE	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		0	100.0%	
	HOUSEKEEPING AIDE	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		0	100.0%	
	Total		.0%	2	100.0%	
	JANITORIAL	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		0	.0%	
	JANITORIAL	ABLE TO REPAIR THINGS		1	16.7%	
	JANITORIAL	EXPERIENCE		1	16.7%	
	JANITORIAL	JANITORIAL		1	16.7%	
	JANITORIAL	MAINTENANCE		1	16.7%	
	JANITORIAL	SELF-STARTING		1	16.7%	
	JANITORIAL	WORK ETHIC		1	16.7%	
	Total		.0%	6	100.0%	
	KENNEL ASSOCIATE	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		1	100.0%	
	Total		100.0%	0	.0%	
	LABORERS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		1	100.0%	
	LABORERS	WILLINGNESS TO WORK		0	.0%	
	Total		100.0%	0	.0%	
	LAUNDRY AIDE	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		0	.0%	
	Total		.0%	2	100.0%	
	MACHINE OPERATORS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		1	50.0%	
	MACHINE OPERATORS	EXPERIENCE - OUR MACHINES		0	.0%	
	Total		50.0%	0	.0%	
	MAINTENANCE MECHANICS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs		2	100.0%	
	MAINTENANCE MECHANICS	EXPERIENCE - EQUIPMENT SETUP		0	.0%	
	MAINTENANCE MECHANICS	EXPERIENCE - KNOWLEDGE OF EQUIPMENT		0	.0%	
	MAINTENANCE MECHANICS	KNOWLEDGE OF COMPUTERS		0	.0%	
	MAINTENANCE MECHANICS	PROGRAMMING		0	.0%	
	Total		100.0%	0	.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	GRINDERS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE - GRINDING	SIZE OF EMPLOYER	
				Count	Total
				Column N	%
			EXPERIENCE - GRINDING	1	50.0%
			EXPERIENCE - GRINDING	1	50.0%
			Total	2	100.0%
	HANDYMAN	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	NONE	1	100.0%
			Total	1	100.0%
	HOUSEKEEPING AIDE	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	NONE	2	100.0%
			Total	2	100.0%
	JANITORIAL	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	ABLE TO REPAIR THINGS	1	16.7%
			EXPERIENCE	1	16.7%
			JANITORIAL	1	16.7%
			MAINTENANCE	1	16.7%
			SELF-STARTING	1	16.7%
			WORK ETHIC	1	16.7%
			Total	6	100.0%
	KENNEL ASSOCIATE	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	NONE	1	100.0%
			Total	1	100.0%
	LABORERS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	WILLINGNESS TO WORK	1	100.0%
			Total	1	100.0%
	LAUNDRY AIDE	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	NONE	2	100.0%
			Total	2	100.0%
	MACHINE OPERATORS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE - OUR MACHINES	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	MAINTENANCE MECHANICS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE - EQUIPMENT SETUP	1	25.0%
			EXPERIENCE - KNOWLEDGE OF EQUIPMENT	1	25.0%
			KNOWLEDGE OF COMPUTERS	1	25.0%
			PROGRAMMING	1	25.0%
			Total	4	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	MAINTENANCE TECHNICIANS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
	EQUIPMENT REPAIR		0	.0%	1	11.1%
	EXPERIENCE		1	25.0%	0	.0%
	EXPERIENCE - 5 YEARS MAINTENANCE		0	.0%	1	11.1%
	EXPERIENCE - FIXING THING		0	.0%	1	11.1%
	KNOWLEDGE OF MACHINES		0	.0%	1	11.1%
	MECHANIC SKILLS		0	.0%	1	11.1%
	NONE		3	75.0%	2	22.2%
	TECHNICAL SCHOOL		0	.0%	1	11.1%
	TROUBLE SHOOTING		0	.0%	1	11.1%
	Total		4	100.0%	9	100.0%
PRODUCTION		Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	1	100.0%	0	.0%
			1	100.0%	0	.0%
PROGRAMMABLE LOGIC CONTROLLERS		Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	1	25.0%	0	.0%
			1	25.0%	0	.0%
			1	25.0%	0	.0%
			1	25.0%	0	.0%
			4	100.0%	0	.0%
PROGRAMMERS		Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	1	25.0%	0	.0%
			1	25.0%	0	.0%
			1	25.0%	0	.0%
			1	25.0%	0	.0%
			4	100.0%	0	.0%
PROPELLER TECHNICIAN		Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	1	50.0%	0	.0%
			1	50.0%	0	.0%
			2	100.0%	0	.0%
QUALITY TECHNICIAN		Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	0	.0%	2	66.7%
			0	.0%	1	33.3%
			0	.0%	3	100.0%
WELDERS		Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	0	.0%	1	50.0%
			0	.0%	1	50.0%
			0	.0%	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	MAINTENANCE TECHNICIANS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER					
			Count	Total Column N %				
Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	MAINTENANCE TECHNICIANS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	EQUIPMENT REPAIR	1	7.7%			
			EXPERIENCE	1	7.7%			
			EXPERIENCE - 5 YEARS MAINTENANCE	1	7.7%			
			EXPERIENCE - FIXING THING	1	7.7%			
			KNOWLEDGE OF MACHINES	1	7.7%			
			MECHANIC SKILLS	1	7.7%			
			NONE	5	38.5%			
			TECHNICAL SCHOOL	1	7.7%			
			TROUBLE SHOOTING	1	7.7%			
			Total	13	100.0%			
			PRODUCTION	PRODUCTION	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	HVAC	1	100.0%
						Total	1	100.0%
						PROGRAMMABLE LOGIC CONTROLLERS	PROGRAMMABLE LOGIC CONTROLLERS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs
ENGINEERING	1	25.0%						
ENGINEERING - SOFTWARE	1	25.0%						
ROCKWELL AUTOMATION	1	25.0%						
Total	4	100.0%						
PROGRAMMERS	PROGRAMMERS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE - EQUIPMENT SETUP	1	25.0%			
			EXPERIENCE - KNOWLEDGE OF EQUIPMENT	1	25.0%			
			KNOWLEDGE OF COMPUTERS	1	25.0%			
			PROGRAMMING	1	25.0%			
			Total	4	100.0%			
PROPELLER TECHNICIAN	PROPELLER TECHNICIAN	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	DEGREE - BACHELOR'S ENGINEERING	1	50.0%			
			MECHANIC SKILLS	1	50.0%			
			Total	2	100.0%			
			QUALITY TECHNICIAN	QUALITY TECHNICIAN	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE	2	66.7%
NONE	1	33.3%						
Total	3	100.0%						
WELDERS	WELDERS	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE	1	50.0%			
			EXPERIENCE - GRINDING	1	50.0%			
			Total	2	100.0%			

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Total	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		ABLE TO REPAIR THINGS	0	.0%	2	5.3%
		CONTROLLER ENGINEERING	2	5.1%	0	.0%
		DEGREE - BACHELOR'S ENGINEERING	2	5.1%	0	.0%
		ENGINEERING	2	5.1%	0	.0%
		ENGINEERING - SOFTWARE	2	5.1%	0	.0%
		EQUIPMENT REPAIR	0	.0%	1	2.6%
		EXPERIENCE	2	5.1%	10	26.3%
		EXPERIENCE - 5 YEARS MAINTENANCE	0	.0%	1	2.6%
		EXPERIENCE - EQUIPMENT SETUP	3	7.7%	0	.0%
		EXPERIENCE - FIXING THING	0	.0%	1	2.6%
		EXPERIENCE - GRINDING	0	.0%	2	5.3%
		EXPERIENCE - KNOWLEDGE OF EQUIPMENT	3	7.7%	0	.0%
		EXPERIENCE - OUR MACHINES	1	2.6%	0	.0%
		EXPERIENCE - SCHOOLING	1	2.6%	0	.0%
		HVAC	2	5.1%	0	.0%
		JANITORIAL	0	.0%	2	5.3%
		KNOWLEDGE OF COMPUTERS	3	7.7%	0	.0%
		KNOWLEDGE OF MACHINES	0	.0%	1	2.6%
		MAINTENANCE	0	.0%	2	5.3%
		MECHANIC SKILLS	2	5.1%	1	2.6%
		NONE	8	20.5%	9	23.7%
		PROGRAMMING	3	7.7%	0	.0%
		ROCKWELL AUTOMATION	2	5.1%	0	.0%
		SELF-STARTING	0	.0%	2	5.3%
		TECHNICAL SCHOOL	0	.0%	1	2.6%
		TROUBLE SHOOTING	0	.0%	1	2.6%
		WILLINGNESS TO WORK	1	2.6%	0	.0%
		WORK ETHIC	0	.0%	2	5.3%
		Total	39	100.0%	38	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Total	Credentials Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		ABLE TO REPAIR THINGS	2	2.6%
		CONTROLLER ENGINEERING	2	2.6%
		DEGREE - BACHELOR'S ENGINEERING	2	2.6%
		ENGINEERING	2	2.6%
		ENGINEERING - SOFTWARE	2	2.6%
		EQUIPMENT REPAIR	1	1.3%
		EXPERIENCE	12	15.6%
		EXPERIENCE - 5 YEARS MAINTENANCE	1	1.3%
		EXPERIENCE - EQUIPMENT SETUP	3	3.9%
		EXPERIENCE - FIXING THING	1	1.3%
		EXPERIENCE - GRINDING	2	2.6%
		EXPERIENCE - KNOWLEDGE OF EQUIPMENT	3	3.9%
		EXPERIENCE - OUR MACHINES	1	1.3%
		EXPERIENCE - SCHOOLING	1	1.3%
		HVAC	2	2.6%
		JANITORIAL	2	2.6%
		KNOWLEDGE OF COMPUTERS	3	3.9%
		KNOWLEDGE OF MACHINES	1	1.3%
		MAINTENANCE	2	2.6%
		MECHANIC SKILLS	3	3.9%
		NONE	17	22.1%
		PROGRAMMING	3	3.9%
		ROCKWELL AUTOMATION	2	2.6%
		SELF-STARTING	2	2.6%
		TECHNICAL SCHOOL	1	1.3%
		TROUBLE SHOOTING	1	1.3%
		WILLINGNESS TO WORK	1	1.3%
		WORK ETHIC	2	2.6%
		Total	77	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	AERONAUTICAL ENGINEER	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
	EXPERIENCE IN AERONAUTICS		1	50.0%	0	.0%
	MECHANICAL		1	50.0%	0	.0%
	Total		2	100.0%	0	.0%
	CNC SWISS MACHINE OPERATOR	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs		0	0	22.2%
		ADVANCED BLUEPRINT READING AND GD&T		0	2	22.2%
		BUILDING MAINTENANCE/ HVAC		0	1	11.1%
		ELECTRICAL REPAIR AND SCHEMATICS		0	1	11.1%
		EXPERIENCE - CNC SWISS STYLE MACHINE		0	1	11.1%
		EXPERIENCE - GAUGING AND PRECISION INSPECTION EQUIPMENT		0	1	11.1%
		EXPERIENCE - MACHINE REPAIR INCLUDING SWISS STYLE CNC MACHINES		0	1	11.1%
		EXPERIENCE - PRECISION COMPLEX COMPONENT PARTS WITH TIGHT TOLERANCES		0	1	11.1%
		SHOP MATH (FRACTIONS/ DECIMALS/ PROBLEM-SOLVING)		0	1	11.1%
	Total		0	.0%	9	100.0%
	CNC SWISS MAINTENANCE REPAIR TECHNICIAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs		0	2	22.2%
		ADVANCED BLUEPRINT READING AND GD&T		0	2	22.2%
		BUILDING MAINTENANCE/ HVAC		0	1	11.1%
		ELECTRICAL REPAIR AND SCHEMATICS		0	1	11.1%
		EXPERIENCE - CNC SWISS STYLE MACHINE		0	1	11.1%
		EXPERIENCE - GAUGING AND PRECISION INSPECTION EQUIPMENT		0	1	11.1%
		EXPERIENCE - MACHINE REPAIR INCLUDING SWISS STYLE CNC MACHINES		0	1	11.1%
		EXPERIENCE - PRECISION COMPLEX COMPONENT PARTS WITH TIGHT TOLERANCES		0	1	11.1%
		SHOP MATH (FRACTIONS/ DECIMALS/ PROBLEM-SOLVING)		0	1	11.1%
	Total		0	.0%	9	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	AERONAUTICAL ENGINEER	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
			Count	Column N %
	EXPERIENCE IN AERONAUTICS		1	50.0%
	MECHANICAL		1	50.0%
	Total		2	100.0%
	CNC SWISS MACHINE OPERATOR	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs		
		ADVANCED BLUEPRINT READING AND GD&T	2	22.2%
		BUILDING MAINTENANCE/ HVAC	1	11.1%
		ELECTRICAL REPAIR AND SCHEMATICS	1	11.1%
		EXPERIENCE - CNC SWISS STYLE MACHINE	1	11.1%
		EXPERIENCE - GAUGING AND PRECISION INSPECTION EQUIPMENT	1	11.1%
		EXPERIENCE - MACHINE REPAIR INCLUDING SWISS STYLE CNC MACHINES	1	11.1%
		EXPERIENCE - PRECISION COMPLEX COMPONENT PARTS WITH TIGHT TOLERANCES	1	11.1%
		SHOP MATH (FRACTIONS/ DECIMALS/ PROBLEM-SOLVING)	1	11.1%
	Total		9	100.0%
	CNC SWISS MAINTENANCE REPAIR TECHNICIAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs		
		ADVANCED BLUEPRINT READING AND GD&T	2	22.2%
		BUILDING MAINTENANCE/ HVAC	1	11.1%
		ELECTRICAL REPAIR AND SCHEMATICS	1	11.1%
		EXPERIENCE - CNC SWISS STYLE MACHINE	1	11.1%
		EXPERIENCE - GAUGING AND PRECISION INSPECTION EQUIPMENT	1	11.1%
		EXPERIENCE - MACHINE REPAIR INCLUDING SWISS STYLE CNC MACHINES	1	11.1%
		EXPERIENCE - PRECISION COMPLEX COMPONENT PARTS WITH TIGHT TOLERANCES	1	11.1%
		SHOP MATH (FRACTIONS/ DECIMALS/ PROBLEM-SOLVING)	1	11.1%
	Total		9	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	CUSTODIAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER							
			Less Than 100 Employees	100 Or More Employees	Count	Column N %				
			Count	Column N %	Count	Column N %				
CUSTODIAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	ELECTRICAL	1	33.3%	0	.0%				
		EXPERIENCE	1	33.3%	0	.0%				
		HVAC	1	33.3%	0	.0%				
		Total	3	100.0%	0	.0%				
		EXPERIENCE - PAINTING/ HVAC/ PLUMBING/ GENERAL MAINTENANCE	1	100.0%	0	.0%				
		Total	1	100.0%	0	.0%				
		ELECTRICAL	1	100.0%	0	.0%				
		Total	1	100.0%	0	.0%				
		PROGRAMMABLE LOGIC CONTROLLERS	1	33.3%	0	.0%				
		ROCKWELL AUTOMATION TRAINING	1	33.3%	0	.0%				
ELECTRICAL	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	WRITE AND READ	1	33.3%	0	.0%				
		Total	3	100.0%	0	.0%				
		EXPERIENCE	1	33.3%	0	.0%				
		EXPERIENCE - KNOWLEDGE OF EQUIPMENT	1	33.3%	0	.0%				
		PROGRAMMING	1	33.3%	0	.0%				
		Total	3	100.0%	0	.0%				
		ATTENTION TO DETAIL	0	.0%	1	16.7%				
		BUILDING MAINTENANCE	0	.0%	1	16.7%				
		CLEANING/ ATTENTION TO DETAIL	0	.0%	1	16.7%				
		GENERAL CLEANING	0	.0%	1	16.7%				
ENGINEER - MECHANICAL/ TECHNICAL	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	LIGHT MAINTENANCE	0	.0%	1	16.7%				
		PLUMBING	0	.0%	1	16.7%				
		Total	0	.0%	6	100.0%				
		CUSTOMER SERVICE	1	33.3%	0	.0%				
		PHYSICALLY FIT	1	33.3%	0	.0%				
		PUNCTUALITY	1	33.3%	0	.0%				
		Total	3	100.0%	0	.0%				
		GRINDING	0	.0%	1	50.0%				
		WELDING	0	.0%	1	50.0%				
		Total	0	.0%	2	100.0%				
EQUIPMENT SETUP	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	ELECTRIC	1	33.3%	0	.0%				
		HVAC	1	33.3%	0	.0%				
		PLUMBING	1	33.3%	0	.0%				
		Total	3	100.0%	0	.0%				
		FACILITIES ASSOCIATE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	GRINDING	0	.0%	1	16.7%		
				WELDING	0	.0%	1	16.7%		
				CLEANING/ ATTENTION TO DETAIL	0	.0%	1	16.7%		
				GENERAL CLEANING	0	.0%	1	16.7%		
				LIGHT MAINTENANCE	0	.0%	1	16.7%		
				PLUMBING	0	.0%	1	16.7%		
Total	0			.0%	6	100.0%				
CUSTOMER SERVICE	1			33.3%	0	.0%				
PHYSICALLY FIT	1			33.3%	0	.0%				
PUNCTUALITY	1			33.3%	0	.0%				
FACILITY ATTENDANT	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	3	100.0%	0	.0%				
		GRINDING	0	.0%	1	50.0%				
		WELDING	0	.0%	1	50.0%				
		Total	0	.0%	2	100.0%				
		GRINDERS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	ELECTRIC	1	33.3%	0	.0%		
				HVAC	1	33.3%	0	.0%		
				PLUMBING	1	33.3%	0	.0%		
				Total	3	100.0%	0	.0%		
				HANDYMAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	GRINDING	0	.0%	1	16.7%
						WELDING	0	.0%	1	16.7%
CLEANING/ ATTENTION TO DETAIL	0					.0%	1	16.7%		
GENERAL CLEANING	0					.0%	1	16.7%		
LIGHT MAINTENANCE	0					.0%	1	16.7%		
PLUMBING	0					.0%	1	16.7%		
Total	0	.0%	6			100.0%				
CUSTOMER SERVICE	1	33.3%	0			.0%				
PHYSICALLY FIT	1	33.3%	0			.0%				
PUNCTUALITY	1	33.3%	0			.0%				

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	CUSTODIAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N	N %
		ELECTRICAL	1	33.3%
		EXPERIENCE	1	33.3%
		HVAC	1	33.3%
		Total	3	100.0%
	CUSTODIAN/ MAINTENANCE	EXPERIENCE - PAINTING/ HVAC/ PLUMBING/ GENERAL MAINTENANCE	1	100.0%
		Total	1	100.0%
	ELECTRICAL	ELECTRICAL	1	100.0%
		Total	1	100.0%
	ENGINEER - MECHANICAL/ TECHNICAL	PROGRAMMABLE LOGIC CONTROLLERS	1	33.3%
		ROCKWELL AUTOMATION TRAINING	1	33.3%
		WRITE AND READ	1	33.3%
		Total	3	100.0%
	EQUIPMENT SETUP	EXPERIENCE	1	33.3%
		EXPERIENCE - KNOWLEDGE OF EQUIPMENT	1	33.3%
		PROGRAMMING	1	33.3%
		Total	3	100.0%
	FACILITIES ASSOCIATE	ATTENTION TO DETAIL	1	16.7%
		BUILDING MAINTENANCE	1	16.7%
		CLEANING/ ATTENTION TO DETAIL	1	16.7%
		GENERAL CLEANING	1	16.7%
		LIGHT MAINTENANCE	1	16.7%
		PLUMBING	1	16.7%
		Total	6	100.0%
	FACILITY ATTENDANT	CUSTOMER SERVICE	1	33.3%
		PHYSICALLY FIT	1	33.3%
		PUNCTUALITY	1	33.3%
		Total	3	100.0%
	GRINDERS	GRINDING	1	50.0%
		WELDING	1	50.0%
		Total	2	100.0%
	HANDYMAN	ELECTRIC	1	33.3%
		HVAC	1	33.3%
		PLUMBING	1	33.3%
		Total	3	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER									
			Less Than 100 Employees	100 Or More Employees	Count	Column N %						
			Count	Column N %	Count	Column N %						
JANITORIAL	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	CUSTOMER SERVICE	.0%	1	33.3%						
			NONE	.0%	1	33.3%						
			UNDERSTANDING AND SPEAKING ENGLISH	.0%	1	33.3%						
			Total	.0%	3	100.0%						
			ATTENTION TO DETAIL	.0%	1	16.7%						
			BUILDING MAINTENANCE	.0%	1	16.7%						
			CLEANING/ ATTENTION TO DETAIL	.0%	1	16.7%						
			GENERAL CLEANING	.0%	1	16.7%						
			LIGHT MAINTENANCE	.0%	1	16.7%						
			PLUMBING	.0%	1	16.7%						
Total	.0%	6	100.0%									
KENNEL ASSOCIATE	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	ABLE TO LIFT/ MANUAL LABOR	100.0%	0	.0%						
			Total	100.0%	0	.0%						
			NONE	100.0%	0	.0%						
			Total	100.0%	0	.0%						
			LABORERS	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	CUSTOMER SERVICE	.0%	1	33.3%			
						NONE	.0%	1	33.3%			
						UNDERSTANDING AND SPEAKING ENGLISH	.0%	1	33.3%			
						Total	.0%	3	100.0%			
						BEING ABLE TO STAND FOR 8 HOURS	20.0%	0	.0%			
						BEING ABLE TO WORK IN A DUSTY ENVIRONMENT	20.0%	0	.0%			
EXPERIENCE	20.0%	0				.0%						
LIFT/ PULL/ PUSH 50 LBS	20.0%	0				.0%						
MECHANICALLY INCLINED	20.0%	0				.0%						
Total	100.0%	0				.0%						
MACHINE OPERATORS	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE	33.3%	0	.0%						
			EXPERIENCE - KNOWLEDGE OF EQUIPMENT	33.3%	0	.0%						
			PROGRAMMING	33.3%	0	.0%						
			Total	100.0%	0	.0%						
			LAUNDRY AIDE	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	CUSTOMER SERVICE	.0%	1	33.3%			
						NONE	.0%	1	33.3%			
						UNDERSTANDING AND SPEAKING ENGLISH	.0%	1	33.3%			
						Total	.0%	3	100.0%			
						MACHINE OPERATORS	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	BEING ABLE TO STAND FOR 8 HOURS	20.0%	0	.0%
									BEING ABLE TO WORK IN A DUSTY ENVIRONMENT	20.0%	0	.0%
EXPERIENCE	20.0%	0							.0%			
LIFT/ PULL/ PUSH 50 LBS	20.0%	0							.0%			
MECHANICALLY INCLINED	20.0%	0							.0%			
Total	100.0%	0							.0%			
MAINTENANCE MECHANICS	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE	33.3%	0				.0%			
			EXPERIENCE - KNOWLEDGE OF EQUIPMENT	33.3%	0				.0%			
			PROGRAMMING	33.3%	0				.0%			
			Total	100.0%	0				.0%			

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER		
			Count	Column N %	
			Total	Total	
Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	HOUSEKEEPING/AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	CUSTOMER SERVICE	1	33.3%
			NONE	1	33.3%
			UNDERSTANDING AND SPEAKING ENGLISH	1	33.3%
	JANITORIAL	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	3	100.0%
			ATTENTION TO DETAIL	1	16.7%
			BUILDING MAINTENANCE	1	16.7%
			CLEANING/ ATTENTION TO DETAIL	1	16.7%
			GENERAL CLEANING	1	16.7%
			LIGHT MAINTENANCE	1	16.7%
	KENNEL ASSOCIATE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	PLUMBING	1	16.7%
			Total	6	100.0%
			ABLE TO LIFT/ MANUAL LABOR	1	100.0%
	LABORERS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%
			NONE	1	100.0%
			Total	1	100.0%
LAUNDRY AIDE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	CUSTOMER SERVICE	1	33.3%	
		NONE	1	33.3%	
		UNDERSTANDING AND SPEAKING ENGLISH	1	33.3%	
MACHINE OPERATORS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	3	100.0%	
		BEING ABLE TO STAND FOR 8 HOURS	1	20.0%	
		BEING ABLE TO WORK IN A DUSTY ENVIRONMENT	1	20.0%	
		EXPERIENCE	1	20.0%	
		LIFT/ PULL/ PUSH 50 LBS	1	20.0%	
		MECHANICALLY INCLINED	1	20.0%	
MAINTENANCE MECHANICS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	5	100.0%	
		EXPERIENCE	1	33.3%	
		EXPERIENCE - KNOWLEDGE OF EQUIPMENT	1	33.3%	
		PROGRAMMING	1	33.3%	
Total	3	100.0%			

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	MAINTENANCE TECHNICIANS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
MAINTENANCE TECHNICIANS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	CARPET INSTALLATION	0	.0%	1	11.1%
		CIRCUIT BOARDS/ MECHANICAL TRAINING	0	.0%	1	11.1%
		ELECTRICAL	0	.0%	1	11.1%
		EXPERIENCE	1	20.0%	0	.0%
		EXPERIENCE - MECHANICAL	0	.0%	1	11.1%
		HANDYMAN	1	20.0%	0	.0%
		NONE	0	.0%	2	22.2%
		ORGANIZATIONAL	1	20.0%	0	.0%
		PLUMBING	0	.0%	1	11.1%
		PREVENTATIVE MAINTENANCE	0	.0%	1	11.1%
		REPAIRS AND PAINTING	1	20.0%	0	.0%
		SOFT SKILLS	1	20.0%	0	.0%
		WORK ON VARIOUS MACHINES	0	.0%	1	11.1%
		Total	5	100.0%	9	100.0%
		PRODUCTION	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	HVAC	1	100.0%
PROGRAMMABLE LOGIC CONTROLLERS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	1	100.0%	0	.0%
		PROGRAMMABLE LOGIC CONTROLLERS	1	33.3%	0	.0%
		ROCKWELL AUTOMATION TRAINING	1	33.3%	0	.0%
		WRITE AND READ	1	33.3%	0	.0%
		Total	3	100.0%	0	.0%
PROGRAMMERS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	EXPERIENCE	1	33.3%	0	.0%
		EXPERIENCE - KNOWLEDGE OF EQUIPMENT	1	33.3%	0	.0%
		PROGRAMMING	1	33.3%	0	.0%
PROPELLER TECHNICIAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	Total	3	100.0%	0	.0%
		EXPERIENCE IN AERONAUTICS	1	50.0%	0	.0%
		MECHANICAL	1	50.0%	0	.0%
Total	2	100.0%	0	.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	MAINTENANCE TECHNICIANS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
	CARPET INSTALLATION		1	7.1%
	CIRCUIT BOARDS/ MECHANICAL TRAINING		1	7.1%
	ELECTRICAL		1	7.1%
	EXPERIENCE		1	7.1%
	EXPERIENCE - MECHANICAL		1	7.1%
	HANDYMAN		1	7.1%
	NONE		2	14.3%
	ORGANIZATIONAL		1	7.1%
	PLUMBING		1	7.1%
	PREVENTATIVE MAINTENANCE		1	7.1%
	REPAIRS AND PAINTING		1	7.1%
	SOFT SKILLS		1	7.1%
	WORK ON VARIOUS MACHINES		1	7.1%
	Total		14	100.0%
	HVAC		1	100.0%
	Total		1	100.0%
PRODUCTION	PROGRAMMABLE LOGIC CONTROLLERS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	1	33.3%
	ROCKWELL AUTOMATION TRAINING		1	33.3%
	WRITE AND READ		1	33.3%
	Total		3	100.0%
PROGRAMMERS	EXPERIENCE	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	1	33.3%
	EXPERIENCE - KNOWLEDGE OF EQUIPMENT		1	33.3%
	PROGRAMMING		1	33.3%
	Total		3	100.0%
PROPELLER TECHNICIAN	EXPERIENCE IN AERONAUTICS MECHANICAL	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	1	50.0%
	Total		1	50.0%
	Total		2	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	QUALITY TECHNICIAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %	
			Count	Count	Count	Count	
		ADVANCED BLUEPRINT READING AND GD&T	0	0	.0%	2	22.2%
		BUILDING MAINTENANCE/ HVAC	0	0	.0%	1	11.1%
		ELECTRICAL REPAIR AND SCHEMATICS	0	0	.0%	1	11.1%
		EXPERIENCE - CNC SWISS STYLE MACHINE	0	0	.0%	1	11.1%
		EXPERIENCE - GAUGING AND PRECISION INSPECTION EQUIPMENT	0	0	.0%	1	11.1%
		EXPERIENCE - MACHINE REPAIR INCLUDING SWISS STYLE CNC MACHINES	0	0	.0%	1	11.1%
		EXPERIENCE - PRECISION COMPLEX COMPONENT PARTS WITH TIGHT TOLERANCES	0	0	.0%	1	11.1%
		SHOP MATH (FRACTIONS/ DECIMALS/ PROBLEM-SOLVING)	0	0	.0%	1	11.1%
		Total	0	0	.0%	9	100.0%
	WELDERS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	0	0	.0%	1	50.0%
		GRINDING	0	0	.0%	1	50.0%
		WELDING	0	0	.0%	1	50.0%
		Total	0	0	.0%	2	100.0%
	Total	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	1	1	2.3%	0	.0%
		ABLE TO LIFT/ MANUAL LABOR	0	0	.0%	6	10.3%
		ADVANCED BLUEPRINT READING AND GD&T	0	0	.0%	2	3.4%
		ATTENTION TO DETAIL	0	0	.0%	0	.0%
		BEING ABLE TO STAND FOR 8 HOURS	1	1	2.3%	0	.0%
		BEING ABLE TO WORK IN A DUSTY ENVIRONMENT	1	1	2.3%	0	.0%
		BUILDING MAINTENANCE	0	0	.0%	2	3.4%
		BUILDING MAINTENANCE/ HVAC	0	0	.0%	3	5.2%
		CARPET INSTALLATION	0	0	.0%	1	1.7%
		CIRCUIT BOARDS/ MECHANICAL TRAINING	0	0	.0%	1	1.7%
		CLEANING/ ATTENTION TO DETAIL	0	0	.0%	2	3.4%
		CUSTOMER SERVICE	1	1	2.3%	2	3.4%
		ELECTRIC	1	1	2.3%	0	.0%
		ELECTRICAL	2	2	4.7%	1	1.7%
		ELECTRICAL REPAIR AND SCHEMATICS	0	0	.0%	3	5.2%
		EXPERIENCE	6	6	14.0%	0	.0%
		EXPERIENCE - CNC SWISS STYLE MACHINE	0	0	.0%	3	5.2%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	QUALITY TECHNICIAN	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
		ADVANCED BLUEPRINT READING AND GD&T	2	22.2%
		BUILDING MAINTENANCE/ HVAC	1	11.1%
		ELECTRICAL REPAIR AND SCHEMATICS	1	11.1%
		EXPERIENCE - CNC SWISS STYLE MACHINE	1	11.1%
		EXPERIENCE - GAUGING AND PRECISION INSPECTION EQUIPMENT	1	11.1%
		EXPERIENCE - MACHINE REPAIR INCLUDING SWISS STYLE CNC MACHINES	1	11.1%
		EXPERIENCE - PRECISION COMPLEX COMPONENT PARTS WITH TIGHT TOLERANCES	1	11.1%
		SHOP MATH (FRACTIONS/ DECIMALS/ PROBLEM-SOLVING)	1	11.1%
		Total	9	100.0%
	WELDERS	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	1	50.0%
		GRINDING	1	50.0%
		WELDING	1	50.0%
		Total	2	100.0%
	Total	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	1	1.0%
		ABLE TO LIFT/ MANUAL LABOR	6	5.9%
		ADVANCED BLUEPRINT READING AND GD&T	2	2.0%
		ATTENTION TO DETAIL	1	1.0%
		BEING ABLE TO STAND FOR 8 HOURS	1	1.0%
		BEING ABLE TO WORK IN A DUSTY ENVIRONMENT	1	1.0%
		BUILDING MAINTENANCE	2	2.0%
		BUILDING MAINTENANCE/ HVAC	3	3.0%
		CARPET INSTALLATION	1	1.0%
		CIRCUIT BOARDS/ MECHANICAL TRAINING	1	1.0%
		CLEANING/ ATTENTION TO DETAIL	2	2.0%
		CUSTOMER SERVICE	3	3.0%
		ELECTRIC	1	1.0%
		ELECTRICAL	3	3.0%
		ELECTRICAL REPAIR AND SCHEMATICS	3	3.0%
		EXPERIENCE	6	5.9%
		EXPERIENCE - CNC SWISS STYLE MACHINE	3	3.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Total	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count	Count	Count
		EXPERIENCE - GAUGING AND PRECISION INSPECTION EQUIPMENT	0	3	.0%	5.2%
		EXPERIENCE - KNOWLEDGE OF EQUIPMENT	3	0	7.0%	.0%
		EXPERIENCE - MACHINE REPAIR INCLUDING SWISS STYLE CNC MACHINES	0	3	.0%	5.2%
		EXPERIENCE - MECHANICAL	0	1	.0%	1.7%
		EXPERIENCE - PAINTING/ HVAC/ PLUMBING/ GENERAL MAINTENANCE	1	0	2.3%	.0%
		EXPERIENCE - PRECISION COMPLEX COMPONENT PARTS WITH TIGHT TOLERANCES	0	3	.0%	5.2%
		EXPERIENCE IN AERONAUTICS	2	0	4.7%	.0%
		GENERAL CLEANING	0	2	.0%	3.4%
		GRINDING	0	2	.0%	3.4%
		HANDYMAN	1	0	2.3%	.0%
		HVAC	3	0	7.0%	.0%
		LIFT/ PULL/ PUSH 50 LBS	1	0	2.3%	.0%
		LIGHT MAINTENANCE	0	2	.0%	3.4%
		MECHANICAL	2	0	4.7%	.0%
		MECHANICALLY INCLINED	1	0	2.3%	.0%
		NONE	1	4	2.3%	6.9%
		ORGANIZATIONAL	1	0	2.3%	.0%
		PHYSICALLY FIT	1	0	2.3%	.0%
		PLUMBING	1	3	2.3%	5.2%
		PREVENTATIVE MAINTENANCE	0	1	.0%	1.7%
		PROGRAMMABLE LOGIC CONTROLLERS	2	0	4.7%	.0%
		PROGRAMMING	3	0	7.0%	.0%
		PUNCTUALITY	1	0	2.3%	.0%
		REPAIRS AND PAINTING	1	0	2.3%	.0%
		ROCKWELL AUTOMATION TRAINING	2	0	4.7%	.0%
		SHOP MATH (FRACTIONS/ DECIMALS/ PROBLEM-SOLVING)	0	3	.0%	5.2%
		SOFT SKILLS	1	0	2.3%	.0%
		UNDERSTANDING AND SPEAKING ENGLISH	0	2	.0%	3.4%
		WELDING	0	2	.0%	3.4%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Total	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		EXPERIENCE - GAUGING AND PRECISION INSPECTION EQUIPMENT	3	3.0%
		EXPERIENCE - KNOWLEDGE OF EQUIPMENT	3	3.0%
		EXPERIENCE - MACHINE REPAIR INCLUDING SWISS STYLE CNC MACHINES	3	3.0%
		EXPERIENCE - MECHANICAL	1	1.0%
		EXPERIENCE - PAINTING/ HVAC/ PLUMBING/ GENERAL MAINTENANCE	1	1.0%
		EXPERIENCE - PRECISION COMPLEX COMPONENT PARTS WITH TIGHT TOLERANCES	3	3.0%
		EXPERIENCE IN AERONAUTICS	2	2.0%
		GENERAL CLEANING	2	2.0%
		GRINDING	2	2.0%
		HANDYMAN	1	1.0%
		HVAC	3	3.0%
		LIFT/ PULL/ PUSH 50 LBS	1	1.0%
		LIGHT MAINTENANCE	2	2.0%
		MECHANICAL	2	2.0%
		MECHANICALLY INCLINED	1	1.0%
		NONE	5	5.0%
		ORGANIZATIONAL	1	1.0%
		PHYSICALLY FIT	1	1.0%
		PLUMBING	4	4.0%
		PREVENTATIVE MAINTENANCE	1	1.0%
		PROGRAMMABLE LOGIC CONTROLLERS	2	2.0%
		PROGRAMMING	3	3.0%
		PUNCTUALITY	1	1.0%
		REPAIRS AND PAINTING	1	1.0%
		ROCKWELL AUTOMATION TRAINING	2	2.0%
		SHOP MATH (FRACTIONS/ DECIMALS/ PROBLEM-SOLVING)	3	3.0%
		SOFT SKILLS	1	1.0%
		UNDERSTANDING AND SPEAKING ENGLISH	2	2.0%
		WELDING	2	2.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Total	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N. %	Column N. %	
			Count	Count			
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	WORK ON VARIOUS MACHINES	0	1	.0%	1.7%	
		WRITE AND READ	2	0	4.7%	.0%	
	BANQUET CAPTAIN	Total	43	58	100.0%	100.0%	
		NONE	2	0	100.0%	.0%	
	BANQUET SERVER	Total	2	0	100.0%	.0%	
		NONE	2	0	100.0%	.0%	
	BARTENDER	Total	2	0	100.0%	.0%	
		21 YEARS OF AGE OR OLDER	0	1	.0%	11.1%	
	BUSSE	Total	BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	0	3	.0%	33.3%
			COMMUNICATION	1	0	12.5%	.0%
EXPERIENCE - BARTENDER		1	0	12.5%	.0%		
INITIATIVE		1	0	12.5%	.0%		
NONE		2	1	25.0%	11.1%		
SERVS SAFE		0	4	.0%	44.4%		
WILLING TO WORK		1	0	12.5%	.0%		
WORK ETHIC		2	0	25.0%	.0%		
Total		8	9	100.0%	100.0%		
18 YEARS OF AGE OR OLDER		1	0	6.7%	.0%		
21 YEARS OF AGE OR OLDER	0	1	.0%	7.7%			
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	0	3	.0%	23.1%	
		CLEAN PERSON	1	0	6.7%	.0%	
	EXPERIENCE	4	0	26.7%	.0%		
	EXPERIENCE - RESTAURANT	1	0	6.7%	.0%		
	EXPERIENCE - RETAIL	1	0	6.7%	.0%		
	FOOD SANITATION CERTIFICATE FROM STATE	2	0	13.3%	.0%		
	NONE	5	5	33.3%	38.5%		
	SERVS SAFE	0	4	.0%	30.8%		
	Total	15	13	100.0%	100.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			SIZE OF EMPLOYER		
			Count	Column N %	
Jobs Difficult To Fill In Manufacturing/ Maintenance/ Repair (Multiple Responses)	Total	Skills Needed For Manufacturing/ Maintenance/ Repair Jobs	1	1.0%	
		WORK ON VARIOUS MACHINES	2	2.0%	
		WRITE AND READ	101	100.0%	
		Total	2	100.0%	
	Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	BANQUET CAPTAIN	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	2	100.0%
		BANQUET SERVER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	2	100.0%
		BARTENDER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	2	100.0%
			21 YEARS OF AGE OR OLDER	1	5.9%
			BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	3	17.6%
			COMMUNICATION	1	5.9%
		EXPERIENCE - BARTENDER	1	5.9%	
		INITIATIVE	1	5.9%	
		NONE	3	17.6%	
		SERVS SAFE	4	23.5%	
		WILLING TO WORK	1	5.9%	
		WORK ETHIC	2	11.8%	
		Total	17	100.0%	
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	BUSSEER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	1	3.6%	
		18 YEARS OF AGE OR OLDER	1	3.6%	
		21 YEARS OF AGE OR OLDER	3	10.7%	
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	1	3.6%	
		CLEAN PERSON	1	3.6%	
		EXPERIENCE	4	14.3%	
		EXPERIENCE - RESTAURANT	1	3.6%	
		EXPERIENCE - RETAIL	1	3.6%	
		FOOD SANITATION CERTIFICATE FROM STATE	2	7.1%	
		NONE	10	35.7%	
	SERVS SAFE	4	14.3%		
	Total	28	100.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	CASHIER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count		
		CORRECT ORDERS	1	0	9.1%	0.0%
		EXPERIENCE	2	0	18.2%	0.0%
		EXPERIENCE - COMPUTER	1	0	9.1%	0.0%
		EXPERIENCE - COOK	1	0	9.1%	0.0%
		HOSPITABLE	1	0	9.1%	0.0%
		KNOW MONEY	1	0	9.1%	0.0%
		NONE	3	0	27.3%	0.0%
		PEOPLE PERSON	1	0	9.1%	0.0%
		Total	11	0	100.0%	0.0%
		16 YEARS OF AGE OR OLDER	2	0	7.1%	0.0%
		18 YEARS OF AGE OR OLDER	3	0	10.7%	0.0%
		21 YEARS OF AGE OR OLDER	1	1	3.6%	6.7%
		BEING ABLE TO READ TICKETS	1	0	3.6%	0.0%
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	0	3	.0%	20.0%
		CLEAN PERSON	2	0	7.1%	0.0%
		CORRECT ORDERS	1	0	3.6%	0.0%
		EXPERIENCE	5	0	17.9%	0.0%
		EXPERIENCE - COMPUTER	1	0	3.6%	0.0%
		EXPERIENCE - COOK	1	0	3.6%	0.0%
		FOOD SANITATION CERTIFICATE FROM STATE	2	1	7.1%	6.7%
		HOSPITABLE	1	0	3.6%	0.0%
		KNOW MONEY	1	0	3.6%	0.0%
		NONE	4	4	14.3%	26.7%
		PEOPLE PERSON	1	0	3.6%	0.0%
		READ RECIPES/ ENGLISH SPEAKING	1	0	3.6%	0.0%
		READING	1	0	3.6%	0.0%
		SERVS SAFE	0	6	.0%	40.0%
		Total	28	15	100.0%	100.0%
		NONE	1	0	100.0%	0.0%
		Total	1	0	100.0%	0.0%
	COOK - GRILL	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs				

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	CASHIER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Total
				Column N %
		CORRECT ORDERS	1	9.1%
		EXPERIENCE	2	18.2%
		EXPERIENCE - COMPUTER	1	9.1%
		EXPERIENCE - COOK	1	9.1%
		HOSPITABLE	1	9.1%
		KNOW MONEY	1	9.1%
		NONE	3	27.3%
		PEOPLE PERSON	1	9.1%
		Total	11	100.0%
		16 YEARS OF AGE OR OLDER	2	4.7%
		18 YEARS OF AGE OR OLDER	3	7.0%
		21 YEARS OF AGE OR OLDER	2	4.7%
		BEING ABLE TO READ TICKETS	1	2.3%
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	3	7.0%
		CLEAN PERSON	2	4.7%
		CORRECT ORDERS	1	2.3%
		EXPERIENCE	5	11.6%
		EXPERIENCE - COMPUTER	1	2.3%
		EXPERIENCE - COOK	1	2.3%
		FOOD SANITATION CERTIFICATE FROM STATE	3	7.0%
		HOSPITABLE	1	2.3%
		KNOW MONEY	1	2.3%
		NONE	8	18.6%
		PEOPLE PERSON	1	2.3%
		READ RECIPES/ ENGLISH SPEAKING	1	2.3%
		READING	1	2.3%
		SERVS SAFE	6	14.0%
		Total	43	100.0%
		NONE	1	100.0%
		Total	1	100.0%
	COOK - GRILL	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs		
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER				
		Less Than 100 Employees	100 Or More Employees	Count	Column N %	
		Count	Column N %	Count	Column N %	
COOK - LINE	Credentails Needed For Food Service/ Hospitality/ Tourism Jobs	18 YEARS OF AGE OR OLDER	1	10.0%	0	.0%
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	1	10.0%	0	.0%
		EXPERIENCE - CUSTOMER SERVICE	0	.0%	1	16.7%
		EXPERIENCE - FOOD MADE FROM SCRATCH	0	.0%	1	16.7%
		EXPERIENCE - HIGH QUALITY RESTAURANT	0	.0%	1	16.7%
		EXPERIENCE - HIGH VOLUME COOKING	0	.0%	1	16.7%
		EXPERIENCE - HIGH VOLUME RESTAURANT	0	.0%	1	16.7%
		EXPERIENCE - LINE COOK	1	10.0%	0	.0%
		EXPERIENCE - SERVING	0	.0%	1	16.7%
		FOOD SANITATION CERTIFICATE FROM STATE	1	10.0%	0	.0%
		NONE	4	40.0%	0	.0%
		SERVSAFE	2	20.0%	0	.0%
		Total	10	100.0%	6	100.0%
		COOK - OVERNIGHT	Credentails Needed For Food Service/ Hospitality/ Tourism Jobs	16 YEARS OF AGE OR OLDER	2	50.0%
		18 YEARS OF AGE OR OLDER	2	50.0%	0	.0%
		Total	4	100.0%	0	.0%
COOK/ KITCHEN HELP	Credentails Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE	2	50.0%	0	.0%
		EXPERIENCE - RESTAURANT	1	25.0%	0	.0%
		EXPERIENCE - RETAIL	1	25.0%	0	.0%
		Total	4	100.0%	0	.0%
CULINARY SERVICE MANAGER	Credentails Needed For Food Service/ Hospitality/ Tourism Jobs	NONE	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		CLEAN PERSON	1	25.0%	0	.0%
CUSTOMER SERVICE	Credentails Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE	1	25.0%	0	.0%
		NONE	1	25.0%	0	.0%
		READING	1	25.0%	0	.0%
		Total	4	100.0%	0	.0%
DELI	Credentails Needed For Food Service/ Hospitality/ Tourism Jobs	18 YEARS OF AGE OR OLDER	0	.0%	1	10.0%
		FOOD SANITATION CERTIFICATE FROM STATE	0	.0%	5	50.0%
		NONE	0	.0%	4	40.0%
		Total	0	.0%	10	100.0%
DIETARY	Credentails Needed For Food Service/ Hospitality/ Tourism Jobs	NONE	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	COOK - LINE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	Column N %
		18 YEARS OF AGE OR OLDER	1	6.3%
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	1	6.3%
		EXPERIENCE - CUSTOMER SERVICE	1	6.3%
		EXPERIENCE - FOOD MADE FROM SCRATCH	1	6.3%
		EXPERIENCE - HIGH QUALITY RESTAURANT	1	6.3%
		EXPERIENCE - HIGH VOLUME COOKING	1	6.3%
		EXPERIENCE - HIGH VOLUME RESTAURANT	1	6.3%
		EXPERIENCE - LINE COOK	1	6.3%
		EXPERIENCE - SERVING	1	6.3%
		FOOD SANITATION CERTIFICATE FROM STATE	1	6.3%
		NONE	4	25.0%
		SERVSAFE	2	12.5%
		Total	16	100.0%
	COOK - OVERNIGHT	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	2	50.0%
		16 YEARS OF AGE OR OLDER	2	50.0%
		18 YEARS OF AGE OR OLDER	2	50.0%
		Total	4	100.0%
	COOK/ KITCHEN HELP	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	2	50.0%
		EXPERIENCE	1	25.0%
		EXPERIENCE - RESTAURANT	1	25.0%
		EXPERIENCE - RETAIL	1	25.0%
		Total	4	100.0%
	CULINARY SERVICE MANAGER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%
	CUSTOMER SERVICE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	1	25.0%
		CLEAN PERSON	1	25.0%
		EXPERIENCE	1	25.0%
		NONE	1	25.0%
		READING	1	25.0%
		Total	4	100.0%
	DELI	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	1	10.0%
		18 YEARS OF AGE OR OLDER	5	50.0%
		FOOD SANITATION CERTIFICATE FROM STATE	4	40.0%
		NONE	4	40.0%
		Total	10	100.0%
	DIETARY	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		NONE	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	DIETARY AIDE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER																
			Less Than 100 Employees	100 Or More Employees	Count	Column N %													
			Count	Column N %	Count	Column N %													
DINING ATTENDANT	DINING ATTENDANT	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	0	.0%	1	16.7%												
			NONE	0	.0%	3	50.0%												
			SERVSAFE	0	.0%	2	33.3%												
			Total	0	.0%	6	100.0%												
			CORRECT ORDERS	1	11.1%	0	.0%												
			EXPERIENCE	2	22.2%	0	.0%												
			EXPERIENCE - COMPUTER	1	11.1%	0	.0%												
			EXPERIENCE - COOK	1	11.1%	0	.0%												
			HOSPITABLE	1	11.1%	0	.0%												
			KNOW MONEY	1	11.1%	0	.0%												
			NONE	1	11.1%	0	.0%												
			PEOPLE PERSON	1	11.1%	0	.0%												
Total	9	100.0%	0	.0%															
DISHWASHER	DISHWASHER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	21 YEARS OF AGE OR OLDER	0	.0%	1	11.1%												
			BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	0	.0%	3	33.3%												
			FOOD SANITATION CERTIFICATE FROM STATE	1	20.0%	0	.0%												
			NONE	4	80.0%	1	11.1%												
			SERVSAFE	0	.0%	4	44.4%												
			Total	5	100.0%	9	100.0%												
			FOOD BREADER	FOOD BREADER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	18 YEARS OF AGE OR OLDER	1	33.3%	0	.0%									
						NONE	2	66.7%	0	.0%									
						Total	3	100.0%	0	.0%									
						18 YEARS OF AGE OR OLDER	1	33.3%	0	.0%									
						NONE	2	66.7%	0	.0%									
						Total	3	100.0%	0	.0%									
FOOD PREP PERSON	FOOD PREP PERSON	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs				EXPERIENCE	0	.0%	1	50.0%									
						NONE	0	.0%	1	50.0%									
						Total	0	.0%	2	100.0%									
						FOOD SERVICE	FOOD SERVICE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	0	.0%	1	100.0%						
									Total	0	.0%	1	100.0%						
									FRESH FOODS	FRESH FOODS	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	NONE	0	.0%	1	100.0%			
			Total	0	.0%							1	100.0%						
			FRONT DESK CLERK	FRONT DESK CLERK	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs							18 YEARS OF AGE OR OLDER	0	.0%	1	100.0%			
												NONE	0	.0%	2	66.7%			
												Total	0	.0%	3	100.0%			
												GROCERY CLERKS	GROCERY CLERKS	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	0	.0%	1	33.3%
															Total	0	.0%	2	66.7%
NONE	0	.0%													3	100.0%			

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	DIETARY AIDE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER							
			Count	Total						
				Column N %	Count	Column N %				
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	DINING ATTENDANT	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	1	16.7%					
			NONE	3	50.0%					
			SERVSAFE	2	33.3%					
			Total	6	100.0%					
			CORRECT ORDERS	1	11.1%					
			EXPERIENCE	2	22.2%					
	DISHWASHER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE - COMPUTER	1	11.1%					
			EXPERIENCE - COOK	1	11.1%					
			HOSPITABLE	1	11.1%					
			KNOW MONEY	1	11.1%					
			NONE	1	11.1%					
			PEOPLE PERSON	1	11.1%					
			Total	9	100.0%					
			21 YEARS OF AGE OR OLDER	1	7.1%					
			BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	3	21.4%					
FOOD BREADER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	1	7.1%						
		NONE	5	35.7%						
		SERVSAFE	4	28.6%						
		Total	14	100.0%						
		18 YEARS OF AGE OR OLDER	1	33.3%						
		NONE	2	66.7%						
		Total	3	100.0%						
		18 YEARS OF AGE OR OLDER	1	33.3%						
		NONE	2	66.7%						
		Total	3	100.0%						
		FOOD PREP PERSON	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE	1	50.0%				
				NONE	1	50.0%				
				Total	2	100.0%				
				FOOD SERVICE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	1	100.0%		
						Total	1	100.0%		
NONE	1					100.0%				
Total	1					100.0%				
FRESH FOODS	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs					FOOD SANITATION CERTIFICATE FROM STATE	1	100.0%		
						Total	1	100.0%		
						NONE	1	100.0%		
						Total	1	100.0%		
						FRONT DESK CLERK	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	18 YEARS OF AGE OR OLDER	1	33.3%
								NONE	2	66.7%
								Total	3	100.0%
								GROCERY CLERKS	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE
		NONE	1							50.0%
		Total	2							100.0%
		FOOD SANITATION CERTIFICATE FROM STATE	1							100.0%
		Total	1	100.0%						
		NONE	1	100.0%						
		Total	1	100.0%						
		18 YEARS OF AGE OR OLDER	1	33.3%						
NONE	2	66.7%								
Total	3	100.0%								

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	HOSPITALITY	CREDENTIALS NEEDED FOR FOOD SERVICE/ HOSPITALITY/ TOURISM JOBS	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
		17 YEARS OF AGE OR OLDER	1	20.0%	0	.0%
		21 YEARS OF AGE OR OLDER	1	20.0%	0	.0%
		BE AVAILABLE TO WORK	1	20.0%	0	.0%
		NONE	1	20.0%	0	.0%
		READ RECIPES/ ENGLISH SPEAKING	1	20.0%	0	.0%
		Total	5	100.0%	0	.0%
	HOST/ HOSTESS	COMMUNICATION	1	7.1%	0	.0%
		EXPERIENCE	2	14.3%	0	.0%
		EXPERIENCE - BARTENDER	1	7.1%	0	.0%
		EXPERIENCE - RESTAURANT	1	7.1%	0	.0%
		EXPERIENCE - RETAIL	1	7.1%	0	.0%
		INITIATIVE	1	7.1%	0	.0%
		NONE	4	28.6%	0	.0%
		WILLING TO WORK	1	7.1%	0	.0%
		WORK ETHIC	2	14.3%	0	.0%
		Total	14	100.0%	0	.0%
	HOUSEKEEPER	NONE	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
	KITCHEN	21 YEARS OF AGE OR OLDER	0	.0%	1	33.3%
		EXPERIENCE - BACK OF HOUSE/ KITCHEN	0	.0%	1	33.3%
		EXPERIENCE - HIGH VOLUME RESTAURANT	0	.0%	1	33.3%
		Total	0	.0%	3	100.0%
	KITCHEN HELPER	FOOD SANITATION CERTIFICATE FROM STATE	1	16.7%	0	.0%
		NONE	5	83.3%	0	.0%
		Total	6	100.0%	0	.0%
	MANAGER - ASSISTANT FOOD SERVICE	NONE	0	.0%	1	33.3%
		SERVICESAFE	0	.0%	2	66.7%
		Total	0	.0%	3	100.0%
	MEAT MARKET	FOOD SANITATION CERTIFICATE FROM STATE	0	.0%	5	71.4%
		NONE	0	.0%	2	28.6%
		Total	0	.0%	7	100.0%
	MEAT PROCESSOR	18 YEARS OF AGE OR OLDER	0	.0%	1	33.3%
		NONE	0	.0%	2	66.7%
		Total	0	.0%	3	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	HOSPITALITY	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER					
			Count	Column N %				
			Total					
HOSPITALITY	HOSPITALITY	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	17 YEARS OF AGE OR OLDER	1	20.0%			
			21 YEARS OF AGE OR OLDER	1	20.0%			
			BE AVAILABLE TO WORK	1	20.0%			
			NONE	1	20.0%			
			READ RECIPES/ ENGLISH SPEAKING	1	20.0%			
			Total	5	100.0%			
			HOST/ HOSTESS	HOST/ HOSTESS	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	COMMUNICATION	1	7.1%
						EXPERIENCE	2	14.3%
						EXPERIENCE - BARTENDER	1	7.1%
						EXPERIENCE - RESTAURANT	1	7.1%
						EXPERIENCE - RETAIL	1	7.1%
						INITIATIVE	1	7.1%
						NONE	4	28.6%
						WILLING TO WORK	1	7.1%
WORK ETHIC	2	14.3%						
Total	14	100.0%						
HOUSEKEEPER	HOUSEKEEPER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs				NONE	1	100.0%
						Total	1	100.0%
KITCHEN	KITCHEN	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs				21 YEARS OF AGE OR OLDER	1	33.3%
						EXPERIENCE - BACK OF HOUSE/ KITCHEN	1	33.3%
			EXPERIENCE - HIGH VOLUME RESTAURANT	1	33.3%			
			Total	3	100.0%			
KITCHEN HELPER	KITCHEN HELPER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	1	16.7%			
			NONE	5	83.3%			
			Total	6	100.0%			
MANAGER - ASSISTANT FOOD SERVICE	MANAGER - ASSISTANT FOOD SERVICE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	NONE	1	33.3%			
			SERVICESAFE	2	66.7%			
			Total	3	100.0%			
MEAT MARKET	MEAT MARKET	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	5	71.4%			
			NONE	2	28.6%			
			Total	7	100.0%			
MEAT PROCESSOR	MEAT PROCESSOR	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	18 YEARS OF AGE OR OLDER	1	33.3%			
			NONE	2	66.7%			
			Total	3	100.0%			

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER						
		Less Than 100 Employees	100 Or More Employees	Count	Column N %			
		Count	Column N %	Count	Column N %			
PIZZA OVEN WORKERS	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	18 YEARS OF AGE OR OLDER	1	20.0%	0	.0%		
		CLEAN PERSON	1	20.0%	0	.0%		
		EXPERIENCE	2	40.0%	0	.0%		
		NONE	1	20.0%	0	.0%		
		Total	5	100.0%	0	.0%		
		PRODUCE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	0	.0%	3	100.0%
				Total	0	.0%	3	100.0%
		SECURITY	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	1	50.0%	0	.0%
				NONE	1	50.0%	0	.0%
		SERVER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	Total	2	100.0%	0	.0%
16 YEARS OF AGE OR OLDER	4			13.8%	0	.0%		
SERVER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	18 YEARS OF AGE OR OLDER	4	13.8%	0	.0%		
		21 YEARS OF AGE OR OLDER	0	.0%	2	9.1%		
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	1	3.4%	3	13.6%		
		CLEAN PERSON	1	3.4%	0	.0%		
		COMMUNICATION	1	3.4%	0	.0%		
		EXPERIENCE	3	10.3%	0	.0%		
		EXPERIENCE - BACK OF HOUSE/KITCHEN	0	.0%	1	4.5%		
		EXPERIENCE - BARTENDER	1	3.4%	0	.0%		
		EXPERIENCE - CUSTOMER SERVICE	0	.0%	1	4.5%		
		EXPERIENCE - FOOD MADE FROM SCRATCH	0	.0%	1	4.5%		
		EXPERIENCE - HIGH QUALITY RESTAURANT	0	.0%	1	4.5%		
		EXPERIENCE - HIGH VOLUME COOKING	0	.0%	1	4.5%		
		EXPERIENCE - HIGH VOLUME RESTAURANT	0	.0%	2	9.1%		
		EXPERIENCE - LINE COOK	1	3.4%	0	.0%		
		EXPERIENCE - RESTAURANT	1	3.4%	0	.0%		
		EXPERIENCE - RETAIL	1	3.4%	0	.0%		
		EXPERIENCE - SERVING	0	.0%	1	4.5%		
		FOOD SANITATION CERTIFICATE FROM STATE	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD SANITATION CERTIFICATE FROM STATE	1	3.4%	0	.0%
INITIATIVE	1			3.4%	0	.0%		
NONE	3			10.3%	5	22.7%		
READING	1			3.4%	0	.0%		
SERVICESAFE	2			6.9%	4	18.2%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	PIZZA OVEN WORKERS	CREDENTIALS NEEDED FOR FOOD SERVICE/ HOSPITALITY/ TOURISM JOBS	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
		18 YEARS OF AGE OR OLDER	1	20.0%
		CLEAN PERSON	1	20.0%
		EXPERIENCE	2	40.0%
		NONE	1	20.0%
		Total	5	100.0%
	PRODUCE	FOOD SANITATION CERTIFICATE FROM STATE	3	100.0%
		Total	3	100.0%
	SECURITY	FOOD SANITATION CERTIFICATE FROM STATE	1	50.0%
		NONE	1	50.0%
		Total	2	100.0%
	SERVER	16 YEARS OF AGE OR OLDER	4	7.8%
		18 YEARS OF AGE OR OLDER	4	7.8%
		21 YEARS OF AGE OR OLDER	2	3.9%
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	4	7.8%
		CLEAN PERSON	1	2.0%
		COMMUNICATION	1	2.0%
		EXPERIENCE	3	5.9%
		EXPERIENCE - BACK OF HOUSE/ KITCHEN	1	2.0%
		EXPERIENCE - BARTENDER	1	2.0%
		EXPERIENCE - CUSTOMER SERVICE	1	2.0%
		EXPERIENCE - FOOD MADE FROM SCRATCH	1	2.0%
		EXPERIENCE - HIGH QUALITY RESTAURANT	1	2.0%
		EXPERIENCE - HIGH VOLUME COOKING	1	2.0%
		EXPERIENCE - HIGH VOLUME RESTAURANT	2	3.9%
		EXPERIENCE - LINE COOK	1	2.0%
		EXPERIENCE - RESTAURANT	1	2.0%
		EXPERIENCE - RETAIL	1	2.0%
		EXPERIENCE - SERVING	1	2.0%
		FOOD SANITATION CERTIFICATE FROM STATE	1	2.0%
		INITIATIVE	1	2.0%
		NONE	8	15.7%
		READING	1	2.0%
		SERVSAFE	6	11.8%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	SERVER	CREDENTIALS NEEDED FOR FOOD SERVICE/ HOSPITALITY/ TOURISM JOBS	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Count	Column N %	
			Count	Column N %	Count	Column N %	
SERVER - ASSISTANT	SERVER	WILLING TO WORK	1	3.4%	0	.0%	
		WORK ETHIC	2	6.9%	0	.0%	
		Total	29	100.0%	22	100.0%	
		CLEAN PERSON	1	25.0%	0	.0%	
		EXPERIENCE	1	25.0%	0	.0%	
		NONE	1	25.0%	0	.0%	
		READING	1	25.0%	0	.0%	
		Total	4	100.0%	0	.0%	
	SHIFT LEAD	SERVER	CORRECT ORDERS	1	11.1%	0	.0%
			EXPERIENCE	2	22.2%	0	.0%
		EXPERIENCE - COMPUTER	1	11.1%	0	.0%	
		EXPERIENCE - COOK	1	11.1%	0	.0%	
		HOSPITABLE	1	11.1%	0	.0%	
		KNOW MONEY	1	11.1%	0	.0%	
		NONE	1	11.1%	0	.0%	
		PEOPLE PERSON	1	11.1%	0	.0%	
		Total	9	100.0%	0	.0%	
		EXPERIENCE	0	.0%	1	50.0%	
TRAVEL BUYER/ AGENT	SERVER	KNOWLEDGE OF NEGOTIATING CONTRACTS	0	.0%	1	50.0%	
		Total	0	.0%	2	100.0%	

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	SERVER	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Total	
			Count	Column N %
		WILLING TO WORK	1	2.0%
		WORK ETHIC	2	3.9%
		Total	51	100.0%
	SERVER - ASSISTANT	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	1	25.0%
		EXPERIENCE	1	25.0%
		NONE	1	25.0%
		READING	1	25.0%
		Total	4	100.0%
	SHIFT LEAD	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	1	11.1%
		EXPERIENCE	2	22.2%
		EXPERIENCE - COMPUTER	1	11.1%
		EXPERIENCE - COOK	1	11.1%
		HOSPITABLE	1	11.1%
		KNOW MONEY	1	11.1%
		NONE	1	11.1%
		PEOPLE PERSON	1	11.1%
		Total	9	100.0%
	TRAVEL BUYER/ AGENT	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	1	50.0%
		KNOWLEDGE OF NEGOTIATING CONTRACTS	1	50.0%
		Total	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count	Count	Count
		16 YEARS OF AGE OR OLDER	8	4.3%	0	.0%
		17 YEARS OF AGE OR OLDER	1	.5%	0	.0%
		18 YEARS OF AGE OR OLDER	14	7.6%	3	2.5%
		21 YEARS OF AGE OR OLDER	2	1.1%	7	5.9%
		BE AVAILABLE TO WORK	1	.5%	0	.0%
		BEING ABLE TO READ TICKETS	1	.5%	0	.0%
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	2	1.1%	15	12.6%
		CLEAN PERSON	7	3.8%	0	.0%
		COMMUNICATION	3	1.6%	0	.0%
		CORRECT ORDERS	4	2.2%	0	.0%
		EXPERIENCE	26	14.1%	2	1.7%
		EXPERIENCE - BACK OF HOUSE/KITCHEN	0	.0%	2	1.7%
		EXPERIENCE - BARTENDER	3	1.6%	0	.0%
		EXPERIENCE - COMPUTER	4	2.2%	0	.0%
		EXPERIENCE - COOK	4	2.2%	0	.0%
		EXPERIENCE - CUSTOMER SERVICE	0	.0%	2	1.7%
		EXPERIENCE - FOOD MADE FROM SCRATCH	0	.0%	2	1.7%
		EXPERIENCE - HIGH QUALITY RESTAURANT	0	.0%	2	1.7%
		EXPERIENCE - HIGH VOLUME COOKING	0	.0%	2	1.7%
		EXPERIENCE - HIGH VOLUME RESTAURANT	0	.0%	4	3.4%
		EXPERIENCE - LINE COOK	2	1.1%	0	.0%
		EXPERIENCE - RESTAURANT	4	2.2%	0	.0%
		EXPERIENCE - RETAIL	4	2.2%	0	.0%
		EXPERIENCE - SERVING	0	.0%	2	1.7%
		FOOD SANITATION CERTIFICATE FROM STATE	9	4.9%	16	13.4%
		HOSPITABLE	4	2.2%	0	.0%
		INITIATIVE	3	1.6%	0	.0%
		KNOW MONEY	4	2.2%	0	.0%
		KNOWLEDGE OF NEGOTIATING CONTRACTS	0	.0%	1	.8%
		NONE	52	28.1%	33	27.7%
		PEOPLE PERSON	4	2.2%	0	.0%
		READ RECIPES/ ENGLISH SPEAKING	2	1.1%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		16 YEARS OF AGE OR OLDER	8	2.6%
		17 YEARS OF AGE OR OLDER	1	.3%
		18 YEARS OF AGE OR OLDER	17	5.6%
		21 YEARS OF AGE OR OLDER	9	3.0%
		BE AVAILABLE TO WORK	1	.3%
		BEING ABLE TO READ TICKETS	1	.3%
		BEVERAGE ALCOHOL SELLERS AND SERVERS EDUCATION AND TRAINING (BASSET)	17	5.6%
		CLEAN PERSON	7	2.3%
		COMMUNICATION	3	1.0%
		CORRECT ORDERS	4	1.3%
		EXPERIENCE	28	9.2%
		EXPERIENCE - BACK OF HOUSE/KITCHEN	2	.7%
		EXPERIENCE - BARTENDER	3	1.0%
		EXPERIENCE - COMPUTER	4	1.3%
		EXPERIENCE - COOK	4	1.3%
		EXPERIENCE - CUSTOMER SERVICE	2	.7%
		EXPERIENCE - FOOD MADE FROM SCRATCH	2	.7%
		EXPERIENCE - HIGH QUALITY RESTAURANT	2	.7%
		EXPERIENCE - HIGH VOLUME COOKING	2	.7%
		EXPERIENCE - HIGH VOLUME RESTAURANT	4	1.3%
		EXPERIENCE - LINE COOK	2	.7%
		EXPERIENCE - RESTAURANT	4	1.3%
		EXPERIENCE - RETAIL	4	1.3%
		EXPERIENCE - SERVING	2	.7%
		FOOD SANITATION CERTIFICATE FROM STATE	25	8.2%
		HOSPITABLE	4	1.3%
		INITIATIVE	3	1.0%
		KNOW MONEY	4	1.3%
		KNOWLEDGE OF NEGOTIATING CONTRACTS	1	.3%
		NONE	85	28.0%
		PEOPLE PERSON	4	1.3%
		READ RECIPES/ ENGLISH SPEAKING	2	.7%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Credentials Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N. %	Column N. %	
			Count	Count			
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total		READING	4	2.2%	0	.0%
			SERVICESAFE	4	2.2%	26	21.8%
			WILLING TO WORK	3	1.6%	0	.0%
			WORK ETHIC	6	3.2%	0	.0%
			Total	185	100.0%	119	100.0%
				1	50.0%	0	.0%
BANQUET CAPTAIN	Skills Needed For Food Service/ Hospitality/ Tourism Jobs		NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
			EXPERIENCE - HOSPITALITY AND FOOD SERVICE	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
BANQUET SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs		Total	2	100.0%	0	.0%
			EXPERIENCE - HOSPITALITY AND FOOD SERVICE	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
BARTENDER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs		COMMUNICATION	0	.0%	1	12.5%
			COMMUNICATION/ INITIATIVE/ GOOD ATTITUDE	1	9.1%	0	.0%
			COMMUNICATIONS	1	9.1%	0	.0%
			COMPUTER	0	.0%	2	25.0%
			CUSTOMER SERVICE	2	18.2%	2	25.0%
			DRINK MIXING	1	9.1%	0	.0%
			EXPERIENCE - COOKING	0	.0%	1	12.5%
			EXPERIENCE - SERVING	0	.0%	1	12.5%
			MULTITASK	3	27.3%	0	.0%
			NONE	0	.0%	1	12.5%
			OUTGOING PERSONALITY	1	9.1%	0	.0%
			PERSONALITY	1	9.1%	0	.0%
			WILLING TO WORK	1	9.1%	0	.0%
			Total	11	100.0%	8	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			SIZE OF EMPLOYER		
			Count	Total	
			Column N %		
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	READING	4	1.3%	
		SERVICESAFE	30	9.9%	
		WILLING TO WORK	3	1.0%	
		WORK ETHIC	6	2.0%	
		Total	304	100.0%	
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	BANQUET CAPTAIN	EXPERIENCE - HOSPITALITY AND FOOD SERVICE	1	50.0%	
		NONE	1	50.0%	
	BANQUET SERVER	Total	2	100.0%	
		EXPERIENCE - HOSPITALITY AND FOOD SERVICE	1	50.0%	
	BARTENDER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	NONE	1	50.0%
			Total	2	100.0%
		Skills Needed For Food Service/ Hospitality/ Tourism Jobs	COMMUNICATION	1	5.3%
			COMMUNICATION/ INITIATIVE/ GOOD ATTITUDE	1	5.3%
			COMMUNICATIONS	1	5.3%
			COMPUTER	2	10.5%
Total	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	CUSTOMER SERVICE	4	21.1%	
		DRINK MIXING	1	5.3%	
		EXPERIENCE - COOKING	1	5.3%	
		EXPERIENCE - SERVING	1	5.3%	
		MULTITASK	3	15.8%	
		NONE	1	5.3%	
Total	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	OUTGOING PERSONALITY	1	5.3%	
		PERSONALITY	1	5.3%	
		WILLING TO WORK	1	5.3%	
		Total	19	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	BUSSEER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
		CARRYING TRAYS	1	5.0%	2	13.3%
		CLEAN THINGS WELL	1	5.0%	0	.0%
		COMMUNICATION	1	5.0%	1	6.7%
		COMPUTER	0	.0%	2	13.3%
		CUSTOMER SERVICE	0	.0%	5	33.3%
		EXPERIENCE - COOK ON GRILLS	1	5.0%	0	.0%
		EXPERIENCE - COOKING	1	5.0%	1	6.7%
		EXPERIENCE - FOOD SERVICE AND PREPARATION	1	5.0%	0	.0%
		EXPERIENCE - PIZZA	1	5.0%	0	.0%
		EXPERIENCE - SERVING	0	.0%	1	6.7%
		FAST WORKER	1	5.0%	0	.0%
		GOOD APPEARANCE	1	5.0%	0	.0%
		MENU ITEMS	1	5.0%	0	.0%
		NONE	3	15.0%	1	6.7%
		PLEASANT PERSONALITY	1	5.0%	0	.0%
		POLITE TO CUSTOMERS	1	5.0%	0	.0%
		STAND FOR LONG PERIODS OF TIME	1	5.0%	0	.0%
		TIME SCHEDULES/ TO MAKE SURE PIZZA IS COOKED	1	5.0%	0	.0%
		WILLING TO WORK ALL HOURS AND HOLIDAYS	1	5.0%	0	.0%
		WORK ETHIC	0	.0%	1	6.7%
		WORK ON YOUR FEET FOR LONG PERIODS OF TIME	1	5.0%	0	.0%
		WORKING ON THEIR FEET	1	5.0%	0	.0%
		WORKING SAFELY	0	.0%	1	6.7%
		Total	20	100.0%	15	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	BUSSEER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		CARRYING TRAYS	3	8.6%
		CLEAN THINGS WELL	1	2.9%
		COMMUNICATION	2	5.7%
		COMPUTER	2	5.7%
		CUSTOMER SERVICE	5	14.3%
		EXPERIENCE - COOK ON GRILLS	1	2.9%
		EXPERIENCE - COOKING	2	5.7%
		EXPERIENCE - FOOD SERVICE AND PREPARATION	1	2.9%
		EXPERIENCE - PIZZA	1	2.9%
		EXPERIENCE - SERVING	1	2.9%
		FAST WORKER	1	2.9%
		GOOD APPEARANCE	1	2.9%
		MENU ITEMS	1	2.9%
		NONE	4	11.4%
		PLEASANT PERSONALITY	1	2.9%
		POLITE TO CUSTOMERS	1	2.9%
		STAND FOR LONG PERIODS OF TIME	1	2.9%
		TIME SCHEDULES/ TO MAKE SURE PIZZA IS COOKED	1	2.9%
		WILLING TO WORK ALL HOURS AND HOLIDAYS	1	2.9%
		WORK ETHIC	1	2.9%
		WORK ON YOUR FEET FOR LONG PERIODS OF TIME	1	2.9%
		WORKING ON THEIR FEET	1	2.9%
		WORKING SAFELY	1	2.9%
		Total	35	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	CASHIER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Column N %	Count	
		BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	1	7.1%	0	.0%
		CLEAN APPEARANCE	1	7.1%	0	.0%
		CLEANLINESS	1	7.1%	0	.0%
		COMPUTER	1	7.1%	0	.0%
		ENGLISH/ READ AND SPEAK	1	7.1%	0	.0%
		EXPERIENCE - FOOD SANITATION	1	7.1%	0	.0%
		FOOD PREPARATION	1	7.1%	0	.0%
		GET ALONG WELL WITH CO-WORKERS	1	7.1%	0	.0%
		GOOD CUSTOMER SKILLS	1	7.1%	0	.0%
		NONE	1	7.1%	0	.0%
		PLEASANT PERSONALITY	1	7.1%	0	.0%
		PLEASANT PERSONALITY/ HOSPITABLE	1	7.1%	0	.0%
		SAFETY	1	7.1%	0	.0%
		TAKING ACCURATE ORDERS	1	7.1%	0	.0%
		Total	14	100.0%	0	.0%
	COOK	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	1	2.5%	0	.0%
		BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	1	2.5%	0	.0%
		CLEAN APPEARANCE	1	2.5%	0	.0%
		CLEAN THINGS WELL	1	2.5%	0	.0%
		CLEANLINESS	1	2.5%	0	.0%
		COMMUNICATION	0	.0%	1	4.3%
		COMPUTER	0	.0%	4	17.4%
		CUSTOMER SERVICE	0	.0%	4	17.4%
		ENGLISH/ READ AND SPEAK	2	5.0%	0	.0%
		EXPERIENCE - 1 YEAR IN FOOD PRODUCTION	1	2.5%	0	.0%
		EXPERIENCE - 2 YEARS LARGE SCALE FOOD PREPARATION	0	.0%	1	4.3%
		EXPERIENCE - CHEF	1	2.5%	0	.0%
		EXPERIENCE - COOK	2	5.0%	1	4.3%
		EXPERIENCE - COOK ON GRILLS	1	2.5%	0	.0%
		EXPERIENCE - COOKING	0	.0%	1	4.3%
		EXPERIENCE - COOKING PRODUCTION	0	.0%	1	4.3%
		EXPERIENCE - NOT AS A FRY COOK	0	.0%	1	4.3%
		EXPERIENCE - PIZZA	1	2.5%	0	.0%
		EXPERIENCE - SERVING	1	2.5%	1	4.3%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	CASHIER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	1	7.1%
		CLEAN APPEARANCE	1	7.1%
		CLEANLINESS	1	7.1%
		COMPUTER	1	7.1%
		ENGLISH/ READ AND SPEAK	1	7.1%
		EXPERIENCE - FOOD SANITATION	1	7.1%
		FOOD PREPARATION	1	7.1%
		GET ALONG WELL WITH CO-WORKERS	1	7.1%
		GOOD CUSTOMER SKILLS	1	7.1%
		NONE	1	7.1%
		PLEASANT PERSONALITY	1	7.1%
		PLEASANT PERSONALITY/ HOSPITABLE	1	7.1%
		SAFETY	1	7.1%
		TAKING ACCURATE ORDERS	1	7.1%
		Total	14	100.0%
	COOK	Skills Needed For Food Service/ Hospitality/ Tourism Jobs		
		BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	1	1.6%
		CLEAN APPEARANCE	1	1.6%
		CLEAN THINGS WELL	1	1.6%
		CLEANLINESS	1	1.6%
		COMMUNICATION	1	1.6%
		COMPUTER	4	6.3%
		CUSTOMER SERVICE	4	6.3%
		ENGLISH/ READ AND SPEAK	2	3.2%
		EXPERIENCE - 1 YEAR IN FOOD PRODUCTION	1	1.6%
		EXPERIENCE - 2 YEARS LARGE SCALE FOOD PREPARATION	1	1.6%
		EXPERIENCE - CHEF	1	1.6%
		EXPERIENCE - COOK	3	4.8%
		EXPERIENCE - COOK ON GRILLS	1	1.6%
		EXPERIENCE - COOKING	1	1.6%
		EXPERIENCE - COOKING PRODUCTION	1	1.6%
		EXPERIENCE - NOT AS A FRY COOK	1	1.6%
		EXPERIENCE - PIZZA	1	1.6%
		EXPERIENCE - SERVING	2	3.2%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
		Less Than 100 Employees	100 Or More Employees	Count	Column N %
		Count	Column N %	Count	Column N %
COOK	EXPERIENCE - SUPERVISORY	0	.0%	1	4.3%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		0	.0%	1	4.3%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		2	5.0%	0	.0%
		6	15.0%	1	4.3%
		4	10.0%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		1	2.5%	0	.0%
		40	100.0%	23	100.0%
COOK - GRILL	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
Total	Total	1	100.0%	0	.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	COOK	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		EXPERIENCE - SUPERVISORY	1	1.6%
		FAST WORKER	1	1.6%
		GET ALONG WELL WITH CO-WORKERS	1	1.6%
		GOOD CUSTOMER SKILLS	1	1.6%
		KNOW THE TERMS OF COOKING	1	1.6%
		LEADERSHIP	1	1.6%
		LIFT 50 LBS	1	1.6%
		MENU ITEMS	1	1.6%
		MULTITASK	2	3.2%
		NONE	7	11.1%
		PLEASANT PERSONALITY	4	6.3%
		PLEASANT PERSONALITY/ HOSPITABLE	1	1.6%
		POLITE TO CUSTOMERS	1	1.6%
		READ	1	1.6%
		READ AND UNDERSTAND THE MENUS AND TICKETS	1	1.6%
		SAFETY	1	1.6%
		STAND FOR LONG PERIODS OF TIME	1	1.6%
		STANDING FOR SEVERAL HOURS	1	1.6%
		TAKING ACCURATE ORDERS	1	1.6%
		TEAMWORK	1	1.6%
		TECHNICAL CULINARY	1	1.6%
		TIME MANAGEMENT	3	4.8%
		TIME SCHEDULES/ TO MAKE SURE PIZZA IS COOKED	1	1.6%
		Total	63	100.0%
	COOK - GRILL	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	COOK - LINE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
		CARRYING TRAYS	1	6.3%	0	.0%
		COMMUNICATION	1	6.3%	0	.0%
		COOKING FOOD MADE FROM SCRATCH	0	.0%	1	20.0%
		CUSTOMER SERVICE	0	.0%	1	20.0%
		EXPERIENCE - FOOD SERVICE AND PREPARATION	1	6.3%	0	.0%
		EXPERIENCE - HIGH QUALITY SERVICE	0	.0%	1	20.0%
		EXPERIENCE - HIGH VOLUME RESTAURANT	0	.0%	1	20.0%
		EXPERIENCE - SERVING	0	.0%	1	20.0%
		FOLLOW DIRECTIONS	2	12.5%	0	.0%
		GOOD COMMUNICATION AND PEOPLE SKILLS	1	6.3%	0	.0%
		ORGANIZATION	1	6.3%	0	.0%
		READ RECIPES	2	12.5%	0	.0%
		RELIABLE/ HONEST/ TRUSTWORTHY	1	6.3%	0	.0%
		TAKE DIRECTION	2	12.5%	0	.0%
		TEAMWORK	2	12.5%	0	.0%
		WORKING IN A FAST-PACED ENVIRONMENT	1	6.3%	0	.0%
		WORKING ON THEIR FEET	1	6.3%	0	.0%
		Total	16	100.0%	5	100.0%
	COOK - OVERNIGHT	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	4	100.0%	0	.0%
		Total	4	100.0%	0	.0%
	COOK/ KITCHEN HELP	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	1	16.7%	0	.0%
		GOOD APPEARANCE	1	16.7%	0	.0%
		MENU ITEMS	1	16.7%	0	.0%
		PLEASANT PERSONALITY	1	16.7%	0	.0%
		WILLING TO WORK ALL HOURS AND HOLIDAYS	1	16.7%	0	.0%
		WORK ON YOUR FEET FOR LONG PERIODS OF TIME	1	16.7%	0	.0%
		Total	6	100.0%	0	.0%
	CULINARY SERVICE MANAGER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	COOK - LINE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	Column N %
		CARRYING TRAYS	1	4.8%
		COMMUNICATION	1	4.8%
		COOKING FOOD MADE FROM SCRATCH	1	4.8%
		CUSTOMER SERVICE	1	4.8%
		EXPERIENCE - FOOD SERVICE AND PREPARATION	1	4.8%
		EXPERIENCE - HIGH QUALITY SERVICE	1	4.8%
		EXPERIENCE - HIGH VOLUME RESTAURANT	1	4.8%
		EXPERIENCE - SERVING	1	4.8%
		FOLLOW DIRECTIONS	2	9.5%
		GOOD COMMUNICATION AND PEOPLE SKILLS	1	4.8%
		ORGANIZATION	1	4.8%
		READ RECIPES	2	9.5%
		RELIABLE/ HONEST/ TRUSTWORTHY	1	4.8%
		TAKE DIRECTION	2	9.5%
		TEAMWORK	2	9.5%
		WORKING IN A FAST-PACED ENVIRONMENT	1	4.8%
		WORKING ON THEIR FEET	1	4.8%
		Total	21	100.0%
	COOK - OVERNIGHT	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	4	100.0%
		Total	4	100.0%
	COOK/ KITCHEN HELP	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	1	16.7%
		GOOD APPEARANCE	1	16.7%
		MENU ITEMS	1	16.7%
		PLEASANT PERSONALITY	1	16.7%
		WILLING TO WORK ALL HOURS AND HOLIDAYS	1	16.7%
		WORK ON YOUR FEET FOR LONG PERIODS OF TIME	1	16.7%
		Total	6	100.0%
	CULINARY SERVICE MANAGER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Customer Service	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Column N %	Count	
	KNOW THE TERMS OF COOKING		1	12.5%	0	.0%
	MENU ITEMS		1	12.5%	0	.0%
	MULTITASK		2	25.0%	0	.0%
	PLEASANT PERSONALITY		3	37.5%	0	.0%
	READ		1	12.5%	0	.0%
	Total		8	100.0%	0	.0%
DELI	ACCURACY/ FAST SERVICE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	0	.0%	1	7.1%
	COMMUNICATION		0	.0%	1	7.1%
	CUSTOMER SERVICE		0	.0%	1	7.1%
	CUSTOMER SKILLS		0	.0%	1	7.1%
	EXPERIENCE - MEAT MARKET		0	.0%	1	7.1%
	FOOD HANDLING/ SANITATION		0	.0%	1	7.1%
	NONE		0	.0%	4	28.6%
	READ A SCALE		0	.0%	1	7.1%
	SANITATION/ FOOD HANDLING		0	.0%	1	7.1%
	WORK ETHIC/ ATTENDANCE		0	.0%	1	7.1%
	WORK THE REGISTER		0	.0%	1	7.1%
	Total		0	.0%	14	100.0%
DIETARY	NONE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
DIETARY AIDE	COMPUTER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	0	.0%	2	12.5%
	CUSTOMER SERVICE		0	.0%	3	18.8%
	EXPERIENCE - 2 YEARS LARGE SCALE FOOD PREPARATION		0	.0%	1	6.3%
	EXPERIENCE - COOKING PRODUCTION		0	.0%	1	6.3%
	EXPERIENCE - SUPERVISORY		0	.0%	1	6.3%
	FOOD SERVICE		0	.0%	1	6.3%
	LEADERSHIP		0	.0%	1	6.3%
	READING/ WRITING/ SPEAKING ENGLISH		0	.0%	1	6.3%
	TEAMWORK		0	.0%	1	6.3%
	TECHNICAL CULINARY		0	.0%	1	6.3%
	TIME MANAGEMENT		0	.0%	3	18.8%
	Total		0	.0%	16	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	CUSTOMER SERVICE	DELI	DIETARY	DIETARY AIDE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
									Count	Column N %
		KNOW THE TERMS OF COOKING	1	12.5%						
		MENU ITEMS	1	12.5%						
		MULTITASK	2	25.0%						
		PLEASANT PERSONALITY	3	37.5%						
		READ	1	12.5%						
		Total	8	100.0%						
		ACCURACY/ FAST SERVICE	1	7.1%						
		COMMUNICATION	1	7.1%						
		CUSTOMER SERVICE	1	7.1%						
		CUSTOMER SKILLS	1	7.1%						
		EXPERIENCE - MEAT MARKET	1	7.1%						
		FOOD HANDLING/ SANITATION	1	7.1%						
		NONE	4	28.6%						
		READ A SCALE	1	7.1%						
		SANITATION/ FOOD HANDLING	1	7.1%						
		WORK ETHIC/ ATTENDANCE	1	7.1%						
		WORK THE REGISTER	1	7.1%						
		Total	14	100.0%						
		NONE	1	100.0%						
		Total	1	100.0%						
		COMPUTER	2	12.5%						
		CUSTOMER SERVICE	3	18.8%						
		EXPERIENCE - 2 YEARS LARGE SCALE FOOD PREPARATION	1	6.3%						
		EXPERIENCE - COOKING PRODUCTION	1	6.3%						
		EXPERIENCE - SUPERVISORY	1	6.3%						
		FOOD SERVICE	1	6.3%						
		LEADERSHIP	1	6.3%						
		READING/ WRITING/ SPEAKING ENGLISH	1	6.3%						
		TEAMWORK	1	6.3%						
		TECHNICAL CULINARY	1	6.3%						
		TIME MANAGEMENT	3	18.8%						
		Total	16	100.0%						

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	DINING ATTENDANT	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	1	9.1%	0	.0%
		CLEAN APPEARANCE	1	9.1%	0	.0%
		CLEANLINESS	1	9.1%	0	.0%
		ENGLISH/ READ AND SPEAK	1	9.1%	0	.0%
		GET ALONG WELL WITH CO-WORKERS	1	9.1%	0	.0%
		GOOD CUSTOMER SKILLS	1	9.1%	0	.0%
		NONE	1	9.1%	0	.0%
		PLEASANT PERSONALITY	1	9.1%	0	.0%
		PLEASANT PERSONALITY/ HOSPITABLE	1	9.1%	0	.0%
		SAFETY	1	9.1%	0	.0%
		TAKING ACCURATE ORDERS	1	9.1%	0	.0%
		Total	11	100.0%	0	.0%
	DISHWASHER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	0	.0%	1	12.5%
		COMPUTER	0	.0%	2	25.0%
		CUSTOMER SERVICE	0	.0%	2	25.0%
		EXPERIENCE - COOKING	0	.0%	1	12.5%
		EXPERIENCE - SERVING	0	.0%	1	12.5%
		KNOW HOW TO WORK	1	20.0%	0	.0%
		NONE	4	80.0%	1	12.5%
		Total	5	100.0%	8	100.0%
	FOOD BREADER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	2	33.3%	0	.0%
		FOLLOW DIRECTIONS	1	16.7%	0	.0%
		GOOD COMMUNICATION AND PEOPLE SKILLS	2	33.3%	0	.0%
		READ RECIPES	1	16.7%	0	.0%
		TAKE DIRECTION	1	16.7%	0	.0%
		Total	6	100.0%	0	.0%
	FOOD PREP PERSON	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	2	33.3%	0	.0%
		GOOD COMMUNICATION AND PEOPLE SKILLS	1	16.7%	0	.0%
		READ RECIPES	2	33.3%	0	.0%
		TAKE DIRECTION	1	16.7%	0	.0%
		Total	6	100.0%	0	.0%
	FOOD SERVICE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	FRESH FOODS	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	DINING ATTENDANT	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	Total
		BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	1	9.1%
		CLEAN APPEARANCE	1	9.1%
		CLEANLINESS	1	9.1%
		ENGLISH/ READ AND SPEAK	1	9.1%
		GET ALONG WELL WITH CO-WORKERS	1	9.1%
		GOOD CUSTOMER SKILLS	1	9.1%
		NONE	1	9.1%
		PLEASANT PERSONALITY	1	9.1%
		PLEASANT PERSONALITY/ HOSPITABLE	1	9.1%
		SAFETY	1	9.1%
		TAKING ACCURATE ORDERS	1	9.1%
		Total	11	100.0%
	DISHWASHER	COMMUNICATION	1	7.7%
		COMPUTER	2	15.4%
		CUSTOMER SERVICE	2	15.4%
		EXPERIENCE - COOKING	1	7.7%
		EXPERIENCE - SERVING	1	7.7%
		KNOW HOW TO WORK	1	7.7%
		NONE	5	38.5%
		Total	13	100.0%
	FOOD BREADER	FOLLOW DIRECTIONS	2	33.3%
		GOOD COMMUNICATION AND PEOPLE SKILLS	1	16.7%
		READ RECIPES	2	33.3%
		TAKE DIRECTION	1	16.7%
		Total	6	100.0%
	FOOD PREP PERSON	FOLLOW DIRECTIONS	2	33.3%
		GOOD COMMUNICATION AND PEOPLE SKILLS	1	16.7%
		READ RECIPES	2	33.3%
		TAKE DIRECTION	1	16.7%
		Total	6	100.0%
	FOOD SERVICE	WORK ETHIC	1	100.0%
		Total	1	100.0%
	FRESH FOODS	NONE	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	FRONT DESK CLERK	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER										
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %							
			Count	Count	Count	Count							
GROCERY CLERKS	GROCERY CLERKS	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	APPROACHABLE/ GOOD SOFT SKILLS	0	1	.0%	33.3%						
			CUSTOMER SERVICE	0	1	.0%	33.3%						
			FRIENDLY	0	1	.0%	33.3%						
			Total	0	3	.0%	100.0%						
			COMMUNICATION	0	1	.0%	25.0%						
			READ A SCALE	0	1	.0%	25.0%						
			WORK ETHIC/ ATTENDANCE	0	1	.0%	25.0%						
			WORK THE REGISTER	0	1	.0%	25.0%						
			Total	0	4	.0%	100.0%						
			HOSPITALITY	HOSPITALITY	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	ENGLISH/ READ AND SPEAK	1	0	20.0%	.0%			
						EXPERIENCE - COOK	1	0	20.0%	.0%			
						EXPERIENCE - SERVING	1	0	20.0%	.0%			
						HOUSEKEEPING	1	0	20.0%	.0%			
						NONE	1	0	20.0%	.0%			
						Total	5	0	100.0%	.0%			
COMMUNICATION/ INITIATIVE/ GOOD ATTITUDE	1	0				5.3%	.0%						
COMMUNICATIONS	1	0				5.3%	.0%						
CUSTOMER SERVICE	2	0				10.5%	.0%						
DRINK MIXING	1	0				5.3%	.0%						
EXPERIENCE - COOKING	1	0				5.3%	.0%						
GOOD APPEARANCE	1	0				5.3%	.0%						
KNOW HOW TO WORK	1	0				5.3%	.0%						
MENU ITEMS	1	0				5.3%	.0%						
MULTITASK	3	0				15.8%	.0%						
HOST/ HOSTESS	HOST/ HOSTESS	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	NONE	1	0	5.3%	.0%						
			OUTGOING PERSONALITY	1	0	5.3%	.0%						
			PERSONALITY	1	0	5.3%	.0%						
			PLEASANT PERSONALITY	1	0	5.3%	.0%						
			WILLING TO WORK	1	0	5.3%	.0%						
			WILLING TO WORK ALL HOURS AND HOLIDAYS	1	0	5.3%	.0%						
			WORK ON YOUR FEET FOR LONG PERIODS OF TIME	1	0	5.3%	.0%						
			Total	19	0	100.0%	.0%						
			LIFT 50 LBS	1	0	100.0%	.0%						
			Total	1	0	100.0%	.0%						
			HOUSEKEEPER	HOUSEKEEPER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD HANDLING	0	1	.0%	50.0%			
						SERVICE SKILLS	0	1	.0%	50.0%			
						Total	0	2	.0%	100.0%			
						KITCHEN	KITCHEN	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD HANDLING	0	1	.0%	50.0%
									SERVICE SKILLS	0	1	.0%	50.0%
Total	0	2	.0%	100.0%									

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	FRONT DESK CLERK	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Count	Total		
			Column N	%		
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	FRONT DESK CLERK	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	APPROACHABLE/ GOOD SOFT SKILLS	1	33.3%	
			CUSTOMER SERVICE	1	33.3%	
			FRIENDLY	1	33.3%	
	GROCERY CLERKS	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	Total	3	100.0%	
			COMMUNICATION	1	25.0%	
			READ A SCALE	1	25.0%	
			WORK ETHIC/ ATTENDANCE	1	25.0%	
			WORK THE REGISTER	1	25.0%	
	HOSPITALITY	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	Total	4	100.0%	
			ENGLISH/ READ AND SPEAK	1	20.0%	
			EXPERIENCE - COOK	1	20.0%	
			EXPERIENCE - SERVING	1	20.0%	
			HOUSEKEEPING	1	20.0%	
			NONE	1	20.0%	
			Total	5	100.0%	
	HOST/ HOSTESS	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	COMMUNICATION/ INITIATIVE/ GOOD ATTITUDE	1	5.3%	
			COMMUNICATIONS	1	5.3%	
			CUSTOMER SERVICE	2	10.5%	
			DRINK MIXING	1	5.3%	
EXPERIENCE - COOKING			1	5.3%		
GOOD APPEARANCE			1	5.3%		
KNOW HOW TO WORK			1	5.3%		
MENU ITEMS			1	5.3%		
MULTITASK			3	15.8%		
NONE			1	5.3%		
OUTGOING PERSONALITY			1	5.3%		
PERSONALITY			1	5.3%		
PLEASANT PERSONALITY			1	5.3%		
WILLING TO WORK			1	5.3%		
WILLING TO WORK ALL HOURS AND HOLIDAYS			1	5.3%		
WORK ON YOUR FEET FOR LONG PERIODS OF TIME			1	5.3%		
Total			19	100.0%		
HOUSEKEEPER			Skills Needed For Food Service/ Hospitality/ Tourism Jobs	LIFT 50 LBS	1	100.0%
				Total	1	100.0%
KITCHEN	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	FOOD HANDLING	1	50.0%		
		SERVICE SKILLS	1	50.0%		
		Total	2	100.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER				
		Less Than 100 Employees	100 Or More Employees	Count	Column N %	
		Count	Column N %	Count	Column N %	
KITCHEN HELPER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	COMPUTER	1	11.1%	0	.0%
		EXPERIENCE - FOOD SANITATION	1	11.1%	0	.0%
		FOLLOW DIRECTIONS	1	11.1%	0	.0%
		FOOD PREPARATION	1	11.1%	0	.0%
		NEATNESS	1	11.1%	0	.0%
		NONE	3	33.3%	0	.0%
		ORGANIZATION	1	11.1%	0	.0%
		Total	9	100.0%	0	.0%
		COMPUTER	0	.0%	2	25.0%
		CUSTOMER SERVICE	0	.0%	1	12.5%
MANAGER - ASSISTANT FOOD SERVICE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE - COOKING PRODUCTION	0	.0%	1	12.5%
		EXPERIENCE - SUPERVISORY	0	.0%	1	12.5%
		TIME MANAGEMENT	0	.0%	3	37.5%
		Total	0	.0%	8	100.0%
		ACCURACY/ FAST SERVICE	0	.0%	1	10.0%
		CUSTOMER SERVICE	0	.0%	1	10.0%
		CUSTOMER SKILLS	0	.0%	1	10.0%
		EXPERIENCE - MEAT MARKET	0	.0%	1	10.0%
		FOOD HANDLING/ SANITATION	0	.0%	1	10.0%
		NONE	0	.0%	4	40.0%
MEAT MARKET	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SANITATION/ FOOD HANDLING	0	.0%	1	10.0%
		Total	0	.0%	10	100.0%
		COMMUNICATION	0	.0%	1	25.0%
		READ A SCALE	0	.0%	1	25.0%
		WORK ETHIC/ ATTENDANCE	0	.0%	1	25.0%
		WORK THE REGISTER	0	.0%	1	25.0%
		Total	0	.0%	4	100.0%
		CLEAN THINGS WELL	1	14.3%	0	.0%
		EXPERIENCE - COOK ON GRILLS	1	14.3%	0	.0%
		EXPERIENCE - PIZZA	1	14.3%	0	.0%
MEAT PROCESSOR	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	FAST WORKER	1	14.3%	0	.0%
		POLITE TO CUSTOMERS	1	14.3%	0	.0%
		STAND FOR LONG PERIODS OF TIME	1	14.3%	0	.0%
		TIME SCHEDULES/ TO MAKE SURE PIZZA IS COOKED	1	14.3%	0	.0%
		Total	7	100.0%	0	.0%
		COMMUNICATION	0	.0%	1	25.0%
		READ A SCALE	0	.0%	1	25.0%
		WORK ETHIC/ ATTENDANCE	0	.0%	1	25.0%
		WORK THE REGISTER	0	.0%	1	25.0%
		Total	0	.0%	4	100.0%
PIZZA OVEN WORKERS	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	CLEAN THINGS WELL	1	14.3%	0	.0%
		EXPERIENCE - COOK ON GRILLS	1	14.3%	0	.0%
		EXPERIENCE - PIZZA	1	14.3%	0	.0%
		FAST WORKER	1	14.3%	0	.0%
		POLITE TO CUSTOMERS	1	14.3%	0	.0%
		STAND FOR LONG PERIODS OF TIME	1	14.3%	0	.0%
		TIME SCHEDULES/ TO MAKE SURE PIZZA IS COOKED	1	14.3%	0	.0%
		Total	7	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	KITCHEN HELPER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	Column N %
	COMPUTER		1	11.1%
	EXPERIENCE - FOOD SANITATION		1	11.1%
	FOLLOW DIRECTIONS		1	11.1%
	FOOD PREPARATION		1	11.1%
	NEATNESS		1	11.1%
	NONE		3	33.3%
	ORGANIZATION		1	11.1%
	Total		9	100.0%
	MANAGER - ASSISTANT FOOD SERVICE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs		
	COMPUTER		2	25.0%
	CUSTOMER SERVICE		1	12.5%
	EXPERIENCE - COOKING PRODUCTION		1	12.5%
	EXPERIENCE - SUPERVISORY		1	12.5%
	TIME MANAGEMENT		3	37.5%
	Total		8	100.0%
	MEAT MARKET	Skills Needed For Food Service/ Hospitality/ Tourism Jobs		
	ACCURACY/ FAST SERVICE		1	10.0%
	CUSTOMER SERVICE		1	10.0%
	CUSTOMER SKILLS		1	10.0%
	EXPERIENCE - MEAT MARKET		1	10.0%
	FOOD HANDLING/ SANITATION		1	10.0%
	NONE		4	40.0%
	SANITATION/ FOOD HANDLING		1	10.0%
	Total		10	100.0%
	MEAT PROCESSOR	Skills Needed For Food Service/ Hospitality/ Tourism Jobs		
	COMMUNICATION		1	25.0%
	READ A SCALE		1	25.0%
	WORK ETHIC/ ATTENDANCE		1	25.0%
	WORK THE REGISTER		1	25.0%
	Total		4	100.0%
	PIZZA OVEN WORKERS	Skills Needed For Food Service/ Hospitality/ Tourism Jobs		
	CLEAN THINGS WELL		1	14.3%
	EXPERIENCE - COOK ON GRILLS		1	14.3%
	EXPERIENCE - PIZZA		1	14.3%
	FAST WORKER		1	14.3%
	POLITE TO CUSTOMERS		1	14.3%
	STAND FOR LONG PERIODS OF TIME		1	14.3%
	TIME SCHEDULES/ TO MAKE SURE PIZZA IS COOKED		1	14.3%
	Total		7	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	PRODUCE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Count	Column N %	
			Count	Column N %	Count	Column N %	
PRODUCE	PRODUCE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE - MEAT MARKET	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
SECURITY	SECURITY	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	Total	0	.0%	3	100.0%
			EXPERIENCE - COOK	1	50.0%	0	.0%
SERVER	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	CARRYING TRAYS	1	2.5%	2	9.1%
			COMMUNICATION	1	2.5%	1	4.5%
			COMMUNICATION/ INITIATIVE/ GOOD ATTITUDE	1	2.5%	0	.0%
			COMMUNICATIONS	1	2.5%	0	.0%
			COMPUTER	0	.0%	2	9.1%
			COOKING FOOD MADE FROM SCRATCH	0	.0%	1	4.5%
			CUSTOMER SERVICE	0	.0%	6	27.3%
			EXPERIENCE - COOKING	1	2.5%	1	4.5%
			EXPERIENCE - FOOD SERVICE AND PREPARATION	1	2.5%	0	.0%
			EXPERIENCE - HIGH QUALITY SERVICE	0	.0%	1	4.5%
			EXPERIENCE - HIGH VOLUME RESTAURANT	0	.0%	1	4.5%
			EXPERIENCE - SERVING	0	.0%	2	9.1%
			FOOD HANDLING	0	.0%	1	4.5%
			GOOD APPEARANCE	1	2.5%	0	.0%
			KNOW THE TERMS OF COOKING	1	2.5%	0	.0%
			MENU ITEMS	2	5.0%	0	.0%
			MULTITASK	5	12.5%	0	.0%
			NONE	8	20.0%	1	4.5%
			ORGANIZATION	1	2.5%	0	.0%
			OUTGOING PERSONALITY	1	2.5%	0	.0%
			PERSONALITY	1	2.5%	0	.0%
			PLEASANT PERSONALITY	4	10.0%	0	.0%
			READ	1	2.5%	0	.0%
			RELIABLE/ HONEST/ TRUSTWORTHY	1	2.5%	0	.0%
			SERVICE SKILLS	0	.0%	1	4.5%
			TAKE DIRECTION	1	2.5%	0	.0%
			TEAMWORK	2	5.0%	0	.0%
WILLING TO WORK	1	2.5%	0	.0%			
WILLING TO WORK ALL HOURS AND HOLIDAYS	1	2.5%	0	.0%			

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	PRODUCE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Count	Column N %		
			Total			
PRODUCE	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE - MEAT MARKET	1	33.3%		
		NONE	2	66.7%		
		Total	3	100.0%		
		SECURITY	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	EXPERIENCE - COOK	1	50.0%
				NONE	1	50.0%
				Total	2	100.0%
		SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	CARRYING TRAYS	3	4.8%
				COMMUNICATION	2	3.2%
				COMMUNICATION/ INITIATIVE/ GOOD ATTITUDE	1	1.6%
				COMMUNICATIONS	1	1.6%
COMPUTER	2			3.2%		
COOKING FOOD MADE FROM SCRATCH	1			1.6%		
CUSTOMER SERVICE	6			9.7%		
EXPERIENCE - COOKING	2			3.2%		
EXPERIENCE - FOOD SERVICE AND PREPARATION	1			1.6%		
EXPERIENCE - HIGH QUALITY SERVICE	1			1.6%		
EXPERIENCE - HIGH VOLUME RESTAURANT	1			1.6%		
EXPERIENCE - SERVING	2			3.2%		
FOOD HANDLING	1			1.6%		
GOOD APPEARANCE	1			1.6%		
KNOW THE TERMS OF COOKING	1			1.6%		
MENU ITEMS	2			3.2%		
MULTITASK	5			8.1%		
NONE	9			14.5%		
SECURITY	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	ORGANIZATION	1	1.6%		
		OUTGOING PERSONALITY	1	1.6%		
		PERSONALITY	1	1.6%		
		PLEASANT PERSONALITY	4	6.5%		
		READ	1	1.6%		
		RELIABLE/ HONEST/ TRUSTWORTHY	1	1.6%		
		SERVICE SKILLS	1	1.6%		
		TAKE DIRECTION	1	1.6%		
		TEAMWORK	2	3.2%		
		WILLING TO WORK	1	1.6%		
WILLING TO WORK ALL HOURS AND HOLIDAYS	1	1.6%				

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Count	Column N %	
			Count	Column N %	Count	Column N %	
SERVER - ASSISTANT	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	WORK ETHIC	0	.0%	1	4.5%
			WORK ON YOUR FEET FOR LONG PERIODS OF TIME	1	2.5%	0	.0%
			WORKING IN A FAST-PACED ENVIRONMENT	1	2.5%	0	.0%
			WORKING ON THEIR FEET	1	2.5%	0	.0%
			WORKING SAFELY	0	.0%	1	4.5%
			Total	40	100.0%	22	100.0%
			KNOW THE TERMS OF COOKING	1	12.5%	0	.0%
			MENU ITEMS	1	12.5%	0	.0%
			MULTITASK	2	25.0%	0	.0%
			PLEASANT PERSONALITY	3	37.5%	0	.0%
READ	1	12.5%	0	.0%			
Total	8	100.0%	0	.0%			
SHIFT LEAD	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	1	9.1%	0	.0%
			CLEAN APPEARANCE	1	9.1%	0	.0%
			CLEANLINESS	1	9.1%	0	.0%
			ENGLISH/ READ AND SPEAK	1	9.1%	0	.0%
			GET ALONG WELL WITH CO-WORKERS	1	9.1%	0	.0%
			GOOD CUSTOMER SKILLS	1	9.1%	0	.0%
			NONE	1	9.1%	0	.0%
			PLEASANT PERSONALITY	1	9.1%	0	.0%
			PLEASANT PERSONALITY/ HOSPITABLE	1	9.1%	0	.0%
			SAFETY	1	9.1%	0	.0%
TAKING ACCURATE ORDERS	1	9.1%	0	.0%			
Total	11	100.0%	0	.0%			
TRAVEL BUYER/ AGENT	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	COMMUNICATION	0	.0%	1	50.0%
			ORGANIZATION	0	.0%	1	50.0%
			Total	0	.0%	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER		
			Count	Column N %	
			Total	Column N %	
SERVER - ASSISTANT	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	WORK ETHIC	1	1.6%
			WORK ON YOUR FEET FOR LONG PERIODS OF TIME	1	1.6%
			WORKING IN A FAST-PACED ENVIRONMENT	1	1.6%
			WORKING ON THEIR FEET	1	1.6%
			WORKING SAFELY	1	1.6%
			Total	62	100.0%
			KNOW THE TERMS OF COOKING	1	12.5%
			MENU ITEMS	1	12.5%
			MULTITASK	2	25.0%
			PLEASANT PERSONALITY	3	37.5%
READ	1	12.5%			
Total	8	100.0%			
SHIFT LEAD	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	1	9.1%
			CLEAN APPEARANCE	1	9.1%
			CLEANLINESS	1	9.1%
			ENGLISH/ READ AND SPEAK	1	9.1%
			GET ALONG WELL WITH CO-WORKERS	1	9.1%
			GOOD CUSTOMER SKILLS	1	9.1%
			NONE	1	9.1%
			PLEASANT PERSONALITY	1	9.1%
			PLEASANT PERSONALITY/ HOSPITABLE	1	9.1%
			SAFETY	1	9.1%
TAKING ACCURATE ORDERS	1	9.1%			
Total	11	100.0%			
TRAVEL BUYER/ AGENT	SERVER	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	COMMUNICATION	1	50.0%
			ORGANIZATION	1	50.0%
			Total	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		ACCURACY/ FAST SERVICE	0	.0%	2	1.3%
		APPROACHABLE/ GOOD SOFT SKILLS	0	.0%	1	.7%
		BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	4	1.6%	0	.0%
		CARRYING TRAYS	3	1.2%	4	2.7%
		CLEAN APPEARANCE	4	1.6%	0	.0%
		CLEAN THINGS WELL	3	1.2%	0	.0%
		CLEANLINESS	4	1.6%	0	.0%
		COMMUNICATION	3	1.2%	9	6.0%
		COMMUNICATION/ INITIATIVE/ GOOD ATTITUDE	3	1.2%	0	.0%
		COMMUNICATIONS	3	1.2%	0	.0%
		COMPUTER	2	.8%	16	10.7%
		COOKING FOOD MADE FROM SCRATCH	0	.0%	2	1.3%
		CUSTOMER SERVICE	4	1.6%	27	18.0%
		CUSTOMER SKILLS	0	.0%	2	1.3%
		DRINK MIXING	2	.8%	0	.0%
		ENGLISH/ READ AND SPEAK	6	2.4%	0	.0%
		EXPERIENCE	1	.4%	0	.0%
		EXPERIENCE - 1 YEAR IN FOOD PRODUCTION	1	.4%	0	.0%
		EXPERIENCE - 2 YEARS LARGE SCALE FOOD PREPARATION	0	.0%	2	1.3%
		EXPERIENCE - CHEF	1	.4%	0	.0%
		EXPERIENCE - COOK	4	1.6%	1	.7%
		EXPERIENCE - COOK ON GRILLS	3	1.2%	0	.0%
		EXPERIENCE - COOKING	4	1.6%	5	3.3%
		EXPERIENCE - COOKING PRODUCTION	0	.0%	3	2.0%
		EXPERIENCE - FOOD SANITATION	2	.8%	0	.0%
		EXPERIENCE - FOOD SERVICE AND PREPARATION	3	1.2%	0	.0%
		EXPERIENCE - HIGH QUALITY SERVICE	0	.0%	2	1.3%
		EXPERIENCE - HIGH VOLUME RESTAURANT	0	.0%	2	1.3%
		EXPERIENCE - HOSPITALITY AND FOOD SERVICE	2	.8%	0	.0%
		EXPERIENCE - MEAT MARKET	0	.0%	3	2.0%
		EXPERIENCE - NOT AS A FRY COOK	0	.0%	1	.7%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		ACCURACY/ FAST SERVICE	2	.5%
		APPROACHABLE/ GOOD SOFT SKILLS	1	.2%
		BE ABLE TO HELP EACH ONE TO DO THEIR JOB WELL	4	1.0%
		CARRYING TRAYS	7	1.7%
		CLEAN APPEARANCE	4	1.0%
		CLEAN THINGS WELL	3	.7%
		CLEANLINESS	4	1.0%
		COMMUNICATION	12	3.0%
		COMMUNICATION/ INITIATIVE/ GOOD ATTITUDE	3	.7%
		COMMUNICATIONS	3	.7%
		COMPUTER	18	4.4%
		COOKING FOOD MADE FROM SCRATCH	2	.5%
		CUSTOMER SERVICE	31	7.7%
		CUSTOMER SKILLS	2	.5%
		DRINK MIXING	2	.5%
		ENGLISH/ READ AND SPEAK	6	1.5%
		EXPERIENCE	1	.2%
		EXPERIENCE - 1 YEAR IN FOOD PRODUCTION	1	.2%
		EXPERIENCE - 2 YEARS LARGE SCALE FOOD PREPARATION	2	.5%
		EXPERIENCE - CHEF	1	.2%
		EXPERIENCE - COOK	5	1.2%
		EXPERIENCE - COOK ON GRILLS	3	.7%
		EXPERIENCE - COOKING	9	2.2%
		EXPERIENCE - COOKING PRODUCTION	3	.7%
		EXPERIENCE - FOOD SANITATION	2	.5%
		EXPERIENCE - FOOD SERVICE AND PREPARATION	3	.7%
		EXPERIENCE - HIGH QUALITY SERVICE	2	.5%
		EXPERIENCE - HIGH VOLUME RESTAURANT	2	.5%
		EXPERIENCE - HOSPITALITY AND FOOD SERVICE	2	.5%
		EXPERIENCE - MEAT MARKET	3	.7%
		EXPERIENCE - NOT AS A FRY COOK	1	.2%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		EXPERIENCE - PIZZA	3	1.2%	0	.0%
		EXPERIENCE - SERVING	2	.8%	7	4.7%
		EXPERIENCE - SUPERVISORY	0	.0%	3	2.0%
		FAST WORKER	3	1.2%	0	.0%
		FOLLOW DIRECTIONS	7	2.7%	0	.0%
		FOOD HANDLING	0	.0%	2	1.3%
		FOOD HANDLING/ SANITATION	0	.0%	2	1.3%
		FOOD PREPARATION	2	.8%	0	.0%
		FOOD SERVICE	0	.0%	1	.7%
		FRIENDLY	0	.0%	1	.7%
		GET ALONG WELL WITH CO-WORKERS	4	1.6%	0	.0%
		GOOD APPEARANCE	4	1.6%	0	.0%
		GOOD COMMUNICATION AND PEOPLE SKILLS	3	1.2%	0	.0%
		GOOD CUSTOMER SKILLS	4	1.6%	0	.0%
		HOUSEKEEPING	1	.4%	0	.0%
		KNOW HOW TO WORK	2	.8%	0	.0%
		KNOW THE TERMS OF COOKING	4	1.6%	0	.0%
		LEADERSHIP	0	.0%	2	1.3%
		LIFT 50 LBS	2	.8%	0	.0%
		MENU ITEMS	8	3.1%	0	.0%
		MULTITASK	17	6.7%	0	.0%
		NEATNESS	1	.4%	0	.0%
		NONE	37	14.5%	17	11.3%
		ORGANIZATION	3	1.2%	1	.7%
		OUTGOING PERSONALITY	3	1.2%	0	.0%
		PERSONALITY	3	1.2%	0	.0%
		PLEASANT PERSONALITY	20	7.8%	0	.0%
		PLEASANT PERSONALITY/ HOSPITABLE	4	1.6%	0	.0%
		POLITE TO CUSTOMERS	3	1.2%	0	.0%
		READ	4	1.6%	0	.0%
		READ A SCALE	0	.0%	3	2.0%
		READ AND UNDERSTAND THE MENUS AND TICKETS	1	.4%	0	.0%
		READ RECIPES	6	2.4%	0	.0%
		READING/ WRITING/ SPEAKING ENGLISH	0	.0%	1	.7%
		RELIABLE/ HONEST/ TRUSTWORTHY	2	.8%	0	.0%
		SAFETY	4	1.6%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		EXPERIENCE - PIZZA	3	.7%
		EXPERIENCE - SERVING	9	2.2%
		EXPERIENCE - SUPERVISORY	3	.7%
		FAST WORKER	3	.7%
		FOLLOW DIRECTIONS	7	1.7%
		FOOD HANDLING	2	.5%
		FOOD HANDLING/ SANITATION	2	.5%
		FOOD PREPARATION	2	.5%
		FOOD SERVICE	1	.2%
		FRIENDLY	1	.2%
		GET ALONG WELL WITH CO-WORKERS	4	1.0%
		GOOD APPEARANCE	4	1.0%
		GOOD COMMUNICATION AND PEOPLE SKILLS	3	.7%
		GOOD CUSTOMER SKILLS	4	1.0%
		HOUSEKEEPING	1	.2%
		KNOW HOW TO WORK	2	.5%
		KNOW THE TERMS OF COOKING	4	1.0%
		LEADERSHIP	2	.5%
		LIFT 50 LBS	2	.5%
		MENU ITEMS	8	2.0%
		MULTITASK	17	4.2%
		NEATNESS	1	.2%
		NONE	54	13.3%
		ORGANIZATION	4	1.0%
		OUTGOING PERSONALITY	3	.7%
		PERSONALITY	3	.7%
		PLEASANT PERSONALITY	20	4.9%
		PLEASANT PERSONALITY/ HOSPITABLE	4	1.0%
		POLITE TO CUSTOMERS	3	.7%
		READ	4	1.0%
		READ A SCALE	3	.7%
		READ AND UNDERSTAND THE MENUS AND TICKETS	1	.2%
		READ RECIPES	6	1.5%
		READING/WRITING/ SPEAKING ENGLISH	1	.2%
		RELIABLE/ HONEST/ TRUSTWORTHY	2	.5%
		SAFETY	4	1.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Count	Column N %
			Count	Column N %	Count	Column N %
		SANITATION/ FOOD HANDLING	0	.0%	2	1.3%
		SERVICE SKILLS	0	.0%	2	1.3%
		STAND FOR LONG PERIODS OF TIME	3	1.2%	0	.0%
		STANDING FOR SEVERAL HOURS	1	.4%	0	.0%
		TAKE DIRECTION	5	2.0%	0	.0%
		TAKING ACCURATE ORDERS	4	1.6%	0	.0%
		TEAMWORK	4	1.6%	2	1.3%
		TECHNICAL CULINARY	0	.0%	2	1.3%
		TIME MANAGEMENT	0	.0%	9	6.0%
		TIME SCHEDULES/ TO MAKE SURE PIZZA IS COOKED	3	1.2%	0	.0%
		WILLING TO WORK	3	1.2%	0	.0%
		WILLING TO WORK ALL HOURS AND HOLIDAYS	4	1.6%	0	.0%
		WORK ETHIC	0	.0%	3	2.0%
		WORK ETHIC/ ATTENDANCE	0	.0%	3	2.0%
		WORK ON YOUR FEET FOR LONG PERIODS OF TIME	4	1.6%	0	.0%
		WORK THE REGISTER	0	.0%	3	2.0%
		WORKING IN A FAST-PACED ENVIRONMENT	2	.8%	0	.0%
		WORKING ON THEIR FEET	3	1.2%	0	.0%
		WORKING SAFELY	0	.0%	2	1.3%
		Total	255	100.0%	150	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Food Service/ Hospitality/ Tourism (Multiple Responses)	Total	Skills Needed For Food Service/ Hospitality/ Tourism Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		SANITATION/ FOOD HANDLING	2	.5%
		SERVICE SKILLS	2	.5%
		STAND FOR LONG PERIODS OF TIME	3	.7%
		STANDING FOR SEVERAL HOURS	1	.2%
		TAKE DIRECTION	5	1.2%
		TAKING ACCURATE ORDERS	4	1.0%
		TEAMWORK	6	1.5%
		TECHNICAL CULINARY	2	.5%
		TIME MANAGEMENT	9	2.2%
		TIME SCHEDULES/ TO MAKE SURE PIZZA IS COOKED	3	.7%
		WILLING TO WORK	3	.7%
		WILLING TO WORK ALL HOURS AND HOLIDAYS	4	1.0%
		WORK ETHIC	3	.7%
		WORK ETHIC/ ATTENDANCE	3	.7%
		WORK ON YOUR FEET FOR LONG PERIODS OF TIME	4	1.0%
		WORK THE REGISTER	3	.7%
		WORKING IN A FAST-PACED ENVIRONMENT	2	.5%
		WORKING ON THEIR FEET	3	.7%
		WORKING SAFELY	2	.5%
		Total	405	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Credentials Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Column N %		
			Count	Count	Column N %		
CPA	CPA	Credentials Needed For Professional/ Scientific Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
CUSTOMER SERVICE	CUSTOMER SERVICE	Credentials Needed For Professional/ Scientific Jobs	DEGREE - BACHELOR'S ACCOUNTING	1	50.0%	0	.0%
			Total	1	50.0%	0	.0%
DENTAL ASSISTANT	DENTAL ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	EXPERIENCE - CUSTOMER SERVICE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
ENGINEER	ENGINEER	Credentials Needed For Professional/ Scientific Jobs	EXPERIENCE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
INSTRUCTIONAL AIDE	INSTRUCTIONAL AIDE	Credentials Needed For Professional/ Scientific Jobs	DEGREE - BACHELOR'S ENGINEERING	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
MINISTER	MINISTER	Credentials Needed For Professional/ Scientific Jobs	DEGREE - BACHELOR'S UNSPECIFIED	0	.0%	1	50.0%
			Total	0	.0%	1	50.0%
NEW PRODUCT DEVELOPMENT	NEW PRODUCT DEVELOPMENT	Credentials Needed For Professional/ Scientific Jobs	EXPERIENCE - MECHANICAL ENGINEERS	0	.0%	1	50.0%
			Total	0	.0%	1	50.0%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	60 HOURS OR MORE	1	100.0%	2	100.0%
			Total	1	100.0%	2	100.0%
OPTHALMOLOGY TECHNICIAN	OPTHALMOLOGY TECHNICIAN	Credentials Needed For Professional/ Scientific Jobs	DEGREE - BACHELOR'S OR HIGHER	0	.0%	1	14.3%
			Total	0	.0%	1	14.3%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	DEGREE - BACHELOR'S UNSPECIFIED	0	.0%	1	14.3%
			Total	0	.0%	1	14.3%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	ILLINOIS TEACHER'S LICENSE	0	.0%	1	14.3%
			Total	0	.0%	1	14.3%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	PROFESSIONAL LICENSE WITH STIPULATIONS	0	.0%	1	14.3%
			Total	0	.0%	1	14.3%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	SUBSTITUTE TEACHER LICENSE	0	.0%	1	14.3%
			Total	0	.0%	1	14.3%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	WORKKEYS TEST	0	.0%	1	14.3%
			Total	0	.0%	1	14.3%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	DEGREE - MASTER'S DIVINITY	0	.0%	7	100.0%
			Total	0	.0%	7	100.0%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	NONE	0	.0%	1	50.0%
			Total	0	.0%	1	50.0%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	DEGREE - BACHELOR'S ENGINEERING	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	DEGREE - BACHELOR'S BIOLOGY	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	DEGREE - BACHELOR'S LICENSED	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Credentials Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER		
			Count	Total Column N %	
CPA	CPA	Credentials Needed For Professional/ Scientific Jobs	NONE	1	100.0%
			Total	1	100.0%
			CPA	1	50.0%
			DEGREE - BACHELOR'S ACCOUNTING	1	50.0%
			Total	2	100.0%
			CUSTOMER SERVICE	1	100.0%
			DENTAL ASSISTANT	1	100.0%
			ENGINEER	1	100.0%
			INSTRUCTIONAL AIDE	1	100.0%
			MINISTER	1	100.0%
NEW PRODUCT DEVELOPMENT	NEW PRODUCT DEVELOPMENT	Credentials Needed For Professional/ Scientific Jobs	60 HOURS OR MORE	1	14.3%
			DEGREE - BACHELOR'S OR HIGHER	1	14.3%
			DEGREE - BACHELOR'S UNSPECIFIED	1	14.3%
			ILLINOIS TEACHER'S LICENSE	1	14.3%
			PROFESSIONAL LICENSE WITH STIPULATIONS	1	14.3%
			SUBSTITUTE TEACHER LICENSE	1	14.3%
			WORKKEYS TEST	1	14.3%
			Total	7	100.0%
			DEGREE - MASTER'S DIVINITY	1	50.0%
			NONE	1	50.0%
ORTHOPEDIC ASSISTANT	ORTHOPEDIC ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	Total	2	100.0%
			DEGREE - BACHELOR'S ENGINEERING	1	100.0%
			Total	1	100.0%
			DEGREE - BACHELOR'S BIOLOGY	1	100.0%
			Total	1	100.0%
			LICENSED	1	100.0%
			Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	PARAPROFESSIONAL EDUCATOR	Credentials Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		30 HOURS OF SPECIAL EDUCATION	0	.0%	1	50.0%
		FEDERAL OR STATE TEACHER OR SUBSTITUTE TEACHER LICENSE OR PARAPROFESSIONAL LETTER FROM THE STATE BOARD OF EDUCATION	0	.0%	1	50.0%
		Total	0	.0%	2	100.0%
	PASTOR	Credentials Needed For Professional/ Scientific Jobs	0	.0%	1	50.0%
		DEGREE - MASTER'S DIVINITY	0	.0%	1	50.0%
		NONE	0	.0%	1	50.0%
		Total	0	.0%	2	100.0%
	SOCIAL WORKER	Credentials Needed For Professional/ Scientific Jobs	0	.0%	1	100.0%
		LICENSED SOCIAL WORKER	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%
	SPECIALISTS	Credentials Needed For Professional/ Scientific Jobs	0	.0%	1	50.0%
		EDUCATION	0	.0%	1	50.0%
		LICENSED	0	.0%	1	50.0%
		Total	0	.0%	2	100.0%
	TEACHER	Credentials Needed For Professional/ Scientific Jobs	0	.0%	1	11.1%
		60 HOURS OR MORE	0	.0%	1	11.1%
		CHILD DEVELOPMENT ASSOCIATE	1	33.3%	0	.0%
		DEGREE - BACHELOR'S OR HIGHER	0	.0%	1	11.1%
		DEGREE - BACHELOR'S UNSPECIFIED	0	.0%	1	11.1%
		EDUCATION	0	.0%	1	11.1%
		ILLINOIS TEACHER'S LICENSE	1	33.3%	1	11.1%
		LICENSED	0	.0%	1	11.1%
		NONE	1	33.3%	0	.0%
		PROFESSIONAL LICENSE WITH STIPULATIONS	0	.0%	1	11.1%
		SUBSTITUTE TEACHER LICENSE	0	.0%	1	11.1%
		WORKKEYS TEST	0	.0%	1	11.1%
		Total	3	100.0%	9	100.0%
	TEACHER - PRIMARY SCHOOL	Credentials Needed For Professional/ Scientific Jobs	0	.0%	1	100.0%
		ILLINOIS TEACHER'S LICENSE	0	.0%	1	100.0%
		Total	0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	PARAPROFESSIONAL EDUCATOR	Credentials Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
		30 HOURS OF SPECIAL EDUCATION	1	50.0%
		FEDERAL OR STATE TEACHER OR SUBSTITUTE TEACHER LICENSE OR PARAPROFESSIONAL LETTER FROM THE STATE BOARD OF EDUCATION	1	50.0%
		Total	2	100.0%
	PASTOR	Credentials Needed For Professional/ Scientific Jobs	1	50.0%
		DEGREE - MASTER'S DIVINITY	1	50.0%
		NONE	1	50.0%
		Total	2	100.0%
	SOCIAL WORKER	Credentials Needed For Professional/ Scientific Jobs	1	100.0%
		LICENSED SOCIAL WORKER	1	100.0%
		Total	1	100.0%
	SPECIALISTS	Credentials Needed For Professional/ Scientific Jobs	1	50.0%
		EDUCATION	1	50.0%
		LICENSED	1	50.0%
		Total	2	100.0%
	TEACHER	Credentials Needed For Professional/ Scientific Jobs	1	8.3%
		60 HOURS OR MORE	1	8.3%
		CHILD DEVELOPMENT ASSOCIATE	1	8.3%
		DEGREE - BACHELOR'S OR HIGHER	1	8.3%
		DEGREE - BACHELOR'S UNSPECIFIED	1	8.3%
		EDUCATION	1	8.3%
		ILLINOIS TEACHER'S LICENSE	2	16.7%
		LICENSED	1	8.3%
		NONE	1	8.3%
		PROFESSIONAL LICENSE WITH STIPULATIONS	1	8.3%
		SUBSTITUTE TEACHER LICENSE	1	8.3%
		WORKKEYS TEST	1	8.3%
		Total	12	100.0%
	TEACHER - PRIMARY SCHOOL	Credentials Needed For Professional/ Scientific Jobs	1	100.0%
		ILLINOIS TEACHER'S LICENSE	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	TEACHER - SUBSTITUTE	Credentials Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER		
			Less Than 100 Employees	100 Or More Employees	Column N %
			Count	Count	Column N %
	60 HOURS OR MORE		0	1	14.3%
	CERTIFICATION		1	0	.0%
	DEGREE - BACHELOR'S OR HIGHER		0	1	14.3%
	DEGREE - BACHELOR'S UNSPECIFIED		0	1	14.3%
	ILLINOIS TEACHER'S LICENSE		1	1	14.3%
	PROFESSIONAL LICENSE WITH STIPULATIONS		0	1	14.3%
	SUBSTITUTE TEACHER LICENSE		0	1	14.3%
	TEACHING SKILLS		1	0	.0%
	WORKKEYS TEST		0	1	14.3%
	Total		3	7	100.0%
	TEACHER'S ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	1	0	.0%
			1	0	.0%
	Total		2	0	.0%
	TUTORS	Credentials Needed For Professional/ Scientific Jobs	1	0	.0%
			1	0	.0%
	Total		2	0	.0%
	VIDEOGRAPHER	Credentials Needed For Professional/ Scientific Jobs	1	0	.0%
			1	0	.0%
	Total		1	0	.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	TEACHER - SUBSTITUTE	Credentials Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER	
			Count	Column N %
			Total	
	60 HOURS OR MORE		1	10.0%
	CERTIFICATION		1	10.0%
	DEGREE - BACHELOR'S OR HIGHER		1	10.0%
	DEGREE - BACHELOR'S UNSPECIFIED		1	10.0%
	ILLINOIS TEACHER'S LICENSE		2	20.0%
	PROFESSIONAL LICENSE WITH STIPULATIONS		1	10.0%
	SUBSTITUTE TEACHER LICENSE		1	10.0%
	TEACHING SKILLS		1	10.0%
	WORKKEYS TEST		1	10.0%
	Total		10	100.0%
	TEACHER'S ASSISTANT	Credentials Needed For Professional/ Scientific Jobs	1	50.0%
			1	50.0%
	Total		2	100.0%
	TUTORS	Credentials Needed For Professional/ Scientific Jobs	1	50.0%
			1	50.0%
	Total		2	100.0%
	VIDEOGRAPHER	Credentials Needed For Professional/ Scientific Jobs	1	100.0%
			1	100.0%
	Total		1	100.0%

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TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	Total	Credentials Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		30 HOURS OF SPECIAL EDUCATION	0	.0%	1	2.7%
		60 HOURS OR MORE	0	.0%	3	8.1%
		CERTIFICATION	1	5.6%	0	.0%
		CERTIFICATION - EARLY CHILDHOOD	1	5.6%	0	.0%
		CHILD DEVELOPMENT ASSOCIATE	1	5.6%	0	.0%
		CPA	1	5.6%	0	.0%
		DEGREE - BACHELOR'S ACCOUNTING	1	5.6%	0	.0%
		DEGREE - BACHELOR'S BIOLOGY	1	5.6%	0	.0%
		DEGREE - BACHELOR'S ENGINEERING	1	5.6%	1	2.7%
		DEGREE - BACHELOR'S OR HIGHER	0	.0%	3	8.1%
		DEGREE - BACHELOR'S UNSPECIFIED	0	.0%	4	10.8%
		DEGREE - MASTER'S DIVINITY	0	.0%	2	5.4%
		EDUCATION	0	.0%	2	5.4%
		EXPERIENCE	1	5.6%	0	.0%
		EXPERIENCE - CUSTOMER SERVICE	1	5.6%	0	.0%
		EXPERIENCE - MECHANICAL ENGINEERS	0	.0%	1	2.7%
		FEDERAL OR STATE TEACHER OR SUBSTITUTE TEACHER LICENSE OR PARAPROFESSIONAL LETTER FROM THE STATE BOARD OF EDUCATION	0	.0%	1	2.7%
		ILLINOIS TEACHER'S LICENSE	3	16.7%	4	10.8%
		LICENSED	1	5.6%	2	5.4%
		LICENSED SOCIAL WORKER	0	.0%	1	2.7%
		LOVE TO WORK WITH CHILDREN	1	5.6%	0	.0%
		NONE	3	16.7%	3	8.1%
		PROFESSIONAL LICENSE WITH STIPULATIONS	0	.0%	3	8.1%
		SUBSTITUTE TEACHER LICENSE	0	.0%	3	8.1%
		TEACHING SKILLS	1	5.6%	0	.0%
		WORKKEYS TEST	0	.0%	3	8.1%
		Total	18	100.0%	37	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	Total	Credentials Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER	
			Total	
			Count	Column N %
		30 HOURS OF SPECIAL EDUCATION	1	1.8%
		60 HOURS OR MORE	3	5.5%
		CERTIFICATION	1	1.8%
		CERTIFICATION - EARLY CHILDHOOD	1	1.8%
		CHILD DEVELOPMENT ASSOCIATE	1	1.8%
		CPA	1	1.8%
		DEGREE - BACHELOR'S ACCOUNTING	1	1.8%
		DEGREE - BACHELOR'S BIOLOGY	1	1.8%
		DEGREE - BACHELOR'S ENGINEERING	2	3.6%
		DEGREE - BACHELOR'S OR HIGHER	3	5.5%
		DEGREE - BACHELOR'S UNSPECIFIED	4	7.3%
		DEGREE - MASTER'S DIVINITY	2	3.6%
		EDUCATION	2	3.6%
		EXPERIENCE	1	1.8%
		EXPERIENCE - CUSTOMER SERVICE	1	1.8%
		EXPERIENCE - MECHANICAL ENGINEERS	1	1.8%
		FEDERAL OR STATE TEACHER OR SUBSTITUTE TEACHER LICENSE OR PARAPROFESSIONAL LETTER FROM THE STATE BOARD OF EDUCATION	1	1.8%
		ILLINOIS TEACHER'S LICENSE	7	12.7%
		LICENSED	3	5.5%
		LICENSED SOCIAL WORKER	1	1.8%
		LOVE TO WORK WITH CHILDREN	1	1.8%
		NONE	6	10.9%
		PROFESSIONAL LICENSE WITH STIPULATIONS	3	5.5%
		SUBSTITUTE TEACHER LICENSE	3	5.5%
		TEACHING SKILLS	1	1.8%
		WORKKEYS TEST	3	5.5%
		Total	55	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Skills Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	
			Count	Count	Column N %	
CAN WORK WITH CHILDREN OF ALL AGES			0	.0%	1	100.0%
	Total		0	.0%	1	100.0%
CPA		Skills Needed For Professional/ Scientific Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
CUSTOMER SERVICE		Skills Needed For Professional/ Scientific Jobs	1	50.0%	0	.0%
	Total		1	50.0%	0	.0%
DENTAL ASSISTANT		Skills Needed For Professional/ Scientific Jobs	2	100.0%	0	.0%
	Total		2	100.0%	0	.0%
ENGINEER		Skills Needed For Professional/ Scientific Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
ENGINEER		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
INSTRUCTIONAL AIDE		Skills Needed For Professional/ Scientific Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
MINISTER		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
NEW PRODUCT DEVELOPMENT		Skills Needed For Professional/ Scientific Jobs	1	100.0%	3	100.0%
	Total		1	100.0%	3	100.0%
OPHTHALMOLOGY TECHNICIAN		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
ORTHOPEDIC ASSISTANT		Skills Needed For Professional/ Scientific Jobs	1	33.3%	0	.0%
	Total		1	33.3%	0	.0%
PARAPROFESSIONAL EDUCATOR		Skills Needed For Professional/ Scientific Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
CAN WORK WITH CHILDREN OF ALL AGES		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
EXPERIENCE		Skills Needed For Professional/ Scientific Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
COMMUNICATION		Skills Needed For Professional/ Scientific Jobs	1	50.0%	0	.0%
	Total		1	50.0%	0	.0%
COMPUTER		Skills Needed For Professional/ Scientific Jobs	2	100.0%	0	.0%
	Total		2	100.0%	0	.0%
DENTAL ASSISTANT SKILLS		Skills Needed For Professional/ Scientific Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
3-D MODELING		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
COMPUTER DRAFTING		Skills Needed For Professional/ Scientific Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
EXPERIENCE - ENGINEERING		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
INTERPERSONAL/ CUSTOMER SERVICE/ TIME MANAGEMENT		Skills Needed For Professional/ Scientific Jobs	1	100.0%	3	100.0%
	Total		1	100.0%	3	100.0%
NONE		Skills Needed For Professional/ Scientific Jobs	0	.0%	3	100.0%
	Total		0	.0%	3	100.0%
EXPERIENCE - 5 YEARS WITH MINISTRIES		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
EXPERIENCE - LOCAL NONPROFIT PARTNERS		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
EXPERIENCE - YOUTH		Skills Needed For Professional/ Scientific Jobs	0	.0%	3	100.0%
	Total		0	.0%	3	100.0%
MECHANICAL DESIGN		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	33.3%
	Total		0	.0%	1	33.3%
COMMUNICATION SKILLS		Skills Needed For Professional/ Scientific Jobs	1	33.3%	0	.0%
	Total		1	33.3%	0	.0%
COMPUTER SKILLS		Skills Needed For Professional/ Scientific Jobs	1	33.3%	0	.0%
	Total		1	33.3%	0	.0%
MEASURE VISION		Skills Needed For Professional/ Scientific Jobs	3	100.0%	0	.0%
	Total		3	100.0%	0	.0%
EXPERIENCE		Skills Needed For Professional/ Scientific Jobs	1	100.0%	0	.0%
	Total		1	100.0%	0	.0%
EXPERIENCE - IMPLEMENTING PROGRAMS AND ADAPTING PROGRAMS FOR SPECIAL NEEDS ADULTS		Skills Needed For Professional/ Scientific Jobs	0	.0%	1	50.0%
	Total		0	.0%	1	50.0%
EXPERIENCE - SPECIAL NEEDS ESPECIALLY ADULTS WITH AUTISM		Skills Needed For Professional/ Scientific Jobs	0	.0%	2	100.0%
	Total		0	.0%	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAMS	Skills Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER	
			Count	Total Column N %
CPA	CAN WORK WITH CHILDREN OF ALL AGES	Total	1	100.0%
			EXPERIENCE	1
CUSTOMER SERVICE	Total	1	100.0%	
		COMMUNICATION	1	50.0%
DENTAL ASSISTANT	COMPUTER	1	50.0%	
		Total	2	100.0%
ENGINEER	DENTAL ASSISTANT SKILLS	1	100.0%	
		Total	1	100.0%
INSTRUCTIONAL AIDE	3-D MODELING	1	25.0%	
		COMPUTER DRAFTING	1	25.0%
MINISTER	EXPERIENCE - ENGINEERING	1	25.0%	
		INTERPERSONAL/ CUSTOMER SERVICE/ TIME MANAGEMENT	1	25.0%
NEW PRODUCT DEVELOPMENT	Total	4	100.0%	
		NONE	3	100.0%
OPHTHALMOLOGY TECHNICIAN	Total	3	100.0%	
		EXPERIENCE - 5 YEARS WITH MINISTRIES	1	33.3%
ORTHOPEDIC ASSISTANT	EXPERIENCE - LOCAL NONPROFIT PARTNERS	1	33.3%	
		EXPERIENCE - YOUTH	1	33.3%
PARAPROFESSIONAL EDUCATOR	Total	3	100.0%	
		MECHANICAL DESIGN	1	100.0%
PARAPROFESSIONAL EDUCATOR	Total	1	100.0%	
		COMMUNICATION SKILLS	1	33.3%
PARAPROFESSIONAL EDUCATOR	COMPUTER SKILLS	1	33.3%	
		MEASURE VISION	1	33.3%
PARAPROFESSIONAL EDUCATOR	Total	3	100.0%	
		EXPERIENCE	1	100.0%
PARAPROFESSIONAL EDUCATOR	Total	1	100.0%	
		EXPERIENCE - IMPLEMENTING PROGRAMS AND ADAPTING PROGRAMS FOR SPECIAL NEEDS ADULTS	1	50.0%
PARAPROFESSIONAL EDUCATOR	EXPERIENCE - SPECIAL NEEDS ESPECIALLY ADULTS WITH AUTISM	1	50.0%	
		Total	2	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	PASTOR	Skills Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER			
			Less Than 100 Employees	100 Or More Employees	Column N %	Column N %
			Count	Count		
		EXPERIENCE - 5 YEARS WITH MINISTRIES	0	1	.0%	33.3%
		EXPERIENCE - LOCAL NONPROFIT PARTNERS	0	1	.0%	33.3%
		EXPERIENCE - YOUTH	0	1	.0%	33.3%
		Total	0	3	.0%	100.0%
	SOCIAL WORKER	Skills Needed For Professional/ Scientific Jobs	0	1	.0%	33.3%
		COMPUTER SKILLS	0	1	.0%	33.3%
		CRITICAL THINKING	0	1	.0%	33.3%
		CUSTOMER SERVICE	0	1	.0%	33.3%
		Total	0	3	.0%	100.0%
	SPECIALISTS	Skills Needed For Professional/ Scientific Jobs	0	1	.0%	33.3%
		BILINGUAL	0	1	.0%	33.3%
		SPEECH PATHOLOGY	0	1	.0%	33.3%
		TEACHING	0	1	.0%	33.3%
		Total	0	3	.0%	100.0%
	TEACHER	Skills Needed For Professional/ Scientific Jobs	0	1	.0%	16.7%
		NONE	0	3	.0%	50.0%
		PROFICIENT IN RELATING TO STUDENTS	2	0	40.0%	.0%
		READING/MATH/ SCIENCE/ ENGLISH TEACHING STRATEGIES AND TECHNIQUES	2	0	40.0%	.0%
		SPEECH PATHOLOGY	0	1	.0%	16.7%
		TEACHING	0	1	.0%	16.7%
		WORK WITH CHILDREN	1	0	20.0%	.0%
		Total	5	6	100.0%	100.0%
	TEACHER - PRIMARY SCHOOL	Skills Needed For Professional/ Scientific Jobs	0	1	.0%	33.3%
		DEVELOP AND MAINTAIN CLASSROOM ENVIRONMENT CONDUCIVE TO LEARNING	0	1	.0%	33.3%
		PLANNING PROGRAMS OF INSTRUCTION FOR STUDENTS THAT INCORPORATE DIAGNOSIS/ PRESCRIPTION AND EVALUATION OF STUDENTS	0	1	.0%	33.3%
		PREPARE FOR CLASSES ASSIGNED	0	1	.0%	33.3%
		Total	0	3	.0%	100.0%
	TEACHER - SUBSTITUTE	Skills Needed For Professional/ Scientific Jobs	0	3	.0%	100.0%
		TEACHER QUALIFIED	1	0	50.0%	.0%
		WORK WITH CHILDREN	1	0	50.0%	.0%
		Total	2	3	100.0%	100.0%
	TEACHER'S ASSISTANT	Skills Needed For Professional/ Scientific Jobs	1	0	100.0%	.0%
		ABLE TO TEACH	1	0	100.0%	.0%
		Total	1	0	100.0%	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	PASTOR	Skills Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER	
			Count	Column N %
		EXPERIENCE - 5 YEARS WITH MINISTRIES	1	33.3%
		EXPERIENCE - LOCAL NONPROFIT PARTNERS	1	33.3%
		EXPERIENCE - YOUTH	1	33.3%
		Total	3	100.0%
	SOCIAL WORKER	Skills Needed For Professional/ Scientific Jobs	1	33.3%
		COMPUTER SKILLS	1	33.3%
		CRITICAL THINKING	1	33.3%
		CUSTOMER SERVICE	1	33.3%
		Total	3	100.0%
	SPECIALISTS	Skills Needed For Professional/ Scientific Jobs	1	33.3%
		BILINGUAL	1	33.3%
		SPEECH PATHOLOGY	1	33.3%
		TEACHING	1	33.3%
		Total	3	100.0%
	TEACHER	Skills Needed For Professional/ Scientific Jobs	1	9.1%
		BILINGUAL	1	9.1%
		NONE	3	27.3%
		PROFICIENT IN RELATING TO STUDENTS	2	18.2%
		READING/MATH/ SCIENCE/ ENGLISH TEACHING STRATEGIES AND TECHNIQUES	2	18.2%
		SPEECH PATHOLOGY	1	9.1%
		TEACHING	1	9.1%
		WORK WITH CHILDREN	1	9.1%
		Total	11	100.0%
	TEACHER - PRIMARY SCHOOL	Skills Needed For Professional/ Scientific Jobs	1	33.3%
		DEVELOP AND MAINTAIN CLASSROOM ENVIRONMENT CONDUCIVE TO LEARNING	1	33.3%
		PLANNING PROGRAMS OF INSTRUCTION FOR STUDENTS THAT INCORPORATE DIAGNOSIS/ PRESCRIPTION AND EVALUATION OF STUDENTS	1	33.3%
		PREPARE FOR CLASSES ASSIGNED	1	33.3%
		Total	3	100.0%
	TEACHER - SUBSTITUTE	Skills Needed For Professional/ Scientific Jobs	3	60.0%
		NONE	3	60.0%
		TEACHER QUALIFIED	1	20.0%
		WORK WITH CHILDREN	1	20.0%
		Total	5	100.0%
	TEACHER'S ASSISTANT	Skills Needed For Professional/ Scientific Jobs	1	100.0%
		ABLE TO TEACH	1	100.0%
		Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	TUTORS	Skills Needed For Professional/ Scientific Jobs	PROFICIENT IN RELATING TO STUDENTS	SIZE OF EMPLOYER			
				Less Than 100 Employees	100 Or More Employees	Column N %	
				Count	Count	Column N %	
			READING/MATH/ SCIENCE/ ENGLISH TEACHING STRATEGIES AND TECHNIQUES	2	50.0%	0	.0%
			Total	4	100.0%	0	.0%
	VIDEOGRAPHER	Skills Needed For Professional/ Scientific Jobs	VIDEO/ EDITING	1	100.0%	0	.0%
	Total	Skills Needed For Professional/ Scientific Jobs	Total	1	100.0%	0	.0%
			3-D MODELING	0	.0%	1	2.9%
			ABLE TO TEACH	1	4.5%	0	.0%
			BILINGUAL	0	.0%	2	5.9%
			CAN WORK WITH CHILDREN OF ALL AGES	0	.0%	1	2.9%
			COMMUNICATION	1	4.5%	0	.0%
			COMMUNICATION SKILLS	1	4.5%	0	.0%
			COMPUTER	1	4.5%	0	.0%
			COMPUTER DRAFTING	0	.0%	1	2.9%
			COMPUTER SKILLS	1	4.5%	1	2.9%
			CRITICAL THINKING	0	.0%	1	2.9%
			CUSTOMER SERVICE	0	.0%	1	2.9%
			DENTAL ASSISTANT SKILLS	1	4.5%	0	.0%
			DEVELOP AND MAINTAIN CLASSROOM ENVIRONMENT CONDUCIVE TO LEARNING	0	.0%	1	2.9%
			EXPERIENCE	2	9.1%	0	.0%
			EXPERIENCE - 5 YEARS WITH MINISTRIES	0	.0%	2	5.9%
			EXPERIENCE - ENGINEERING	1	4.5%	0	.0%
			EXPERIENCE - IMPLEMENTING PROGRAMS AND ADAPTING PROGRAMS FOR SPECIAL NEEDS ADULTS	0	.0%	1	2.9%
			EXPERIENCE - LOCAL NONPROFIT PARTNERS	0	.0%	2	5.9%
			EXPERIENCE - SPECIAL NEEDS ESPECIALLY ADULTS WITH AUTISM	0	.0%	1	2.9%
			EXPERIENCE - YOUTH	0	.0%	2	5.9%
			INTERPERSONAL/ CUSTOMER SERVICE/ TIME MANAGEMENT	0	.0%	1	2.9%
			MEASURE VISION	1	4.5%	0	.0%
			MECHANICAL DESIGN	0	.0%	1	2.9%
			NONE	0	.0%	9	26.5%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	TUTORS	Skills Needed For Professional/ Scientific Jobs	SIZE OF EMPLOYER	
			Count	Total
			Column N %	Column N %
	PROFICIENT IN RELATING TO STUDENTS		2	50.0%
	READING/MATH/ SCIENCE/ ENGLISH TEACHING STRATEGIES AND TECHNIQUES		2	50.0%
	Total		4	100.0%
	VIDEOGRAPHER	Skills Needed For Professional/ Scientific Jobs	1	100.0%
	Total	Skills Needed For Professional/ Scientific Jobs	1	100.0%
		3-D MODELING	1	1.8%
		ABLE TO TEACH	1	1.8%
		BILINGUAL	2	3.6%
		CAN WORK WITH CHILDREN OF ALL AGES	1	1.8%
		COMMUNICATION	1	1.8%
		COMMUNICATION SKILLS	1	1.8%
		COMPUTER	1	1.8%
		COMPUTER DRAFTING	1	1.8%
		COMPUTER SKILLS	2	3.6%
		CRITICAL THINKING	1	1.8%
		CUSTOMER SERVICE	1	1.8%
		DENTAL ASSISTANT SKILLS	1	1.8%
		DEVELOP AND MAINTAIN CLASSROOM ENVIRONMENT CONDUCIVE TO LEARNING	1	1.8%
		EXPERIENCE	2	3.6%
		EXPERIENCE - 5 YEARS WITH MINISTRIES	2	3.6%
		EXPERIENCE - ENGINEERING	1	1.8%
		EXPERIENCE - IMPLEMENTING PROGRAMS AND ADAPTING PROGRAMS FOR SPECIAL NEEDS ADULTS	1	1.8%
		EXPERIENCE - LOCAL NONPROFIT PARTNERS	2	3.6%
		EXPERIENCE - SPECIAL NEEDS ESPECIALLY ADULTS WITH AUTISM	1	1.8%
		EXPERIENCE - YOUTH	2	3.6%
		INTERPERSONAL/ CUSTOMER SERVICE/ TIME MANAGEMENT	1	1.8%
		MEASURE VISION	1	1.8%
		MECHANICAL DESIGN	1	1.8%
		NONE	9	16.1%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER		
		Less Than 100 Employees	100 Or More Employees	Column N %
		Count	Count	Column N %
Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	Total	0	1	2.9%
	PLANNING PROGRAMS OF INSTRUCTION FOR STUDENTS THAT INCORPORATE DIAGNOSIS/ PRESCRIPTION AND EVALUATION OF STUDENTS	0	1	2.9%
	PREPARE FOR CLASSES ASSIGNED	0	1	2.9%
	PROFICIENT IN RELATING TO STUDENTS	4	0	.0%
	READING/MATH/SCIENCE/ ENGLISH TEACHING STRATEGIES AND TECHNIQUES	4	0	.0%
	SPEECH PATHOLOGY	0	2	5.9%
	TEACHER QUALIFIED	1	0	.0%
	TEACHING	0	2	5.9%
	VIDEO/ EDITING	1	0	.0%
	WORK WITH CHILDREN	2	0	.0%
	Total	22	34	100.0%
	Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	ACTIVITY ASSISTANT	0	1
Total		0	1	100.0%
BOX OFFICE CONCERGE		2	0	.0%
Total		2	0	.0%
BOX OFFICE MANAGER		2	0	.0%
Total		2	0	.0%
CAMP COUNSELOR		0	1	100.0%
Total		0	1	100.0%
EXERCISE INSTRUCTOR		0	1	25.0%
NONE		0	1	25.0%
YOGA		0	1	25.0%
ZUMBA		0	1	25.0%
Total	0	4	100.0%	
FITNESS CENTER ATTENDANT	0	1	25.0%	
DEGREE - BACHELOR'S EXERCISE SCIENCE	0	1	25.0%	
NONE	0	1	25.0%	
YOGA	0	1	25.0%	
ZUMBA	0	1	25.0%	
Total	0	4	100.0%	
GOLF BAG ATTENDANT	0	1	100.0%	
Total	0	1	100.0%	

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER		
		Count	Column N %	
Jobs Difficult To Fill In Professional/ Scientific Areas (Multiple Responses)	Total	1	1.8%	
	PLANNING PROGRAMS OF INSTRUCTION FOR STUDENTS THAT INCORPORATE DIAGNOSIS/ PRESCRIPTION AND EVALUATION OF STUDENTS	1	1.8%	
	PREPARE FOR CLASSES ASSIGNED	4	7.1%	
	PROFICIENT IN RELATING TO STUDENTS	4	7.1%	
	READING/MATH/SCIENCE/ ENGLISH TEACHING STRATEGIES AND TECHNIQUES	2	3.6%	
	SPEECH PATHOLOGY	1	1.8%	
	TEACHER QUALIFIED	2	3.6%	
	TEACHING	1	1.8%	
	VIDEO/ EDITING	2	3.6%	
	WORK WITH CHILDREN	56	100.0%	
	Total	1	100.0%	
	Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	ACTIVITY ASSISTANT	1	100.0%
		Credentials Needed For Arts/ Entertainment/ Recreation Jobs	1	100.0%
BOX OFFICE CONCIERGE		2	100.0%	
Credentials Needed For Arts/ Entertainment/ Recreation Jobs		2	100.0%	
BOX OFFICE MANAGER		2	100.0%	
Credentials Needed For Arts/ Entertainment/ Recreation Jobs		2	100.0%	
CAMP COUNSELOR		1	100.0%	
Credentials Needed For Arts/ Entertainment/ Recreation Jobs		1	100.0%	
EXERCISE INSTRUCTOR		1	25.0%	
Credentials Needed For Arts/ Entertainment/ Recreation Jobs		1	25.0%	
YOGA		1	25.0%	
ZUMBA		1	25.0%	
Total		4	100.0%	
FITNESS CENTER ATTENDANT	1	25.0%		
Credentials Needed For Arts/ Entertainment/ Recreation Jobs	1	25.0%		
YOGA	1	25.0%		
ZUMBA	1	25.0%		
Total	4	100.0%		
GOLF BAG ATTENDANT	1	100.0%		
Credentials Needed For Arts/ Entertainment/ Recreation Jobs	1	100.0%		
Total	1	100.0%		

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	Total	Credentials Needed For Arts/ Entertainment/ Recreation Jobs	SIZE OF EMPLOYER				
			Less Than 100 Employees	100 Or More Employees	Count	Column N %	
			Count	Column N %	Count	Column N %	
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	ACTIVITY ASSISTANT	Skills Needed For Arts/ Entertainment/ Recreation Jobs	DEGREE - BACHELOR'S EXERCISE SCIENCE	0	.0%	2	18.2%
			NONE	4	100.0%	5	45.5%
			YOGA	0	.0%	2	18.2%
			ZUMBA	0	.0%	2	18.2%
			Total	4	100.0%	11	100.0%
			COMPUTER	0	.0%	1	33.3%
			EXPERIENCE - TEACHING SKILLS	0	.0%	1	33.3%
			LEADING LARGE GROUPS	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
			Customer Service	2	33.3%	0	.0%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	BOX OFFICE CONCIERGE	Skills Needed For Arts/ Entertainment/ Recreation Jobs	EXCEL SPREADSHEET SOFTWARE	1	16.7%	0	.0%
			EXPERIENCE - LIVE THEATER MANAGEMENT	2	33.3%	0	.0%
			Total	1	16.7%	0	.0%
			Customer Service	6	100.0%	0	.0%
			Customer Service	2	33.3%	0	.0%
			Excel Spreadsheet Software	1	16.7%	0	.0%
			Experience - Live Theater	2	33.3%	0	.0%
			Management	1	16.7%	0	.0%
			Total	6	100.0%	0	.0%
			Ability To Work With Children	0	.0%	1	33.3%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	CAMP COUNSELOR	Skills Needed For Arts/ Entertainment/ Recreation Jobs	Customer Service	0	.0%	1	33.3%
			Patience	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
			Attention To Detail	0	.0%	1	25.0%
			Exercise Science	0	.0%	1	25.0%
			Oral Communication	0	.0%	1	25.0%
			Time Management	0	.0%	1	25.0%
			Total	0	.0%	4	100.0%
			Attention To Detail	0	.0%	1	25.0%
			Exercise Science	0	.0%	1	25.0%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	EXERCISE INSTRUCTOR	Skills Needed For Arts/ Entertainment/ Recreation Jobs	Oral Communication	0	.0%	1	25.0%
			Time Management	0	.0%	1	25.0%
			Total	0	.0%	4	100.0%
			Attention To Detail	0	.0%	1	25.0%
			Exercise Science	0	.0%	1	25.0%
			Oral Communication	0	.0%	1	25.0%
			Time Management	0	.0%	1	25.0%
			Total	0	.0%	4	100.0%
			Attention To Detail	0	.0%	1	25.0%
			Exercise Science	0	.0%	1	25.0%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	FITNESS CENTER ATTENDANT	Skills Needed For Arts/ Entertainment/ Recreation Jobs	Oral Communication	0	.0%	1	25.0%
			Time Management	0	.0%	1	25.0%
			Total	0	.0%	4	100.0%
			Attention To Detail	0	.0%	1	25.0%
			Exercise Science	0	.0%	1	25.0%
			Oral Communication	0	.0%	1	25.0%
			Time Management	0	.0%	1	25.0%
			Total	0	.0%	4	100.0%
			Attention To Detail	0	.0%	1	25.0%
			Exercise Science	0	.0%	1	25.0%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	GOLF BAG ATTENDANT	Skills Needed For Arts/ Entertainment/ Recreation Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER				
		Count	Column N %			
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	Total	DEGREE - BACHELOR'S EXERCISE SCIENCE	2	13.3%		
		NONE	9	60.0%		
		YOGA	2	13.3%		
		ZUMBA	2	13.3%		
		Total	15	100.0%		
		Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	ACTIVITY ASSISTANT	COMPUTER	1	33.3%
				EXPERIENCE - TEACHING SKILLS	1	33.3%
				LEADING LARGE GROUPS	1	33.3%
				Total	3	100.0%
				Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	BOX OFFICE CONCIERGE	CUSTOMER SERVICE
EXCEL SPREADSHEET SOFTWARE	1					16.7%
EXPERIENCE - LIVE THEATER	2					33.3%
MANAGEMENT	1					16.7%
Total	6					100.0%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	BOX OFFICE MANAGER					CUSTOMER SERVICE
		EXCEL SPREADSHEET SOFTWARE	1			16.7%
		EXPERIENCE - LIVE THEATER	2			33.3%
		MANAGEMENT	1			16.7%
		Total	6			100.0%
		Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	CAMP COUNSELOR	ABILITY TO WORK WITH CHILDREN	1	33.3%
				CUSTOMER SERVICE	1	33.3%
				PATIENCE	1	33.3%
				Total	3	100.0%
				Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	EXERCISE INSTRUCTOR	ATTENTION TO DETAIL
EXERCISE SCIENCE	1					25.0%
ORAL COMMUNICATION	1					25.0%
TIME MANAGEMENT	1					25.0%
Total	4					100.0%
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	FITNESS CENTER ATTENDANT					ATTENTION TO DETAIL
		EXERCISE SCIENCE	1			25.0%
		ORAL COMMUNICATION	1			25.0%
		TIME MANAGEMENT	1			25.0%
		Total	4			100.0%
		Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	GOLF BAG ATTENDANT	NONE	1	100.0%
				Total	1	100.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		SIZE OF EMPLOYER				
		Less Than 100 Employees		100 Or More Employees		
		Count	Column N %	Count	Column N %	
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	Skills Needed For Arts/ Entertainment/ Recreation Jobs	Total	0	.0%	1	6.7%
		ABILITY TO WORK WITH CHILDREN	0	.0%	2	13.3%
		ATTENTION TO DETAIL	0	.0%	1	6.7%
		COMPUTER	4	33.3%	1	6.7%
		CUSTOMER SERVICE	2	16.7%	0	.0%
		EXCEL SPREADSHEET SOFTWARE	0	.0%	2	13.3%
		EXERCISE SCIENCE	4	33.3%	0	.0%
		EXPERIENCE - LIVE THEATER	0	.0%	1	6.7%
		EXPERIENCE - TEACHING SKILLS	0	.0%	1	6.7%
		LEADING LARGE GROUPS	2	16.7%	0	.0%
		MANAGEMENT	0	.0%	1	6.7%
		NONE	0	.0%	1	6.7%
		ORAL COMMUNICATION	0	.0%	2	13.3%
		PATIENCE	0	.0%	1	6.7%
		TIME MANAGEMENT	0	.0%	2	13.3%
Total	12	100.0%	15	100.0%		
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	Credentials Needed For Government/ Public Administration Jobs	QUALITY CONTROL INSPECTORS AND MANAGERS	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		KNOWLEDGE OF GOVERNMENT REQUIREMENTS AND REGULATIONS	1	100.0%	0	.0%
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	Skills Needed For Government/ Public Administration Jobs	QUALITY CONTROL INSPECTORS AND MANAGERS	1	100.0%	0	.0%
		Total	1	100.0%	0	.0%
		EXPERIENCE - GOVERNMENT REQUIREMENTS AND REGULATIONS	1	100.0%	0	.0%

TABLE 3-F. Credentials And Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	SIZE OF EMPLOYER		
	Total		
	Count	Column N %	
Jobs Difficult To Fill In Arts/ Entertainment/ Recreation Areas (Multiple Responses)	Total		
	ABILITY TO WORK WITH CHILDREN	1	3.7%
	ATTENTION TO DETAIL	2	7.4%
	COMPUTER	1	3.7%
	CUSTOMER SERVICE	5	18.5%
	EXCEL SPREADSHEET SOFTWARE	2	7.4%
	EXERCISE SCIENCE	2	7.4%
	EXPERIENCE - LIVE THEATER	4	14.8%
	EXPERIENCE - TEACHING SKILLS	1	3.7%
	LEADING LARGE GROUPS	1	3.7%
	MANAGEMENT	2	7.4%
	NONE	1	3.7%
	ORAL COMMUNICATION	2	7.4%
	PATIENCE	1	3.7%
TIME MANAGEMENT	2	7.4%	
Total	27	100.0%	
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	QUALITY CONTROL INSPECTORS AND MANAGERS		
	Credentials Needed For Government/ Public Administration Jobs	1	100.0%
	Total	1	100.0%
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	QUALITY CONTROL INSPECTORS AND MANAGERS		
	Credentials Needed For Government/ Public Administration Jobs	1	100.0%
	Total	1	100.0%
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	QUALITY CONTROL INSPECTORS AND MANAGERS		
	Skills Needed For Government/ Public Administration Jobs	1	100.0%
	Total	1	100.0%
Jobs Difficult To Fill In Government/ Public Administration (Multiple Responses)	QUALITY CONTROL INSPECTORS AND MANAGERS		
	Skills Needed For Government/ Public Administration Jobs	1	100.0%
	Total	1	100.0%

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TABLE 4. CEU Requirements For Employees By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Jobs At Company Requiring Continuing Education By Employee	Yes	88	45.4%	43	36.8%	131	42.1%
	No	106	54.6%	74	63.2%	180	57.9%
	Total	194	100.0%	117	100.0%	311	100.0%
Continuing Education Areas Required	ACCOUNTING/ BROKERS LICENSE/ VARIOUS CERTIFICATIONS	1	1.1%	0	.0%	1	.8%
	ACTIVITIES DIRECTOR/ ADMINISTRATOR/ PHYSICAL AND OCCUPATIONAL THERAPISTS/ RN AND LPN	0	.0%	1	2.3%	1	.8%
	ALCOHOL TRAINING/ LEARN TO SERVE FOOD HANDLER CERTIFICATION	1	1.1%	0	.0%	1	.8%
	ALL STAFF/ STATE REGULATED CERTIFICATION RENEWALS	1	1.1%	0	.0%	1	.8%
	BUILDING/ PLUMBING/ LANDSCAPING/ ELECTRICAL/ HEALTH INSPECTION/ CODE ENFORCEMENT INSPECTION/ EQUIPMENT OPERATION/ HUMAN RESOURCES	0	.0%	1	2.3%	1	.8%
	CAREGIVERS	1	1.1%	0	.0%	1	.8%
	CDL	1	1.1%	1	2.3%	2	1.5%
	CHEMICALS/ COMPLIANCE FOR INDUSTRY STANDARD	1	1.1%	0	.0%	1	.8%
	CHILD WELFARE/ COUNSELING FOR CLINIC/ PROFESSIONAL COUNSELORS AND SOCIAL WORKERS	1	1.1%	0	.0%	1	.8%
	CLAIMS	1	1.1%	0	.0%	1	.8%
	CMA/ ULTRASOUND	1	1.1%	0	.0%	1	.8%
	CONTINUING ED/ MPI	0	.0%	1	2.3%	1	.8%
	CORPORATE	1	1.1%	0	.0%	1	.8%
	COSMETICS/ SCHOOLING ONCE A YEAR TO LEARN DIFFERENT LINES OF PRODUCTS/ BRANDS	0	.0%	1	2.3%	1	.8%
	CPA RECERTIFICATION	1	1.1%	0	.0%	1	.8%
	CPA/ ACCOUNTING/ LEGAL	1	1.1%	0	.0%	1	.8%
	DENTAL ASSISTANTS	1	1.1%	0	.0%	1	.8%
	DENTAL HYGIENISTS	1	1.1%	0	.0%	1	.8%
	DIRECTOR OF HR CERTIFICATION IN SHRM-CP AND PHR/ CONSTRUCTION	0	.0%	1	2.3%	1	.8%
	DIRECTOR OF MEMBERSHIP/ DIRECTOR OF MARKETING	0	.0%	1	2.3%	1	.8%
	DOCTORS	1	1.1%	0	.0%	1	.8%
	DOCTORS/ HYGIENISTS/ CONTINUING ED	1	1.1%	0	.0%	1	.8%

TABLE 4. CEU Requirements For Employees By Size Of Employer

Continuing Education Areas Required	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
EDUCATION	3	3.4%	1	2.3%	4	3.1%
EDUCATION - ADMINISTRATORS/ SECONDARY EDUCATION	0	.0%	1	2.3%	1	.8%
EDUCATION - PRE K-12	0	.0%	1	2.3%	1	.8%
EDUCATION - SECONDARY	0	.0%	1	2.3%	1	.8%
EDUCATION - TEACHERS	6	6.8%	0	.0%	6	4.6%
EDUCATION - TEACHING CONTINUOUS ED CERTIFICATIONS	0	.0%	1	2.3%	1	.8%
EDUCATION - TEACHING/ K-12 RECERTIFICATION	1	1.1%	0	.0%	1	.8%
EDUCATION - TEACHING/ TUTORING	1	1.1%	0	.0%	1	.8%
ELECTRICAL CONSTRUCTION CODES	1	1.1%	0	.0%	1	.8%
EMS	1	1.1%	0	.0%	1	.8%
EMT-PARAMEDIC/ EMT-BASIC/ FIREFIGHTER/ HAZMAT/ CONFINED SPACE/ DIVE TEAM/ TRENCH RESCUE/ FIRE INVESTIGATOR	1	1.1%	0	.0%	1	.8%
ENGINEERING	2	2.3%	0	.0%	2	1.5%
ENGINEERING - STRUCTURAL	1	1.1%	0	.0%	1	.8%
ENGINEERING/ FORESTRY GROUNDS/WATER/ SEWER	1	1.1%	0	.0%	1	.8%
FEDERAL REGULATIONS FOR REALTORS	1	1.1%	0	.0%	1	.8%
FINANCE/ ACCOUNTING	1	1.1%	0	.0%	1	.8%
FINANCE/ INVESTING/ INSURANCE	1	1.1%	0	.0%	1	.8%
FINANCE/ LAW	1	1.1%	0	.0%	1	.8%
FINANCIAL LICENSING	1	1.1%	0	.0%	1	.8%
FOOD SAFETY CERTIFICATION	0	.0%	1	2.3%	1	.8%
FOOD SAFETY/ ALCOHOL	1	1.1%	0	.0%	1	.8%
FOOD SERVICE CERTIFICATE/ BASSETT	2	2.3%	0	.0%	2	1.5%
GATEWAY COURSES	1	1.1%	0	.0%	1	.8%
GENERATOR MASTER/ COMMERCIAL GENERATORS/ RESIDENTIAL GENERATORS/ OSHA SAFETY	0	.0%	1	2.3%	1	.8%
GROUP EXERCISE/ PHYSICAL FITNESS/ ZUMBA/ YOGA	1	1.1%	0	.0%	1	.8%
HOMICIDE INVESTIGATORS/ CHIEF OF POLICE/ DEPUTY CHIEF OF POLICE	0	.0%	1	2.3%	1	.8%
HUMAN RESOURCES	0	.0%	2	4.7%	2	1.5%

TABLE 4. CEU Requirements For Employees By Size Of Employer

Continuing Education Areas Required	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
HUMAN RESOURCES/ TECHNICAL FIELD IN SAFETY/ CONTROLLER	1	1.1%	0	.0%	1	.8%
HYDRAULIC/ ENGINEERS	1	1.1%	0	.0%	1	.8%
HYGIENISTS	1	1.1%	0	.0%	1	.8%
INSURANCE LICENSE/ ETHICS	1	1.1%	0	.0%	1	.8%
INTERNAL TRAINING SPECIFIC TO AVIATION	1	1.1%	0	.0%	1	.8%
IT/ HARASSMENT	1	1.1%	0	.0%	1	.8%
LEED CERTIFICATION IN CONSTRUCTION/ WOODWORKING/ SAFETY PROGRAMS	0	.0%	1	2.3%	1	.8%
LEGAL CERTIFICATIONS	1	1.1%	0	.0%	1	.8%
MAINTAIN PHR	1	1.1%	0	.0%	1	.8%
MANAGEMENT/ PHARMACY/ PHARMACY TECHNICIAN	1	1.1%	0	.0%	1	.8%
MANAGEMENT/ TECHNICAL	1	1.1%	0	.0%	1	.8%
MECHANIC TECH	0	.0%	1	2.3%	1	.8%
NURSING	1	1.1%	2	4.7%	3	2.3%
NURSING - CAREGIVER/ LPN/ RN	1	1.1%	0	.0%	1	.8%
NURSING - CLINICAL NURSING/ AIDES/ CHAPLAINS	1	1.1%	0	.0%	1	.8%
NURSING - CNA	1	1.1%	0	.0%	1	.8%
NURSING - LPN/ RN	1	1.1%	0	.0%	1	.8%
NURSING - RN	0	.0%	1	2.3%	1	.8%
NURSING - RN/ CNA	1	1.1%	0	.0%	1	.8%
NURSING - RN/ LPN/ CNA/ CLINICAL MANAGER/ ADMINISTRATOR/ HR SUPER/ MDS COORDINATOR	0	.0%	1	2.3%	1	.8%
NURSING - RN/ LPN/ DOCTORS/ NURSE PRACTITIONERS	0	.0%	1	2.3%	1	.8%
NURSING - RN/ LPN/ PALLIATIVE CARE PHYSICIAN/ SOCIAL WORKER/ CNA/ CHAPLAIN	0	.0%	1	2.3%	1	.8%
NURSING - RN/ LPN/ SOCIAL SERVICES/ ADMINISTRATORS/ THERAPISTS	0	.0%	1	2.3%	1	.8%
NURSING - RN/ LPN/ SOCIAL WORKER	0	.0%	1	2.3%	1	.8%
NURSING - RN/ LPN/ SOCIAL WORKER/ MUSIC THERAPIST/ CHAPLAIN/ PHYSICIAN/ HUMAN RESOURCES	0	.0%	1	2.3%	1	.8%
NURSING/ ADMINISTRATION/ ACTIVITIES	0	.0%	1	2.3%	1	.8%

TABLE 4. CEU Requirements For Employees By Size Of Employer

Continuing Education Areas Required	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
NURSING/AIDES/ MAINTENANCE/WELLNESS INSTRUCTORS	1	1.1%	0	.0%	1	.8%
NURSING/ CAREGIVER	1	1.1%	0	.0%	1	.8%
NURSING/ DOCTORS	1	1.1%	0	.0%	1	.8%
NURSING/ DOCTORS/ STATE COMPLIANCE REQUIREMENTS	1	1.1%	0	.0%	1	.8%
NURSING/ HOME HEALTH AIDES	1	1.1%	0	.0%	1	.8%
NURSING/ MEDICAL ASSISTANTS/ MEDICAL RECORDS	1	1.1%	0	.0%	1	.8%
NURSING/ SOCIAL SERVICES	0	.0%	1	2.3%	1	.8%
OSHA	0	.0%	1	2.3%	1	.8%
PERSONAL TRAINING RENEWAL CERTIFICATIONS	1	1.1%	0	.0%	1	.8%
PHARMACIST/ PHARMACY TECHNICIAN	1	1.1%	0	.0%	1	.8%
PHARMACY	1	1.1%	0	.0%	1	.8%
PHARMACY LICENSE	1	1.1%	0	.0%	1	.8%
PHARMACY TECHNICIAN/ RN/ MEDICAL BILLING CODER/ PHYSICIAN ASSISTANT/ NURSE PRACTITIONER/ PHYSICIAN	0	.0%	1	2.3%	1	.8%
PHARMACY TECHNICIAN/ STORE MANAGER	1	1.1%	0	.0%	1	.8%
PHARMACY TECHNICIANS	1	1.1%	0	.0%	1	.8%
POLICE DETECTIVE/ POLICE OFFICER/ LAW/ FIREARMS/ STATE REGULATIONS	1	1.1%	0	.0%	1	.8%
POLICE/ FIREFIGHTING/ WATER OPERATORS	0	.0%	1	2.3%	1	.8%
PROFESSIONAL COUNSELORS/ THERAPISTS/ LICENSED SOCIAL WORKERS	0	.0%	1	2.3%	1	.8%
PROFESSIONAL DAYS/ 18 HOURS REQUIRED	1	1.1%	0	.0%	1	.8%
PROFESSIONAL DEVELOPMENT	1	1.1%	0	.0%	1	.8%
PROFESSIONAL DRIVERS	0	.0%	1	2.3%	1	.8%
PROFESSIONAL ENGINEER LICENSE	0	.0%	1	2.3%	1	.8%
QUALITY MANAGEMENT OPERATIONS/ ACCOUNTING	1	1.1%	0	.0%	1	.8%
RADIOLOGY TECHNICIANS	1	1.1%	0	.0%	1	.8%
REAL ESTATE	1	1.1%	0	.0%	1	.8%
RECREATION/ FINANCE/ PARK MANAGEMENT/ FACILITIES MANAGEMENT	1	1.1%	0	.0%	1	.8%

TABLE 4. CEU Requirements For Employees By Size Of Employer

Continuing Education Areas Required	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
REFRESH DRIVER TRAINING/ SAFETY	0	.0%	1	2.3%	1	.8%
RENEW LICENSE FOR INSURANCE	1	1.1%	0	.0%	1	.8%
RESPIRATORY PROTECTION/ CONFINED SPACE TRAINING/ HAZARDOUS MATERIAL TRAINING/ HAZARDOUS TRAINING/ HAZARDOUS COMMUNICATION TRAINING/ LOCKOUT-TAGOUT/ EMERGENCY MEDICAL SERVICES	0	.0%	1	2.3%	1	.8%
SECURITIES LAW/ FINANCIAL PLANNING	1	1.1%	0	.0%	1	.8%
SERVSAFE	1	1.1%	0	.0%	1	.8%
SOCIAL WORK	1	1.1%	0	.0%	1	.8%
SPECIALIZED TRAINING	0	.0%	1	2.3%	1	.8%
STANDARD COMPLIANCE/ OSHA	1	1.1%	0	.0%	1	.8%
STATE FOOD HANDLING/ SAFETY AND SANITATION/ ALCOHOL AWARENESS/ ALLERGIES	1	1.1%	0	.0%	1	.8%
TEACHERS/ OCCUPATIONAL THERAPISTS/ PHYSICAL THERAPISTS	0	.0%	1	2.3%	1	.8%
TECHNICIAN/ MECHANICAL	1	1.1%	0	.0%	1	.8%
TECHNICIAN/ SALES PEOPLE	0	.0%	1	2.3%	1	.8%
TECHNICIANS/ ASC	0	.0%	1	2.3%	1	.8%
VARIOUS CONTINUING ED CLASSES	0	.0%	1	2.3%	1	.8%
VARIOUS LICENSES/ TECHNICAL	1	1.1%	0	.0%	1	.8%
VETERINARIAN/ TECHS/ MANAGERS	1	1.1%	0	.0%	1	.8%
Total	88	100.0%	43	100.0%	131	100.0%

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TABLE 5-A. Current Employee Training Patterns By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Provide Training To Employees	187	96.4%	115	98.3%	302	97.1%
No	7	3.6%	2	1.7%	9	2.9%
Total	194	100.0%	117	100.0%	311	100.0%
Rationale For Not Providing Training To Employees	2	28.6%	1	50.0%	3	33.3%
Other reason cited	1	14.3%	0	.0%	1	11.1%
Corporate does it/ in-house only	1	14.3%	0	.0%	1	11.1%
On-the-job training only	3	42.9%	1	50.0%	4	44.4%
No need/ not required	7	100.0%	2	100.0%	9	100.0%
Total	0	.0%	1	100.0%	1	33.3%
Other Rationale For Not Providing Training To Employees Cited	1	50.0%	0	.0%	1	33.3%
EMPLOYEES GET UNION-BASED TRAINING WHEN NEEDED	1	50.0%	0	.0%	1	33.3%
GO TO SCHOOLS FOR CLASSES	1	50.0%	0	.0%	1	33.3%
NEED SKILLS TO BEGIN WITH	2	100.0%	1	100.0%	3	100.0%
Total	86	46.0%	62	53.9%	148	49.0%
Use Outside Vendors For Employee Training	101	54.0%	53	46.1%	154	51.0%
Total	187	100.0%	115	100.0%	302	100.0%
Major Training Partner	72	83.7%	44	71.0%	116	78.4%
Consider outside vendor as training partner	14	16.3%	18	29.0%	32	21.6%
No one	86	100.0%	62	100.0%	148	100.0%
Total	0	.0%	1	1.9%	1	.6%
Rationale For No Training Partner	1	1.0%	1	1.9%	2	1.3%
ALL TECHNICAL SKILLS NEEDED FOR JOB ARE DONE IN-HOUSE	3	3.0%	1	1.9%	4	2.6%
CORPORATE DECISION	3	3.0%	0	.0%	3	1.9%
CORPORATE PROVIDES CORPORATE HANDLES ALL TRAINING	1	1.0%	0	.0%	1	.6%
CORPORATE PROVIDES OFF-SITE TRAINING	1	1.0%	0	.0%	1	.6%
COST	1	1.0%	0	.0%	1	.6%
COST CONTROL	1	1.0%	0	.0%	1	.6%
COST/ CONVENIENCE	2	2.0%	2	3.8%	4	2.6%
COST/ CORPORATE HAS THE SAY ON THAT	1	1.0%	0	.0%	1	.6%
COST/ MORE EFFECTIVE TO DO OUR OWN	1	1.0%	0	.0%	1	.6%
COST/ NOT NECESSARY	0	.0%	1	1.9%	1	.6%
DO IT OURSELVES	1	1.0%	1	1.9%	2	1.3%
DO NOT KNOW	0	.0%	1	1.9%	1	.6%
EMPLOYEES ARE UNION TRAINED	0	.0%	1	1.9%	1	.6%
HAVE OWN INTERNAL CLASSES	0	.0%	1	1.9%	1	.6%

TABLE 5-A. Current Employee Training Patterns By Size Of Employer

Rationale For No Training Partner	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
HAVE THE ABILITY TO DO IT/ CUTTING COSTS	1	1.0%	0	.0%	1	.6%
HAVENT HAD THE NEED YET/ DECISION MADE BY CORPORATE	1	1.0%	0	.0%	1	.6%
HOLIDAY INN HAS THEIR OWN TRAINING PROGRAM	1	1.0%	0	.0%	1	.6%
IN-HOUSE TRAINING	23	22.8%	22	41.5%	45	29.2%
MORE EFFECTIVE TO DO IT OURSELVES	1	1.0%	0	.0%	1	.6%
NOT NECESSARY	40	39.6%	11	20.8%	51	33.1%
NOT NECESSARY/COMPANY DEVELOPS OWN TRAINING AND MATERIALS/ REGIONAL COME AND TRAIN	1	1.0%	0	.0%	1	.6%
NOT NEEDED FOR OUR PRODUCT	0	.0%	1	1.9%	1	.6%
NOT SOMETHING THAT IS NEEDED	1	1.0%	0	.0%	1	.6%
NOTHING AVAILABLE TO MEET OUR WORK SKILL REQUIREMENTS	1	1.0%	0	.0%	1	.6%
ON-THE-JOB TRAINING	3	3.0%	1	1.9%	4	2.6%
OUR FIELDS ARE VERY SPECIFIC/ WE TRAIN OUR WAY	1	1.0%	0	.0%	1	.6%
OUR IN-HOUSE PROGRAM IS EFFICIENT FOR WHAT WE NEED	0	.0%	1	1.9%	1	.6%
OUR MACHINES ARE VERY SPECIFIC/ VERY OLD MACHINES	1	1.0%	0	.0%	1	.6%
OWN EDUCATION TEAM	1	1.0%	0	.0%	1	.6%
OWN STAFF	1	1.0%	0	.0%	1	.6%
SPECIALIZED/ WE TRAIN OURSELVES	1	1.0%	0	.0%	1	.6%
STATE CERTIFICATIONS	1	1.0%	0	.0%	1	.6%
THEY DO THEIR TRAINING	1	1.0%	0	.0%	1	.6%
THEY DONT HAVE FAMILIARITY WITH OUR POLICIES AND FACILITY	1	1.0%	0	.0%	1	.6%
THEY PICK THEIR OWN	0	.0%	1	1.9%	1	.6%
TOO SMALL	1	1.0%	0	.0%	1	.6%
USE OTHER VETS FOR TRAINING	1	1.0%	0	.0%	1	.6%
USE OUR OWN SYSTEM	0	.0%	1	1.9%	1	.6%

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TABLE 5-A. Current Employee Training Patterns By Size Of Employer

Rationale For No Training Partner	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
WE DO BRANDING TRAINING/ COMPLIANCE TRAINING AS SET UP BY OWNERS/ OUTSIDE TRAINING NOT NEEDED	0	.0%	1	1.9%	1	.6%
WE DO IT/ COMPUTER	0	.0%	1	1.9%	1	.6%
WE HAVE INTERNAL TRAINING THROUGH OUR MANAGEMENT COMPANY	1	1.0%	0	.0%	1	.6%
WE HAVE OUR OWN LEARNING METHODS/ ONLINE	0	.0%	1	1.9%	1	.6%
WE JUST DON'T HAVE A NEED TO/ WE ARE A LARGE COMPANY THAT PROVIDES ITS OWN TRAINING	0	.0%	1	1.9%	1	.6%
WE NEED OUR EMPLOYEES TO BE ACCUSTOMED TO OUR LOCATION/ TO SEE HOW WE DO THINGS/ WHERE THINGS ARE LOCATED IN THE STORE/ TO SEND OUT FOR TRAINING WE WOULD HAVE TO DOUBLE TRAIN AND THERE'S NO POINT/ WE ALSO HAVE OUR OWN TECHNIQUES SO WE WANT TO TRAIN NOT USE OUTSIDE VENDORS	1	1.0%	0	.0%	1	.6%
WE NEED TRAINING SPECIFIC TO YMCA	0	.0%	1	1.9%	1	.6%
WE USE PEOPLE WHO KNOW THE JOB TO TRAIN OUR EMPLOYEES	0	.0%	1	1.9%	1	.6%
Total	101	100.0%	53	100.0%	154	100.0%

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TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
In-House Trainers/ On-The-Job Training	Yes	184	98.4%	112	97.4%	296	98.0%
	No	3	1.6%	3	2.6%	6	2.0%
	Total	187	100.0%	115	100.0%	302	100.0%
Rationale For Using In-House Trainers	ABLE TO KEEP CURRENT WITH TECHNOLOGY	1	.5%	0	.0%	1	.3%
	BASIC SKILLS	0	.0%	1	.9%	1	.3%
	BASIC SKILLS/ COMMON SENSE	0	.0%	1	.9%	1	.3%
	BASSETT AND FOOD SERVICE CERTIFICATE	1	.5%	0	.0%	1	.3%
	BECAUSE ALL TRAINING SET UP BY CORPORATE FOR US TO FOLLOW	0	.0%	1	.9%	1	.3%
	BECAUSE OF THE NATURE OF THE BUSINESS/EASIER TO LEARN HANDS-ON/ EASIER AT JOB LOCATION	0	.0%	1	.9%	1	.3%
	BECAUSE THIS IS HOW CORPORATE WANTS IT DONE	0	.0%	1	.9%	1	.3%
	BEEEN THE PRACTICE SINCE I HAVE BEEN HERE	0	.0%	1	.9%	1	.3%
	BEST FOR BUSINESS	0	.0%	1	.9%	1	.3%
	BEST WAY FOR THEM TO LEARN	0	.0%	1	.9%	1	.3%
	BEST WAY TO CONVEY KNOWLEDGE OF THE JOB	1	.5%	0	.0%	1	.3%
	BETTER SKILL TRAINING WITH HANDS-ON IN-HOUSE	0	.0%	1	.9%	1	.3%
	BETTER SUITED	1	.5%	0	.0%	1	.3%
	BOTH	3	1.6%	0	.0%	3	1.0%
	BOTH/ EASIER	0	.0%	1	.9%	1	.3%
	CHEAPER	1	.5%	0	.0%	1	.3%
	COMFORTABLE WITH WORKING AROUND CUSTOMERS WHILE BEING TRAINED/ BETTER TO EXPERIENCE ACTUAL WORK ENVIRONMENT WHILE BEING TRAINED	0	.0%	1	.9%	1	.3%
	COMPANY DICTATES	1	.5%	0	.0%	1	.3%
	COMPLIANCE TESTS	0	.0%	1	.9%	1	.3%
	CONSISTENCY/ COST/ CONVENIENCE	0	.0%	1	.9%	1	.3%
	CONSISTENT TRAINING	3	1.6%	0	.0%	3	1.0%
	CONVENIENT	31	16.8%	9	8.0%	40	13.5%
	CONVENIENT FOR LARGE GROUPS/ TARGETING JOB SKILLS	0	.0%	1	.9%	1	.3%
	CONVENIENT/ EFFICIENT	1	.5%	0	.0%	1	.3%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using In-House Trainers	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
CONVENIENT/ INEXPENSIVE/ EFFECTIVE	0	.0%	1	.9%	1	.3%
CONVENIENT/ TEST SKILLS WHILE AT THE WORKPLACE	0	.0%	1	.9%	1	.3%
CORPORATE DECIDES	4	2.2%	5	4.5%	9	3.0%
COST	17	9.2%	3	2.7%	20	6.8%
COST SAVINGS	1	.5%	0	.0%	1	.3%
COST TO COMPANY	0	.0%	1	.9%	1	.3%
COST-EFFECTIVE	5	2.7%	3	2.7%	8	2.7%
COST-EFFECTIVE/ LESS TIME AWAY FROM WORK	0	.0%	1	.9%	1	.3%
COST-EFFECTIVE/ UTILIZES EXPERIENCED EMPLOYEES	0	.0%	1	.9%	1	.3%
COST/ CONVENIENCE	10	5.4%	2	1.8%	12	4.1%
COST/ NOT A PRIMARY JOB FOR MOST EMPLOYEES/ MOST EMPLOYEES IN SCHOOL SO NOT COST EFFICIENT TO DO TRAINING OUT OF HOUSE	1	.5%	0	.0%	1	.3%
COST/ WE ARE A SPECIALIZED RETAIL STORE	0	.0%	1	.9%	1	.3%
DEVELOPED BY COMPANY VERY SPECIFIC LEARNING AND DEVELOPMENT PROGRAM FOR EMPLOYEES	0	.0%	1	.9%	1	.3%
DO NOT KNOW	0	.0%	1	.9%	1	.3%
EASIER	5	2.7%	1	.9%	6	2.0%
EASIER ACCESS TO EMPLOYEES	0	.0%	1	.9%	1	.3%
EASIER/ CONVENIENT	0	.0%	1	.9%	1	.3%
EASIER/ COST	0	.0%	1	.9%	1	.3%
EASIER/ COST EFFECTIVE	1	.5%	0	.0%	1	.3%
EASIER/ ON-SITE	1	.5%	0	.0%	1	.3%
EASIEST AND FASTEST	0	.0%	1	.9%	1	.3%
EASY	4	2.2%	0	.0%	4	1.4%
EASY/ EFFECTIVE	1	.5%	0	.0%	1	.3%
FOR JOB SPECIFIC SKILLS	1	.5%	0	.0%	1	.3%
FOR PRODUCT KNOWLEDGE/ LEARNING CUSTOMER SERVICE	1	.5%	0	.0%	1	.3%
FOR SPECIFIC SKILLS AND KNOWLEDGE	0	.0%	1	.9%	1	.3%
FOR TRADE-SPECIFIC SKILLS	0	.0%	1	.9%	1	.3%
GET TRAINING SPECIFIC TO OUR NEEDS	1	.5%	0	.0%	1	.3%
GOOD FOR A SMALL COMPANY	1	.5%	0	.0%	1	.3%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using In-House Trainers	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
GROWTH OF EMPLOYEES	0	.0%	1	.9%	1	.3%
HANDS-ON COMPONENT TO WHAT WE DO/ ONGOING SKILL TRAINING	0	.0%	1	.9%	1	.3%
HANDS-ON OSHA REQUIRED	0	.0%	1	.9%	1	.3%
HAVE A TRAINING CENTER	1	.5%	0	.0%	1	.3%
HIGHER LEVELS ARE HIRED ALREADY TRAINED/ GROUND LEVEL ONLY NEEDS IN-HOUSE TRAINING	1	.5%	0	.0%	1	.3%
IN-HOUSE COMPANY TRAINING BETTER	1	.5%	1	.9%	2	.7%
INDUSTRY SPECIFIC	1	.5%	0	.0%	1	.3%
IT WORKS	1	.5%	2	1.8%	3	1.0%
IT WORKS BEST	1	.5%	0	.0%	1	.3%
JOB NECESSITY	1	.5%	0	.0%	1	.3%
JOB SHADOW ANOTHER ASSOCIATE TO TRAIN ON THE FLOOR/ WORKS BETTER	0	.0%	1	.9%	1	.3%
JOB SPECIFIC	25	13.6%	3	2.7%	28	9.5%
JOB SPECIFIC/ CONVENIENT	1	.5%	0	.0%	1	.3%
LACK OF AVAILABLE OUTSIDE TRAINERS WHEN WE NEEDED THEM	0	.0%	1	.9%	1	.3%
LESS EXPENSIVE	0	.0%	1	.9%	1	.3%
LIKE EMPLOYEES TO HELP OTHERS LEARN	0	.0%	1	.9%	1	.3%
LOTS OF TENURE/ GOOD SOURCE OF TRAINING	1	.5%	0	.0%	1	.3%
MAKE THINGS EASIER	2	1.1%	0	.0%	2	.7%
MORE EFFECTIVE	3	1.6%	3	2.7%	6	2.0%
MORE EFFICIENT/ COST-EFFECTIVE/ EMPLOYEES LIKE ON-THE-JOB TRAINING	1	.5%	0	.0%	1	.3%
MORE PERSONABLE WAY TO LEARN THE JOB	1	.5%	0	.0%	1	.3%
MORE SPECIFIC TRAINING	0	.0%	1	.9%	1	.3%
MOST EFFICIENT	1	.5%	1	.9%	2	.7%
MUST FOLLOW COMPANY POLICY FOR TRAINING	1	.5%	0	.0%	1	.3%
NATURE OF OUR BUSINESS	0	.0%	1	.9%	1	.3%
NO RESPONSE	5	2.7%	2	1.8%	7	2.4%
NOT A LOT OF SKILLED PEOPLE AVAILABLE SO WE TRAIN THEM	1	.5%	0	.0%	1	.3%

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TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using In-House Trainers	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
NOT A LOT OF SKILLED PEOPLE AVAILABLE SO WE TRAIN THEM OURSELVES/ SHOULD HAVE MOST TRAINING BEFORE THEY COME	1	.5%	0	.0%	1	.3%
NOT SURE/ CORPORATE DECIDES ON ALL TRAINING	0	.0%	1	.9%	1	.3%
ON-THE-JOB TRAINING	5	2.7%	0	.0%	5	1.7%
ON-THE-JOB TRAINING/ ORIENTATION/ REGISTER TRAINING/ HANDS-ON TRAINING	0	.0%	1	.9%	1	.3%
OUR COMPANY RECOMMENDS IT	1	.5%	0	.0%	1	.3%
OUR INDUSTRY IS SPECIFIC	0	.0%	1	.9%	1	.3%
OUR TRAINERS KNOW THE SYSTEM BEST	0	.0%	1	.9%	1	.3%
PAPER TEST	1	.5%	0	.0%	1	.3%
PEOPLE HAVE BEEN HERE FOR A LONG TIME	0	.0%	1	.9%	1	.3%
PRACTICAL/ ENSURES EMPLOYEES HEAR THE SAME MESSAGE THE SAME WAY	0	.0%	1	.9%	1	.3%
PREFER TO DEVELOP OUR WAY OF TRAINING	1	.5%	0	.0%	1	.3%
PRICE	1	.5%	0	.0%	1	.3%
PROCEDURES/ SPECIFIC FOR JOB	1	.5%	0	.0%	1	.3%
RECOGNIZED BY THE FIRE MARSHAL/ EFFECTIVE	0	.0%	1	.9%	1	.3%
SHADOW ASSOCIATE	0	.0%	1	.9%	1	.3%
SIMPLE THAT WAY	1	.5%	0	.0%	1	.3%
SO THEY CAN LEARN OUR VENUE	0	.0%	1	.9%	1	.3%
SO THEY CAN LEARN TO DO IT OUR WAY	1	.5%	0	.0%	1	.3%
SO THEY CAN PRODUCE AT THE LEVEL WE NEED	2	1.1%	0	.0%	2	.7%
SO THEY CAN UNDERSTAND THE SYSTEM	1	.5%	0	.0%	1	.3%
SPECIALIZED	0	.0%	1	.9%	1	.3%
SPECIFIC TO DEPARTMENT	1	.5%	0	.0%	1	.3%
SPECIFIC TO SKILL SETS	0	.0%	1	.9%	1	.3%
STAFF ARE FAMILIAR WITH OUR REGULATIONS	0	.0%	1	.9%	1	.3%
SUFFICIENT FOR OUR NEEDS	0	.0%	1	.9%	1	.3%
TEACHING OUR SKILLS AND METHODS/ ECONOMIC	1	.5%	0	.0%	1	.3%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using In-House Trainers	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
THAT'S HOW YOU LEARN THE JOB	0	.0%	1	.9%	1	.3%
THE JOBS THAT WE NEED/HAVE TO TRAIN FROM SCRATCH	1	.5%	0	.0%	1	.3%
THE WAY IT IS SET UP	0	.0%	1	.9%	1	.3%
THERE IS NO OUTSIDE FACILITY TO TRAIN THEM	1	.5%	0	.0%	1	.3%
THEY HAVE SPECIFIC KNOWLEDGE OF THE SKILLS AND SPECIFIC KNOWLEDGE OF THE CULTURE OF OUR CLUB	0	.0%	1	.9%	1	.3%
THEY HAVE THE NECESSARY CREDENTIALS/ CAN UPDATE INFORMATION	0	.0%	1	.9%	1	.3%
THEY KNOW THE JOB	0	.0%	1	.9%	1	.3%
THEY KNOW THE SKILLS WE NEED	0	.0%	1	.9%	1	.3%
THIS IS THE WAY WE HAVE DONE IT SINCE I STARTED WORKING HERE	0	.0%	1	.9%	1	.3%
THIS IS WHAT WE DO	0	.0%	1	.9%	1	.3%
TO ACCLIMATE THEM TO THE JOB	0	.0%	1	.9%	1	.3%
TO ALLOW DISCUSSION OF JOB REQUIREMENTS	0	.0%	1	.9%	1	.3%
TO BE CONSISTENT WITH PARENT COMPANY	1	.5%	0	.0%	1	.3%
TO BUILD RELATIONSHIPS	1	.5%	0	.0%	1	.3%
TO FOLLOW BRAND REQUIREMENTS	0	.0%	1	.9%	1	.3%
TO GET A CDL	0	.0%	1	.9%	1	.3%
TO GET FAMILIAR WITH OUR OPERATION	1	.5%	0	.0%	1	.3%
TO HELP HR DEPARTMENT	0	.0%	1	.9%	1	.3%
TO KEEP EMPLOYEES ENGAGED	0	.0%	1	.9%	1	.3%
TO LEARN THEIR WORK ENVIRONMENT	1	.5%	0	.0%	1	.3%
TO MEET SAFETY STANDARDS AND PROJECT REQUIREMENTS	0	.0%	1	.9%	1	.3%
TO ORIENT NEW EMPLOYEES TO OUR METHODS/ TO UPDATE EMPLOYEES ON CURRENT PROCEDURES	0	.0%	1	.9%	1	.3%
TO REDUCE RISKS	0	.0%	1	.9%	1	.3%
TO TEACH OUR POLICIES AND METHODS	1	.5%	0	.0%	1	.3%
VERY SPECIALIZED	0	.0%	1	.9%	1	.3%

TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Rationale For Using In-House Trainers	VERY SPECIFIC	2	1.1%	0	.0%	2	.7%
	VERY SPECIFIC/WORKERS WHO KNOW THEIR JOB CAN TRAIN	1	.5%	0	.0%	1	.3%
	WE ARE A RESTAURANT/ DON'T NEED TO USE OUTSIDE HELP	0	.0%	1	.9%	1	.3%
	WE CAN COVER AREAS NOT SEEN IN THE FIELD	1	.5%	0	.0%	1	.3%
	WE HAVE PEOPLE WITH THE EXPERTISE	1	.5%	0	.0%	1	.3%
	WE HAVE THE EXPERTS WHO KNOW WHAT THE COMPANY WANTS	1	.5%	0	.0%	1	.3%
	WE HAVE THE MOST CONTROL OF IT	1	.5%	0	.0%	1	.3%
	WE HAVE THE STAFF TO DO IT	1	.5%	0	.0%	1	.3%
	WE HAVE TO FOLLOW COMPANY GUIDELINES FOR TRAINING	0	.0%	1	.9%	1	.3%
	WE HAVE TO FOLLOW COMPANY MANDATE	1	.5%	0	.0%	1	.3%
	WE HAVE TRAINED EMPLOYEES TO DO IT	1	.5%	0	.0%	1	.3%
	WE HAVE VERY EXPERIENCED WORKERS IN OUR CRAFT TO DO IT	0	.0%	1	.9%	1	.3%
	WE PREFER CERTIFIED TRAINERS TO MEET OUR SPECIFIC NEEDS	0	.0%	1	.9%	1	.3%
	WE TEACH THEM THE WAY WE WANT THEM TRAINED	1	.5%	0	.0%	1	.3%
	WHAT THEY HAVE ALWAYS DONE	1	.5%	0	.0%	1	.3%
	WHAT THEY HAVE ALWAYS DONE/ COST EFFICIENT	0	.0%	1	.9%	1	.3%
	WORK WITH EQUIPMENT HERE	0	.0%	1	.9%	1	.3%
	WORKS	0	.0%	1	.9%	1	.3%
	WORKS BEST	0	.0%	1	.9%	1	.3%
	WORKS WELL WITH OUR EMPLOYEES	0	.0%	1	.9%	1	.3%
Total	184	100.0%	112	100.0%	296	100.0%	
Seminars Or Conferences	Yes	108	57.8%	68	59.1%	176	58.3%
No	79	42.2%	47	40.9%	126	41.7%	
Total	187	100.0%	115	100.0%	302	100.0%	

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TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Seminars Or Conferences	SIZE OF EMPLOYER						Total
	Less Than 100 Employees		100 Or More Employees		Count	Column N %	
	Count	Column N %	Count	Column N %			
ABLE TO KEEP CURRENT WITH TECHNOLOGY	1	.9%	0	.0%	1	.6%	
ADDITIONAL KNOWLEDGE FROM PRESENTERS	1	.9%	0	.0%	1	.6%	
ANOTHER OPTION FOR LEARNING	0	.0%	1	1.5%	1	.6%	
CAN DO ONLINE/ COST EFFECTIVE FOR GROUPS	1	.9%	0	.0%	1	.6%	
COMPUTER WORK	0	.0%	1	1.5%	1	.6%	
CONFERENCES	1	.9%	0	.0%	1	.6%	
CONTENTS	0	.0%	1	1.5%	1	.6%	
CONVENIENT	20	18.5%	14	20.6%	34	19.3%	
CORPORATE CAN COME DOWN AND TRAIN STAFF NEW PROGRAMS IN THE MANNER THEY WANT TRAINED	0	.0%	1	1.5%	1	.6%	
CORPORATE DECIDES	2	1.9%	1	1.5%	3	1.7%	
CORPORATE USES THEIR DEPARTMENT FOR THAT	1	.9%	0	.0%	1	.6%	
COST	9	8.3%	1	1.5%	10	5.7%	
COST EFFECTIVE	5	4.6%	0	.0%	5	2.8%	
CREDITS	1	.9%	0	.0%	1	.6%	
CURRENT INFORMATION AND BEST PRACTICES	0	.0%	1	1.5%	1	.6%	
EASIER	2	1.9%	0	.0%	2	1.1%	
EASIER FOR A GROUP	0	.0%	1	1.5%	1	.6%	
EASY	5	4.6%	0	.0%	5	2.8%	
EFFICIENT	1	.9%	0	.0%	1	.6%	
EXPERTISE OF THE ORGANIZATION	0	.0%	1	1.5%	1	.6%	
FOR A SPECIFIC NEED OR SKILLS TRAINING FOR A GROUP	0	.0%	1	1.5%	1	.6%	
FOR CERTIFICATIONS	0	.0%	1	1.5%	1	.6%	
FOR CONTINUING EDUCATION	0	.0%	1	1.5%	1	.6%	
FOR FACE-TO-FACE TRAINING	0	.0%	1	1.5%	1	.6%	
FOR KEEPING UP SKILLS	0	.0%	1	1.5%	1	.6%	
FOR MORE SPECIFIC KNOWLEDGE	0	.0%	1	1.5%	1	.6%	
FOR SALES EXPERTISE	0	.0%	1	1.5%	1	.6%	
FOR SPECIFIC KNOWLEDGE	0	.0%	1	1.5%	1	.6%	
FOR STAYING CURRENT WITH BUSINESS WORLD NEEDS	0	.0%	1	1.5%	1	.6%	
GOOD FOR ULTRASOUND TECHS	1	.9%	0	.0%	1	.6%	

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Seminars Or Conferences	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
IF THERE IS A NEED FOR A PARTICULAR AREA	1	.9%	0	.0%	1	.6%
INEXPENSIVE/EFFECTIVE/ CONVENIENT	0	.0%	1	1.5%	1	.6%
INFORMATION SPECIFIC	1	.9%	0	.0%	1	.6%
INSIGHT FROM PEERS	1	.9%	0	.0%	1	.6%
INTERNATIONAL FOOD TRADE CONFERENCE	1	.9%	0	.0%	1	.6%
IT'S BENEFICIAL TO THE CORPORATION	1	.9%	0	.0%	1	.6%
IT'S CONVENIENT FOR LARGE GROUPS	0	.0%	1	1.5%	1	.6%
IT'S EFFECTIVE	0	.0%	1	1.5%	1	.6%
IT'S SMALLER/ MORE INTIMATE AND APPEALING	0	.0%	1	1.5%	1	.6%
IT'S USEFUL	0	.0%	1	1.5%	1	.6%
JOB SPECIFIC	17	15.7%	2	2.9%	19	10.8%
JOB SPECIFIC/ CONVENIENT	1	.9%	0	.0%	1	.6%
JUST OFFICE PERSONNEL	1	.9%	0	.0%	1	.6%
KEEP STAFF UPDATED ON CURRENT PROCEDURES AND ISSUES	0	.0%	1	1.5%	1	.6%
KEEP UP ON NEW LAWS AND REGULATIONS	1	.9%	0	.0%	1	.6%
KEEPS SKILLS AT HIGHEST LEVEL	1	.9%	0	.0%	1	.6%
LIKE GROUP LEARNING AND KNOWLEDGE GAINED	1	.9%	0	.0%	1	.6%
MANAGEMENT ONLY	1	.9%	0	.0%	1	.6%
MEET THE NEED	0	.0%	1	1.5%	1	.6%
MEETINGS/ LESS TIME CONSUMING	0	.0%	1	1.5%	1	.6%
MIGHT PICK UP A GREAT IDEA	1	.9%	0	.0%	1	.6%
MOST EFFICIENT	1	.9%	0	.0%	1	.6%
MOTIVATION	1	.9%	0	.0%	1	.6%
NETWORKING	1	.9%	0	.0%	1	.6%
NETWORKING/ HEARING IDEAS FROM OTHER ORGANIZATIONS	0	.0%	1	1.5%	1	.6%
NETWORKING/ LEARNING COMPANY GOALS	1	.9%	0	.0%	1	.6%
NEW TECHNIQUES FOR HIRING/ UPDATE FOR COMPUTER SYSTEMS	0	.0%	1	1.5%	1	.6%
NO RESPONSE	2	1.9%	2	2.9%	4	2.3%
OFFER SKILLS/ DEPTH OF KNOWLEDGE	1	.9%	0	.0%	1	.6%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Seminars Or Conferences	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
ONLY IF CANT BE IN-HOUSE OR ON-THE-JOB	0	.0%	1	1.5%	1	.6%
PRODUCT KNOWLEDGE	0	.0%	1	1.5%	1	.6%
PROVIDED BY CORPORATE	1	.9%	0	.0%	1	.6%
PROVIDES BROADER EXPERIENCE AND NETWORKING	0	.0%	1	1.5%	1	.6%
REACH MORE EMPLOYEES	0	.0%	1	1.5%	1	.6%
RELEVANCE OF TOPIC	1	.9%	0	.0%	1	.6%
SALES TRAINING	0	.0%	1	1.5%	1	.6%
SEMINARS	2	1.9%	0	.0%	2	1.1%
SKILLS WE ARE NOT QUALIFIED TO TEACH IN-HOUSE	0	.0%	1	1.5%	1	.6%
SOMETIMES MANAGER SEES SOME GOOD TRAINING STUFF	0	.0%	1	1.5%	1	.6%
SPECIALIZED	0	.0%	1	1.5%	1	.6%
SPECIALTY ONGOING TRAINING/ SAFETY	1	.9%	1	1.5%	2	1.1%
SPECIFIC INDUSTRY MATERIAL NEEDED TO BE COVERED	0	.0%	1	1.5%	1	.6%
SPECIFIC KNOWLEDGE UPDATES FOR INVESTIGATORS	1	.9%	0	.0%	1	.6%
SPECIFIC TO NEEDS	1	.9%	0	.0%	1	.6%
SPECIFIC TO SKILL SETS	0	.0%	1	1.5%	1	.6%
THERE'S ALWAYS SOMETHING NEW TO LEARN	1	.9%	0	.0%	1	.6%
THEY ARE PROFESSIONAL IN OUR FIELD	1	.9%	0	.0%	1	.6%
TO ACQUIRE SPECIALIZED KNOWLEDGE	0	.0%	1	1.5%	1	.6%
TO COMMUNICATE WITH LARGE NUMBER OF MANAGERS	1	.9%	0	.0%	1	.6%
TO DEVELOP EXPERTISE WITH THE USE OF OUTSIDE RESOURCES	0	.0%	1	1.5%	1	.6%
TO GET LATEST TRENDS	1	.9%	0	.0%	1	.6%
TO GET SPECIFIC KNOWLEDGE NARROWLY USED	1	.9%	0	.0%	1	.6%
TO GET THE LATEST INFORMATION	0	.0%	1	1.5%	1	.6%
TO KEEP ABREAST OF WHAT IS CHANGING/ LEGAL REASONS	0	.0%	1	1.5%	1	.6%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Seminars Or Conferences	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
TO LEARN NEW TECHNOLOGIES AND CURRICULUM	1	.9%	0	.0%	1	.6%
TO MAINTAIN PROFESSIONALISM	0	.0%	1	1.5%	1	.6%
TO REACH A BROADER AUDIENCE	1	.9%	0	.0%	1	.6%
TRAINING UPDATES	1	.9%	0	.0%	1	.6%
UNIFORMITY OF STANDARDS	0	.0%	1	1.5%	1	.6%
UP-TO-DATE KNOWLEDGE	0	.0%	1	1.5%	1	.6%
UPDATE INFORMATION/ NETWORKING	0	.0%	1	1.5%	1	.6%
UPDATE SKILLS/ RELIABLE	1	.9%	0	.0%	1	.6%
UPDATES	1	.9%	0	.0%	1	.6%
UPDATING NEW PROGRAMS	0	.0%	1	1.5%	1	.6%
USED FOR SALES STAFF/ GRANT CARDONE TRAINING	0	.0%	1	1.5%	1	.6%
USED HARPER	1	.9%	0	.0%	1	.6%
VARIOUS INFORMATION	1	.9%	0	.0%	1	.6%
WATER SAFETY	1	.9%	0	.0%	1	.6%
WHEN WE DONT HAVE THE EXPERTISE	1	.9%	0	.0%	1	.6%
WORKS WELL	0	.0%	1	1.5%	1	.6%
Total	108	100.0%	68	100.0%	176	100.0%
Yes	127	68.3%	86	74.8%	213	70.8%
No	59	31.7%	29	25.2%	88	29.2%
Total	186	100.0%	115	100.0%	301	100.0%

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TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Using Online Training/ Webinars						
24-HOUR ACCESS/ COST	0	.0%	1	1.2%	1	.5%
ABLE TO KEEP CURRENT WITH TECHNOLOGY	1	.8%	0	.0%	1	.5%
AVAILABLE/ EASIER	0	.0%	1	1.2%	1	.5%
BENEFICIAL FOR EMPLOYEES	1	.8%	0	.0%	1	.5%
BOTH	1	.8%	0	.0%	1	.5%
CERTIFICATION/ SIMPLIFIES WITH SCHEDULES/ EASY ACCESS	0	.0%	1	1.2%	1	.5%
CERTIFICATIONS	0	.0%	1	1.2%	1	.5%
COMPANY DICTATES	1	.8%	0	.0%	1	.5%
COMPANY POLICY	1	.8%	0	.0%	1	.5%
COMPLIANCE/ REGULATIONS	1	.8%	0	.0%	1	.5%
COMPUTER BASED LEARNING	0	.0%	1	1.2%	1	.5%
COMPUTER-BASED LEARNING WORKS VERY WELL WITHIN THE COMPANY TO TRAIN EMPLOYEES ON DIFFERENT LEVELS	0	.0%	1	1.2%	1	.5%
CONTENTS	0	.0%	1	1.2%	1	.5%
CONVENIENCE FOR CHILD CAREGIVERS	0	.0%	1	1.2%	1	.5%
CONVENIENCE/ CONSISTENCY	0	.0%	1	1.2%	1	.5%
CONVENIENCE/ CORPORATE STANDARDS	1	.8%	0	.0%	1	.5%
CONVENIENCE/ COST	0	.0%	1	1.2%	1	.5%
CONVENIENCE/ IMMEDIATE AVAILABILITY	0	.0%	1	1.2%	1	.5%
CONVENIENCE/ NUMBER OF EMPLOYEES	0	.0%	1	1.2%	1	.5%
CONVENIENCE/ REACHES MORE AT ONE TIME	0	.0%	1	1.2%	1	.5%
CONVENIENCE/ SHORT	0	.0%	1	1.2%	1	.5%
CONVENIENT	35	27.6%	17	19.8%	52	24.4%
CONVENIENT/ COST-EFFECTIVE	1	.8%	0	.0%	1	.5%
CONVENIENT/ EASY/ COST	0	.0%	1	1.2%	1	.5%
CORPORATE DECIDES	2	1.6%	0	.0%	2	.9%
CORPORATE PROVIDES	3	2.4%	0	.0%	3	1.4%
CORPORATE REQUIRES/ UPDATES TO MENU	1	.8%	0	.0%	1	.5%
CORPORATE TELLS US	0	.0%	1	1.2%	1	.5%
COST	10	7.9%	1	1.2%	11	5.2%
COST EFFICIENT	1	.8%	1	1.2%	2	.9%
COST-EFFECTIVE	3	2.4%	0	.0%	3	1.4%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Online Training/ Webinars	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
COST-EFFECTIVE/ EASIER	0	.0%	1	1.2%	1	.5%
COST/ CONVENIENCE	1	.8%	2	2.3%	3	1.4%
CREDITS	1	.8%	0	.0%	1	.5%
DO AT THEIR OWN PACE	1	.8%	0	.0%	1	.5%
DO NOT KNOW	1	.8%	0	.0%	1	.5%
EASIER	1	.8%	0	.0%	1	.5%
EASIER TO REACH A LARGE NUMBER OF PEOPLE	0	.0%	1	1.2%	1	.5%
EASIER TO TRAIN ON COMPUTERS THAN TO SEND PEOPLE OUT	0	.0%	1	1.2%	1	.5%
EASIEST WAY TO REACH A LARGE NUMBER OF EMPLOYEES	1	.8%	0	.0%	1	.5%
EASY	3	2.4%	2	2.3%	5	2.3%
EASY ACCESS	0	.0%	1	1.2%	1	.5%
EASY TO GET TRAINING TO ALL LOCATIONS/ MANAGEMENT ONLY	1	.8%	0	.0%	1	.5%
EASY WAY TO COVER SAFETY TRAINING	1	.8%	0	.0%	1	.5%
EASY/ CONVENIENT	0	.0%	1	1.2%	1	.5%
EASY/ MANY LOCATIONS	1	.8%	0	.0%	1	.5%
EFFECTIVE	0	.0%	1	1.2%	1	.5%
EFFECTIVE/ EASY	0	.0%	1	1.2%	1	.5%
EFFICIENCY	1	.8%	1	1.2%	2	.9%
EFFICIENT	1	.8%	1	1.2%	2	.9%
EFFICIENT/ CONVENIENT	2	1.6%	1	1.2%	3	1.4%
FEDERALLY MANDATED REGULATIONS/ GOOD TRACKING/ UNIFORMITY	0	.0%	1	1.2%	1	.5%
FOLLOW AN OUTLINE AND EVERYONE TRAINED THE EXACT SAME WAY	0	.0%	1	1.2%	1	.5%
FOR BASSET CERTIFICATION	1	.8%	0	.0%	1	.5%
FOR CERTIFICATIONS	0	.0%	1	1.2%	1	.5%
FOR CHILD WELFARE LICENSING/ ECONOMICAL	1	.8%	0	.0%	1	.5%
FOR COVERING SEXUAL HARASSMENT/ SAFETY	1	.8%	0	.0%	1	.5%
FOR SIMPLICITY	0	.0%	1	1.2%	1	.5%
FREE	0	.0%	1	1.2%	1	.5%
GATEWAY PROGRAM	1	.8%	0	.0%	1	.5%
GOOD TOOL FOR DIFFERENT TYPES OF TRAINING	0	.0%	1	1.2%	1	.5%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Online Training/ Webinars	SIZE OF EMPLOYER						Total
	Less Than 100 Employees		100 Or More Employees		Count	Column N %	
	Count	Column N %	Count	Column N %			
HELP DEVELOPED CURRENT STAFF	0	.0%	1	1.2%	1		.5%
IN-DEPTH CASES	0	.0%	1	1.2%	1		.5%
INCREASE KNOWLEDGE/ CONVENIENT/ COST	0	.0%	1	1.2%	1		.5%
INEXPENSIVE/ CONVENIENT/ EFFECTIVE	0	.0%	1	1.2%	1		.5%
INFORMATION SPECIFIC	1	.8%	0	.0%	1		.5%
JOB SPECIFIC	18	14.2%	2	2.3%	20		9.4%
JOB SPECIFIC/ CONVENIENT	1	.8%	0	.0%	1		.5%
MANDATED BY CORPORATE	1	.8%	0	.0%	1		.5%
MAXIMIZES KNOWLEDGE	1	.8%	0	.0%	1		.5%
MEDLINE/ PUBLIC HEALTH	1	.8%	0	.0%	1		.5%
MEET THE NEED	0	.0%	1	1.2%	1		.5%
MEETS INSURANCE REQUIREMENTS FOR BILLING	0	.0%	1	1.2%	1		.5%
MEETS OUR SPECIFIC NEEDS	0	.0%	1	1.2%	1		.5%
MOST EFFICIENT	1	.8%	0	.0%	1		.5%
NEW TRAINING/ SAFETY/ HAZARDOUS MATERIAL	0	.0%	1	1.2%	1		.5%
NO RESPONSE	1	.8%	2	2.3%	3		1.4%
NOT HAVING TO TRAVEL	1	.8%	0	.0%	1		.5%
ONLINE COMPLIANCE TRAINING	0	.0%	1	1.2%	1		.5%
ONLINE TRAINING	4	3.1%	0	.0%	4		1.9%
ONLINE/ FLEXIBLE	0	.0%	1	1.2%	1		.5%
ONLY FOR SAFETY	1	.8%	0	.0%	1		.5%
PAID FOR BY STARWORD/ BRAND	0	.0%	1	1.2%	1		.5%
PRODUCT KNOWLEDGE/ FOR DIFFERENT TYPES OF TRAINING	0	.0%	1	1.2%	1		.5%
PROVIDED BY OUR PARENT COMPANY	0	.0%	1	1.2%	1		.5%
RELEVANCE OF TOPIC	1	.8%	0	.0%	1		.5%
REQUIRED	1	.8%	0	.0%	1		.5%
SAVINGS	1	.8%	0	.0%	1		.5%
SET UP BY CORPORATE	0	.0%	1	1.2%	1		.5%
SIMPLE	1	.8%	0	.0%	1		.5%
SPECIALIZED	0	.0%	1	1.2%	1		.5%
SPECIFIC KNOWLEDGE OFFERED	0	.0%	1	1.2%	1		.5%
SPECIFIC TO NEEDS	1	.8%	0	.0%	1		.5%
SPECIFIC TO SKILL SETS	0	.0%	1	1.2%	1		.5%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Online Training/ Webinars	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
STREAMLINES TRAINING	1	.8%	0	.0%	1	.5%
SUITS LARGE GROUP NEEDS	0	.0%	1	1.2%	1	.5%
TARGETED AREAS FOR MANAGEMENT/ CONVENIENCE	1	.8%	0	.0%	1	.5%
TIME MANAGEMENT/ FOR LARGE NUMBER OF EMPLOYEES	1	.8%	0	.0%	1	.5%
TO COVER BASICS BEFORE THEY GET ON THE FLOOR	1	.8%	0	.0%	1	.5%
TO GET EMPLOYEES CERTIFIED FOR STATE	0	.0%	1	1.2%	1	.5%
TO KEEP CURRENT ON REGULATIONS	1	.8%	0	.0%	1	.5%
TO KEEP CURRENT SAFETY AND CERTIFICATION TRAINING UP-TO-DATE WITH EACH EMPLOYEE	0	.0%	1	1.2%	1	.5%
TOPICAL AND TIMELY/ EASY	0	.0%	1	1.2%	1	.5%
TOPICAL AND TIMELY/ EASY/ PICK UP NEW IDEAS	1	.8%	0	.0%	1	.5%
VERY SPECIALIZED/ REMOTE WORKERS	0	.0%	1	1.2%	1	.5%
WAY WE HAVE ALWAYS DONE IT	0	.0%	1	1.2%	1	.5%
WE CONDUCT OUR OWN WEBINARS	1	.8%	0	.0%	1	.5%
WORKS WELL	1	.8%	1	1.2%	2	.9%
WORKS WELL FOR COMPANY WIDE TRAINING	0	.0%	1	1.2%	1	.5%
WORKS WELL WITH EMPLOYEES ON DIFFERENT SCHEDULES/ FLEXIBLE	0	.0%	1	1.2%	1	.5%
WORKS WELL WITH SCHEDULES	0	.0%	1	1.2%	1	.5%
Total	127	100.0%	86	100.0%	213	100.0%
Yes	21	11.2%	23	20.0%	44	14.6%
No	166	88.8%	92	80.0%	258	85.4%
Total	187	100.0%	115	100.0%	302	100.0%

Four-Year Colleges And Universities

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TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Four-Year Colleges And Universities	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
ABLE TO DO SPECIFIC CLASSES	1	4.8%	0	.0%	1	2.3%
BOTH	1	4.8%	0	.0%	1	2.3%
COLLABORATION	0	.0%	1	4.3%	1	2.3%
COMPLETION OF DEGREES	0	.0%	1	4.3%	1	2.3%
CONTINUING ED	0	.0%	1	4.3%	1	2.3%
CONVENIENT	2	9.5%	2	8.7%	4	9.1%
CORPORATE DECIDES	1	4.8%	0	.0%	1	2.3%
COST	2	9.5%	0	.0%	2	4.5%
COST EFFECTIVE	1	4.8%	0	.0%	1	2.3%
COST/ WE CAN GET PRESENTATIONS FOR FREE	0	.0%	1	4.3%	1	2.3%
FOR CERTIFICATIONS	2	9.5%	1	4.3%	3	6.8%
FOR SPECIFIC KNOWLEDGE	0	.0%	1	4.3%	1	2.3%
FOR SPECIFIC SKILLS	1	4.8%	0	.0%	1	2.3%
HAVE USED IN THE PAST/ DEPENDS ON CLASSES OFFERED	1	4.8%	0	.0%	1	2.3%
HELPS KEEP SKILLS UP-TO-DATE	1	4.8%	0	.0%	1	2.3%
IF ADDITIONAL CLASSES ARE NEEDED FOR CERTIFICATION	0	.0%	1	4.3%	1	2.3%
IN-DEPTH LEVEL OF KNOWLEDGE EMPLOYEE NEEDED	0	.0%	1	4.3%	1	2.3%
INTERN PROGRAM/ 60 STUDENTS	0	.0%	1	4.3%	1	2.3%
JOB SPECIFIC	1	4.8%	1	4.3%	2	4.5%
JUST MANAGERS/ FINANCIAL TRAINING	1	4.8%	0	.0%	1	2.3%
LEAN PROGRAM	1	4.8%	0	.0%	1	2.3%
LOOKING FOR YOUNG TALENT	0	.0%	1	4.3%	1	2.3%
NEED EDUCATION	0	.0%	1	4.3%	1	2.3%
NO RESPONSE	1	4.8%	1	4.3%	2	4.5%
OFFER RELIGIOUS CLASSES	1	4.8%	0	.0%	1	2.3%
OFFER THE SKILLS WE NEED	0	.0%	1	4.3%	1	2.3%
OFFER TUITION	0	.0%	1	4.3%	1	2.3%
SOME JOBS REQUIREMENT OFF-SITE TRAINING	1	4.8%	0	.0%	1	2.3%
SPECIFIC TO SKILL SETS	0	.0%	1	4.3%	1	2.3%
STATE APPROVED AND FUNDED TRAINING ORGANIZATION	0	.0%	1	4.3%	1	2.3%
THEY OFFER WHAT WE NEED	1	4.8%	0	.0%	1	2.3%
TIMELY INFORMATION AND CONVENIENCE	0	.0%	1	4.3%	1	2.3%

TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER				Total		
	Less Than 100 Employees		100 Or More Employees				
	Count	Column N %	Count	Column N %			
Rationale For Using Four-Year Colleges And Universities	TO GET A JUMP ON COMPETITION/ MAINTAIN RELATIONS IN THE COMMUNITY/ HELP APPLICANT FLOW	0	.0%	1	4.3%	1	2.3%
	TO MEET NEEDS OF SPECIFIC GRANT PROGRAMS	0	.0%	1	4.3%	1	2.3%
	TO STAY CURRENT IN THE EDUCATION FIELDS	0	.0%	1	4.3%	1	2.3%
	WE KNOW THAT SPECIFIC UNIVERSITIES SPECIALIZE IN SPECIFIC THINGS LIKE FOOD SCIENCE	1	4.8%	0	.0%	1	2.3%
	Total	21	100.0%	23	100.0%	44	100.0%
	Yes	10	5.3%	21	18.3%	31	10.3%
	No	177	94.7%	94	81.7%	271	89.7%
	Total	187	100.0%	115	100.0%	302	100.0%
	AVAILABILITY	0	.0%	1	4.8%	1	3.2%
	COMPANY OFFERS IT	0	.0%	1	4.8%	1	3.2%
Rationale For Community College Non-Degree Training Programs	CONTINUING EDUCATION	0	.0%	1	4.8%	1	3.2%
	CONVENIENT	1	10.0%	1	4.8%	2	6.5%
	COST	3	30.0%	0	.0%	3	9.7%
	COST EFFECTIVE	1	10.0%	0	.0%	1	3.2%
	COST EFFICIENT	0	.0%	1	4.8%	1	3.2%
	DON'T HAVE ONE	1	10.0%	0	.0%	1	3.2%
	FOR A SPECIFIC NEED OR CREDENTIAL	0	.0%	1	4.8%	1	3.2%
	FOR CERTIFICATIONS	1	10.0%	1	4.8%	2	6.5%
	FOR EARLY CHILDHOOD CREDITS	0	.0%	1	4.8%	1	3.2%
	HELP WITH OTHER SKILL SETS	0	.0%	1	4.8%	1	3.2%
Rationale For Community College Non-Degree Training Programs	JOB SPECIFIC	1	10.0%	1	4.8%	2	6.5%
	LOCAL/ INEXPENSIVE	0	.0%	1	4.8%	1	3.2%
	LOCATION/ CONVENIENCE	0	.0%	1	4.8%	1	3.2%
	LOOKING FOR YOUNG TALENT	0	.0%	1	4.8%	1	3.2%
	NEED PROGRAMMABLE LOGIC CONTROLLERS	1	10.0%	0	.0%	1	3.2%
	NO RESPONSE	0	.0%	1	4.8%	1	3.2%
	OFFER FOR DRIVERS THE EDUCATION NEEDED	0	.0%	1	4.8%	1	3.2%
	PEOPLE COME TRAINED	0	.0%	1	4.8%	1	3.2%
	SIGNIFICANT LEVEL OF KNOWLEDGE NEEDED	0	.0%	1	4.8%	1	3.2%
	SPECIFIC TO SKILL SETS	0	.0%	1	4.8%	1	3.2%

TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER							
	Less Than 100 Employees		100 Or More Employees		Total			
	Count	Column N %	Count	Column N %	Count	Column N %		
Rationale For Community College Non-Degree Training Programs	TECHNICAL AND CERTIFICATIONS	0	.0%	1	4.8%	1	3.2%	
	TO MAINTAIN SKILLS	0	.0%	1	4.8%	1	3.2%	
	TO MEET SPECIFIC NEEDS	0	.0%	1	4.8%	1	3.2%	
	WHEN IT MEETS OUR NEED	1	10.0%	0	.0%	1	3.2%	
	Total	10	100.0%	21	100.0%	31	100.0%	
	Yes	20	10.7%	17	14.8%	37	12.3%	
	No	167	89.3%	98	85.2%	265	87.7%	
	Total	187	100.0%	115	100.0%	302	100.0%	
	Rationale For Using Community College Degree Programs	CAN DO TRAINING IN OUR FIELD	0	.0%	1	5.9%	1	2.7%
		CLASS STRUCTURE	1	5.0%	0	.0%	1	2.7%
CONTINUING ED		0	.0%	1	5.9%	1	2.7%	
CONVENIENT		1	5.0%	2	11.8%	3	8.1%	
CORPORATE DECIDES		1	5.0%	0	.0%	1	2.7%	
COST		4	20.0%	0	.0%	4	10.8%	
COST SAVINGS		1	5.0%	0	.0%	1	2.7%	
COST/ CLASSES OFFERED		1	5.0%	0	.0%	1	2.7%	
FOR CERTIFICATIONS		1	5.0%	1	5.9%	2	5.4%	
FOR CONTINUING EDUCATION		0	.0%	1	5.9%	1	2.7%	
FOR PROMOTIONS IN LEADERSHIP		0	.0%	1	5.9%	1	2.7%	
FOR THE OFFICE		1	5.0%	0	.0%	1	2.7%	
HARPER EARLY CHILDHOOD DEVELOPMENT		1	5.0%	0	.0%	1	2.7%	
HELPS EMPLOYEES GROW		1	5.0%	0	.0%	1	2.7%	
HIGHER LEVEL OF VALIDITY OF THE INSTRUCTOR FOR OUR CLIENTS		0	.0%	1	5.9%	1	2.7%	
JOB SPECIFIC		1	5.0%	1	5.9%	2	5.4%	
MOST APPLICABLE		0	.0%	1	5.9%	1	2.7%	
NO RESPONSE		2	10.0%	1	5.9%	3	8.1%	
SHARPEN SKILLS		1	5.0%	0	.0%	1	2.7%	
SPECIFIC TO SKILL SETS	0	.0%	1	5.9%	1	2.7%		
TECH CERTIFICATION	0	.0%	1	5.9%	1	2.7%		
THEY OFFER WHAT WE NEED	1	5.0%	0	.0%	1	2.7%		
TIMELINESS/ CONVENIENCE	0	.0%	1	5.9%	1	2.7%		
TO MEET NEEDS OF SPECIFIC GRANT PROGRAMS	0	.0%	1	5.9%	1	2.7%		
TRAINING IS ALREADY DONE	0	.0%	1	5.9%	1	2.7%		
TUITION ASSISTANCE	0	.0%	1	5.9%	1	2.7%		
USE FOR TECHNICAL WORKERS	1	5.0%	0	.0%	1	2.7%		

TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
WHEN IT MEETS OUR NEEDS	1	5.0%	0	.0%	1	2.7%
Total	20	100.0%	17	100.0%	37	100.0%
Yes	15	8.0%	19	16.5%	34	11.3%
No	172	92.0%	96	83.5%	268	88.7%
Total	187	100.0%	115	100.0%	302	100.0%
CAN HELP	0	.0%	1	5.3%	1	2.9%
CLASS STRUCTURE	1	6.7%	0	.0%	1	2.9%
CONTINUING ED	0	.0%	1	5.3%	1	2.9%
CONVENIENCE/ LEADERSHIP TRAINING	0	.0%	1	5.3%	1	2.9%
CONVENIENT	2	13.3%	2	10.5%	4	11.8%
CORPORATE DECIDES	1	6.7%	0	.0%	1	2.9%
COST	3	20.0%	0	.0%	3	8.8%
COST SAVINGS	1	6.7%	0	.0%	1	2.9%
DRIVERS	0	.0%	1	5.3%	1	2.9%
ELGIN COMMUNITY COLLEGE OFFERS TRAINING	0	.0%	1	5.3%	1	2.9%
FOR CERTIFICATIONS	1	6.7%	1	5.3%	2	5.9%
FOR PROMOTIONS IN LEADERSHIP	0	.0%	1	5.3%	1	2.9%
GET WORKFORCE PULL FROM THERE	0	.0%	1	5.3%	1	2.9%
HANDS-ON	0	.0%	1	5.3%	1	2.9%
JOB SPECIFIC	1	6.7%	1	5.3%	2	5.9%
MAINTENANCE OF SKILLS	0	.0%	1	5.3%	1	2.9%
NITROUS OXIDE TRAINING	1	6.7%	0	.0%	1	2.9%
NO RESPONSE	1	6.7%	2	10.5%	3	8.8%
SPECIFIC TO SKILL SETS	0	.0%	1	5.3%	1	2.9%
THEY OFFER WHAT WE NEED	1	6.7%	0	.0%	1	2.9%
TRAINING AND CERTIFICATION	0	.0%	1	5.3%	1	2.9%
TRAINING IS ALREADY DONE	0	.0%	1	5.3%	1	2.9%
WE USE HARPER	1	6.7%	0	.0%	1	2.9%
WHEN IT MEETS OUR NEED	1	6.7%	0	.0%	1	2.9%
WORD/ EXCEL	0	.0%	1	5.3%	1	2.9%
Total	15	100.0%	19	100.0%	34	100.0%
Yes	13	7.0%	23	20.0%	36	11.9%
No	174	93.0%	92	80.0%	266	88.1%
Total	187	100.0%	115	100.0%	302	100.0%
Commercial Training Provider/ Company						

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TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Commercial Training Provider/ Company	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
CERTIFIED FOR LAB WORK	1	7.7%	0	.0%	1	2.8%
COMMUNITY RELATIONSHIP/FREE	0	.0%	1	4.3%	1	2.8%
CONVENIENCE	1	7.7%	0	.0%	1	2.8%
CONVENIENCE/CORPORATE DECIDES	1	7.7%	0	.0%	1	2.8%
CORPORATE PROVIDES	1	7.7%	0	.0%	1	2.8%
EASIER WAY TO GET CERTIFIED TRAINERS	0	.0%	1	4.3%	1	2.8%
ELECTRICIANS	0	.0%	1	4.3%	1	2.8%
ENVIRONMENTAL SAFETY/OSHA RELATED	0	.0%	1	4.3%	1	2.8%
EXPERTISE	0	.0%	1	4.3%	1	2.8%
EXPERTS IN EQUIPMENT	0	.0%	1	4.3%	1	2.8%
EXTEND THEIR KNOWLEDGE BASE	0	.0%	1	4.3%	1	2.8%
FIRE MARSHAL TRAINING REQUIREMENTS ARE MET BY APPROVED PROVIDERS	0	.0%	1	4.3%	1	2.8%
FOR THEIR EXPERTISE	0	.0%	1	4.3%	1	2.8%
FOR THEIR SPECIALIZED KNOWLEDGE	0	.0%	1	4.3%	1	2.8%
FOR THEIR SPECIFIC EXPERTISE	1	7.7%	0	.0%	1	2.8%
FOR THEIR SPECIFIC KNOWLEDGE OF GROUP FITNESS PROGRAMMING	0	.0%	1	4.3%	1	2.8%
FORKLIFT OPERATIONS	1	7.7%	0	.0%	1	2.8%
FREE SINCE THEY USE OUR FACILITY	1	7.7%	0	.0%	1	2.8%
GOVERNMENT REGULATIONS AND INSURANCE	0	.0%	1	4.3%	1	2.8%
GOVERNMENT REQUIREMENTS AND SANITATION	1	7.7%	0	.0%	1	2.8%
HAVE A NEED THEY CAN FILL	0	.0%	1	4.3%	1	2.8%
IF WE USE THEIR EQUIPMENT	1	7.7%	0	.0%	1	2.8%
IT WORKS FOR US	1	7.7%	0	.0%	1	2.8%
JJ KELLER	0	.0%	1	4.3%	1	2.8%
JUST FOR CPR CERTIFICATION	0	.0%	1	4.3%	1	2.8%
NO RESPONSE	1	7.7%	1	4.3%	2	5.6%
PROVIDED BY COMPANY	0	.0%	1	4.3%	1	2.8%
SPECIFIC	1	7.7%	0	.0%	1	2.8%
SPECIFIC KNOWLEDGE THEY PROVIDE	0	.0%	1	4.3%	1	2.8%
SPECIFIC TRAINING FOR CONSTRUCTION INDUSTRY	0	.0%	1	4.3%	1	2.8%

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Using Commercial Training Provider/ Company	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
SUPPLEMENT WITH EXTERNAL RESOURCES	0	.0%	1	4.3%	1	2.8%
TECHNICAL TRAINING	0	.0%	1	4.3%	1	2.8%
THEY HAVE THE EXPERTISE	1	7.7%	0	.0%	1	2.8%
THEY KNOW OUR COMPANY/ CAN DO BASSET TRAINING	0	.0%	1	4.3%	1	2.8%
TO TRAIN OUR TRAINERS	0	.0%	1	4.3%	1	2.8%
Total	13	100.0%	23	100.0%	36	100.0%
Yes	34	18.2%	32	27.8%	66	21.9%
No	153	81.8%	83	72.2%	236	78.1%
Total	187	100.0%	115	100.0%	302	100.0%
AD BAKER	1	2.9%	0	.0%	1	1.5%
ALCOHOL DISTRIBUTORS/ WINE AND FLAVORS	1	2.9%	0	.0%	1	1.5%
BEST SUITED	1	2.9%	0	.0%	1	1.5%
CORPORATE DECIDES	1	2.9%	0	.0%	1	1.5%
DO NOT KNOW	0	.0%	1	3.1%	1	1.5%
EQUIPMENT MANUFACTURER	1	2.9%	0	.0%	1	1.5%
EXPERTS IN EQUIPMENT	0	.0%	1	3.1%	1	1.5%
FAMILIAR WITH EQUIPMENT	1	2.9%	0	.0%	1	1.5%
FAMILIARITY WITH THEIR PRODUCTS	1	2.9%	0	.0%	1	1.5%
FOR PROPER TRAINING WITH THEIR TOOLS TO AVOID INJURY OR DAMAGE TO TOOLS	0	.0%	1	3.1%	1	1.5%
FOR THEIR SPECIFIC KNOWLEDGE	1	2.9%	2	6.3%	3	4.5%
FOR THEIR SPECIFIC KNOWLEDGE OF THEIR FOOD PRODUCTS OR THEIR EQUIPMENT	0	.0%	1	3.1%	1	1.5%
GOVERNMENT COMPLIANCE	0	.0%	1	3.1%	1	1.5%
HAVE EXPERTISE ON THEIR EQUIPMENT	1	2.9%	0	.0%	1	1.5%
HAVE UP-TO-DATE SPECIALIZED TRAINING/ INCLUDED IN PURCHASE PRICE OF EQUIPMENT	1	2.9%	0	.0%	1	1.5%
JOB SPECIFIC	2	5.9%	0	.0%	2	3.0%
NO RESPONSE	1	2.9%	1	3.1%	2	3.0%
PART OF PURCHASING EQUIPMENT	1	2.9%	0	.0%	1	1.5%
SAFETY	1	2.9%	0	.0%	1	1.5%
SO EMPLOYEES KNOW HOW TO WORK MACHINES	0	.0%	1	3.1%	1	1.5%

TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER				Total	
	Less Than 100 Employees		100 Or More Employees			
	Count	Column N %	Count	Column N %		
Rationale For Using Vendor/ Equipment Manufacturer	1	2.9%	0	.0%	1	1.5%
	SPECIFIC KNOWLEDGE OF FOOTWEAR AND SPORTING GOODS					
	6	17.6%	8	25.0%	14	21.2%
	SPECIFIC KNOWLEDGE OF THEIR EQUIPMENT					
	2	5.9%	0	.0%	2	3.0%
	SPECIFIC KNOWLEDGE OF THEIR PRODUCTS					
	1	2.9%	0	.0%	1	1.5%
	SPECIFIC KNOWLEDGE OF THEIR PRODUCTS/ COST					
	0	.0%	1	3.1%	1	1.5%
	SPECIFIC PRODUCT KNOWLEDGE IN PARTNERSHIP WITH THE CORPORATION					
	0	.0%	1	3.1%	1	1.5%
	SPECIFIC TO JOB					
	0	.0%	1	3.1%	1	1.5%
	SPECIFIC TO WHAT WE NEED					
	1	2.9%	0	.0%	1	1.5%
	SPECIFIC TRAINING					
	1	2.9%	0	.0%	1	1.5%
	TECHNICAL/ SAFETY					
	0	.0%	1	3.1%	1	1.5%
	THEIR SPECIFIC KNOWLEDGE OF EQUIPMENT					
0	.0%	1	3.1%	1	1.5%	
THEY COME TO US/OFFER IN-DEPTH KNOWLEDGE						
0	.0%	1	3.1%	1	1.5%	
THEY HAVE SPECIFIC KNOWLEDGE OF EQUIPMENT						
1	2.9%	0	.0%	1	1.5%	
THEY HAVE TRAINED CHEFS TO SHOW US NEW TECHNIQUES						
3	8.8%	1	3.1%	4	6.1%	
THEY KNOW THEIR EQUIPMENT						
0	.0%	1	3.1%	1	1.5%	
THEY KNOW WHAT THEY ARE DOING						
1	2.9%	0	.0%	1	1.5%	
THEY MAKE THE MACHINES ON THE PREMISES						
0	.0%	1	3.1%	1	1.5%	
THEY SEND OUT TRAINERS WITH SPECIFIC KNOWLEDGE						
0	.0%	1	3.1%	1	1.5%	
TO ENSURE PERSONAL SAFETY						
0	.0%	1	3.1%	1	1.5%	
TO SUPPORT IMPLEMENTATION OF THEIR EQUIPMENT						
0	.0%	1	3.1%	1	1.5%	
TO TEACH EMPLOYEES LOCKOUT-TAGOUT TRAINING/ HOW TO USE DIFFERENT MACHINES/ HOW TO TAKE MACHINES OFFLINE						
0	.0%	1	3.1%	1	1.5%	
TRAINING FOR SPECIFIC MACHINES						
1	2.9%	0	.0%	1	1.5%	
TRAINING FOR USE OF SPECIFIC EQUIPMENT						
0	.0%	1	3.1%	1	1.5%	
USING EQUIPMENT PROPERLY AND FOR ITS CAPACITY						
0	.0%	1	3.1%	1	1.5%	
VERY SPECIALIZED						

TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Rationale For Using Vendor/ Equipment Manufacturer	WHEN APPROPRIATE	1	2.9%	0	.0%	1	1.5%
	Total	34	100.0%	32	100.0%	66	100.0%
	Yes	17	9.1%	16	13.9%	33	10.9%
Apprenticeship Programs	No	170	90.9%	99	86.1%	269	89.1%
	Total	187	100.0%	115	100.0%	302	100.0%
	ADDITIONAL HELP/ VET CANDIDATES	0	.0%	1	6.3%	1	3.0%
Rationale For Using Apprenticeship Programs	BREWER SKILLS	0	.0%	1	6.3%	1	3.0%
	BUILD OUR EMPLOYEES	1	5.9%	0	.0%	1	3.0%
	BY UNION	1	5.9%	0	.0%	1	3.0%
	DONE THROUGH CORPORATE	1	5.9%	0	.0%	1	3.0%
	ECONOMICAL	1	5.9%	0	.0%	1	3.0%
	FOR ADVANCEMENT	1	5.9%	0	.0%	1	3.0%
	FOR ADVANCEMENT ONLY	1	5.9%	0	.0%	1	3.0%
	FOR MANAGEMENT TRAINING	1	5.9%	0	.0%	1	3.0%
	FOR MANAGEMENT TRAINING ONLY	0	.0%	1	6.3%	1	3.0%
	FUTURE EMPLOYEES/ SKILLED TRADES EXPERIENCE	1	5.9%	0	.0%	1	3.0%
	GET A LOOK AT THINGS AND WHAT WE CAN DO FOR THEM AND THEY FOR US	1	5.9%	0	.0%	1	3.0%
	GIVES WORKING EXPERIENCE	1	5.9%	0	.0%	1	3.0%
	GOOD EXPERIENCE	1	5.9%	0	.0%	1	3.0%
	GOOD FOR THE COMPANY	1	5.9%	0	.0%	1	3.0%
	GOOD LOOK AT THE BUSINESS	1	5.9%	0	.0%	1	3.0%
	GOOD OPTION	1	5.9%	0	.0%	1	3.0%
	HELPS THE EMPLOYER AND EMPLOYEE	0	.0%	1	6.3%	1	3.0%
IT'S STANDARD IN THE WOODWORKING WORLD	0	.0%	1	6.3%	1	3.0%	
MEDICAL STUDENTS FROM LOCAL COLLEGES	1	5.9%	0	.0%	1	3.0%	
NO RESPONSE	1	5.9%	3	18.8%	4	12.1%	
OUR EMPLOYEES ARE UNION MEMBERS	0	.0%	1	6.3%	1	3.0%	
PART OF AGREEMENT WITH UNION	0	.0%	1	6.3%	1	3.0%	
SO THEY HAVE STEP-BY-STEP INFORMATION ABOUT SPECIFIC JOBS	0	.0%	1	6.3%	1	3.0%	
THEY LEARN SPECIFIC SKILLS NEEDED IN OUR SCHOOLS	0	.0%	1	6.3%	1	3.0%	

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TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Rationale For Using Apprenticeship Programs	THROUGH TMA/ SPECIALIZED TOUR SKILL SET	0	.0%	1	6.3%	1	3.0%
	TO ATTRACT YOUNGER JOB CANDIDATES	1	5.9%	0	.0%	1	3.0%
	TO BRING IN STUDENTS IN THE FIELD	0	.0%	1	6.3%	1	3.0%
	TO HELP THE COMMUNITY	1	5.9%	0	.0%	1	3.0%
	TOOL AND DIE/ TO LEARN WHAT WE DO	0	.0%	1	6.3%	1	3.0%
	UNION EMPLOYEE	0	.0%	1	6.3%	1	3.0%
	Total	17	100.0%	16	100.0%	33	100.0%
	No	145	77.5%	86	74.8%	231	76.5%
	Yes	42	22.5%	29	25.2%	71	23.5%
	Total	187	100.0%	115	100.0%	302	100.0%
Rationale For Not Allowing Employees To Use Class/ Degree In Lieu Of In-House Training	ABOVE ME	0	.0%	1	1.2%	1	.4%
	ALL DONE IN-HOUSE	1	.7%	0	.0%	1	.4%
	BECAUSE I HAVE TO FOLLOW CORPORATE GUIDELINES	0	.0%	1	1.2%	1	.4%
	BUDGET IS TIGHT	0	.0%	1	1.2%	1	.4%
	CLD IS SPECIFIC	0	.0%	1	1.2%	1	.4%
	COMPANY DECISION	1	.7%	0	.0%	1	.4%
	COMPANY DOES IT	0	.0%	1	1.2%	1	.4%
	COMPANY PREFERS TO USE THEIR OWN TRAINING PROGRAM	0	.0%	1	1.2%	1	.4%
	CONFLICTS WITH WORK HOURS	1	.7%	0	.0%	1	.4%
	CORPORATE DECISION	11	7.6%	9	10.5%	20	8.7%
	CORPORATE PROVIDES	3	2.1%	0	.0%	3	1.3%
	COST	10	6.9%	0	.0%	10	4.3%
	COST/ TIME	1	.7%	0	.0%	1	.4%
	COULDN'T MEET STAFFING NEEDS	1	.7%	3	3.5%	4	1.7%
	DEADLINES	0	.0%	1	1.2%	1	.4%
	DEDICATED TO IN-HOUSE TRAINING	0	.0%	1	1.2%	1	.4%
	DIFFICULT TO DO DURING WORK HOURS	1	.7%	0	.0%	1	.4%
	DIFFICULT TO WORK SCHEDULING	1	.7%	0	.0%	1	.4%
	DO NOT KNOW	2	1.4%	6	7.0%	8	3.5%
	DO NOT KNOW/ PROBABLY WOULD HAVE TO BE THE MANAGEMENT'S DECISION	0	.0%	1	1.2%	1	.4%
DO ON OWN TIME/ TAKES TOO MUCH TIME	0	.0%	1	1.2%	1	.4%	

TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Not Allowing Employees To Use Class/ Degree In Lieu Of In-House Training	1	.7%	0	.0%	1	.4%
	DO OWN TRAINING					
	1	.7%	0	.0%	1	.4%
	DONE IN-HOUSE					
	0	.0%	1	1.2%	1	.4%
	ECONOMICS					
	0	.0%	1	1.2%	1	.4%
	EMPLOYEES ARE UNION MEMBERS					
	0	.0%	1	1.2%	1	.4%
	EMPLOYEES GET PLENTY/ ALL TRAINING IN-HOUSE					
	0	.0%	1	1.2%	1	.4%
	EVENING OR WEEKEND/ NOT DURING WORK					
	1	.7%	0	.0%	1	.4%
	HAVE TO BE ON THE JOB					
	0	.0%	1	1.2%	1	.4%
	HAVE TO FOLLOW OWNER'S GUIDELINES					
	0	.0%	2	2.3%	2	.9%
	HAVEN'T CONSIDERED IT					
	2	1.4%	1	1.2%	3	1.3%
	HAVEN'T IN PAST					
	1	.7%	0	.0%	1	.4%
	HR MANAGER DECIDES					
	4	2.8%	5	5.8%	9	3.9%
	I CAN'T DO THAT					
	0	.0%	1	1.2%	1	.4%
	IN-HOUSE TRAINERS DO IT					
	1	.7%	0	.0%	1	.4%
IN-HOUSE/EVERYTHING REGULATED						
0	.0%	1	1.2%	1	.4%	
INTERFERING WITH PRODUCTION						
0	.0%	1	1.2%	1	.4%	
IT TAKES AWAY TIME FROM TEACHING						
0	.0%	1	1.2%	1	.4%	
IT'S NOT MY DECISION						
0	.0%	1	1.2%	1	.4%	
JOB SPECIFIC						
1	.7%	0	.0%	1	.4%	
JUST DO IN-HOUSE						
1	.7%	0	.0%	1	.4%	
MEETING STAFFING NEEDS/ COST						
1	.7%	0	.0%	1	.4%	
MUST FOLLOW COMPANY POLICY						
0	.0%	1	1.2%	1	.4%	
MUST GO THROUGH CORPORATE OFFICE						
1	.7%	0	.0%	1	.4%	
NEED EMPLOYEES AT WORK						
1	.7%	0	.0%	1	.4%	
NEED EMPLOYEES ON THE PRODUCTION LINE						
1	.7%	0	.0%	1	.4%	
NEED TEACHERS IN THE CLASSROOM						
10	6.9%	2	2.3%	12	5.2%	
NEED THEM AT WORK						
1	.7%	0	.0%	1	.4%	
NEED TO BE AT WORK FOR OUR PATIENTS						
1	.7%	0	.0%	1	.4%	
NEED TO BE DONE ON THEIR OWN TIME						
1	.7%	0	.0%	1	.4%	
NEED TO BE WORKING						
4	2.8%	1	1.2%	5	2.2%	
NO TIME						
0	.0%	1	1.2%	1	.4%	
NO TIME OFF/ PRINTING RUNS 24-7						

TABLE 5-B. Training Format Preferences By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Not Allowing Employees To Use Class/ Degree In Lieu Of In-House Training	1	.7%	0	.0%	1	.4%
	NOBODY DOES CHROME PLATING TRAINING					
	0	.0%	1	1.2%	1	.4%
	NOT AUTHORIZED FOR THAT					
	1	.7%	0	.0%	1	.4%
	NOT AVAILABLE LOCALLY					
	1	.7%	0	.0%	1	.4%
	NOT CONVENIENT					
	2	1.4%	0	.0%	2	.9%
	NOT DURING WORKING HOURS					
	0	.0%	1	1.2%	1	.4%
	NOT ENOUGH RESOURCES					
	14	9.7%	2	2.3%	16	6.9%
	NOT MY CALL					
	29	20.0%	13	15.1%	42	18.2%
	NOT NEEDED					
	1	.7%	0	.0%	1	.4%
	NOT SURE HOW THAT WOULD WORK OUT					
	1	.7%	0	.0%	1	.4%
	NOT THE RIGHT TRAINING					
	4	2.8%	2	2.3%	6	2.6%
	OWNER'S DECISION					
	1	.7%	0	.0%	1	.4%
PRODUCTION NEEDS						
0	.0%	1	1.2%	1	.4%	
PROPER TRAINING IN-HOUSE IS BETTER						
0	.0%	1	1.2%	1	.4%	
SCHEDULES WOULD CONFLICT/ EMPLOYEES TRAIN AT DIFFERENT TIMES OF DAY AS THEY WORK AND WEEKENDS						
1	.7%	0	.0%	1	.4%	
SCHEDULING DEMANDS TO MAKE ON-TIME DELIVERIES/ NEED THEM AT THE JOB						
0	.0%	1	1.2%	1	.4%	
SCHOOL ON THEIR OWN TIME						
0	.0%	1	1.2%	1	.4%	
STAFFING ISSUES						
0	.0%	1	1.2%	1	.4%	
STAFFING NEEDS						
1	.7%	0	.0%	1	.4%	
TAKE AWAY TIME FROM THEIR JOB						
0	.0%	1	1.2%	1	.4%	
TEACHERS ARE UNDER CONTRACT FOR CERTAIN WORK HOURS						
1	.7%	0	.0%	1	.4%	
TEACHING EMPLOYEE SKILLS ARE BETTER DONE IN-HOUSE						
1	.7%	0	.0%	1	.4%	
THE COST AND TRAVEL						
0	.0%	1	1.2%	1	.4%	
THERE IS NO SUBSTITUTE FOR OUR TRAINING						
0	.0%	1	1.2%	1	.4%	
THEY CAN ONLY ENROLL ON THEIR OWN TIME						
1	.7%	0	.0%	1	.4%	
THEY NEED TO DO ON THEIR OWN TIME						
1	.7%	0	.0%	1	.4%	
THEY NEED TO HAVE CERTAIN FACE-TO-FACE HOURS						
1	.7%	0	.0%	1	.4%	
THIS IS A HOSPITAL SETTING						
2	1.4%	0	.0%	2	.9%	
TOO SPECIFIC						
1	.7%	0	.0%	1	.4%	
TOO SPECIFIC TO JOB						

TABLE 5-B. Training Format Preferences By Size Of Employer

Rationale For Not Allowing Employees To Use Class/ Degree In Lieu Of In-House Training	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
TRAINING IS FOCUSED ON INSURANCE	1	.7%	0	.0%	1	.4%
USE IN-HOUSE TRAINING	1	.7%	0	.0%	1	.4%
VERY SPECIFIC JOB TRAINING	2	1.4%	0	.0%	2	.9%
WE CAN'T ALLOW THEM TO TAKE TIME OFF THE FLOOR	0	.0%	1	1.2%	1	.4%
WE COULDN'T MAINTAIN STAFFING NEEDS	0	.0%	1	1.2%	1	.4%
WE COULDN'T MEET STAFFING NEEDS	1	.7%	0	.0%	1	.4%
WE HAVE A LIMITED RESPONSE AREA WHICH WOULD HAVE TO COVER OUR EMPLOYEES WHILE THEY WERE IN CLASS	0	.0%	1	1.2%	1	.4%
WE HAVE AN IN-HOUSE EDUCATION DEPARTMENT	0	.0%	1	1.2%	1	.4%
WE HAVE STAFFING REQUIREMENTS	1	.7%	0	.0%	1	.4%
WE PREFER IN-HOUSE TRAINING	0	.0%	1	1.2%	1	.4%
WE PROVIDE ANY CLASSES THAT ARE NEEDED	1	.7%	0	.0%	1	.4%
WE TRAIN THEM	3	2.1%	0	.0%	3	1.3%
WE WOULDN'T BE ABLE TO MAINTAIN STAFFING LEVELS	0	.0%	1	1.2%	1	.4%
WOULD END UP BEING DOUBLE TRAINING	1	.7%	0	.0%	1	.4%
WOULD NOT FIT WITH EMPLOYEES' SCHEDULES	0	.0%	1	1.2%	1	.4%
WOULDN'T APPLY	1	.7%	0	.0%	1	.4%
WOULDN'T WORK/ MAYBE IN FUTURE	0	.0%	1	1.2%	1	.4%
YES FOR ONE-DAY PROGRAMS/ NOT MULTIPLE DAYS DUE TO STAFF LIMITATIONS	0	.0%	1	1.2%	1	.4%
Total	145	100.0%	86	100.0%	231	100.0%

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TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
12 HOURS HOME HEALTH AIDES TRAINING	1	.2%	0	.0%	1	.1%
ABUSE	1	.2%	0	.0%	1	.1%
ABUSE AND NEGLECT	1	.2%	0	.0%	1	.1%
ACCOUNTING	2	.4%	0	.0%	2	.2%
ACCOUNTING AUDITING	1	.2%	0	.0%	1	.1%
ACHIEVE/GLOBAL FOR MANAGEMENT	1	.2%	0	.0%	1	.1%
ADA	1	.2%	0	.0%	1	.1%
ADA AND FMLA TRAINING FOR SUPERVISORS	0	.0%	1	.3%	1	.1%
ADD/ CPR	1	.2%	0	.0%	1	.1%
ADOPTION OF MATH PROGRAM	0	.0%	1	.3%	1	.1%
ADOPTION OF SCIENCE PROGRAM	0	.0%	1	.3%	1	.1%
ADOPTION OF STEM PROGRAM	0	.0%	1	.3%	1	.1%
ADVANCED EXCEL	0	.0%	1	.3%	1	.1%
AED	0	.0%	3	.9%	3	.3%
ALCOHOL	2	.4%	4	1.2%	6	.7%
ALCOHOL AWARENESS	3	.5%	0	.0%	3	.3%
ALCOHOL CERTIFICATION	0	.0%	1	.3%	1	.1%
ALLERGY SAFETY	1	.2%	0	.0%	1	.1%
ALZHEIMER'S ASSOCIATION	1	.2%	0	.0%	1	.1%
AMERICAN INSTITUTION OF CPAS	1	.2%	0	.0%	1	.1%
AMERICAN MONTESSORI SOCIETY	2	.4%	0	.0%	2	.2%
ANTI-MONEY LAUNDERING	0	.0%	1	.3%	1	.1%
APPLIANCE KNOWLEDGE	0	.0%	1	.3%	1	.1%
APPRENTICESHIP	0	.0%	1	.3%	1	.1%
APPRENTICESHIP/ ON-THE-JOB	0	.0%	1	.3%	1	.1%
APPRENTICESHIPS FOR SHEET METAL AND PIPEFITTER	0	.0%	1	.3%	1	.1%
AQUATIC	1	.2%	0	.0%	1	.1%
AQUATIC SAFETY	0	.0%	1	.3%	1	.1%
ASK QUALITY TRAINING	0	.0%	1	.3%	1	.1%
AUTOMOTIVE COMPLIANCE TRAINING	0	.0%	1	.3%	1	.1%
AVIATION TRAINING	1	.2%	0	.0%	1	.1%
BACK INJURY/ AGING PROCESS	1	.2%	0	.0%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
BANKING COMPLIANCE	0	.0%	1	.3%	1	.1%
BARTENDING	1	.2%	0	.0%	1	.1%
BARTENDING AND WINE CLASSES	1	.2%	0	.0%	1	.1%
BASIC AVIATION	1	.2%	0	.0%	1	.1%
BASIC STATE REQUIRED TRAINING	0	.0%	1	.3%	1	.1%
BASICS OF JOB/ PICKING UP ORDERS	1	.2%	0	.0%	1	.1%
BASSET	0	.0%	1	.3%	1	.1%
BASSET CERTIFICATION	2	.4%	0	.0%	2	.2%
BEER CLASSES	1	.2%	0	.0%	1	.1%
BEHAVIORAL BASED INTERVIEW TRAINING	0	.0%	1	.3%	1	.1%
BEHAVIORAL SERVICES	0	.0%	1	.3%	1	.1%
BEHIND THE WHEEL TRAINING	1	.2%	2	.6%	3	.3%
BIOHAZARD	0	.0%	1	.3%	1	.1%
BLOODBORNE PATHOGENS	4	.7%	0	.0%	4	.4%
BODY MECHANICS	0	.0%	1	.3%	1	.1%
BUSINESS BANKING	1	.2%	0	.0%	1	.1%
BUSINESS ETHICS	0	.0%	1	.3%	1	.1%
BUSINESS QUALITY POLICY	0	.0%	1	.3%	1	.1%
CASH HANDLING/DIFFICULT CUSTOMER	1	.2%	0	.0%	1	.1%
CASH REGISTER TRAINING	0	.0%	1	.3%	1	.1%
CASHIERING	1	.2%	0	.0%	1	.1%
CCH	1	.2%	0	.0%	1	.1%
CDL	0	.0%	1	.3%	1	.1%
CERTIFICATION	0	.0%	1	.3%	1	.1%
CHILD ABUSE EDUCATION	0	.0%	1	.3%	1	.1%
CHILDCARE SUPPORT	1	.2%	0	.0%	1	.1%
CHILLER SCHOOL FOR AIR CONDITIONING	0	.0%	1	.3%	1	.1%
CHROME PLATING	1	.2%	0	.0%	1	.1%
CNC SEMINARS	1	.2%	0	.0%	1	.1%
COACHING	1	.2%	0	.0%	1	.1%
CODE ADAM	0	.0%	1	.3%	1	.1%
CODE OF CONDUCT	0	.0%	1	.3%	1	.1%
COLLECTION OF DEBTS	1	.2%	0	.0%	1	.1%
COMMUNICATION	4	.7%	2	.6%	6	.7%
COMMUNICATION SKILLS	1	.2%	0	.0%	1	.1%
COMPLIANCE	0	.0%	1	.3%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
COMPLIANCE TRAINING	0	.0%	2	.6%	2	.2%
COMPLIANCE/ OSHA	1	.2%	0	.0%	1	.1%
COMPUTER OPERATING SYSTEM FOR CONSTRUCTION	0	.0%	1	.3%	1	.1%
COMPUTER SKILLS	0	.0%	1	.3%	1	.1%
COMPUTERS	1	.2%	1	.3%	2	.2%
CONCESSION SALES	1	.2%	0	.0%	1	.1%
CONFIDENTIALITY/ HIPAA	0	.0%	1	.3%	1	.1%
CONFLICT RESOLUTION	0	.0%	1	.3%	1	.1%
CONTINUING ED	1	.2%	0	.0%	1	.1%
COOKING	1	.2%	1	.3%	2	.2%
CORPORATE COMPLIANCE	0	.0%	1	.3%	1	.1%
CPR	20	3.6%	12	3.5%	32	3.5%
CPR/ AED	1	.2%	0	.0%	1	.1%
CPR/ FIRST AID	2	.4%	1	.3%	3	.3%
CPR/ SAFETY	1	.2%	1	.3%	2	.2%
CRISIS CONTROL	0	.0%	1	.3%	1	.1%
CRISIS PREVENTION	1	.2%	0	.0%	1	.1%
CULTURAL DIVERSITY	0	.0%	1	.3%	1	.1%
CUSTOMER RELATIONS	0	.0%	1	.3%	1	.1%
CUSTOMER SERVICE	13	2.3%	8	2.3%	21	2.3%
CYBER SECURITY	1	.2%	0	.0%	1	.1%
DATA COLLECTION/ PROPER LIFTING TECHNIQUES	1	.2%	0	.0%	1	.1%
DATA SECURITY	1	.2%	0	.0%	1	.1%
DATABASE TRAINING	1	.2%	0	.0%	1	.1%
DEALING WITH CLIENTS	1	.2%	0	.0%	1	.1%
DEFENSIVE DRIVING	2	.4%	0	.0%	2	.2%
DEMENTIA	1	.2%	0	.0%	1	.1%
DIFFERENTIATED INSTRUCTION	0	.0%	1	.3%	1	.1%
DISASTER	1	.2%	0	.0%	1	.1%
DISCOUNTS FOR GOVERNMENT EMPLOYEE	0	.0%	1	.3%	1	.1%
DISTRICT INSTITUTE DAYS/ VARIOUS	0	.0%	1	.3%	1	.1%
DIVERSITY	1	.2%	0	.0%	1	.1%
DO EVERYTHING IN-HOUSE	1	.2%	0	.0%	1	.1%
DO NOT KNOW	12	2.1%	8	2.3%	20	2.2%
DOCUMENTATION	0	.0%	1	.3%	1	.1%
DRIVERS TRAINING	1	.2%	0	.0%	1	.1%
DRIVING	0	.0%	1	.3%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
EARLY CHILDHOOD DEVELOPMENT	1	.2%	0	.0%	1	.1%
EARLY CHILDHOOD EDUCATION	1	.2%	0	.0%	1	.1%
ELECTRICAL LICENSE	1	.2%	0	.0%	1	.1%
EMOTIONAL INTELLIGENCE	0	.0%	1	.3%	1	.1%
EMPLOYEE ENGAGEMENT	0	.0%	1	.3%	1	.1%
EMS BASIC	1	.2%	0	.0%	1	.1%
EMT	1	.2%	0	.0%	1	.1%
ENGLISH	1	.2%	0	.0%	1	.1%
ENGLISH AS A SECOND LANGUAGE	0	.0%	1	.3%	1	.1%
EPA TRAINING	1	.2%	0	.0%	1	.1%
EQUIPMENT	1	.2%	1	.3%	2	.2%
EQUIPMENT OPERATIONS	1	.2%	0	.0%	1	.1%
EQUIPMENT SAFETY	0	.0%	2	.6%	2	.2%
EQUIPMENT TRAINING	1	.2%	0	.0%	1	.1%
ESTIMATOR	1	.2%	0	.0%	1	.1%
ETHICS	1	.2%	1	.3%	2	.2%
ETHICS AND COMPLIANCE	0	.0%	1	.3%	1	.1%
EXCEL	0	.0%	2	.6%	2	.2%
FAFSA	0	.0%	1	.3%	1	.1%
FALL MANAGEMENT	0	.0%	1	.3%	1	.1%
FEDERAL REGULATION CLASSES	1	.2%	0	.0%	1	.1%
FINANCE	2	.4%	0	.0%	2	.2%
FIRE SAFETY	0	.0%	1	.3%	1	.1%
FIREARMS	1	.2%	0	.0%	1	.1%
FIREFIGHTER BASIC	1	.2%	0	.0%	1	.1%
FIRST AID	4	.7%	2	.6%	6	.7%
FIRST AID/ CPR	1	.2%	1	.3%	2	.2%
FOOD EDUCATION	0	.0%	1	.3%	1	.1%
FOOD HANDLER CERTIFICATION	0	.0%	1	.3%	1	.1%
FOOD HANDLER TRAINING	1	.2%	0	.0%	1	.1%
FOOD HANDLING	0	.0%	1	.3%	1	.1%
FOOD HANDLING SAFETY	0	.0%	1	.3%	1	.1%
FOOD SAFETY	2	.4%	3	.9%	5	.6%
FOOD SANITATION	6	1.1%	1	.3%	7	.8%
FOOD SERVICE	2	.4%	0	.0%	2	.2%
FORKLIFT	3	.5%	1	.3%	4	.4%
FORKLIFT CERTIFICATION	2	.4%	0	.0%	2	.2%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
FORKLIFT OPERATION	0	.0%	1	.3%	1	.1%
FRIENDLINESS	1	.2%	0	.0%	1	.1%
FUNDAMENTALS FOR EACH POSITION	0	.0%	1	.3%	1	.1%
GENERAL MANUFACTURING PRINCIPALS	0	.0%	1	.3%	1	.1%
GERM CONTROL	1	.2%	0	.0%	1	.1%
GOVERNMENT REGULATIONS	1	.2%	0	.0%	1	.1%
GOVERNMENT REGULATIONS AND UPDATES	1	.2%	0	.0%	1	.1%
GRANT CARDONE TRAINING	0	.0%	1	.3%	1	.1%
GUEST EXPECTATION POLICY	1	.2%	0	.0%	1	.1%
GUEST SERVICES/CUSTOMER SERVICE/ SOFT SKILLS	0	.0%	1	.3%	1	.1%
GUM DISEASE	1	.2%	0	.0%	1	.1%
HAAPZ	1	.2%	0	.0%	1	.1%
HANDLING PHONE CALLS	1	.2%	0	.0%	1	.1%
HANDS-ON	0	.0%	3	.9%	3	.3%
HANDS-ON JOB SITE	2	.4%	0	.0%	2	.2%
HANDS-ON TRAINING	0	.0%	1	.3%	1	.1%
HARASSMENT	6	1.1%	5	1.4%	11	1.2%
HARASSMENT/ HOSTILE WORK ENVIRONMENT	0	.0%	1	.3%	1	.1%
HAZARDOUS	0	.0%	1	.3%	1	.1%
HAZARDOUS COMMUNICATIONS	1	.2%	1	.3%	2	.2%
HAZARDOUS GOODS TRAINING	0	.0%	1	.3%	1	.1%
HAZARDOUS MATERIAL	1	.2%	2	.6%	3	.3%
HAZARDOUS WASTE	0	.0%	3	.9%	3	.3%
HAZARDOUS WASTE/ HAZARDS HANDLING	0	.0%	1	.3%	1	.1%
HAZMAT	1	.2%	1	.3%	2	.2%
HIPAA	10	1.8%	4	1.2%	14	1.5%
HIPAA AND CORPORATE COMPLIANCE	0	.0%	1	.3%	1	.1%
HIRING TRAINING FOR SUPERVISORS	0	.0%	1	.3%	1	.1%
HOME IMPROVEMENT	0	.0%	1	.3%	1	.1%
HOSPITALITY	1	.2%	1	.3%	2	.2%
HUMAN RESOURCES	1	.2%	0	.0%	1	.1%
HUMAN RESOURCES WEBINAR	1	.2%	0	.0%	1	.1%
ILLINOIS BASSET ALCOHOL CERTIFICATION TRAINING	0	.0%	1	.3%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
IN-HOUSE TRAINING	3	.5%	0	.0%	3	.3%
IN-PERSON TRAINING	0	.0%	1	.3%	1	.1%
INFECTION CONTROL	0	.0%	3	.9%	3	.3%
INFORMATION SECURITY	1	.2%	1	.3%	2	.2%
INSIDE SALES	1	.2%	0	.0%	1	.1%
INSTRUCTIONAL TECHNOLOGY	0	.0%	1	.3%	1	.1%
INSURANCE PRODUCTS	1	.2%	0	.0%	1	.1%
INTER-COMPANY BASED	1	.2%	0	.0%	1	.1%
INTERNAL AS NEEDED	1	.2%	0	.0%	1	.1%
INTERNSHIPS	1	.2%	0	.0%	1	.1%
INTERPRETING TEST SCORES	0	.0%	1	.3%	1	.1%
INTERVIEWING	1	.2%	2	.6%	3	.3%
INTRODUCTORY TRAINING	1	.2%	0	.0%	1	.1%
INVESTMENT ADVISORS	1	.2%	0	.0%	1	.1%
IPAD IN CLASSROOM	0	.0%	1	.3%	1	.1%
ISACS	1	.2%	0	.0%	1	.1%
ISBE/ SAFETY	1	.2%	0	.0%	1	.1%
ISO STANDARD (INDUSTRY STANDARDS)	1	.2%	0	.0%	1	.1%
IT	2	.4%	0	.0%	2	.2%
IT 610 TRAINING/ MICROSOFT WORD/ EXCEL	0	.0%	1	.3%	1	.1%
JOB SKILLS	2	.4%	0	.0%	2	.2%
JOB SPECIFIC	1	.2%	0	.0%	1	.1%
JOB SPECIFIC SAFETY	0	.0%	1	.3%	1	.1%
KAGAN	1	.2%	0	.0%	1	.1%
KEYCARD	1	.2%	0	.0%	1	.1%
LAB	1	.2%	0	.0%	1	.1%
LAW UPDATES	1	.2%	0	.0%	1	.1%
LEAD FIRST LINE SUPERVISION	0	.0%	1	.3%	1	.1%
LEADERSHIP	2	.4%	3	.9%	5	.6%
LEADERSHIP SKILLS	1	.2%	0	.0%	1	.1%
LEADERSHIP/ FOREMAN	1	.2%	0	.0%	1	.1%
LEADERSHIP/ SAFETY TRAINING	0	.0%	1	.3%	1	.1%
LEGAL ETHICS	1	.2%	0	.0%	1	.1%
LICENSING/ ETHICS	1	.2%	0	.0%	1	.1%
LIFT SAFETY	0	.0%	1	.3%	1	.1%
LIFT TRAINING	0	.0%	1	.3%	1	.1%
LITERACY ASSESSMENT	0	.0%	1	.3%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Top Training Programs Offered To Employees In Last Year (Multiple Responses)						
LLPL	0	.0%	1	.3%	1	.1%
LOCKOUT-TAGOUT	2	.4%	1	.3%	3	.3%
LOCKSMITHING	1	.2%	0	.0%	1	.1%
LOSS PREVENTION	1	.2%	0	.0%	1	.1%
MAINTENANCE	0	.0%	1	.3%	1	.1%
MANAGEMENT	4	.7%	5	1.4%	9	1.0%
MANAGEMENT/ FUNDRAISING	1	.2%	0	.0%	1	.1%
MANDATORY COMPLIANCE	0	.0%	1	.3%	1	.1%
MANUFACTURER TRAINING	0	.0%	1	.3%	1	.1%
MANUFACTURING	0	.0%	1	.3%	1	.1%
MANUFACTURING AND ORDER PROCESSING	1	.2%	0	.0%	1	.1%
MANUFACTURING OVERVIEWS	1	.2%	0	.0%	1	.1%
MARKETING	2	.4%	0	.0%	2	.2%
MEDLINE	1	.2%	0	.0%	1	.1%
MENU AND PREP	0	.0%	1	.3%	1	.1%
MENU TRAINING	1	.2%	1	.3%	2	.2%
MICROSOFT	1	.2%	0	.0%	1	.1%
MICROSOFT EXCEL	0	.0%	1	.3%	1	.1%
MICROSOFT UPDATES	1	.2%	0	.0%	1	.1%
MID TO LATE STAGE ALZHEIMER'S	1	.2%	0	.0%	1	.1%
MONEY LAUNDERING	0	.0%	1	.3%	1	.1%
MONITORING	0	.0%	1	.3%	1	.1%
MORTGAGE BANKERS	1	.2%	0	.0%	1	.1%
MOTIVATION	1	.2%	0	.0%	1	.1%
NATIONAL ASSOCIATION OF GIFTED CHILDREN	1	.2%	0	.0%	1	.1%
NCI/ HANDLING VIOLENT CLIENTS	1	.2%	0	.0%	1	.1%
NEGOTIATION SKILLS	0	.0%	1	.3%	1	.1%
NEGOTIATION TRAINING	1	.2%	0	.0%	1	.1%
NEW OPERATING SOFTWARE	1	.2%	0	.0%	1	.1%
NEW PROGRAMMING FOR GROUP EXERCISE	0	.0%	1	.3%	1	.1%
NEW SOFTWARE TRAINING	1	.2%	0	.0%	1	.1%
NEW TECHNOLOGY	0	.0%	1	.3%	1	.1%
NO RESPONSE	164	29.2%	49	14.2%	213	23.5%
NONE	2	.4%	0	.0%	2	.2%
NONE IN THIS AREA	0	.0%	1	.3%	1	.1%
OFFICE EQUIPMENT	1	.2%	0	.0%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER						Total
	Less Than 100 Employees		100 Or More Employees		Count	Column N %	
	Count	Column N %	Count	Column N %			
OFFICE SKILLS	2	.4%	0	.0%	2	.2%	
ON JOB/ COMPUTER	1	.2%	0	.0%	1	.1%	
ON-THE-JOB	4	.7%	2	.6%	6	.7%	
ONE-ON-ONE	1	.2%	0	.0%	1	.1%	
ONLINE	2	.4%	0	.0%	2	.2%	
ONLINE TRAINING MODULE	1	.2%	0	.0%	1	.1%	
OPERATION TRAINING	0	.0%	1	.3%	1	.1%	
OPERATIONS	1	.2%	0	.0%	1	.1%	
ORGANIC TRAINING	0	.0%	1	.3%	1	.1%	
ORIENTATION	2	.4%	1	.3%	3	.3%	
ORIENTATION TO OUR COMPANY	0	.0%	1	.3%	1	.1%	
OSHA	3	.5%	2	.6%	5	.6%	
OSHA REGULATIONS	2	.4%	0	.0%	2	.2%	
OSHA/ ESB CLASS/ FOREIGN OBJECT DEBRIS CLASS	0	.0%	1	.3%	1	.1%	
OSHA/ SAFETY	1	.2%	0	.0%	1	.1%	
OUR COMPUTER SYSTEM	0	.0%	1	.3%	1	.1%	
PAINT TRAINING	1	.2%	0	.0%	1	.1%	
PAINTING	1	.2%	0	.0%	1	.1%	
PARAMEDIC	1	.2%	0	.0%	1	.1%	
PARK AND RECREATION SAFETY	1	.2%	0	.0%	1	.1%	
PATIENT AND RESIDENT RIGHTS	0	.0%	1	.3%	1	.1%	
PATIENT SAFETY	0	.0%	1	.3%	1	.1%	
PATIENT SECURITY	0	.0%	1	.3%	1	.1%	
PAYROLL	0	.0%	1	.3%	1	.1%	
PERFORMANCE/ MANAGEMENT	0	.0%	1	.3%	1	.1%	
PERIOD	1	.2%	0	.0%	1	.1%	
PERSONAL RESPONSIBILITY	1	.2%	0	.0%	1	.1%	
PERSONAL SKILLS	1	.2%	0	.0%	1	.1%	
PH.D. LEVEL CLASSES	0	.0%	1	.3%	1	.1%	
PHARMACY TECHNICIAN	1	.2%	0	.0%	1	.1%	
PHLEBOTOMIST	1	.2%	0	.0%	1	.1%	
POLICE TRAINING	0	.0%	1	.3%	1	.1%	
POLICIES AND PROCEDURES	2	.4%	0	.0%	2	.2%	
POLISHING AND SEALANT	1	.2%	0	.0%	1	.1%	
POSITION TRAINING	2	.4%	1	.3%	3	.3%	
POWER SCHOOL	1	.2%	0	.0%	1	.1%	

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
POWERLIFT TRAINING FOR POWER JACKS	0	.0%	1	.3%	1	.1%
PRIVACY	1	.2%	0	.0%	1	.1%
PROBLEM SOLVING	1	.2%	0	.0%	1	.1%
PRODUCT KNOWLEDGE	4	.7%	0	.0%	4	.4%
PRODUCT SAFETY AND SECURITY	1	.2%	0	.0%	1	.1%
PRODUCT TRAINING/INTERNAL	1	.2%	0	.0%	1	.1%
PROFESSIONAL DEVELOPMENT FOR TEACHERS	1	.2%	0	.0%	1	.1%
PROFESSIONAL INTERPERSONAL SKILLS	0	.0%	1	.3%	1	.1%
PROGRAM DEVELOPMENT	1	.2%	0	.0%	1	.1%
PROJECT MANAGEMENT	1	.2%	0	.0%	1	.1%
QUALITY	2	.4%	0	.0%	2	.2%
QUALITY CONTROL	0	.0%	1	.3%	1	.1%
RAPID DEPLOYMENT	0	.0%	1	.3%	1	.1%
READING ACROSS THE CURRICULUM	0	.0%	1	.3%	1	.1%
REDUCTION OF WASTE	0	.0%	1	.3%	1	.1%
REFRESH DRIVING	0	.0%	1	.3%	1	.1%
REFUSED	0	.0%	1	.3%	1	.1%
REGULATORY CLASSES FOR REAL ESTATE	1	.2%	0	.0%	1	.1%
REIMBURSEMENT AT COLLEGES	1	.2%	0	.0%	1	.1%
RELIGION CERTIFICATION	1	.2%	0	.0%	1	.1%
RESIDENTIAL AND COMMERCIAL GENERATORS	0	.0%	1	.3%	1	.1%
RETENTION	1	.2%	0	.0%	1	.1%
ROBOTIC TRAINING	0	.0%	1	.3%	1	.1%
ROUND TABLES FOR MANAGEMENT OR ACCOUNTING OR GROUPS	1	.2%	0	.0%	1	.1%
SAFETY	36	6.4%	33	9.6%	69	7.6%
SAFETY AND EMERGENCY	1	.2%	0	.0%	1	.1%
SAFETY IN THE WORKPLACE	1	.2%	0	.0%	1	.1%
SAFETY PROCEDURES	0	.0%	1	.3%	1	.1%
SAFETY TRAINING	1	.2%	0	.0%	1	.1%
SAFETY/ COMPLIANCE	1	.2%	0	.0%	1	.1%
SAFETY/ FIRE DRILLS	0	.0%	1	.3%	1	.1%
SAFETY/ FOOD SAFETY	0	.0%	1	.3%	1	.1%
SAFETY/ INTERNAL	0	.0%	1	.3%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
SAFETY/ MANAGEMENT	1	.2%	0	.0%	1	.1%
SAFETY/ OSHA	0	.0%	1	.3%	1	.1%
SAFETY/ SECURITY	1	.2%	0	.0%	1	.1%
SAFETY/ WORKER'S COMP	1	.2%	0	.0%	1	.1%
SALES	5	.9%	2	.6%	7	.8%
SALES/ OUTCLIENT RELATIONS	0	.0%	1	.3%	1	.1%
SANITATION	2	.4%	1	.3%	3	.3%
SANITATION/ FOOD	1	.2%	0	.0%	1	.1%
SANITATION/ LIFTING	0	.0%	1	.3%	1	.1%
SECURITY	1	.2%	0	.0%	1	.1%
SECURITY/ LOSS PREVENTION	1	.2%	0	.0%	1	.1%
SELF DEFENSE	0	.0%	1	.3%	1	.1%
SELLING TECHNIQUES	1	.2%	0	.0%	1	.1%
SEMINARS	0	.0%	2	.6%	2	.2%
SEMINARS/ WEBINARS	0	.0%	1	.3%	1	.1%
SERVICE	0	.0%	1	.3%	1	.1%
SERVICE CULTURE	0	.0%	1	.3%	1	.1%
SERVICE TRAINING	0	.0%	1	.3%	1	.1%
SERVING	1	.2%	0	.0%	1	.1%
SERVING/ COOKING	1	.2%	0	.0%	1	.1%
SERVSAFE	2	.4%	1	.3%	3	.3%
SET UP AND OPERATING OF EQUIPMENT	1	.2%	0	.0%	1	.1%
SEXUAL HARASSMENT	2	.4%	5	1.4%	7	.8%
SHIFT LEAD TRAINING	1	.2%	0	.0%	1	.1%
SITUATIONAL LEADERSHIP	1	.2%	0	.0%	1	.1%
SKILLS	0	.0%	2	.6%	2	.2%
SMALL ENGINE REPAIR	1	.2%	0	.0%	1	.1%
SOFTWARE	1	.2%	0	.0%	1	.1%
SOFTWARE DEVELOPMENT	1	.2%	0	.0%	1	.1%
SOFTWARE TRAINING	1	.2%	0	.0%	1	.1%
SOLDER CERTIFICATION	0	.0%	1	.3%	1	.1%
SPECIAL TRAINING FOR SOME PRODUCTS SOLD	0	.0%	1	.3%	1	.1%
SPECIFIC DEPARTMENT TRAINING	0	.0%	1	.3%	1	.1%
SPECIFIC SOFTWARE TRAINING	1	.2%	0	.0%	1	.1%
SQR/ SAFE QUALITY FOODS	0	.0%	1	.3%	1	.1%
STANDARD CLEANING	1	.2%	0	.0%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
STATE REGULATIONS	1	.2%	0	.0%	1	.1%
STRATEGIES FOR ADHD	1	.2%	0	.0%	1	.1%
STRATEGIES FOR ADVANCED STUDY SKILLS	1	.2%	0	.0%	1	.1%
SUPERVISORY CLASSES	0	.0%	1	.3%	1	.1%
SUPERVISORY SKILLS	1	.2%	0	.0%	1	.1%
TAX SCHOOL	1	.2%	0	.0%	1	.1%
TEACHER MENTORSHIP PROGRAMS	0	.0%	1	.3%	1	.1%
TEACHING LIFE SKILLS TO RESIDENTS	0	.0%	1	.3%	1	.1%
TEAM BUILDING	1	.2%	0	.0%	1	.1%
TEAM LEADERSHIP	1	.2%	0	.0%	1	.1%
TEAMWORK	1	.2%	0	.0%	1	.1%
TECHNICAL TRAINING/ J STANDARD TRAINING	0	.0%	1	.3%	1	.1%
TECHNICIAN TRAINING	1	.2%	0	.0%	1	.1%
TECHNOLOGY	1	.2%	0	.0%	1	.1%
TECHNOLOGY IN THE CLASSROOM	0	.0%	1	.3%	1	.1%
TESTING	1	.2%	0	.0%	1	.1%
TICKET SALES	1	.2%	0	.0%	1	.1%
TIME MANAGEMENT	1	.2%	0	.0%	1	.1%
TOBACCO/ ALCOHOL	0	.0%	1	.3%	1	.1%
TOOLING MANUFACTURERS	1	.2%	0	.0%	1	.1%
TRADE	1	.2%	0	.0%	1	.1%
TRAIN ON-THE-JOB	1	.2%	0	.0%	1	.1%
TRAINING	1	.2%	0	.0%	1	.1%
TRAINING ON REDESIGNED SAT	1	.2%	0	.0%	1	.1%
TRAINING SALES	1	.2%	0	.0%	1	.1%
TRANSFER	0	.0%	1	.3%	1	.1%
TRANSGENDER AND CULTURAL DIFFERENCES	0	.0%	1	.3%	1	.1%
TRUST AND ESTATE SECURITY	1	.2%	0	.0%	1	.1%
TSA/ GOVERNMENT DANGER FOR SHIPMENT	0	.0%	1	.3%	1	.1%
USE OF PRODUCTION EQUIPMENT	1	.2%	0	.0%	1	.1%
USHERING	1	.2%	0	.0%	1	.1%
VARIES BY DEPARTMENT	0	.0%	1	.3%	1	.1%
VARIETY OF TEACHER TRAINING COURSES	1	.2%	0	.0%	1	.1%

TABLE 5-C. Training Programs Offered To Current Employees In Last Year By Size Of Employer

Top Training Programs Offered To Employees In Last Year (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
VARIOUS CERTIFICATIONS	1	.2%	0	.0%	1	.1%
VARIOUS DEPARTMENTS	0	.0%	1	.3%	1	.1%
VARIOUS IN-HOUSE/ ON-THE-JOB	1	.2%	0	.0%	1	.1%
VENDOR TRAINING	0	.0%	1	.3%	1	.1%
VENDOR TRAINING ON CONSTRUCTION EQUIPMENT	0	.0%	1	.3%	1	.1%
VERBAL DEFENSE	0	.0%	1	.3%	1	.1%
VIDEOS	2	.4%	0	.0%	2	.2%
WEBINARS	0	.0%	1	.3%	1	.1%
WELDING	2	.4%	0	.0%	2	.2%
WINE EDUCATION	0	.0%	1	.3%	1	.1%
WORD	0	.0%	1	.3%	1	.1%
WORK GROUP	1	.2%	0	.0%	1	.1%
WORKING IN CONFINED SPACE	1	.2%	0	.0%	1	.1%
WORKPLACE SAFETY	1	.2%	0	.0%	1	.1%
YOGA	0	.0%	1	.3%	1	.1%
Total	561	100.0%	345	100.0%	906	100.0%

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TABLE 6-A. Knowledge Of Programming Offered By Harper College By Size Of Employer

	SIZE OF EMPLOYER						Total
	Less Than 100 Employees		100 Or More Employees		Count	Column N %	
	Count	Column N %	Count	Column N %			
Training Services Customized For Your Business	4	2.1%	2	1.7%	6	1.9%	
1 = Not at all	11	5.7%	8	6.8%	19	6.1%	
2	9	4.6%	7	6.0%	16	5.1%	
3	143	73.7%	82	70.1%	225	72.3%	
4	11	5.7%	8	6.8%	19	6.1%	
5 = Very familiar	16	8.2%	10	8.5%	26	8.4%	
6 = Do not know	194	100.0%	117	100.0%	311	100.0%	
Total	13	6.7%	14	12.0%	27	8.7%	
Free Posting Of Your Job Opportunities On Our Electronic Job Board	22	11.3%	8	6.8%	30	9.6%	
1 = Not at all	9	4.6%	6	5.1%	15	4.8%	
2	109	56.2%	51	43.6%	160	51.4%	
3	6	3.1%	6	5.1%	12	3.9%	
4	35	18.0%	32	27.4%	67	21.5%	
5 = Very familiar	194	100.0%	117	100.0%	311	100.0%	
6 = Do not know	3	1.5%	5	4.3%	8	2.6%	
Total	12	6.2%	7	6.0%	19	6.1%	
Earn And Learn Program - Apprenticeships Where Entry-Level Employees Sponsored By The Company Attend Harper Classes Leading To A Degree And Apply That Knowledge In The Workplace	5	2.6%	8	6.8%	13	4.2%	
1 = Not at all	161	83.0%	88	75.2%	249	80.1%	
2	13	6.7%	9	7.7%	22	7.1%	
3	194	100.0%	117	100.0%	311	100.0%	
4	4	2.1%	5	4.3%	9	2.9%	
5 = Very familiar	10	5.2%	7	6.0%	17	5.5%	
6 = Do not know	5	2.6%	6	5.1%	11	3.5%	
Total	161	83.0%	89	76.1%	250	80.4%	
Promise Program - Scholarship Program That Builds Workforce Skills	0	.0%	1	.9%	1	.3%	
1 = Not at all	14	7.2%	9	7.7%	23	7.4%	
2	194	100.0%	117	100.0%	311	100.0%	
3	19	9.8%	25	21.4%	44	14.1%	
4	26	13.4%	17	14.5%	43	13.8%	
5 = Very familiar	4	2.1%	6	5.1%	10	3.2%	
6 = Do not know	101	52.1%	28	23.9%	129	41.5%	
Total	13	6.7%	10	8.5%	23	7.4%	
Hosting Job Fairs	31	16.0%	31	26.5%	62	19.9%	
1 = Not at all	194	100.0%	117	100.0%	311	100.0%	
2							
3							
4							
5 = Very familiar							
6 = Do not know							
Total							

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TABLE 6-A. Knowledge Of Programming Offered By Harper College By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Harper College Mobile Unit (State Of The Art Computer Training Room On Wheels That Can Come To Your Business)	1 = Not at all	1	.5%	0	.0%	1	.3%
	2	6	3.1%	3	2.6%	9	2.9%
	3	4	2.1%	4	3.4%	8	2.6%
	4	165	85.1%	85	72.6%	250	80.4%
	5 = Very familiar	7	3.6%	12	10.3%	19	6.1%
	6 = Do not know	11	5.7%	13	11.1%	24	7.7%
	Total	194	100.0%	117	100.0%	311	100.0%
Small Business Development Center	1 = Not at all	3	1.5%	1	.9%	4	1.3%
	2	13	6.7%	5	4.3%	18	5.8%
	3	7	3.6%	5	4.3%	12	3.9%
	4	156	80.4%	92	78.6%	248	79.7%
	5 = Very familiar	3	1.5%	3	2.6%	6	1.9%
	6 = Do not know	12	6.2%	11	9.4%	23	7.4%
	Total	194	100.0%	117	100.0%	311	100.0%
Business Edvantage Program - Offers In-District Tuition Rates To All Of Your Employees Whether They Live In-District Or Not	1 = Not at all	8	4.1%	14	12.0%	22	7.1%
	2	9	4.6%	3	2.6%	12	3.9%
	3	8	4.1%	5	4.3%	13	4.2%
	4	130	67.0%	58	49.6%	188	60.5%
	5 = Very familiar	13	6.7%	21	17.9%	34	10.9%
	6 = Do not know	26	13.4%	16	13.7%	42	13.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Wojcik Conference Center That Can Host Meetings And Events For 5 To 250 People	1 = Not at all	11	5.7%	11	9.4%	22	7.1%
	2	12	6.2%	7	6.0%	19	6.1%
	3	3	1.5%	5	4.3%	8	2.6%
	4	138	71.1%	76	65.0%	214	68.8%
	5 = Very familiar	6	3.1%	7	6.0%	13	4.2%
	6 = Do not know	24	12.4%	11	9.4%	35	11.3%
	Total	194	100.0%	117	100.0%	311	100.0%
Workforce Certification Center - Local Certification Testing Center For National Certifications	1 = Not at all	8	4.1%	6	5.1%	14	4.5%
	2	8	4.1%	9	7.7%	17	5.5%
	3	7	3.6%	5	4.3%	12	3.9%
	4	156	80.4%	88	75.2%	244	78.5%
	6 = Do not know	15	7.7%	9	7.7%	24	7.7%
	Total	194	100.0%	117	100.0%	311	100.0%

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TABLE 6-B. Information Wanted About Programming Offered By Harper College By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Training Services Customized For Your Business - Other Information Wanted	No	189	97.4%	112	95.7%	301	96.8%
	Yes	5	2.6%	5	4.3%	10	3.2%
	Total	194	100.0%	117	100.0%	311	100.0%
Free Posting Of Your Job Opportunities On Our Electronic Job Board - Other Information Wanted	No	188	96.9%	113	96.6%	301	96.8%
	Yes	6	3.1%	4	3.4%	10	3.2%
	Total	194	100.0%	117	100.0%	311	100.0%
Earn And Learn Program - Other Information Wanted	No	190	97.9%	111	94.9%	301	96.8%
	Yes	4	2.1%	6	5.1%	10	3.2%
	Total	194	100.0%	117	100.0%	311	100.0%
Promise Program - Other Information Wanted	No	188	96.9%	111	94.9%	299	96.1%
	Yes	6	3.1%	6	5.1%	12	3.9%
	Total	194	100.0%	117	100.0%	311	100.0%
Hosting Job Fairs - Other Information Wanted	No	187	96.4%	113	96.6%	300	96.5%
	Yes	7	3.6%	4	3.4%	11	3.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Harper College Mobile Unit - Other Information Wanted	No	187	96.4%	112	95.7%	299	96.1%
	Yes	7	3.6%	5	4.3%	12	3.9%
	Total	194	100.0%	117	100.0%	311	100.0%
Small Business Development Center - Other Information Wanted	No	186	95.9%	113	96.6%	299	96.1%
	Yes	8	4.1%	4	3.4%	12	3.9%
	Total	194	100.0%	117	100.0%	311	100.0%
Business Edvantage Program - Other Information Wanted	No	187	96.4%	113	96.6%	300	96.5%
	Yes	7	3.6%	4	3.4%	11	3.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Wojcik Conference Center - Other Information Wanted	No	184	94.8%	113	96.6%	297	95.5%
	Yes	10	5.2%	4	3.4%	14	4.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Workforce Certification Center - Other Information Wanted	No	186	95.9%	113	96.6%	299	96.1%
	Yes	8	4.1%	4	3.4%	12	3.9%
	Total	194	100.0%	117	100.0%	311	100.0%

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TABLE 7-A. Usage Of Programming Offered By Harper College By Size Of Employer

	SIZE OF EMPLOYER						Total
	Less Than 100 Employees		100 Or More Employees		Count	Column N %	
	Count	Column N %	Count	Column N %			
Sent Employees To Classes At Harper College	No	168	86.6%	101	86.3%	269	86.5%
	Yes	26	13.4%	16	13.7%	42	13.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Rationale For Not Sending Employees To Classes	ALL TRAINING DONE IN-HOUSE	1	.6%	2	2.0%	3	1.1%
	CLASSES OFFERED ARE VERY BASIC COMPARED TO THE SKILLS OUR EMPLOYEES NEED	0	.0%	1	1.0%	1	.4%
	CORPORATE DECIDES	6	3.6%	5	5.0%	11	4.1%
	CORPORATE MAY DECIDE TO	0	.0%	1	1.0%	1	.4%
	CORPORATE PROVIDES	2	1.2%	0	.0%	2	.7%
	COST	7	4.2%	0	.0%	7	2.6%
	CUT TUITION PROGRAM	0	.0%	1	1.0%	1	.4%
	DIDN'T KNOW ABOUT IT	2	1.2%	1	1.0%	3	1.1%
	DIDN'T OCCUR TO ME	1	.6%	0	.0%	1	.4%
	DISTANCE	0	.0%	2	2.0%	2	.7%
	DO NOT KNOW	4	2.4%	10	9.9%	14	5.2%
	DO NOT KNOW WHAT THEY OFFER	1	.6%	0	.0%	1	.4%
	DO NOT OFFER THE CLASSES WE NEED	1	.6%	0	.0%	1	.4%
	DO NOT SPONSOR ANYTHING LIKE THAT	0	.0%	1	1.0%	1	.4%
	DON'T KNOW ABOUT PARTICULAR CLASSES	0	.0%	2	2.0%	2	.7%
	EMPLOYEES ARE UNION MEMBERS	0	.0%	2	2.0%	2	.7%
	EMPLOYEES SELECT OWN EDUCATIONAL PROVIDERS	0	.0%	1	1.0%	1	.4%
	FURTHER AWAY	1	.6%	0	.0%	1	.4%
	HAVEN'T SENT EMPLOYEES TO ANY CLASS	1	.6%	0	.0%	1	.4%
	HAVEN'T STARTED DOING THAT YET	1	.6%	0	.0%	1	.4%
	I'M NOT FAMILIAR WITH THEIR PROGRAMS	0	.0%	1	1.0%	1	.4%
	IN-HOUSE	0	.0%	1	1.0%	1	.4%
	IT DOESN'T MEET OUR NEEDS	0	.0%	1	1.0%	1	.4%
	JUST DID NOT	1	.6%	0	.0%	1	.4%
	MANAGEMENT HASN'T ASKED FOR IT	0	.0%	1	1.0%	1	.4%
	MANAGERS WOULD DECIDE THAT	1	.6%	0	.0%	1	.4%
	MIGHT IN FUTURE	0	.0%	1	1.0%	1	.4%
	NEVER THOUGHT OF IT	3	1.8%	0	.0%	3	1.1%

TABLE 7-A. Usage Of Programming Offered By Harper College By Size Of Employer

Rationale For Not Sending Employees To Classes	SIZE OF EMPLOYER						Total
	Less Than 100 Employees		100 Or More Employees		Count	Column N %	
	Count	Column N %	Count	Column N %			
NEW TO PROGRAM AND AREA	0	.0%	1	1.0%	1	.4%	
NO NEED/ THEY MUST ALREADY HAVE FOUR-YEAR DEGREES	1	.6%	0	.0%	1	.4%	
NO ONE WANTED TO ATTEND HARPER COLLEGE	1	.6%	0	.0%	1	.4%	
NO OUTSIDE TRAINING	0	.0%	1	1.0%	1	.4%	
NOT A REQUIREMENT	2	1.2%	0	.0%	2	.7%	
NOT AWARE OF IT	1	.6%	0	.0%	1	.4%	
NOT AWARE OF PROGRAMS OFFERED	1	.6%	0	.0%	1	.4%	
NOT AWARE OF WHAT IT OFFERED	0	.0%	3	3.0%	3	1.1%	
NOT FAMILIAR WITH THE SCHOOL	1	.6%	0	.0%	1	.4%	
NOT FAMILIAR WITH THEIR PROGRAMS	1	.6%	0	.0%	1	.4%	
NOT JOB-RELATED	0	.0%	1	1.0%	1	.4%	
NOT NEEDED	114	67.9%	47	46.5%	161	59.9%	
NOT SURE THAT THEY HAVE TRAINING WE NEED	0	.0%	1	1.0%	1	.4%	
NOT THAT I KNOW OF	0	.0%	1	1.0%	1	.4%	
NOT THAT I KNOW OF/ WE DO ALL TRAINING IN-HOUSE	0	.0%	1	1.0%	1	.4%	
NOT THOUGHT ABOUT	1	.6%	0	.0%	1	.4%	
OAKTON IS CLOSER	1	.6%	0	.0%	1	.4%	
THE COMPANY DECIDES	1	.6%	0	.0%	1	.4%	
THEY DON'T NEED IT	1	.6%	0	.0%	1	.4%	
THEY HAVE TO CHOOSE THE SCHOOL	0	.0%	1	1.0%	1	.4%	
THEY'RE OUT OF OUR DISTRICT	1	.6%	0	.0%	1	.4%	
TOO FAR	1	.6%	0	.0%	1	.4%	
TRAINING DONE IN-HOUSE ONLY	0	.0%	1	1.0%	1	.4%	
WE DID ONCE A LONG TIME AGO AND IT DIDNT WORK OUT WELL/ BETTER TO DO ALL TRAINING IN-HOUSE	0	.0%	1	1.0%	1	.4%	
WE DO ENCOURAGE IT BUT HAVEN'T ACTUALLY SENT ANYONE	1	.6%	0	.0%	1	.4%	
WE DO IN-HOUSE TRAINING	1	.6%	1	1.0%	2	.7%	
WE DON'T DO OUTSIDE TRAINING	1	.6%	0	.0%	1	.4%	
WE DON'T DO THAT	1	.6%	0	.0%	1	.4%	
WE HAVE ELGIN COMMUNITY COLLEGE HERE	0	.0%	1	1.0%	1	.4%	

TABLE 7-A. Usage Of Programming Offered By Harper College By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Rationale For Not Sending Employees To Classes	WE TRAIN THEM	3	1.8%	0	.0%	3	1.1%
	WE USE IN-HOUSE EDUCATION DEPARTMENT	0	.0%	1	1.0%	1	.4%
	WE USE IN-HOUSE TRAINING PROVIDED BY CORPORATE	0	.0%	1	1.0%	1	.4%
	WE USE MOSTLY IN-HOUSE TRAINING	0	.0%	1	1.0%	1	.4%
	WE USE TRAINING COMPANIES	0	.0%	1	1.0%	1	.4%
	WE WANT TO KEEP ALL OUR EMPLOYEES IN-HOUSE	0	.0%	1	1.0%	1	.4%
	WORKING ON DEGREE ALREADY	0	.0%	1	1.0%	1	.4%
	Total	168	100.0%	101	100.0%	269	100.0%
	Yes	22	84.6%	13	81.3%	35	83.3%
	No	3	11.5%	2	12.5%	5	11.9%
Employer Paid For Classes	Do not know	1	3.8%	1	6.3%	2	4.8%
	Total	26	100.0%	16	100.0%	42	100.0%
	Dissatisfied	0	.0%	1	6.3%	1	2.4%
	Do not know	3	11.5%	2	12.5%	5	11.9%
	Satisfied	23	88.5%	13	81.3%	36	85.7%
Rationale For Dissatisfaction With Classes	Total	26	100.0%	16	100.0%	42	100.0%
	THEY DON'T DO TESTING ON-SITE FOR FIRE OFFICER PROGRAMS	0	.0%	1	100.0%	1	100.0%
Training Provided To Employees By Harper College	Total	0	.0%	1	100.0%	1	100.0%
	No	192	99.0%	111	94.9%	303	97.4%
	Yes	2	1.0%	6	5.1%	8	2.6%
Total	194	100.0%	117	100.0%	311	100.0%	

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TABLE 7-A. Usage Of Programming Offered By Harper College By Size Of Employer

Rationale For Not Using Harper To Train Employees	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
ALL DONE IN-HOUSE BY COMPANY	1	.5%	0	.0%	1	.3%
ALL TRAINING DONE IN-HOUSE	0	.0%	1	.9%	1	.3%
CLASSES OFFERED ARE VERY BASIC COMPARED TO THE SKILLS OUR EMPLOYEES NEED	0	.0%	1	.9%	1	.3%
CORPORATE DECIDES	8	4.2%	4	3.6%	12	4.0%
CORPORATE PROVIDES	2	1.0%	0	.0%	2	.7%
COST	7	3.6%	0	.0%	7	2.3%
DISTANCE	0	.0%	1	.9%	1	.3%
DO NOT KNOW	5	2.6%	8	7.2%	13	4.3%
DO NOT KNOW WHAT THEY OFFER	1	.5%	0	.0%	1	.3%
DO NOT KNOW/ NEW PERSON AT THIS JOB	0	.0%	1	.9%	1	.3%
DO NOT OFFER THE CLASSES WE NEED	1	.5%	0	.0%	1	.3%
DON'T KNOW ABOUT IT	0	.0%	1	.9%	1	.3%
DON'T OFFER WHAT WE NEED	0	.0%	1	.9%	1	.3%
ELGIN IS CLOSER	0	.0%	1	.9%	1	.3%
EMPLOYEES ARE UNION MEMBERS	0	.0%	2	1.8%	2	.7%
FURTHER AWAY	1	.5%	0	.0%	1	.3%
HAVEN'T HAD OPPORTUNITY	2	1.0%	3	2.7%	5	1.7%
HAVEN'T STARTED DOING THAT YET	1	.5%	0	.0%	1	.3%
IT DOESN'T MEET OUR NEEDS	0	.0%	1	.9%	1	.3%
JUST DID NOT	1	.5%	0	.0%	1	.3%
MANAGEMENT HAS NOT REQUESTED IT	0	.0%	1	.9%	1	.3%
MOST LIKELY DISTANCE IS A FACTOR	0	.0%	1	.9%	1	.3%
NEED SPECIFIC CLASSES FOR BANKING	1	.5%	0	.0%	1	.3%
NEVER CONSIDERED IT	5	2.6%	4	3.6%	9	3.0%
NEVER CONSIDERED IT/I CAN HANDLE TRAINING MYSELF	1	.5%	0	.0%	1	.3%
NEVER THOUGHT OF IT	3	1.6%	0	.0%	3	1.0%
NEVER USED THEM FOR TRAINING	2	1.0%	0	.0%	2	.7%
NO KNOWLEDGE OF IT	2	1.0%	1	.9%	3	1.0%
NO NEED/ CORPORATE PROVIDES	1	.5%	0	.0%	1	.3%
NO NEED/ WE NEED BACHELOR'S DEGREE OR HIGHER	1	.5%	0	.0%	1	.3%

TABLE 7-A. Usage Of Programming Offered By Harper College By Size Of Employer

Rationale For Not Using Harper To Train Employees	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
NO OUTSIDE PROVIDERS	0	.0%	1	.9%	1	.3%
NO PROGRAMS OFFERED THAT WOULD BENEFIT OUR COMPANY	0	.0%	1	.9%	1	.3%
NOT AWARE OF WHAT IS OFFERED	7	3.6%	3	2.7%	10	3.3%
NOT BEST OFFER	0	.0%	1	.9%	1	.3%
NOT FAMILIAR WITH THE SCHOOL	1	.5%	0	.0%	1	.3%
NOT FAMILIAR WITH THEIR PROGRAMS	1	.5%	1	.9%	2	.7%
NOT INTERESTED	1	.5%	0	.0%	1	.3%
NOT NEEDED	124	64.6%	59	53.2%	183	60.4%
OAKTON IS CLOSER	1	.5%	0	.0%	1	.3%
STAFFING ISSUES	0	.0%	1	.9%	1	.3%
THAT WOULD BE A CORPORATE DECISION	0	.0%	1	.9%	1	.3%
THE COMPANY DECIDES	1	.5%	0	.0%	1	.3%
THEY HAVE TO CHOOSE THE SCHOOL	0	.0%	1	.9%	1	.3%
THEY'RE OUT OF OUR DISTRICT	1	.5%	0	.0%	1	.3%
TOO FAR	1	.5%	0	.0%	1	.3%
TRAINING COMPANIES	0	.0%	1	.9%	1	.3%
TRAINING DONE BY COMPANY AND IN-HOUSE/HANDS-ON TRAINING	0	.0%	1	.9%	1	.3%
USE PROGRAM DEVELOPED BY COMPANY ONLY	0	.0%	1	.9%	1	.3%
WE DO IT IN-HOUSE	0	.0%	1	.9%	1	.3%
WE DO NOT DO THAT	1	.5%	0	.0%	1	.3%
WE DO OUR OWN TRAINING	3	1.6%	0	.0%	3	1.0%
WE DO THE TRAINING	1	.5%	0	.0%	1	.3%
WE DON'T KNOW WHAT CLASSES ARE OFFERED	1	.5%	0	.0%	1	.3%
WE TRAIN IN-HOUSE SINCE WE HAVE VERY EXPERIENCED WORKERS	0	.0%	1	.9%	1	.3%
WE USE IN-HOUSE EDUCATION DEPARTMENT	0	.0%	1	.9%	1	.3%
WE USE IN-HOUSE MANAGEMENT COMPANY	1	.5%	0	.0%	1	.3%
WE USE IN-HOUSE TRAINING PROVIDED BY CORPORATE	0	.0%	1	.9%	1	.3%
WE USE MCC	1	.5%	0	.0%	1	.3%
WE USE MOSTLY IN-HOUSE TRAINING	0	.0%	1	.9%	1	.3%

TABLE 7-A. Usage Of Programming Offered By Harper College By Size Of Employer

	SIZE OF EMPLOYER						Total
	Less Than 100 Employees		100 Or More Employees		Count	Column N %	
	Count	Column N %	Count	Column N %			
Rationale For Not Using Harper To Train Employees	0	.0%	1	.9%	1	.3%	
WE USE OUR OWN IN-HOUSE TRAINERS	0	.0%	1	.9%	1	.3%	
WHY WOULD WE SINCE WE DO EVERYTHING IN THE STORE OURSELVES	192	100.0%	111	100.0%	303	100.0%	
Total	1	50.0%	1	16.7%	2	25.0%	
Training Offered	1	50.0%	0	.0%	1	12.5%	
DO NOT KNOW	0	.0%	1	16.7%	1	12.5%	
ELECTRICAL/ EXCEL	0	.0%	1	16.7%	1	12.5%	
POWERPOINT	0	.0%	1	16.7%	1	12.5%	
PROFESSIONAL COMMUNICATIONS	0	.0%	1	16.7%	1	12.5%	
PROJECT MANAGEMENT (SIX SIGMA)	0	.0%	1	16.7%	1	12.5%	
SUPERVISORY TRAINING	0	.0%	1	16.7%	1	12.5%	
TECHNICAL/ TOOLING	0	.0%	1	16.7%	1	12.5%	
Total	2	100.0%	6	100.0%	8	100.0%	
Location Of Training	2	100.0%	5	83.3%	7	87.5%	
Harper College	0	.0%	1	16.7%	1	12.5%	
On-site at business	2	100.0%	6	100.0%	8	100.0%	
Total	2	100.0%	6	100.0%	8	100.0%	
Satisfaction With Training	2	100.0%	6	100.0%	8	100.0%	
Total	2	100.0%	6	100.0%	8	100.0%	

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TABLE 7-B. Recruitment Of Students Or Graduates From Harper College By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Recruited Students Or Graduates From Harper College	Yes	56	28.9%	40	34.2%	96	30.9%
	No	138	71.1%	77	65.8%	215	69.1%
	Total	194	100.0%	117	100.0%	311	100.0%
Posted Job On Harper College's Website	Yes	36	64.3%	27	67.5%	63	65.6%
	No	11	19.6%	10	25.0%	21	21.9%
	Did not know about it	9	16.1%	3	7.5%	12	12.5%
Hired Student Or Graduate	Total	56	100.0%	40	100.0%	96	100.0%
	No	18	32.1%	10	25.0%	28	29.2%
	Yes	38	67.9%	30	75.0%	68	70.8%
Rationale For Not Hiring Student Or Graduate	Total	56	100.0%	40	100.0%	96	100.0%
	DIDN'T GET OPPORTUNITY	0	.0%	1	10.0%	1	3.6%
	DIDN'T WORK OUT	1	5.6%	0	.0%	1	3.6%
	DO NOT KNOW	1	5.6%	3	30.0%	4	14.3%
	HARD TO KNOW IF THEY WERE DIRECTLY REFERRED	1	5.6%	1	10.0%	2	7.1%
	IT WAS DONE BEFORE I BECAME HUMAN RESOURCE MANAGER	0	.0%	1	10.0%	1	3.6%
	NO ANSWER FROM THE AD	1	5.6%	0	.0%	1	3.6%
	NO APPLICANTS	0	.0%	1	10.0%	1	3.6%
	NO BITES/ NO ONE APPLIED	1	5.6%	1	10.0%	2	7.1%
	NO FOLLOW-UP	1	5.6%	0	.0%	1	3.6%
	NO HOSPICE EXPERIENCE	0	.0%	1	10.0%	1	3.6%
	NO ONE RESPONDED TO OUR POSTING	1	5.6%	0	.0%	1	3.6%
	NO RESPONSE	3	16.7%	0	.0%	3	10.7%
	NOT A GOOD FIT	1	5.6%	0	.0%	1	3.6%
	NOT QUALIFIED	1	5.6%	0	.0%	1	3.6%
NOT SURE	4	22.2%	0	.0%	4	14.3%	
WASN'T A MATCH WITH OUR NEEDS	0	.0%	1	10.0%	1	3.6%	
WE GOT NO RESPONSE	1	5.6%	0	.0%	1	3.6%	
WENT TO A BETTER JOB	1	5.6%	0	.0%	1	3.6%	
Total	18	100.0%	10	100.0%	28	100.0%	
Satisfaction With Individual As Employee	Dissatisfied	0	.0%	5	12.5%	5	5.2%
	Do not know	23	41.1%	15	37.5%	38	39.6%
	Satisfied	33	58.9%	20	50.0%	53	55.2%
	Total	56	100.0%	40	100.0%	96	100.0%

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TABLE 7-B. Recruitment Of Students Or Graduates From Harper College By Size Of Employer

	SIZE OF EMPLOYER				Total
	Less Than 100 Employees		100 Or More Employees		
	Count	Column N %	Count	Column N %	
Rationale For Dissatisfaction With Employee Hired	0	.0%	1	20.0%	1
CREW MEMBERS WERE TREATED POORLY BY APPLICANTS	0	.0%	1	20.0%	1
DIDN'T STAY LONG DUE TO SCHEDULING	0	.0%	1	20.0%	1
HE WASN'T A MATCH FOR OUR NEEDS	0	.0%	1	20.0%	1
QUIT WITHIN TWO DAYS TO A WEEK/DID NOT WANT TO BE TOLD WHAT TO DO	0	.0%	1	20.0%	1
VERY UNRELIABLE/DIDN'T SHOW UP FOR WORK OR CALL IN	0	.0%	1	20.0%	1
Total	0	.0%	5	100.0%	5
Interest In Posting Jobs On Harper College's Website	104	75.4%	64	83.1%	168
	20	14.5%	7	9.1%	27
Do not know	14	10.1%	6	7.8%	20
Total	138	100.0%	77	100.0%	215

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TABLE 8. Willingness To Partner With Harper College To Assisst Students In Gaining Real Work Experience By Size Of Employer

	SIZE OF EMPLOYER				Total		
	Less Than 100 Employees		100 Or More Employees				
	Count	Column N %	Count	Column N %			
Allow Students To Job Shadow Your Employees	Yes	75	38.7%	29	24.8%	104	33.4%
	No	72	37.1%	50	42.7%	122	39.2%
	Do not know	47	24.2%	38	32.5%	85	27.3%
	Total	194	100.0%	117	100.0%	311	100.0%
You Or Your Employees Make Presentations To Middle School, High School, And College Students About Job Requirements And General Career Field Information	Yes	84	43.3%	51	43.6%	135	43.4%
	No	72	37.1%	43	36.8%	115	37.0%
	Do not know	38	19.6%	23	19.7%	61	19.6%
	Total	194	100.0%	117	100.0%	311	100.0%
Give Presentations To Students On Skills Needed In The Work Force, Resume Building, And Interview Skills	Yes	77	39.7%	46	39.3%	123	39.5%
	No	73	37.6%	48	41.0%	121	38.9%
	Do not know	44	22.7%	23	19.7%	67	21.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Provide Internships To Students	Yes	67	34.5%	65	55.6%	132	42.4%
	No	104	53.6%	35	29.9%	139	44.7%
	Do not know	23	11.9%	17	14.5%	40	12.9%
	Total	194	100.0%	117	100.0%	311	100.0%

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TABLE 8. Willingness To Partner With Harper College To Assist Students In Gaining Real Work Experience By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Paid Internships, Unpaid, Or Both						
Paid	29	43.3%	36	55.4%	65	49.2%
Unpaid	23	34.3%	18	27.7%	41	31.1%
Both	15	22.4%	11	16.9%	26	19.7%
Total	67	100.0%	65	100.0%	132	100.0%

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TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Associate Degrees	SIZE OF EMPLOYER		
	100 Or More Employees	Count	Total Column N %
TECHNICAL SKILLS/ MACHINING/ BLUEPRINT READING/ MACHINE PROGRAMMING	Sum	1	4.0%
TECHNICAL/ SALES/ BUSINESS		1	4.0%
Total		25	100.0%
Areas For Associate Degrees		1	100.0%
ACCOUNTING	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
BUSINESS	Number Needing Associate Degrees	1	33.3%
	2	1	33.3%
	10	1	33.3%
Total		3	100.0%
BUSINESS ADMINISTRATION	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
BUSINESS/ GIS/ GEOGRAPHY/ ENGINEERING TECHNOLOGY/ CIVIL ENGINEERING	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
BUSINESS/ MARKETING/ FOOD INDUSTRY	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
DEPENDS	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
DO NOT KNOW	Number Needing Associate Degrees	1	50.0%
	50	1	50.0%
Total		2	100.0%
EARLY CHILDHOOD DEVELOPMENT	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
FINANCIAL PLANNING/ INVESTMENTS	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
FIRE SCIENCE	Number Needing Associate Degrees	1	100.0%
	20	1	100.0%
Total		1	100.0%
HIGHER LEVEL ASSOCIATE DEGREES	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
LOWER LEVEL MANAGEMENT POSITIONS	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
MANAGEMENT	Number Needing Associate Degrees	1	100.0%
	Total	1	100.0%
MANAGEMENT/ FINANCE	Number Needing Associate Degrees	1	100.0%
	Do not know	1	100.0%
	Total	1	100.0%
MARKETING	Number Needing Associate Degrees	1	100.0%
	2	1	100.0%
	Total	1	100.0%

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Associate Degrees	MEDICAL RECORDS	Number Needing Associate Degrees	SIZE OF EMPLOYER			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Sum	Count
		1	100.0%		0	.0%
		Total	100.0%		0	.0%
	OFFICE AND SALES MANAGER	Number Needing Associate Degrees	1	100.0%		.0%
		Total	1	100.0%	0	.0%
	OPERATIONS	Number Needing Associate Degrees	1	100.0%		.0%
		Total	1	100.0%	0	.0%
	PURCHASING	Number Needing Associate Degrees	1	100.0%		.0%
		Total	1	100.0%	0	.0%
	SUPERVISOR	Number Needing Associate Degrees	1	100.0%		.0%
		Total	1	100.0%	0	.0%
	TECHNICAL SKILLS/ MACHINING/ BLUEPRINT READING/ MACHINE PROGRAMMING	Number Needing Associate Degrees	0	.0%		100.0%
		Total	0	.0%	1	100.0%
	TECHNICAL/ SALES/ BUSINESS	Number Needing Associate Degrees	0	.0%		100.0%
		Total	0	.0%	1	100.0%
	Total	Number Needing Associate Degrees	0	.0%	3	25.0%
		0	.0%		1	8.3%
		1	3	23.1%	1	8.3%
		2	4	30.8%	2	16.7%
		3	2	15.4%	2	16.7%
		5	3	23.1%	0	.0%
		10	1	7.7%	0	.0%
		20	0	.0%	1	8.3%
		50	0	.0%	1	8.3%
		90	0	.0%	1	8.3%
		Total	13	100.0%	12	100.0%

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Associate Degrees	MEDICAL RECORDS	Number Needing Associate Degrees	SIZE OF EMPLOYER		
			100 Or More Employees	Count	Total Column N %
			Sum	Sum	Sum
		1	1	100.0%	
		Total	1	100.0%	
	OFFICE AND SALES MANAGER	Number Needing Associate Degrees	1	100.0%	
		Total	1	100.0%	
	OPERATIONS	Number Needing Associate Degrees	1	100.0%	
		Total	1	100.0%	
	PURCHASING	Number Needing Associate Degrees	1	100.0%	
		Total	1	100.0%	
	SUPERVISOR	Number Needing Associate Degrees	1	100.0%	
		Total	1	100.0%	
	TECHNICAL SKILLS/ MACHINING/ BLUEPRINT READING/MACHINE PROGRAMMING	Number Needing Associate Degrees	1	100.0%	
		Total	1	100.0%	
	TECHNICAL/ SALES/ BUSINESS	Number Needing Associate Degrees	1	100.0%	
		Total	1	100.0%	
	Total	Number Needing Associate Degrees	3	12.0%	
		0	1	4.0%	
		1	4	16.0%	
		2	6	24.0%	
		3	4	16.0%	
		5	3	12.0%	
		10	1	4.0%	
		20	1	4.0%	
		50	1	4.0%	
		90	1	4.0%	
		Total	25	100.0%	

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TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees			100 Or More Employees		
	Count	Column N %	Sum	Count	Column N %	
Need For Current Employees To Earn Associate Degrees	Yes	Number Needing Associate Degrees		42		
	No	Number Needing Associate Degrees	.			
	Do not know	Number Needing Associate Degrees	.			
	Total	Number Needing Associate Degrees	42			
Need For Current Employees To Earn Bachelor's Degrees	Yes		9	4.6%	20	17.1%
	No		171	88.1%	82	70.1%
	Do not know		14	7.2%	15	12.8%
	Total		194	100.0%	117	100.0%
Areas For Bachelor's Degrees	BLOOMING		1	10.0%	0	.0%
	BUSINESS		3	30.0%	0	.0%
	BUSINESS MANAGEMENT		1	10.0%	0	.0%
	CASE MANAGEMENT		1	10.0%	0	.0%
	CHIEF FIRE OFFICER		0	.0%	1	5.0%
	CIVIL ENGINEERING/ BUSINESS/ CONSTRUCTION ENGINEERING/ PUBLIC ADMINISTRATION		0	.0%	1	5.0%
	CUSTOMER PRODUCT MANAGER/ HUMAN RESOURCE		0	.0%	1	5.0%
	ENGINEERING		0	.0%	1	5.0%
	EXECUTIVES/ MANAGERS		0	.0%	1	5.0%
	FOUNDRY/ CHEMICALS		1	10.0%	0	.0%
	HIGHER LEVEL MANAGEMENT		0	.0%	1	5.0%
	HUMAN SERVICES/ PSYCHOLOGY		0	.0%	1	5.0%
	MANAGEMENT		0	.0%	2	10.0%
	MANAGEMENT/ FINANCE		0	.0%	1	5.0%
	MANAGEMENT/ MARKETING/ FINANCE/ BUSINESS		0	.0%	1	5.0%
	MANAGER - SALES		1	10.0%	0	.0%
	MARKETING/ COMMUNICATIONS		1	10.0%	0	.0%
	MARKETING/ FINANCE		0	.0%	1	5.0%
	MARKETING/ SALES		1	10.0%	0	.0%
	MECHANICAL ENGINEERING		0	.0%	1	5.0%
	NURSING		0	.0%	1	5.0%
	PROCUREMENT/ ENGINEERING/ TECHNICAL OPERATIONS		0	.0%	1	5.0%
	PSYCHOLOGY		0	.0%	1	5.0%

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

		SIZE OF EMPLOYER			
		100 Or More Employees	Count	Total Column N. %	Sum
Need For Current Employees To Earn Associate Degrees	Yes	Number Needing Associate Degrees			195
	No	Number Needing Associate Degrees			
	Do not know	Number Needing Associate Degrees			
	Total	Number Needing Associate Degrees			
Need For Current Employees To Earn Bachelor's Degrees	Yes		29	9.3%	195
	No		253	81.4%	
	Do not know		29	9.3%	
	Total		311	100.0%	
Areas For Bachelor's Degrees	BLOOMING		1	3.3%	
	BUSINESS		3	10.0%	
	BUSINESS MANAGEMENT		1	3.3%	
	CASE MANAGEMENT		1	3.3%	
	CHIEF FIRE OFFICER		1	3.3%	
	CIVIL ENGINEERING/ BUSINESS/ CONSTRUCTION ENGINEERING/ PUBLIC ADMINISTRATION		1	3.3%	
	CUSTOMER PRODUCT MANAGER/ HUMAN RESOURCE		1	3.3%	
	ENGINEERING		1	3.3%	
	EXECUTIVES/ MANAGERS		1	3.3%	
	FOUNDRY/ CHEMICALS		1	3.3%	
	HIGHER LEVEL MANAGEMENT		1	3.3%	
	HUMAN SERVICES/ PSYCHOLOGY		1	3.3%	
	MANAGEMENT		2	6.7%	
	MANAGEMENT/ FINANCE		1	3.3%	
	MANAGEMENT/ MARKETING/ FINANCE/ BUSINESS		1	3.3%	
	MANAGER - SALES		1	3.3%	
	MARKETING/ COMMUNICATIONS		1	3.3%	
	MARKETING/ FINANCE		1	3.3%	
	MARKETING/ SALES		1	3.3%	
	MECHANICAL ENGINEERING		1	3.3%	
NURSING		1	3.3%		
PROCUREMENT/ ENGINEERING/ TECHNICAL OPERATIONS		1	3.3%		
PSYCHOLOGY		1	3.3%		

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Bachelor's Degrees	QUALITY CONTROL/ FOOD SAFETY/ PRODUCT MANAGEMENT/DIGITAL PRINTING	SIZE OF EMPLOYER				
		Less Than 100 Employees		100 Or More Employees		
		Count	Column N %	Sum	Count	Column N %
		0	.0%		1	5.0%
	STORE DIRECTOR OR HIGHER	0	.0%		1	5.0%
	STORE MANAGER	0	.0%		1	5.0%
	TECHNICAL/ ENGINEERS	0	.0%		1	5.0%
	Total	10	100.0%		20	100.0%
Areas For Bachelor's Degrees	BLOOMING	1	100.0%		0	.0%
	Total	1	100.0%		0	.0%
	BUSINESS	1	33.3%		0	.0%
	2	33.3%		0	.0%	
	5	33.3%		0	.0%	
	Total	3	100.0%		0	.0%
	BUSINESS MANAGEMENT	1	100.0%		0	.0%
	Total	1	100.0%		0	.0%
	CASE MANAGEMENT	1	100.0%		0	.0%
	Total	1	100.0%		0	.0%
	CHIEF FIRE OFFICER	8	.0%		1	100.0%
	Total	0	.0%		1	100.0%
	CIVIL ENGINEERING/ BUSINESS/ CONSTRUCTION ENGINEERING/ PUBLIC ADMINISTRATION	7	.0%		1	100.0%
	Total	0	.0%		1	100.0%
	CUSTOMER PRODUCT MANAGER/HUMAN RESOURCE	5	.0%		1	100.0%
	Total	0	.0%		1	100.0%
	ENGINEERING	10	.0%		1	100.0%
	Total	0	.0%		1	100.0%
	EXECUTIVES/ MANAGERS	5	.0%		1	100.0%
	Total	0	.0%		1	100.0%
FOUNDRY/ CHEMICALS	Do not know	1	100.0%		0	.0%
Total	1	100.0%		0	.0%	
HIGHER LEVEL MANAGEMENT	1	.0%		1	100.0%	
Total	0	.0%		1	100.0%	
HUMAN SERVICES/ PSYCHOLOGY	5	.0%		1	100.0%	
Total	0	.0%		1	100.0%	
MANAGEMENT	1	.0%		1	50.0%	
5	.0%		1	50.0%		
Total	0	.0%		2	100.0%	
MANAGEMENT/ FINANCE	Do not know	0	.0%		1	100.0%
Total	0	.0%		1	100.0%	

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Bachelor's Degrees	SIZE OF EMPLOYER		
	100 Or More Employees Sum	Count	Total Column.N % Sum
QUALITY CONTROL/ FOOD SAFETY/ PRODUCT MANAGEMENT/DIGITAL PRINTING		1	3.3%
STORE DIRECTOR OR HIGHER		1	3.3%
STORE MANAGER		1	3.3%
TECHNICAL/ ENGINEERS		1	3.3%
Total		30	100.0%
Areas For Bachelor's Degrees		1	100.0%
BLOOMING	Number Needing Bachelor's Degrees	1	100.0%
BUSINESS	Number Needing Bachelor's Degrees	1	33.3%
		2	33.3%
		5	33.3%
Total		3	100.0%
BUSINESS MANAGEMENT	Number Needing Bachelor's Degrees	1	100.0%
CASE MANAGEMENT	Number Needing Bachelor's Degrees	1	100.0%
		35	100.0%
Total		1	100.0%
CHIEF FIRE OFFICER	Number Needing Bachelor's Degrees	1	100.0%
		8	100.0%
Total		1	100.0%
CIVIL ENGINEERING/ BUSINESS/ CONSTRUCTION ENGINEERING/PUBLIC ADMINISTRATION	Number Needing Bachelor's Degrees	1	100.0%
CUSTOMER PRODUCT MANAGER/HUMAN RESOURCE	Number Needing Bachelor's Degrees	1	100.0%
ENGINEERING	Number Needing Bachelor's Degrees	1	100.0%
EXECUTIVES/ MANAGERS	Number Needing Bachelor's Degrees	1	100.0%
FOUNDRY/ CHEMICALS	Number Needing Bachelor's Degrees	1	100.0%
HIGHER LEVEL MANAGEMENT	Number Needing Bachelor's Degrees	1	100.0%
HUMAN SERVICES/ PSYCHOLOGY	Number Needing Bachelor's Degrees	1	100.0%
MANAGEMENT	Number Needing Bachelor's Degrees	1	100.0%
MANAGEMENT/ FINANCE	Number Needing Bachelor's Degrees	2	100.0%
		1	100.0%
Total		1	100.0%

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Bachelor's Degrees	MANAGEMENT/MARKETING/ FINANCE/BUSINESS	Number Needing Bachelor's Degrees	SIZE OF EMPLOYER				
			Less Than 100 Employees		100 Or More Employees		
			Count	Column N. %	Sum	Count	Column N. %
		5	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	MANAGER - SALES	Number Needing Bachelor's Degrees	1	100.0%		0	.0%
		Total	1	100.0%		0	.0%
	MARKETING/ COMMUNICATIONS	Number Needing Bachelor's Degrees	1	100.0%		0	.0%
		Total	1	100.0%		0	.0%
	MARKETING/ FINANCE	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	MARKETING/ SALES	Number Needing Bachelor's Degrees	1	100.0%		0	.0%
		Total	1	100.0%		0	.0%
	MECHANICAL ENGINEERING	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	NURSING	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	PROCUREMENT/ ENGINEERING/ TECHNICAL OPERATIONS	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	PSYCHOLOGY	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	QUALITY CONTROL/ FOOD SAFETY/ PRODUCT MANAGEMENT/ DIGITAL PRINTING	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	STORE DIRECTOR OR HIGHER	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	STORE MANAGER	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%
	TECHNICAL/ ENGINEERS	Number Needing Bachelor's Degrees	0	.0%		1	100.0%
		Total	0	.0%		1	100.0%

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TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Bachelor's Degrees	SIZE OF EMPLOYER			
		Number Needing Bachelor's Degrees	100 Or More Employees	Total
			Sum	Column N %
		Count	Sum	Sum
		5	1	100.0%
	Total		1	100.0%
MANAGEMENT/MARKETING/ FINANCE/BUSINESS	Number Needing Bachelor's Degrees	3	1	100.0%
MANAGER - SALES	Number Needing Bachelor's Degrees	2	1	100.0%
MARKETING/ COMMUNICATIONS	Number Needing Bachelor's Degrees	4	1	100.0%
MARKETING/ FINANCE	Number Needing Bachelor's Degrees	3	1	100.0%
MARKETING/ SALES	Number Needing Bachelor's Degrees	20	1	100.0%
MECHANICAL ENGINEERING	Number Needing Bachelor's Degrees	200	1	100.0%
NURSING	Number Needing Bachelor's Degrees	Total	1	100.0%
PROCUREMENT/ ENGINEERING/ TECHNICAL OPERATIONS	Number Needing Bachelor's Degrees	Do not know	1	100.0%
PSYCHOLOGY	Number Needing Bachelor's Degrees	Total	1	100.0%
QUALITY CONTROL/ FOOD SAFETY/ PRODUCT MANAGEMENT/ DIGITAL PRINTING	Number Needing Bachelor's Degrees	3	1	100.0%
STORE DIRECTOR OR HIGHER	Number Needing Bachelor's Degrees	100	1	100.0%
STORE MANAGER	Number Needing Bachelor's Degrees	Total	1	100.0%
TECHNICAL/ ENGINEERS	Number Needing Bachelor's Degrees	1	1	100.0%
	Total	1	1	100.0%
	Total		1	100.0%

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TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Bachelor's Degrees	Total	SIZE OF EMPLOYER				
		Less Than 100 Employees		100 Or More Employees		
		Count	Column N. %	Sum	Count	Column N. %
	Do not know	1	10.0%		2	10.0%
	1	2	20.0%		5	25.0%
	2	2	20.0%		0	.0%
	3	3	30.0%		1	5.0%
	4	0	.0%		1	5.0%
	5	1	10.0%		5	25.0%
	7	0	.0%		1	5.0%
	8	0	.0%		1	5.0%
	10	0	.0%		1	5.0%
	20	0	.0%		1	5.0%
	35	1	10.0%		0	.0%
	100	0	.0%		1	5.0%
	200	0	.0%		1	5.0%
	Total	10	100.0%	47	20	100.0%
Need For Current Employees To Earn Bachelor's Degrees	Yes	Number Needing Bachelor's Degrees				
	No	Number Needing Bachelor's Degrees		2		
	Do not know	Number Needing Bachelor's Degrees		.		
	Total	Number Needing Bachelor's Degrees		49		
Need For Current Employees To Earn Master's Degrees	Yes		6	3.1%	6	5.1%
	No		176	90.7%	96	82.1%
	Do not know		12	6.2%	15	12.8%
	Total		194	100.0%	117	100.0%
Areas For Master's Degrees	ACCOUNTANTS		1	16.7%	0	.0%
	ALL AREAS OF EDUCATION		1	16.7%	0	.0%
	BEHAVIORAL SERVICES		0	.0%	1	16.7%
	BUSINESS		1	16.7%	0	.0%
	EDUCATION		1	16.7%	1	16.7%
	ENGINEERING		0	.0%	1	16.7%
	FINANCE/IT		1	16.7%	0	.0%
	MARKETING/ COMMUNICATIONS		1	16.7%	0	.0%
	MBA/ ACCOUNTING/ MARKETING/ ENGINEERING		0	.0%	1	16.7%
	PUBLIC ADMINISTRATION/ CIVIL ENGINEERING		0	.0%	1	16.7%
	STORE MANAGER/ CO-MANAGER		0	.0%	1	16.7%
	Total		6	100.0%	6	100.0%

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

	SIZE OF EMPLOYER			
	100 Or More Employees	Count	Column N. %	Sum
Areas For Bachelor's Degrees	Total	Do not know		
		1	10.0%	3
		2	23.3%	7
		3	6.7%	2
		4	13.3%	4
		5	3.3%	1
		6	20.0%	6
		7	3.3%	1
		8	3.3%	1
		10	3.3%	1
		20	3.3%	1
		35	3.3%	1
		100	3.3%	1
		200	3.3%	1
	Total		100.0%	30
Need For Current Employees To Earn Bachelor's Degrees	Yes	Number Needing Bachelor's Degrees		370
	No	Number Needing Bachelor's Degrees		2
	Do not know	Number Needing Bachelor's Degrees		.
	Total	Number Needing Bachelor's Degrees		419
Need For Current Employees To Earn Master's Degrees	Yes			
	No			
	Do not know			
	Total			
Areas For Master's Degrees	ACCOUNTANTS			
	ALL AREAS OF EDUCATION			
	BEHAVIORAL SERVICES			
	BUSINESS			
	EDUCATION			
	ENGINEERING			
	FINANCE/IT			
	MARKETING/ COMMUNICATIONS			
	MBA/ ACCOUNTING/ MARKETING/ ENGINEERING			
	PUBLIC ADMINISTRATION/ CIVIL ENGINEERING			
	STORE MANAGER/ CO-MANAGER			
	Total			

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Master's Degrees	Number Needing Master's Degrees	SIZE OF EMPLOYER						
		Less Than 100 Employees		100 Or More Employees		Sum	Count	Column N %
		Count	Column N %	Count	Column N %			
ACCOUNTANTS	3	1	100.0%	0	0			.0%
	Total	1	100.0%	0	0			.0%
ALL AREAS OF EDUCATION	5	1	100.0%	0	0			.0%
	Total	1	100.0%	0	0			.0%
BEHAVIORAL SERVICES	3	0	.0%	1	1			100.0%
	Total	0	.0%	1	1			100.0%
BUSINESS	1	1	100.0%	0	0			.0%
	Total	1	100.0%	0	0			.0%
EDUCATION	5	1	100.0%	0	0			.0%
	100	0	.0%	1	1			100.0%
	Total	1	100.0%	1	1			100.0%
ENGINEERING	2	0	.0%	1	1			100.0%
	Total	0	.0%	1	1			100.0%
FINANCE/IT	45	1	100.0%	0	0			.0%
	Total	1	100.0%	0	0			.0%
MARKETING/COMMUNICATIONS	2	1	100.0%	0	0			.0%
	Total	1	100.0%	0	0			.0%
MBA/ ACCOUNTING/ MARKETING/ ENGINEERING	35	0	.0%	1	1			100.0%
	Total	0	.0%	1	1			100.0%
PUBLIC ADMINISTRATION/ CIVIL ENGINEERING	2	0	.0%	1	1			100.0%
	Total	0	.0%	1	1			100.0%
STORE MANAGER/ CO-MANAGER	2	0	.0%	1	1			100.0%
	Total	0	.0%	1	1			100.0%
Total	1	1	16.7%	0	0			.0%
	2	1	16.7%	3	3			50.0%
	3	1	16.7%	1	1			16.7%
	5	2	33.3%	0	0			.0%
	35	0	.0%	1	1			16.7%
	45	1	16.7%	0	0			.0%
	100	0	.0%	1	1			16.7%
	Total	6	100.0%	6	6			100.0%

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Master's Degrees	SIZE OF EMPLOYER			
	Number Needing Master's Degrees	100 Or More Employees Sum	Count	Total
				Column N %
				Sum
ACCOUNTANTS	3		1	100.0%
	Total		1	100.0%
ALL AREAS OF EDUCATION	5		1	100.0%
	Total		1	100.0%
BEHAVIORAL SERVICES	3		1	100.0%
	Total		1	100.0%
BUSINESS	1		1	100.0%
	Total		1	100.0%
EDUCATION	5		1	50.0%
	100		1	50.0%
	Total		2	100.0%
ENGINEERING	2		1	100.0%
	Total		1	100.0%
FINANCE/IT	45		1	100.0%
	Total		1	100.0%
MARKETING/COMMUNICATIONS	2		1	100.0%
	Total		1	100.0%
MBA/ ACCOUNTING/ MARKETING/ ENGINEERING	35		1	100.0%
	Total		1	100.0%
PUBLIC ADMINISTRATION/ CIVIL ENGINEERING	2		1	100.0%
	Total		1	100.0%
STORE MANAGER/ CO-MANAGER	2		1	100.0%
	Total		1	100.0%
Total	1		1	8.3%
	2		4	33.3%
	3		2	16.7%
	5		2	16.7%
	35		1	8.3%
	45		1	8.3%
	100		1	8.3%
	Total		12	100.0%

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees			100 Or More Employees		
	Count	Column N %	Sum	Count	Column N %	Column N %
Need For Current Employees To Earn Master's Degrees	Yes	Number Needing Master's Degrees		61		
	No	Number Needing Master's Degrees	.			
	Do not know	Number Needing Master's Degrees	.			
	Total	Number Needing Master's Degrees		61		
Need For Current Employees To Earn Doctoral Degrees	Yes		.5%	1	.9%	
	No		94.8%	102	87.2%	
	Do not know		4.6%	14	12.0%	
	Total		100.0%	117	100.0%	
Areas For Doctoral Degrees	EDUCATION					
	Total					
	EDUCATION	Number Needing Doctoral Degrees	100.0%	1	100.0%	
	Total	Number Needing Doctoral Degrees	100.0%	1	100.0%	
Areas For Doctoral Degrees	EDUCATION	Number Needing Doctoral Degrees	100.0%	5	.0%	
	Total	Number Needing Doctoral Degrees	.0%	1	100.0%	
	EDUCATION	Number Needing Doctoral Degrees	100.0%	1	100.0%	
	Total	Number Needing Doctoral Degrees	100.0%	5	.0%	
Need For Current Employees To Earn Doctoral Degrees	Yes	Number Needing Doctoral Degrees		5		
	No	Number Needing Doctoral Degrees	.			
	Do not know	Number Needing Doctoral Degrees	.			
	Total	Number Needing Doctoral Degrees		5		
Need For Current Employees To Earn Professional Degrees	Yes		.5%	2	1.7%	
	No		94.3%	99	84.6%	
	Do not know		5.2%	16	13.7%	
	Total		100.0%	117	100.0%	
Areas For Professional Degrees	HUMAN RESOURCES/ FINANCE/ SALES		.0%	1	50.0%	
	LICENSED CLINICIANS			0	.0%	
	PROFESSIONAL ENGINEER		.0%	1	50.0%	
	Total		100.0%	2	100.0%	

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

		SIZE OF EMPLOYER		
		100 Or More Employees	Count	Total Column N %
		Sum		Sum
Need For Current Employees To Earn Master's Degrees	Yes	144		205
	No	.		.
	Do not know	.		.
	Total	144		205
Need For Current Employees To Earn Doctoral Degrees	Yes		2	.6%
	No		286	92.0%
	Do not know		23	7.4%
	Total		311	100.0%
Areas For Doctoral Degrees	EDUCATION		2	100.0%
	Total		2	100.0%
	EDUCATION		1	50.0%
	Total		1	50.0%
Need For Current Employees To Earn Doctoral Degrees	Yes		2	100.0%
	No		1	50.0%
	Do not know		1	50.0%
	Total		2	100.0%
Areas For Doctoral Degrees	EDUCATION		1	50.0%
	Total		1	50.0%
	EDUCATION		1	50.0%
	Total		1	50.0%
Need For Current Employees To Earn Professional Degrees	Yes		2	100.0%
	No		1	50.0%
	Do not know		1	50.0%
	Total		2	100.0%
Areas For Professional Degrees	EDUCATION		1	50.0%
	Total		1	50.0%
	EDUCATION		1	50.0%
	Total		1	50.0%
Need For Current Employees To Earn Doctoral Degrees	Yes	10		15
	No	.		.
	Do not know	.		.
	Total	10		15
Need For Current Employees To Earn Professional Degrees	Yes		3	1.0%
	No		282	90.7%
	Do not know		26	8.4%
	Total		311	100.0%
Areas For Professional Degrees	HUMAN RESOURCES/ FINANCE/ SALES		1	33.3%
	LICENSED CLINICIANS		1	33.3%
	PROFESSIONAL ENGINEER		1	33.3%
	Total		3	100.0%

TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Professional Degrees	HUMAN RESOURCES/ FINANCE/ SALES	Number Needing Professional Degrees	SIZE OF EMPLOYER		
			Less Than 100 Employees	100 Or More Employees	Column N %
			Count	Sum	Column N %
		8	.0%	1	100.0%
Total		0	.0%	1	100.0%
	LICENSED CLINICIANS	Number Needing Professional Degrees			
Total		4	100.0%	0	.0%
	PROFESSIONAL ENGINEER	Number Needing Professional Degrees			
Total		5	100.0%	0	.0%
	Total	Number Needing Professional Degrees			
Total		4	100.0%	1	.0%
		5	.0%	1	50.0%
		8	.0%	1	50.0%
Total		1	100.0%	2	100.0%
Need For Current Employees To Earn Professional Degrees	Yes	Number Needing Professional Degrees		4	
	No	Number Needing Professional Degrees		.	
	Do not know	Number Needing Professional Degrees		.	
Total		Number Needing Professional Degrees		4	

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TABLE 9-A. Degrees Cited As Needed For Current Employees By Size Of Employer

Areas For Professional Degrees	HUMAN RESOURCES/ FINANCE/ SALES	Number Needing Professional Degrees	SIZE OF EMPLOYER		
			100 Or More Employees	Column N %	Sum
			Count	Column N %	Sum
		8	1	100.0%	17
Total		1	100.0%		
	LICENSED CLINICIANS	Number Needing Professional Degrees			
Total		4	1	100.0%	
	PROFESSIONAL ENGINEER	Number Needing Professional Degrees			
Total		5	1	100.0%	
	Total	Number Needing Professional Degrees			
Total		4	1	100.0%	
		5	1	33.3%	
		8	1	33.3%	
Total		3	100.0%		
Need For Current Employees To Earn Professional Degrees	Yes	Number Needing Professional Degrees	13		17
	No	Number Needing Professional Degrees	.		.
	Do not know	Number Needing Professional Degrees	.		.
Total		Number Needing Professional Degrees	13		17

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TABLE 9-B. Likelihood Of Employees Enrolling In Alternative Degree Formats By Size Of Employer

	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
Accelerated Degree Programs - Less Than Half The Time Of The Traditional Degree Program	Likely	106	54.6%	75	64.1%	181	58.2%
	Unlikely	42	21.6%	18	15.4%	60	19.3%
	Do not know	46	23.7%	24	20.5%	70	22.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Online Degree Programs	Likely	115	59.3%	86	73.5%	201	64.6%
	Unlikely	34	17.5%	14	12.0%	48	15.4%
	Do not know	45	23.2%	17	14.5%	62	19.9%
	Total	194	100.0%	117	100.0%	311	100.0%
Degree Programs Meeting Locally Once A Month With Online Work	Likely	102	52.6%	85	72.6%	187	60.1%
	Unlikely	38	19.6%	13	11.1%	51	16.4%
	Do not know	54	27.8%	19	16.2%	73	23.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Degree Programs Offered On Friday, Saturday, Sunday	Likely	78	40.2%	53	45.3%	131	42.1%
	Unlikely	59	30.4%	38	32.5%	97	31.2%
	Do not know	57	29.4%	26	22.2%	83	26.7%
	Total	194	100.0%	117	100.0%	311	100.0%
Degree Program With A Class Offered The Same Night Each Week For A Year	Likely	91	46.9%	77	65.8%	168	54.0%
	Unlikely	47	24.2%	20	17.1%	67	21.5%
	Do not know	56	28.9%	20	17.1%	76	24.4%
	Total	194	100.0%	117	100.0%	311	100.0%

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TABLE 10-A. Employer Support Of Employee Education By Size Of Employer

		SIZE OF EMPLOYER					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Tuition Reimbursement For Credit Classes	Yes	83	42.8%	66	56.4%	149	47.9%
	No	111	57.2%	51	43.6%	162	52.1%
	Total	194	100.0%	117	100.0%	311	100.0%
Pay For Books For Credit Classes	Yes	38	19.6%	27	23.1%	65	20.9%
	No	156	80.4%	90	76.9%	246	79.1%
	Total	194	100.0%	117	100.0%	311	100.0%
Pay For Noncredit Training Classes	Yes	49	25.3%	40	34.2%	89	28.6%
	No	145	74.7%	77	65.8%	222	71.4%
	Total	194	100.0%	117	100.0%	311	100.0%
Pay For Certification And Testing	Yes	75	38.7%	60	51.3%	135	43.4%
	No	119	61.3%	57	48.7%	176	56.6%
	Total	194	100.0%	117	100.0%	311	100.0%
Pay For CEUs (Continuing Education Units)	Yes	57	29.4%	46	39.3%	103	33.1%
	No	137	70.6%	71	60.7%	208	66.9%
	Total	194	100.0%	117	100.0%	311	100.0%
Allow Flexible Schedules For Employees To Attend College Classes	Yes	79	40.7%	70	59.8%	149	47.9%
	No	115	59.3%	47	40.2%	162	52.1%
	Total	194	100.0%	117	100.0%	311	100.0%
Paid Release Time For Employees To Attend College Classes	Yes	12	6.2%	11	9.4%	23	7.4%
	No	182	93.8%	106	90.6%	288	92.6%
	Total	194	100.0%	117	100.0%	311	100.0%
College Classes Held On-Site At Your Business	Yes	4	2.1%	7	6.0%	11	3.5%
	No	190	97.9%	110	94.0%	300	96.5%
	Total	194	100.0%	117	100.0%	311	100.0%
Employees Aware Harper College Provides Employees With In-District Tuition Even If They Live Out Of District	Yes, employees are aware	46	23.7%	38	32.5%	84	27.0%
	No, they are not aware	148	76.3%	79	67.5%	227	73.0%
	Total	194	100.0%	117	100.0%	311	100.0%
Employer Would Work With College To Inform Employees About Program	Yes	99	66.9%	56	70.9%	155	68.3%
	No	21	14.2%	3	3.8%	24	10.6%
	Do not know/ Not sure	28	18.9%	20	25.3%	48	21.1%
Total	148	100.0%	79	100.0%	227	100.0%	

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TABLE 10-B. Current College Attendance Of Employees By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Employees Currently Attending College Classes						
Do not know	27	13.9%	26	22.2%	53	17.0%
No	58	29.9%	14	12.0%	72	23.2%
Yes	109	56.2%	77	65.8%	186	59.8%
Total	194	100.0%	117	100.0%	311	100.0%
Employees Enrolled In College Taking Online Classes						
Yes	48	44.0%	31	40.3%	79	42.5%
No	17	15.6%	9	11.7%	26	14.0%
Do not know	44	40.4%	37	48.1%	81	43.5%
Total	109	100.0%	77	100.0%	186	100.0%

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TABLE 10-B. Current College Attendance Of Employees By Size Of Employer

College Attended (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
ALL OVER CHICAGO	0	.0%	1	.7%	1	.3%
AMBRIA COLLEGE OF NURSING	0	.0%	1	.7%	1	.3%
AMERICAN COLLEGE OF EDUCATION	0	.0%	1	.7%	1	.3%
AMERICAN PUBLIC UNIVERSITY	0	.0%	1	.7%	1	.3%
ART INSTITUTE/ SCHAUMBURG	1	.6%	0	.0%	1	.3%
ASHFORD UNIVERSITY	0	.0%	1	.7%	1	.3%
AUGUSTANA UNIVERSITY	0	.0%	1	.7%	1	.3%
AURORA UNIVERSITY	0	.0%	1	.7%	1	.3%
BENEDICTINE UNIVERSITY	1	.6%	2	1.3%	3	1.0%
CAPELLA UNIVERSITY	0	.0%	2	1.3%	2	.6%
CHAMBERLAIN COLLEGE OF NURSING	0	.0%	2	1.3%	2	.6%
CHAMBERLIN COLLEGE OF NURSING	0	.0%	1	.7%	1	.3%
COLLEGE OF DUPAGE	2	1.2%	3	2.0%	5	1.6%
COLLEGE OF LAKE COUNTY	4	2.4%	5	3.4%	9	2.9%
COLUMBIA COLLEGE	0	.0%	1	.7%	1	.3%
CONCORDIA UNIVERSITY	0	.0%	4	2.7%	4	1.3%
DEPAUL UNIVERSITY	6	3.6%	3	2.0%	9	2.9%
DEVRY UNIVERSITY	1	.6%	0	.0%	1	.3%
DO NOT KNOW	30	18.1%	22	14.8%	52	16.5%
DOMINICAN COLLEGE	2	1.2%	0	.0%	2	.6%
DUPAGE COLLEGE	1	.6%	0	.0%	1	.3%

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TABLE 10-B. Current College Attendance Of Employees By Size Of Employer

College Attended (Multiple Responses)	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
EASTERN ILLINOIS UNIVERSITY	0	.0%	1	.7%	1	.3%
ELGIN COMMUNITY COLLEGE	6	3.6%	7	4.7%	13	4.1%
ELMHURST COLLEGE	1	.6%	0	.0%	1	.3%
ETI SCHOOL OF SKILLED TRADE	1	.6%	0	.0%	1	.3%
GOVERNORS STATE UNIVERSITY	0	.0%	1	.7%	1	.3%
HARPER COLLEGE	55	33.1%	32	21.5%	87	27.6%
ILLINOIS STATE UNIVERSITY	4	2.4%	1	.7%	5	1.6%
ITT TECHNICAL INSTITUTE	1	.6%	0	.0%	1	.3%
JUDSON UNIVERSITY	1	.6%	2	1.3%	3	1.0%
LOYOLA UNIVERSITY	4	2.4%	4	2.7%	8	2.5%
MCHENRY COUNTY COLLEGE	5	3.0%	5	3.4%	10	3.2%
NATIONAL LOUIS UNIVERSITY	1	.6%	3	2.0%	4	1.3%
NORTH PARK UNIVERSITY	0	.0%	1	.7%	1	.3%
NORTHEASTERN UNIVERSITY	1	.6%	3	2.0%	4	1.3%
NORTHERN ILLINOIS UNIVERSITY	5	3.0%	7	4.7%	12	3.8%
NORTHWESTERN UNIVERSITY	1	.6%	2	1.3%	3	1.0%
NOTRE DAME UNIVERSITY	0	.0%	1	.7%	1	.3%
OAKTON COMMUNITY COLLEGE	6	3.6%	4	2.7%	10	3.2%
PURDUE UNIVERSITY	0	.0%	2	1.3%	2	.6%
ROBERT MORRIS UNIVERSITY	0	.0%	1	.7%	1	.3%
ROOSEVELT UNIVERSITY	7	4.2%	5	3.4%	12	3.8%
SOUTHERN ILLINOIS UNIVERSITY	1	.6%	0	.0%	1	.3%
TRINITY CHRISTIAN COLLEGE	1	.6%	0	.0%	1	.3%
TRINITY UNIVERSITY	0	.0%	1	.7%	1	.3%
TRITON COLLEGE	1	.6%	2	1.3%	3	1.0%
UNIVERSITY OF CHICAGO	1	.6%	1	.7%	2	.6%
UNIVERSITY OF ILLINOIS	4	2.4%	4	2.7%	8	2.5%
UNIVERSITY OF ILLINOIS - CHICAGO	6	3.6%	3	2.0%	9	2.9%
UNIVERSITY OF ILLINOIS - SPRINGFIELD	0	.0%	1	.7%	1	.3%
UNIVERSITY OF LA VERNE	0	.0%	1	.7%	1	.3%
UNIVERSITY OF PHOENIX	2	1.2%	0	.0%	2	.6%
VALPARAISO UNIVERSITY	1	.6%	0	.0%	1	.3%
VARIES	0	.0%	1	.7%	1	.3%
WAUBONSEE COMMUNITY COLLEGE	1	.6%	0	.0%	1	.3%

TABLE 10-B. Current College Attendance Of Employees By Size Of Employer

College Attended (Multiple Responses)	SIZE OF EMPLOYER				Total
	Less Than 100 Employees		100 Or More Employees		
	Count	Column N %	Count	Column N %	
WESTERN ILLINOIS UNIVERSITY	1	.6%	1	.7%	2
Total	166	100.0%	149	100.0%	315

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TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

Number Of Employees	SIZE OF EMPLOYER						Total		
	Less Than 100 Employees			100 Or More Employees					
	Count	Column N %	Sum	Count	Column N %	Sum			
25	15	7.7%		0	.0%		15	4.8%	
26	4	2.1%		0	.0%		4	1.3%	
27	3	1.5%		0	.0%		3	1.0%	
28	6	3.1%		0	.0%		6	1.9%	
29	2	1.0%		0	.0%		2	.6%	
30	21	10.8%		0	.0%		21	6.8%	
31	1	.5%		0	.0%		1	.3%	
32	2	1.0%		0	.0%		2	.6%	
34	1	.5%		0	.0%		1	.3%	
35	14	7.2%		0	.0%		14	4.5%	
37	1	.5%		0	.0%		1	.3%	
38	3	1.5%		0	.0%		3	1.0%	
40	16	8.2%		0	.0%		16	5.1%	
42	4	2.1%		0	.0%		4	1.3%	
43	2	1.0%		0	.0%		2	.6%	
44	3	1.5%		0	.0%		3	1.0%	
45	7	3.6%		0	.0%		7	2.3%	
47	2	1.0%		0	.0%		2	.6%	
48	4	2.1%		0	.0%		4	1.3%	
49	1	.5%		0	.0%		1	.3%	
50	20	10.3%		0	.0%		20	6.4%	
51	1	.5%		0	.0%		1	.3%	
52	5	2.6%		0	.0%		5	1.6%	
53	1	.5%		0	.0%		1	.3%	
54	1	.5%		0	.0%		1	.3%	
55	3	1.5%		0	.0%		3	1.0%	
58	3	1.5%		0	.0%		3	1.0%	
60	10	5.2%		0	.0%		10	3.2%	
61	1	.5%		0	.0%		1	.3%	
62	1	.5%		0	.0%		1	.3%	
63	1	.5%		0	.0%		1	.3%	

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TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

Number Of Employees	SIZE OF EMPLOYER										
	Less Than 100 Employees		100 Or More Employees				Total				
	Count	Column N %	Count	Column N %	Sum	Count	Column N %	Sum	Count	Column N %	Sum
64	1	.5%	0	.0%		1	.3%		1	.3%	
65	5	2.6%	0	.0%		5	1.6%		5	1.6%	
66	1	.5%	0	.0%		1	.3%		1	.3%	
68	1	.5%	0	.0%		1	.3%		1	.3%	
70	2	1.0%	0	.0%		2	.6%		2	.6%	
72	3	1.5%	0	.0%		3	1.0%		3	1.0%	
74	1	.5%	0	.0%		1	.3%		1	.3%	
75	3	1.5%	0	.0%		3	1.0%		3	1.0%	
76	1	.5%	0	.0%		1	.3%		1	.3%	
77	1	.5%	0	.0%		1	.3%		1	.3%	
80	4	2.1%	0	.0%		4	1.3%		4	1.3%	
81	1	.5%	0	.0%		1	.3%		1	.3%	
82	1	.5%	0	.0%		1	.3%		1	.3%	
85	2	1.0%	0	.0%		2	.6%		2	.6%	
87	1	.5%	0	.0%		1	.3%		1	.3%	
90	4	2.1%	0	.0%		4	1.3%		4	1.3%	
92	1	.5%	0	.0%		1	.3%		1	.3%	
94	1	.5%	0	.0%		1	.3%		1	.3%	
95	1	.5%	0	.0%		1	.3%		1	.3%	
100	0	.0%	11	9.4%		11	3.5%		11	3.5%	
101	0	.0%	1	.9%		1	.3%		1	.3%	
102	0	.0%	1	.9%		1	.3%		1	.3%	
103	0	.0%	5	4.3%		5	1.6%		5	1.6%	
105	0	.0%	3	2.6%		3	1.0%		3	1.0%	
106	0	.0%	1	.9%		1	.3%		1	.3%	
114	0	.0%	1	.9%		1	.3%		1	.3%	
115	0	.0%	1	.9%		1	.3%		1	.3%	
120	0	.0%	1	.9%		1	.3%		1	.3%	
123	0	.0%	1	.9%		1	.3%		1	.3%	
125	0	.0%	1	.9%		1	.3%		1	.3%	
130	0	.0%	5	4.3%		5	1.6%		5	1.6%	
133	0	.0%	1	.9%		1	.3%		1	.3%	
134	0	.0%	1	.9%		1	.3%		1	.3%	
135	0	.0%	1	.9%		1	.3%		1	.3%	
137	0	.0%	1	.9%		1	.3%		1	.3%	
140	0	.0%	6	5.1%		6	1.9%		6	1.9%	
142	0	.0%	1	.9%		1	.3%		1	.3%	
150	0	.0%	7	6.0%		7	2.3%		7	2.3%	
151	0	.0%	2	1.7%		2	.6%		2	.6%	

TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

Number Of Employees	SIZE OF EMPLOYER									
	Less Than 100 Employees		100 Or More Employees		100 Or More Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
153	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
160	0	.0%	3	2.6%	3	2.6%	3	1.0%	3	1.0%
167	0	.0%	2	1.7%	2	1.7%	2	.6%	2	.6%
170	0	.0%	4	3.4%	4	3.4%	4	1.3%	4	1.3%
172	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
175	0	.0%	3	2.6%	3	2.6%	3	1.0%	3	1.0%
176	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
180	0	.0%	2	1.7%	2	1.7%	2	.6%	2	.6%
185	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
196	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
200	0	.0%	6	5.1%	6	5.1%	6	1.9%	6	1.9%
212	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
216	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
220	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
225	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
228	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
230	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
240	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
241	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
250	0	.0%	4	3.4%	4	3.4%	4	1.3%	4	1.3%
255	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
263	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
265	0	.0%	2	1.7%	2	1.7%	2	.6%	2	.6%
280	0	.0%	2	1.7%	2	1.7%	2	.6%	2	.6%
303	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
320	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
328	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
338	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
350	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
360	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
400	0	.0%	4	3.4%	4	3.4%	4	1.3%	4	1.3%
500	0	.0%	2	1.7%	2	1.7%	2	.6%	2	.6%
600	0	.0%	2	1.7%	2	1.7%	2	.6%	2	.6%
650	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
700	0	.0%	2	1.7%	2	1.7%	2	.6%	2	.6%
1000	0	.0%	2	1.7%	2	1.7%	2	.6%	2	.6%
1600	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
2200	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%
12000	0	.0%	1	.9%	1	.9%	1	.3%	1	.3%

TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

Number Of Employees	SIZE OF EMPLOYER				Total
	Less Than 100 Employees		100 Or More Employees		
	Count	Column N %	Count	Column N %	
Total	194	100.0%	117	100.0%	311
Number Of Employees					50006
			9117	40889	

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TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

Ownership Classification	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Non-Profit	13	6.7%	10	8.5%	23	7.4%
Government	14	7.2%	18	15.4%	32	10.3%
Sole Proprietorship	9	4.6%	11	9.4%	20	6.4%
Partnership	7	3.6%	0	.0%	7	2.3%
Corporation	150	77.3%	78	66.7%	228	73.3%
No response	1	.5%	0	.0%	1	.3%
Total	194	100.0%	117	100.0%	311	100.0%
Privately owned	112	74.7%	36	46.2%	148	64.9%
Publically traded	30	20.0%	39	50.0%	69	30.3%
Do not know	8	5.3%	3	3.8%	11	4.8%
Total	150	100.0%	78	100.0%	228	100.0%
Corporate Structure	18	16.1%	9	25.0%	27	18.2%
LLC	26	23.2%	9	25.0%	35	23.6%
Sub S	31	27.7%	6	16.7%	37	25.0%
Do not know	37	33.0%	12	33.3%	49	33.1%
Total	112	100.0%	36	100.0%	148	100.0%

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TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

	SIZE OF EMPLOYER											
	Less Than 100 Employees					100 Or More Employees					Total	
	Count	Column N %	Sum	Count	Column N %	Sum	Count	Column N %	Sum	Count	Column N %	Sum
Plan To Increase Or Decrease Employees In Next Year	Increasing	94	48.5%		55	47.0%		149	47.9%			
	Decreasing	2	1.0%		3	2.6%		5	1.6%			
Number Of Employees	Stay the same	98	50.5%		59	50.4%		157	50.5%			
	Total	194	100.0%		117	100.0%		311	100.0%			
Number Of Employees	0	115	59.3%		65	55.6%		180	57.9%			
	1	1	.5%		0	.0%		1	.3%			
Number Of Employees	2	12	6.2%		0	.0%		12	3.9%			
	3	4	2.1%		1	.9%		5	1.6%			
Number Of Employees	4	4	2.1%		0	.0%		4	1.3%			
	5	12	6.2%		4	3.4%		16	5.1%			
Number Of Employees	6	3	1.5%		2	1.7%		5	1.6%			
	7	0	.0%		1	.9%		1	.3%			
Number Of Employees	8	5	2.6%		1	.9%		6	1.9%			
	9	0	.0%		1	.9%		1	.3%			
Number Of Employees	10	19	9.8%		10	8.5%		29	9.3%			
	13	2	1.0%		0	.0%		2	.6%			
Number Of Employees	15	6	3.1%		3	2.6%		9	2.9%			
	20	5	2.6%		4	3.4%		9	2.9%			
Number Of Employees	25	0	.0%		4	3.4%		4	1.3%			
	30	2	1.0%		4	3.4%		6	1.9%			
Number Of Employees	35	0	.0%		4	3.4%		4	1.3%			
	40	2	1.0%		4	3.4%		6	1.9%			
Number Of Employees	50	2	1.0%		1	.9%		3	1.0%			
	60	0	.0%		1	.9%		1	.3%			
Number Of Employees	70	0	.0%		1	.9%		1	.3%			
	75	0	.0%		1	.9%		1	.3%			
Number Of Employees	98	0	.0%		1	.9%		1	.3%			
	100	0	.0%		2	1.7%		2	.6%			
Number Of Employees	200	0	.0%		1	.9%		1	.3%			
	500	0	.0%		1	.9%		1	.3%			
Number Of Employees	Total	194	100.0%		117	100.0%		311	100.0%			
	Increasing	94	48.5%	807	55	47.0%	1939	149	47.9%	2746		
Number Of Employees	Decreasing	2	1.0%	10	3	2.6%	118	5	1.6%	128		
	Stay the same	98	50.5%	0	59	50.4%	0	157	50.5%	0		
Number Of Employees	Total	194	100.0%	817	117	100.0%	2057	311	100.0%	2874		

TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
Communication Format Preferred From Harper College						
Other	2	1.0%	2	1.7%	4	1.3%
Email	134	69.1%	85	72.6%	219	70.4%
Mail	34	17.5%	18	15.4%	52	16.7%
Telephone	8	4.1%	2	1.7%	10	3.2%
Website	1	.5%	0	.0%	1	.3%
Do not send	15	7.7%	10	8.5%	25	8.0%
Total	194	100.0%	117	100.0%	311	100.0%
Other Communication Preferred						
CONTACT CORPORATE OFFICE	0	.0%	1	50.0%	1	25.0%
DO NOT KNOW	1	50.0%	0	.0%	1	25.0%
NO RESPONSE	0	.0%	1	50.0%	1	25.0%
ONLINE	1	50.0%	0	.0%	1	25.0%
Total	2	100.0%	2	100.0%	4	100.0%
Interest In Follow-Up From Harper College						
Yes, contact only	55	28.4%	18	15.4%	73	23.5%
Yes, survey results only	15	7.7%	19	16.2%	34	10.9%
Yes, both	73	37.6%	45	38.5%	118	37.9%
No, neither	51	26.3%	35	29.9%	86	27.7%
Total	194	100.0%	117	100.0%	311	100.0%
SIC Code Classification						
01-09 Agriculture, Forestry, Fishing, and Hunting	3	1.5%	2	1.7%	5	1.6%
15-17 Construction	12	6.2%	13	11.1%	25	8.0%
20-39 Manufacturing	21	10.8%	20	17.1%	41	13.2%
40-49 Transportation, Communications, Electric, Gas, and Sanitation	8	4.1%	11	9.4%	19	6.1%
50-51 Wholesale Trade	16	8.2%	6	5.1%	22	7.1%
52-59 Retail Trade	50	25.8%	26	22.2%	76	24.4%
60-67 Finance, Insurance, Real Estate	14	7.2%	2	1.7%	16	5.1%
70-89 Services	64	33.0%	32	27.4%	96	30.9%
91-99 Public Administration, Nonclassifiable	6	3.1%	5	4.3%	11	3.5%
Total	194	100.0%	117	100.0%	311	100.0%

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TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

SIC Description	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
AIR CONDITIONING CONTRACTORS & SYSTEMS	0	.0%	1	.9%	1	.3%
AIRCRAFT GROUND SUPPORT AND SERVICE EQUIPMENT	1	.5%	0	.0%	1	.3%
AIRCRAFT SERVICING AND MAINTENANCE	1	.5%	0	.0%	1	.3%
ALUMINUM DIE CASTINGS (MFRS)	0	.0%	1	.9%	1	.3%
AMPLIFIERS	1	.5%	0	.0%	1	.3%
ASSEMBLY & FABRICATING SERVICE	1	.5%	0	.0%	1	.3%
ASSOCIATIONS	1	.5%	0	.0%	1	.3%
AUTOMATION SYSTEMS AND EQUIPMENT	0	.0%	1	.9%	1	.3%
AUTOMOTIVE DEALERS-NEW CARS	0	.0%	2	1.7%	2	.6%
BAKERS WHOLESAL	1	.5%	0	.0%	1	.3%
BANKS	4	2.1%	1	.9%	5	1.6%
BANQUET ROOMS	0	.0%	1	.9%	1	.3%
BATHROOM DESIGN AND INSTALLATION	1	.5%	0	.0%	1	.3%
BEARINGS-MANUFACTURES	0	.0%	1	.9%	1	.3%
BEDSPREADS	1	.5%	0	.0%	1	.3%
BOXES-CORRUGATED & FIBER	1	.5%	0	.0%	1	.3%
BREWERS	1	.5%	1	.9%	2	.6%
BUILDERS SERVICE	1	.5%	0	.0%	1	.3%
BUILDING MATERIALS	1	.5%	0	.0%	1	.3%
BUILDING RESTORATION AND PRESERVATION	0	.0%	1	.9%	1	.3%
BUSES-CHARTER & RENTAL	0	.0%	1	.9%	1	.3%
CANDY AND CONFECTIONERY	1	.5%	0	.0%	1	.3%
CASINOS	0	.0%	1	.9%	1	.3%
CATERERS	0	.0%	1	.9%	1	.3%
CHILD CARE SERVICES	2	1.0%	0	.0%	2	.6%
CHINESE FOOD PRODUCTS	1	.5%	0	.0%	1	.3%
CHURCHES	1	.5%	1	.9%	2	.6%
CLOSURES-INDUSTRIAL-PROTECTIVE	1	.5%	0	.0%	1	.3%
CLOTHING-RETAIL	1	.5%	0	.0%	1	.3%
COIN AND BILL COUNTING AND SORTING/ WRAP MACHINE	0	.0%	1	.9%	1	.3%
COLLECTION AGENCIES	1	.5%	0	.0%	1	.3%
COMMERCIAL PRINTING NEC (MFRS)	0	.0%	1	.9%	1	.3%

TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

SIC Description	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
CONVEYERS & CONVEYING EQUIPMENT LLC	0	.0%	1	.9%	1	.3%
COURIER SERVICE	1	.5%	0	.0%	1	.3%
CREDIT CARD/ CREDIT PINS EQPT	1	.5%	0	.0%	1	.3%
CYLINDERS AIR AND HYDRAULIC WHLS	1	.5%	0	.0%	1	.3%
DAIRY PRODUCTS- WHOLESALE	1	.5%	0	.0%	1	.3%
DATA SYSTEMS CONSULTANTS & DESIGNERS	1	.5%	0	.0%	1	.3%
DELIVERY SERVICE	1	.5%	0	.0%	1	.3%
DENTISTS	5	2.6%	0	.0%	5	1.6%
DEPARTMENT STORES	2	1.0%	2	1.7%	4	1.3%
DISABILITY SERVICES	1	.5%	0	.0%	1	.3%
DISTRIBUTORS	1	.5%	0	.0%	1	.3%
E-COMMERCE	4	2.1%	0	.0%	4	1.3%
EDUCATION	0	.0%	1	.9%	1	.3%
EDUCATION CENTERS	1	.5%	0	.0%	1	.3%
EDUCATIONAL PROGRAMS	0	.0%	1	.9%	1	.3%
ELECTRIC CONTRACTORS	2	1.0%	0	.0%	2	.6%
ELECTRONIC CONTROL SYSTEMS	1	.5%	0	.0%	1	.3%
ELECTRONIC CONTROLS- MANUFACTURERS	0	.0%	1	.9%	1	.3%
ELECTRONIC EQUIPMENT & SUPPLIES-RETAIL	0	.0%	1	.9%	1	.3%
ELECTRONIC INSTRUMENTS	0	.0%	1	.9%	1	.3%
EMPLOYMENT AGENCIES & OPPORTUNITIES	1	.5%	0	.0%	1	.3%
EXPORTERS	1	.5%	0	.0%	1	.3%
FARM PRODUCE	0	.0%	2	1.7%	2	.6%
FEDERAL GOVERNMENT CONTRACTORS	3	1.5%	0	.0%	3	1.0%
FERRITES (MFRS)	0	.0%	1	.9%	1	.3%
FINANCIAL ADVISORY SERVICES	1	.5%	0	.0%	1	.3%
FIRE DEPARTMENTS	1	.5%	1	.9%	2	.6%
FIRE PROTECTION EQUIPMENT	1	.5%	0	.0%	1	.3%
FLAVORING EXTRACT MANUFACTURING	1	.5%	0	.0%	1	.3%
FOOD BROKERS	1	.5%	0	.0%	1	.3%
FOOD MARKETS	0	.0%	2	1.7%	2	.6%
FOOD PRODUCTS	0	.0%	1	.9%	1	.3%

TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

SIC Description	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
FOODS-CARRY OUT	13	6.7%	0	.0%	13	4.2%
FREIGHT-FORWARDING	0	.0%	2	1.7%	2	.6%
GENERAL CONTRACTORS	1	.5%	2	1.7%	3	1.0%
GENERAL MERCHANDISE/ WHOLESALE	1	.5%	0	.0%	1	.3%
GOLF COURSES	2	1.0%	2	1.7%	4	1.3%
GOLF EQUIPMENT & SUPPLIES-RETAIL	0	.0%	1	.9%	1	.3%
GOVERNMENT OFFICES-CITY, VILLAGE & TWP	0	.0%	1	.9%	1	.3%
GRINDING-PRECISION & PRODUCTION	1	.5%	0	.0%	1	.3%
GROGERS-RETAIL	1	.5%	10	8.5%	11	3.5%
HANDICAPPED SERVICES AND ORGANIZATIONS	1	.5%	0	.0%	1	.3%
HEALTH CLUBS STUDIOS & GYMNASIUMS	2	1.0%	0	.0%	2	.6%
HEALTH SERVICES	0	.0%	1	.9%	1	.3%
HEATING CONTRACTORS	1	.5%	1	.9%	2	.6%
HOME HEALTH SERVICES	3	1.5%	0	.0%	3	1.0%
HOME IMPROVEMENTS	0	.0%	4	3.4%	4	1.3%
HOSPICES	1	.5%	3	2.6%	4	1.3%
HOTELS & MOTELS	2	1.0%	1	.9%	3	1.0%
HUNTING AND FISHING PRESERVES	0	.0%	1	.9%	1	.3%
ICE CREAM PARLORS	4	2.1%	0	.0%	4	1.3%
INCENTIVE PROGRAMS	1	.5%	0	.0%	1	.3%
INDUSTRIAL EQUIPMENT AND SUPPLIES	1	.5%	0	.0%	1	.3%
INDUSTRIAL VALVES	1	.5%	0	.0%	1	.3%
INSURANCE	4	2.1%	0	.0%	4	1.3%
JANITOR SERVICE	1	.5%	0	.0%	1	.3%
LABORATORY EQUIPMENT AND SUPPLIES	0	.0%	1	.9%	1	.3%
LANDSCAPE DESIGNERS	1	.5%	0	.0%	1	.3%
LIBRARIES-PUBLIC	1	.5%	0	.0%	1	.3%
LIMOUSINE SERVICE	1	.5%	0	.0%	1	.3%
LINEN SUPPLY SERVICE	0	.0%	1	.9%	1	.3%
LINGERIE	1	.5%	0	.0%	1	.3%
MACHINE TOOLS- MANUFACTURERS	0	.0%	1	.9%	1	.3%
MACHINERY PARTS & SUPPLIES	1	.5%	0	.0%	1	.3%
MACHINERY- MANUFACTURERS	1	.5%	0	.0%	1	.3%

TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

SIC Description	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
MAILING AND SHIPPING SERVICES	2	1.0%	0	.0%	2	.6%
MEAT PACKERS (MFRS)	1	.5%	0	.0%	1	.3%
MECHANICAL CONTRACTORS	0	.0%	1	.9%	1	.3%
MECHANICAL HANDLING EQUIPMENT MANUFACTURERS	1	.5%	0	.0%	1	.3%
MEN'S CLOTHING AND FURNISHINGS-RETAIL	1	.5%	0	.0%	1	.3%
METAL WORKING MACHINERY NEC	0	.0%	1	.9%	1	.3%
MOTORCYCLES & MOTOR SCOOTERS-DEALERS	1	.5%	0	.0%	1	.3%
NEWSPAPERS (PUBLISHERS/MFRS)	0	.0%	1	.9%	1	.3%
NON-PROFIT ORGANIZATION	2	1.0%	0	.0%	2	.6%
NONCLASSIFIED ESTABLISHMENTS	1	.5%	0	.0%	1	.3%
NURSING AND CONVALESCENT HOMES	3	1.5%	5	4.3%	8	2.6%
PAINT-RETAIL	0	.0%	2	1.7%	2	.6%
PAINTERS	1	.5%	0	.0%	1	.3%
PALLETS & SKIDS-MANUFACTURERS	1	.5%	0	.0%	1	.3%
PAPER PRODUCTS	1	.5%	0	.0%	1	.3%
PAPERBOARD MILLS (MFRS)	0	.0%	1	.9%	1	.3%
PARKING AREA/ LOTS MAINTENANCE AND MARKING	1	.5%	1	.9%	2	.6%
PARKS	2	1.0%	2	1.7%	4	1.3%
PAVING CONTRACTORS	0	.0%	1	.9%	1	.3%
PET TRAINING	1	.5%	0	.0%	1	.3%
PHYSICIANS AND SURGEONS	9	4.6%	2	1.7%	11	3.5%
PHYSICIANS AND SURGEONS EQUIP	1	.5%	0	.0%	1	.3%
PHYSICIANS AND SURGEONS EQUIPMENT AND SUPPLY MFRS	0	.0%	1	.9%	1	.3%
PLASTICS-SCRAP	1	.5%	0	.0%	1	.3%
PLATING (MFRS)	1	.5%	0	.0%	1	.3%
PLUMBING FIXTURES & SUPPLIES-NEW RETAIL	1	.5%	0	.0%	1	.3%
POLICE DEPARTMENTS	1	.5%	2	1.7%	3	1.0%
POST OFFICES	1	.5%	3	2.6%	4	1.3%
PRECISION MACHINING	0	.0%	1	.9%	1	.3%
PRINTED AND ETCHED CIRCUITS-MFRS	1	.5%	0	.0%	1	.3%

TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

SIC Description	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
PRINTERS	2	1.0%	2	1.7%	4	1.3%
PUBLISHERS-PERIODICALS	1	.5%	0	.0%	1	.3%
REAL ESTATE	1	.5%	1	.9%	2	.6%
REAL ESTATE MANAGEMENT	4	2.1%	0	.0%	4	1.3%
REHABILITATION SERVICES	1	.5%	0	.0%	1	.3%
RELIGIOUS SCHOOLS	2	1.0%	1	.9%	3	1.0%
RESIDENTIAL CARE HOME	2	1.0%	0	.0%	2	.6%
RESTAURANTS	7	3.6%	3	2.6%	10	3.2%
SAMPLE CASES	1	.5%	0	.0%	1	.3%
SCHOOLS	7	3.6%	6	5.1%	13	4.2%
SCHOOLS-UNIVERSITIES & COLLEGES ACADEMIC	1	.5%	0	.0%	1	.3%
SCREW MACHINE PRODUCTS	1	.5%	0	.0%	1	.3%
SECURITY CONTROL EQUIPMENT AND SYSTEMS	1	.5%	1	.9%	2	.6%
SEMICONDUCTOR MANUFACTURING EQUIPMENT	1	.5%	0	.0%	1	.3%
SEMICONDUCTORS & RELATED DEVICES	1	.5%	0	.0%	1	.3%
SERVICES	0	.0%	1	.9%	1	.3%
SEWAGE DISPOSAL SYSTEMS	1	.5%	0	.0%	1	.3%
SHARPENING SERVICES	1	.5%	0	.0%	1	.3%
SMELTERS-REFINERS-PRECIOUS METALS	1	.5%	0	.0%	1	.3%
SOCIAL SERVICE & WELFARE	0	.0%	1	.9%	1	.3%
SPORTING GOODS-RETAIL	1	.5%	0	.0%	1	.3%
STEEL DETAILERS STRUCTURAL	1	.5%	0	.0%	1	.3%
STEEL-STRUCTURAL MFRS	0	.0%	1	.9%	1	.3%
STUCCO CONSTRUCTION	1	.5%	0	.0%	1	.3%
TAX RETURN PREPARATION & FILING	1	.5%	0	.0%	1	.3%
THEATERS-MOVIE	1	.5%	0	.0%	1	.3%
THRIFT SHOPS	1	.5%	0	.0%	1	.3%
TILE CERAMIC CONTRACT & DEALERS	1	.5%	0	.0%	1	.3%
TOOLS-MANUFACTURERS	0	.0%	2	1.7%	2	.6%
TOOLS-NEW & USED	0	.0%	1	.9%	1	.3%
TRANSPORTATION CONSULTANTS	0	.0%	1	.9%	1	.3%
TRANSIT LINES	0	.0%	2	1.7%	2	.6%
TRAVEL ACCESSORIES	1	.5%	0	.0%	1	.3%

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TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

SIC Description	SIZE OF EMPLOYER						
	Less Than 100 Employees		100 Or More Employees		Total		
	Count	Column N %	Count	Column N %	Count	Column N %	
TRAVEL AGENCIES & BUREAUS	0	.0%	1	.9%	1	.3%	
TRUCK-REPAIRING & SERVICE	1	.5%	0	.0%	1	.3%	
TRUCKING	1	.5%	0	.0%	1	.3%	
UNSUPPORTED PLASTICS-FILM/SHEET	0	.0%	1	.9%	1	.3%	
VARIETY STORES	6	3.1%	0	.0%	6	1.9%	
VETERINARIAN	1	.5%	0	.0%	1	.3%	
WATER PARKS	0	.0%	1	.9%	1	.3%	
WINERIES (MFRS)	0	.0%	1	.9%	1	.3%	
WOOD-HOUSEHOLD FURN-EX UPHOLSTERED	1	.5%	0	.0%	1	.3%	
WOODWORKERS	0	.0%	1	.9%	1	.3%	
YOGA INSTRUCTION	0	.0%	1	.9%	1	.3%	
YOUTH ORGANIZATIONS & CENTERS	1	.5%	1	.9%	2	.6%	
Total	194	100.0%	117	100.0%	311	100.0%	
Comments For Harper College	I AM VERY INTERESTED IN A PARTNERSHIP WITH HARPER FOR STUDENTS OR GRADUATES WITH CNA/ SOCIAL SERVICES/ SPECIAL EDUCATION MAJORS TO ESTABLISH AN INTERNSHIP PIPELINE	0	.0%	1	14.3%	1	5.0%
	I WOULD LIKE TO POST JOB OPENINGS ON YOUR WEBSITE AS SOON AS POSSIBLE (WITHIN A WEEK) SINCE WE HAVE 70 POSITIONS TO FILL/ WE WOULD ALSO LIKE TO PARTICIPATE IN JOB FAIRS	0	.0%	1	14.3%	1	5.0%
	INTERESTED IN CAD CLASSES	1	7.7%	0	.0%	1	5.0%
	INTERESTED IN COMPUTER CLASSES	1	7.7%	0	.0%	1	5.0%
	INTERESTED IN JOB FAIRS AND SPEAKING WITH SCHOOL CHILDREN ABOUT JOB OPPORTUNITIES	1	7.7%	0	.0%	1	5.0%
	JOBS FOR THE WEBSITE IF CORPORATE APPROVES	0	.0%	1	14.3%	1	5.0%
	MANY OF THESE COMPANIES HAVE EMPLOYEES THAT DO NOT SPEAK ENGLISH/ MAYBE DEVELOP AN INTERESTING ENGLISH PROGRAM	1	7.7%	0	.0%	1	5.0%
	PLEASE SEND ANY MAILINGS BY LETTER THAT ARE NOT AT A COST	1	7.7%	0	.0%	1	5.0%
	SENT US MAIL	1	7.7%	0	.0%	1	5.0%

TABLE 11. Demographic Characteristics Of Businesses By Size Of Employer

Comments For Harper College	SIZE OF EMPLOYER					
	Less Than 100 Employees		100 Or More Employees		Total	
	Count	Column N %	Count	Column N %	Count	Column N %
VERY INTERESTED IN ONLINE CLASSES	1	7.7%	0	.0%	1	5.0%
VERY INTERESTED IN WORKING WITH A COLLEGE FOR TRAINING PROGRAMS	1	7.7%	0	.0%	1	5.0%
WANT INFORMATION ON HOW TO GET ON/ USE JOB BOARD/ LITERATURE ON BEING A PART OF THE JOB FAIR	0	.0%	1	14.3%	1	5.0%
WOULD BE INTERESTED IN BEING CONTACTED BY AN ADVISOR	1	7.7%	0	.0%	1	5.0%
WOULD BE INTERESTED IN FOOD SAFETY CLASSES	1	7.7%	0	.0%	1	5.0%
WOULD BE INTERESTED IN PARTNERING WITH YOU ON DEVELOPING A CLASS ON ENTREPRENEURSHIP	0	.0%	1	14.3%	1	5.0%
WOULD LIKE A POSTER OR FLYER TO LET EMPLOYEES KNOW ABOUT NO TUITION TO HARPER IF THEY LIVE OUTSIDE OF THE DISTRICT	0	.0%	1	14.3%	1	5.0%
WOULD LIKE PAMPHLETS TO PUT FOR EMPLOYEES ABOUT TUITION RATES FOR OUT OF DISTRICT STUDENTS	0	.0%	1	14.3%	1	5.0%
WOULD LIKE TO SEE ENGLISH CLASSES FOR SPANISH SPEAKING EMPLOYEES	1	7.7%	0	.0%	1	5.0%
WOULD LIKE TO SEE MORE INSURANCE RELATED CLASSES	1	7.7%	0	.0%	1	5.0%
YOU CAN PULL UP OUR WEBSITE ABOUT JOBS/WE ARE A SPECIALIZED DISTRICT OF STATE GOVERNMENT	1	7.7%	0	.0%	1	5.0%
Total	13	100.0%	7	100.0%	20	100.0%

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Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Training Services Customized For Your Business * SIZE OF EMPLOYER	285	91.6%	26	8.4%	311	100.0%
Free Posting Of Your Job Opportunities On Our Electronic Job Board * SIZE OF EMPLOYER	244	78.5%	67	21.5%	311	100.0%
Earn And Learn Program - Apprenticeships Where Entry-Level Employees Sponsored By The Company Attend Harper Classes Leading To A Degree And Apply That Knowledge In The Workplace * SIZE OF EMPLOYER	289	92.9%	22	7.1%	311	100.0%
Promise Program - Scholarship Program That Builds Workforce Skills * SIZE OF EMPLOYER	288	92.6%	23	7.4%	311	100.0%
Hosting Job Fairs * SIZE OF EMPLOYER	249	80.1%	62	19.9%	311	100.0%
Harper College Mobile Unit (State Of The Art Computer Training Room On Wheels That Can Come To Your Business) * SIZE OF EMPLOYER	287	92.3%	24	7.7%	311	100.0%
Small Business Development Center * SIZE OF EMPLOYER	288	92.6%	23	7.4%	311	100.0%
Business Edvantage Program - Offers In-District Tuition Rates To All Of Your Employees Whether They Live In-District Or Not * SIZE OF EMPLOYER	269	86.5%	42	13.5%	311	100.0%
Workic Conference Center That Can Host Meetings And Events For 5 To 250 People * SIZE OF EMPLOYER	276	88.7%	35	11.3%	311	100.0%
Workforce Certification Center - Local Certification Testing Center For National Certifications * SIZE OF EMPLOYER	287	92.3%	24	7.7%	311	100.0%

Report

SIZE OF EMPLOYER	Free Posting Of Your Job Opportunities On Our Electronic Job Board	Training Services Customized For Your Business	3.8202	3.4591	Earn And Learn Program - Apprenticeships Where Entry-Level Employees Sponsored By The Company Attend Harper Classes Leading To A Degree And Apply That Knowledge In The Workplace	3.7901	3.7944	Hosting Job Fairs	3.3865	Harper College Mobile Unit (State Of The Art Computer Training Room On Wheels That Can Come To Your Business)	3.9344	3.7857	Business Advantage Program - Offers In-District Tuition Rates To All Of Your Employees Whether They Live In-District Or Not
Less Than 100 Employees	178	159	181	180	163	183	182	168					
	.72971	1.04786	.63255	.64033	1.19322	.48727	.66749	.85068					
100 Or More Employees	3.8037	3.3176	3.6574	3.6852	2.7791	4.0192	3.8585	3.6832					
	107	85	108	108	86	104	106	101					
	.75784	1.24606	.79909	.80475	1.45845	.52103	.57634	1.24041					
	3.8140	3.4098	3.7405	3.7535	3.1767	3.9652	3.8125	3.7435					
	285	244	289	288	249	287	288	269					
Total	.73911	1.12036	.70103	.70710	1.32017	.50053	.63541	1.01353					

Report

SIZE OF EMPLOYER	Wojcik Conference Center That Can Host Meetings And Events For 5 To 250 People	Workforce Certification Center - Local Certification Testing Center For National Certifications
Less Than 100 Employees	3.6824	3.7374
	170	179
	.90641	.74449
100 Or More Employees	3.5755	3.6204
	106	108
	1.06858	.86162
	3.6413	3.6934
	276	287
Total	.97139	.79116