

Colorado Mesa University 2017 Montrose Workforce Needs Survey

n=72

How many employees does your business/organization currently have in each category?

	0		1-4		5-9		10 or more		Total	
	#	%	#	%	#	%	#	%	#	%
Permanent Full-time	0	0.0%	18	25.4%	14	19.7%	39	54.9%	71	100.0%
Permanent Part-time	18	28.6%	29	46.0%	5	7.9%	11	17.5%	63	100.0%
Full-time Seasonal/Temporary	35	74.5%	6	12.8%	1	2.1%	5	10.6%	47	100.0%
Part-time Seasonal/Temporary	36	73.5%	9	18.4%	2	4.1%	2	4.1%	49	100.0%

How many hours worked per week does your business/organization consider full-time?

	#	%
Less than 30	1	1.4%
30	11	15.7%
32	8	11.4%
35	5	7.1%
36-39	4	5.7%
40	40	57.1%
More than 40	1	1.4%
Total	70	100.0%

How many people has your business/organization hired, in the past 12 months, in each of the following categories?

	0		1-4		5-9		10 or more		Total	
	#	%	#	%	#	%	#	%	#	%
Permanent Full-time	19	28.4%	19	28.4%	14	20.9%	15	22.4%	67	100.0%
Permanent Part-time	29	48.3%	23	38.3%	3	5.0%	5	8.3%	60	100.0%
Full-time Seasonal/Temporary	35	72.9%	7	14.6%	1	2.1%	5	10.4%	48	100.0%
Part-time Seasonal/Temporary	35	77.8%	8	17.8%	1	2.2%	1	2.2%	45	100.0%

Please identify the primary type of industry with which your business/organization is most strongly associated.

	#	%
Architecture and Engineering	1	1.4%
Agriculture, forestry, fishing, and hunting	0	0.0%
Arts and entertainment	0	0.0%
Automotive	0	0.0%
Banking, finance, and insurance	9	12.3%
Computer and Mathematical Science	1	1.4%
Construction	9	12.3%
Education services	1	1.4%
Health Care	6	8.2%
Social assistance	2	2.7%
Hospitality, accommodation, food services	5	6.8%
Installation, maintenance, and repair	1	1.4%
Management	0	0.0%
Manufacturing	8	11.0%
Mining and oil and gas extraction	0	0.0%
Parks and Recreation	0	0.0%
Real estate, rental, leasing	1	1.4%
Retail trade	2	2.7%
Warehousing	0	0.0%
Utilities	1	1.4%
Waste management and remediation services	0	0.0%
Other	26	35.6%
Total	73	100.0%

Please identify your business type.

	#	%
Local Business	36	50.0%
Statewide Franchise	2	2.8%
Regional Franchise	4	5.6%
National Franchise	9	12.5%
International Franchise	1	1.4%
Federal Government	0	0.0%
State Government	2	2.8%
Other	18	25.0%
Total	72	100.0%

What is your business'/organization's plan for the size of its workforce within the next 3 years

	#	%
Expand/Hire	46	63.9%
Downsize	0	0.0%
Remain Stable	26	36.1%
Total	72	100.0%

Expanding

n=46 - Only those respondents who said they were expanding answered these questions.

When does your business'/organization expect to begin expanding?

	#	%
Within the next 12 months	31	67.4%
Between 1 and 2 years from now	13	28.3%
Between 2 and 3 years from now	2	4.3%
More than 3 years from now	0	0.0%
Total	46	100.0%

Please rate the following reasons for expanding your workforce.

	1 - Not Important		2		3		4		5 - Highly Important		NA	
	#	%	#	%	#	%	#	%	#	%	#	%
Changes in tax code	14	32.6%	5	11.6%	5	11.6%	3	7.0%	9	20.9%	7	16.3%
Changes in regulatory code	10	23.8%	6	14.3%	10	23.8%	2	4.8%	7	16.7%	7	16.7%
Entry into new markets	5	11.1%	4	8.9%	6	13.3%	8	17.8%	19	42.2%	3	6.7%
Increase share of existing market	2	4.4%	0	0.0%	5	11.1%	9	20.0%	29	64.4%	0	0.0%
Insourcing of business operations	12	27.9%	6	14.0%	9	20.9%	4	9.3%	6	14.0%	6	14.0%
Meet current market demands	1	2.2%	0	0.0%	5	10.9%	13	28.3%	27	58.7%	0	0.0%
Merger/acquisition	16	37.2%	7	16.3%	5	11.6%	0	0.0%	5	11.6%	10	23.3%
Opening a new location	17	39.5%	5	11.6%	3	7.0%	5	11.6%	4	9.3%	9	20.9%
Reduction of overtime	11	25.6%	7	16.3%	7	16.3%	7	16.3%	3	7.0%	8	18.6%
Reduction of the number of employees	22	52.4%	8	19.0%	0	0.0%	0	0.0%	0	0.0%	12	28.6%

Downsizing

n=0 - No businesses responded that they were downsizing.

Remaining Stable

n=26 - Only those respondents who said they were remaining stable answered this question.

Please rate the following constraints preventing you from expanding your workforce.

	1 - Not a Constraint		2		3		4		5 - Large Constraint		NA	
	#	%	#	%	#	%	#	%	#	%	#	%
Barriers to entering new markets	5	20.0%	5	20.0%	3	12.0%	4	16.0%	0	0.0%	8	32.0%
Competition within existing markets	3	12.0%	3	12.0%	6	24.0%	4	16.0%	2	8.0%	7	28.0%
Cost of additional labor (wages and benefits)	5	20.0%	1	4.0%	4	16.0%	3	12.0%	9	36.0%	3	12.0%
Don't know steps/processes needed to expand	13	54.2%	1	4.2%	1	4.2%	0	0.0%	1	4.2%	8	33.3%
Expense related to benefits	3	12.0%	3	12.0%	2	8.0%	6	24.0%	7	28.0%	4	16.0%
Insufficient space at current location/inability to find appropriate new location	13	52.0%	0	0.0%	5	20.0%	1	4.0%	1	4.0%	5	20.0%
Lack of Available skilled workforce	5	20.0%	1	4.0%	3	12.0%	6	24.0%	6	24.0%	4	16.0%
Limited access to capital	7	29.2%	4	16.7%	2	8.3%	3	12.5%	3	12.5%	5	20.8%
No desire to expand	6	23.1%	2	7.7%	2	7.7%	2	7.7%	5	19.2%	9	34.6%
Cost of healthcare benefits	1	4.0%	3	12.0%	6	24.0%	3	12.0%	7	28.0%	5	20.0%
Planned merger/acquisition or business sale/transfer	5	20.0%	1	4.0%	1	4.0%	1	4.0%	2	8.0%	15	60.0%
Supply chain limitations	7	28.0%	2	8.0%	1	4.0%	1	4.0%	2	8.0%	12	48.0%
Changes in tax code	7	29.2%	2	8.3%	1	4.2%	1	4.2%	2	8.3%	11	45.8%
Changes in regulatory code	8	32.0%	1	4.0%	0	0.0%	2	8.0%	3	12.0%	11	44.0%
Uncertainty in current market demands	5	20.0%	7	28.0%	3	12.0%	1	4.0%	1	4.0%	8	32.0%
Reduced share of existing market	6	25.0%	4	16.7%	2	8.3%	2	8.3%	1	4.2%	9	37.5%

Education

How important is an applicant's level of educational attainment when hiring?

	#	%
Not Important	4	5.6%
Moderate	42	59.2%
Very Important	25	35.2%
Total	71	100.0%

What academic major(s) or program(s) do you believe are most related to employment within your business/organization? Select all that apply

	# ✓ed	% of Resp.
Accounting	26	41.9%
Agriculture Science	3	4.8%
Automotive	5	8.1%
Biological Sciences	4	6.5%
Business	42	67.7%
Certified Nurse Assistant	4	6.5%
Communication Technologies	6	9.7%
Computer and Information Science	15	24.2%
Construction	17	27.4%
Early Childhood Education	3	4.8%
Economics	13	21.0%
Hospitality Management	8	12.9%
Land Surveying	4	6.5%
Liberal Arts/Humanities	7	11.3%
Mass Communication	10	16.1%
Mathematics and Statistics	12	19.4%
Medical Office Assistant	2	3.2%
Natural Resources and Conservation	6	9.7%
Paralegal	2	3.2%
Physical Sciences	4	6.5%
Precision Production/ Manufacturing Tech	8	12.9%
Psychology	6	9.7%
Public Administration	7	11.3%
Sports Management	3	4.8%
Teacher Education	3	4.8%
Welding	5	8.1%
Other	18	29.0%

Skills/Training

Which "hard" or occupational skills are applicants generally lacking? Select all that apply.

	# ✓ed	% of Resp.
Applied Mathematics	10	16.1%
Basic Computer Literacy	21	33.9%
Basic Communication/Writing	42	67.7%
Cash Handling	12	19.4%
Critical/Analytical Thinking	43	69.4%
General Office Software (i.e. Microsoft Office)	18	29.0%
Project Management	25	40.3%
Written Communication	32	51.6%
Other	3	4.8%

Which "soft" or interpersonal skills are applicants generally lacking? Select all that apply.

	# ✓ed	% of Resp.
Conscientiousness	26	41.9%
Customer Service Skills	32	51.6%
Dependability	37	59.7%
Ethical Behavior	21	33.9%
Honesty	15	24.2%
Leadership	36	58.1%
Motivation	49	79.0%
Teamwork	30	48.4%
Time Management	43	69.4%
Other	7	11.3%

Would your business/organization be interested in working with education providers to set up a program for training employees?

	#	%
Yes	34	48.6%
No	36	51.4%
Total	70	100.0%

If you are interested, would your organization be willing to pay for the training?

	#	%
Employee pays 100%	7	16.7%
Shared Cost	30	71.4%
Employer pays 100%	5	11.9%
Total	42	100.0%

Does your business/organization give preference to applicants that have obtained certifications. Such as a certificate of competency?

	#	%
Yes	32	47.8%
No	35	52.2%
Total	67	100.0%

Graduates Employed

When was the last time your business/organization hired a graduate from Colorado Mesa University?

	#	%
Never	27	37.5%
Within the last year	12	16.7%
1-3 years ago	5	6.9%
4-5 years ago	2	2.8%
Over 5 years ago	1	1.4%
Don't know	25	34.7%
Total	72	100.0%

Only those respondents who said they hired a CMU graduate answered the following questions

If you currently employ Colorado Mesa University graduates, how many do you employ?

	#	%
0	1	5.6%
1-5	10	55.6%
6-10	1	5.6%
More than 10	0	0.0%
Don't know	6	33.3%
Total	18	100.0%

Based your experience with CMU graduates as employees, please indicate how competent you believe CMU graduates are in the following

		Importance							Competence						
		1-Low	2	3	4	5-High	NA	Avg	1-Low	2	3	4	5-High	NA	Avg
Information literacy	#	0	0	0	4	8	2	4.67	0	0	0	7	6	2	4.46
	%	0.0%	0.0%	0.0%	28.6%	57.1%	14.3%		0.0%	0.0%	0.0%	46.7%	40.0%	13.3%	
Communication fluency	#	0	0	1	3	7	2	4.55	0	1	2	3	5	2	4.09
	%	0.0%	0.0%	7.7%	23.1%	53.8%	15.4%		0.0%	7.7%	15.4%	23.1%	38.5%	15.4%	
Ethical reasoning	#	0	0	1	2	8	2	4.64	0	0	1	5	5	2	4.36
	%	0.0%	0.0%	7.7%	15.4%	61.5%	15.4%		0.0%	0.0%	7.7%	38.5%	38.5%	15.4%	
Specialized knowledge/applied learning	#	0	0	0	5	6	2	4.55	0	0	2	5	4	2	4.18
	%	0.0%	0.0%	0.0%	38.5%	46.2%	15.4%		0.0%	0.0%	15.4%	38.5%	30.8%	15.4%	
Quantitative fluency	#	0	0	1	6	3	3	4.20	0	1	4	4	2	3	3.64
	%	0.0%	0.0%	7.7%	46.2%	23.1%	23.1%		0.0%	7.1%	28.6%	28.6%	14.3%	21.4%	
Critical thinking	#	0	0	0	2	9	2	4.82	0	0	1	8	3	2	4.17
	%	0.0%	0.0%	0.0%	15.4%	69.2%	15.4%		0.0%	0.0%	7.1%	57.1%	21.4%	14.3%	

Please rate how much you agree with the following statements.

	1-Strongly Disagree		2		3		4		5 - Strongly Agree		NA	
	#	%	#	%	#	%	#	%	#	%	#	%
CMU graduates are well prepared for employment in my type of business/organization.	0	0.0%	0	0.0%	4	23.5%	8	47.1%	3	17.6%	2	11.8%
CMU graduates are well prepared for employment in my type of business/organization when compared to graduates from other colleges or universities in my	0	0.0%	0	0.0%	6	35.3%	5	29.4%	3	17.6%	3	17.6%
CMU graduates are well prepared for employment in my type of business/organization when compared to graduates from other colleges or universities in my	0	0.0%	0	0.0%	5	29.4%	6	35.3%	3	17.6%	3	17.6%