

2011 Skills Gap Survey Results by Minnesota Planning Region

q1*What percentage of total positions/jobs is currently unfilled due to a lack of qualified applicants	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=None	57%	66%	53%	52%	42%	52%	53%
2=Less than 10%	31%	28%	29%	37%	48%	33%	34%
3=10%-24%	11%	3%	10%	11%	6%	12%	10%
4=25-49%	0%	3%	6%	0%	0%	3%	2%
5=More than 50%	1%	0%	2%	0%	4%	0%	1%
n=	75	29	51	63	48	208	474

q2.1*Rate the current shortage of qualified workers: Overall	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	3%	0%	10%	4%	5%	4%	4%
2=Moderate	41%	44%	44%	41%	44%	39%	41%
3=No	56%	56%	46%	55%	51%	57%	55%
n=	73	25	48	56	41	191	434

q2.2*Rate the current shortage of qualified workers: Low Skilled Prodn	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	1%	4%	0%	4%	7%	2%	2%
2=Moderate	15%	20%	25%	11%	16%	9%	13%
3=No	84%	76%	75%	86%	77%	89%	84%
n=	75	25	48	57	44	192	441

q2.3*Rate the current shortage of qualified workers: Skilled Prodn	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	13%	26%	31%	21%	20%	19%	20%
2=Moderate	46%	41%	41%	33%	41%	34%	38%
3=No	41%	33%	27%	47%	39%	47%	42%
n=	71	27	51	58	41	198	446

q2.4*Rate the current shortage of qualified workers: Scientists, Engineers	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	7%	9%	19%	9%	9%	11%	11%
2=Moderate	28%	64%	32%	36%	41%	30%	33%
3=No	65%	27%	48%	55%	50%	59%	56%
n=	43	11	31	33	22	125	265

q2.5*Rate the current shortage of qualified workers: Mgmt and Admin	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	2%	0%	0%	6%	3%	1%	2%
2=Moderate	7%	36%	20%	19%	28%	14%	17%
3=No	91%	64%	80%	75%	70%	85%	81%
n=	56	22	45	48	40	169	380

q2.6*Rate the current shortage of qualified workers: Sales and marketing	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	2%	5%	3%	7%	3%	2%	3%
2=Moderate	19%	19%	13%	22%	19%	26%	22%
3=No	79%	76%	85%	72%	78%	72%	75%
n=	57	21	40	46	36	178	378

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q2.7*Rate the current shortage of qualified workers: Customer service	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	0%	0%	3%	0%	4%	1%	1%
2=Moderate	7%	14%	9%	13%	15%	10%	10%
3=No	93%	86%	89%	87%	81%	90%	89%
n=	46	7	35	30	26	153	297

q2.8*Rate the current shortage of qualified workers: Other	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	9%	100%	13%	33%	0%	3%	9%
2=Moderate	9%	0%	25%	0%	0%	6%	8%
3=No	82%	0%	63%	67%	100%	91%	83%
n=	11	1	8	6	4	34	64

q3.1*Rate the anticipated shortage of qualified workers in 3 yrs: Overall	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	3%	4%	9%	8%	2%	6%	6%
2=Moderate	49%	41%	57%	42%	58%	44%	47%
3=No	49%	56%	34%	51%	40%	50%	47%
n=	72	27	53	53	43	197	445

q3.2*Rate the anticipated shortage of qualified workers in 3 yrs: Low Skilled Prodn	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	0%	0%	4%	5%	2%	3%	3%
2=Moderate	20%	21%	30%	16%	21%	17%	19%
3=No	80%	79%	67%	79%	77%	80%	78%
n=	75	28	54	57	43	199	456

q3.3*Rate the anticipated shortage of qualified workers in 3 yrs: Skilled Prodn	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	24%	25%	36%	23%	23%	24%	25%
2=Moderate	42%	36%	47%	40%	40%	36%	39%
3=No	34%	39%	17%	37%	37%	40%	36%
n=	71	28	53	57	43	205	457

q3.4*Rate the anticipated shortage of qualified workers in 3 yrs: Scientists, Engineers	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	7%	7%	20%	13%	9%	15%	13%
2=Moderate	48%	40%	40%	41%	57%	32%	39%
3=No	45%	53%	40%	47%	35%	53%	48%
n=	44	15	35	32	23	130	279

q3.5*Rate the anticipated shortage of qualified workers in 3 yrs: Mgmt and Admin	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	3%	0%	0%	6%	5%	2%	3%
2=Moderate	24%	25%	31%	28%	40%	20%	25%
3=No	73%	75%	69%	66%	55%	77%	72%
n=	63	24	49	47	40	186	409

q3.6*Rate the anticipated shortage of qualified workers in 3 yrs: Sales and marketing	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	3%	5%	5%	5%	6%	3%	4%
2=Moderate	19%	18%	20%	36%	30%	30%	27%
3=No	77%	77%	75%	59%	64%	67%	69%
n=	62	22	44	44	33	188	393

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q3.7*Rate the anticipated shortage of qualified workers in 3 yrs: Customer service	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	0%	0%	3%	6%	4%	0%	1%
2=Moderate	16%	0%	17%	16%	19%	19%	17%
3=No	84%	100%	81%	78%	77%	81%	81%
n=	45	13	36	32	26	165	317

q3.8*Rate the anticipated shortage of qualified workers in 3 yrs: Other	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Serious	18%	0%	10%	0%	0%	3%	6%
2=Moderate	9%	0%	10%	18%	14%	10%	11%
3=No	73%	100%	80%	82%	86%	87%	83%
n=	11	1	10	11	7	31	71

q4. In which areas has the impact of workforce shortages or employee skill deficiencies been the greatest	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=No impact	35%	22%	20%	37%	22%	33%	31%
2=New product innovation	15%	16%	25%	19%	14%	20%	19%
3=Maintain prodn with demand	41%	34%	48%	36%	37%	34%	37%
4=New technology	16%	22%	25%	18%	16%	18%	19%
5=Quality improvement	21%	31%	23%	24%	16%	20%	22%
6=Productivity targets	23%	28%	27%	18%	29%	22%	23%
7=Customer service,satisfaction	22%	22%	29%	10%	24%	15%	18%
8=Other	2%	6%	0%	3%	6%	2%	3%
9=None of the above	6%	9%	9%	6%	6%	9%	8%

q5a-Which practices have been most successful for recruitment of new employees	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Increase wages	33%	38%	46%	19%	39%	31%	32%
2=Incentives for referrals	9%	0%	13%	4%	14%	9%	9%
3=Signing bonus	2%	3%	4%	3%	4%	5%	4%
4=Flexible wk arrangement	22%	28%	16%	25%	10%	17%	19%
5=Onsite services	0%	0%	2%	0%	0%	0%	0%
6=401(k), retirement plans	29%	25%	36%	30%	18%	28%	28%
7=Healthcare	50%	31%	48%	42%	45%	40%	43%
8=Stock options, equity	1%	3%	0%	4%	2%	2%	2%
9=Professional development	2%	6%	7%	6%	4%	7%	6%
10=Tuition reimbursement	2%	3%	5%	3%	8%	4%	4%
11=Career planning, mentoring	1%	3%	0%	1%	2%	2%	2%
12=Flexible spending plans	5%	0%	11%	3%	12%	7%	6%
13=Improving org. culture	7%	6%	9%	13%	8%	7%	8%
14=Other	1%	0%	2%	7%	2%	5%	4%

q5b-Which practices have been most successful for retention of current employees	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Increase wages	34%	56%	46%	43%	45%	43%	43%
2=Incentives for referrals	4%	3%	4%	3%	2%	3%	3%
3=Signing bonus	0%	0%	2%	0%	2%	2%	1%
4=Flexible wk arrangement	24%	41%	25%	30%	18%	27%	27%
5=Onsite services	1%	0%	2%	0%	0%	1%	1%
6=401(k), retirement plans	33%	38%	36%	37%	27%	30%	32%
7=Healthcare	50%	34%	48%	51%	55%	47%	48%
8=Stock options, equity	2%	6%	0%	4%	6%	4%	4%
9=Professional development	9%	9%	20%	9%	2%	9%	9%
10=Tuition reimbursement	6%	3%	2%	3%	6%	5%	5%
11=Career planning, mentoring	0%	0%	2%	6%	0%	3%	2%
12=Flexible spending plans	6%	3%	7%	6%	10%	9%	8%
13=Improving org. culture	22%	22%	20%	21%	24%	20%	21%
14=Other	2%	3%	2%	4%	2%	5%	4%

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q6.1*Which placement services were most useful: Public/govt agencies	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	26%	33%	18%	21%	27%	15%	21%
2	35%	44%	24%	18%	33%	24%	28%
3	30%	17%	32%	36%	33%	37%	33%
4=Not Useful	9%	6%	26%	26%	6%	24%	18%
n=	46	18	34	39	33	82	252

q6.2*Which placement services were most useful: Community Org	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	0%	0%	9%	6%	0%	6%	4%
2	18%	17%	9%	24%	33%	16%	19%
3	53%	50%	64%	35%	25%	47%	46%
4=Not Useful	29%	33%	18%	35%	42%	31%	31%
n=	17	6	11	17	12	49	112

q6.3*Which placement services were most useful: Faith-based org	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	0%	0%	0%	0%	0%	11%	6%
2	13%	0%	0%	13%	0%	14%	11%
3	38%	0%	33%	25%	20%	39%	33%
4=Not Useful	50%	100%	67%	63%	80%	36%	50%
n=	8	2	3	8	5	28	54

q6.4*Which placement services were most useful: Comm/tech colleges	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	9%	38%	6%	11%	10%	14%	12%
2	23%	25%	48%	30%	31%	26%	29%
3	53%	25%	39%	48%	45%	44%	45%
4=Not Useful	14%	13%	6%	11%	14%	17%	14%
n=	43	8	31	27	29	108	246

q6.5*Which placement services were most useful: Internet agencies	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	21%	25%	22%	19%	14%	22%	21%
2	45%	25%	30%	50%	38%	38%	39%
3	19%	25%	41%	22%	45%	31%	30%
4=Not Useful	14%	25%	7%	9%	3%	9%	10%
n=	42	8	27	32	29	144	282

q6.6*Which placement services were most useful: Job fairs	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	4%	0%	8%	17%	0%	10%	8%
2	11%	29%	24%	8%	21%	17%	17%
3	63%	57%	48%	33%	57%	50%	52%
4=Not Useful	22%	14%	20%	42%	21%	22%	23%
n=	27	7	25	12	14	58	143

q6.7*Which placement services were most useful: Newspapers, periodicals	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	16%	24%	18%	10%	15%	15%	15%
2	42%	41%	43%	46%	28%	24%	34%
3	29%	29%	33%	40%	49%	43%	39%
4=Not Useful	13%	6%	8%	4%	8%	18%	12%
n=	55	17	40	48	39	122	321

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q6.8*Which placement services were most useful: Private empl. Agencies	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	16%	31%	20%	11%	11%	29%	22%
2	62%	31%	36%	48%	37%	38%	43%
3	13%	31%	32%	34%	37%	29%	28%
4=Not Useful	9%	8%	12%	7%	16%	4%	7%
n=	45	13	25	44	19	140	286

q6.9*Which placement services were most useful: Other	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	38%	80%	100%	40%	0%	60%	53%
2	38%	0%	0%	20%	100%	25%	26%
3	25%	20%	0%	30%	0%	15%	19%
4=Not Useful	0%	0%	0%	10%	0%	0%	2%
n=	8	5	2	10	2	20	47

q7. Which factors are most important to your future business success in the next 3 yrs	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Low cost producer status	57%	63%	36%	42%	39%	34%	41%
2=High-performing workforce	60%	69%	73%	70%	76%	66%	67%
3=New product innovation	46%	44%	38%	43%	53%	48%	46%
4=Increased customer service	21%	28%	27%	16%	22%	28%	24%
5=Supply chain integration	10%	9%	13%	16%	6%	14%	13%
6=Sourcing products globally	9%	9%	18%	18%	14%	9%	12%
7=Incr. sales outside U.S.	13%	19%	21%	16%	10%	21%	18%

q8. Considering the challenge of attracting and retaining employees which tactics will you use in the next 3 yrs	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Retaining current employees	82%	75%	73%	82%	76%	73%	76%
2=Delayed retirement	11%	16%	4%	10%	20%	10%	11%
3=Recruit female workers	2%	0%	2%	4%	2%	2%	2%
4=Recruit former employees	0%	6%	4%	3%	6%	3%	3%
5=Recruit younger workers	21%	9%	29%	15%	12%	19%	18%
6=Recruit older/exp. workers	7%	13%	23%	6%	10%	12%	11%
7=Recruit non-trad'l workers	2%	6%	0%	1%	2%	3%	3%
8=Temp. or contract work	29%	19%	29%	33%	18%	40%	33%
9=Foreigners, legal immigrants	5%	0%	7%	4%	6%	4%	5%
10=Other	1%	0%	4%	4%	2%	2%	2%
11=No tactics needed	16%	25%	11%	12%	14%	13%	14%

q9*Percentage of payroll is spent on training employees	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=None	4%	0%	2%	8%	8%	6%	5%
2=Less than 1.0%	37%	33%	26%	23%	39%	32%	32%
3=1.0-1.9%	32%	30%	35%	34%	22%	26%	29%
4=2.0-2.9%	6%	13%	14%	13%	14%	16%	13%
5=3.0-3.9%	12%	13%	12%	8%	8%	9%	10%
6=4.0-4.9%	4%	7%	2%	4%	3%	3%	3%
7=5.0% or more	4%	3%	9%	11%	6%	8%	8%
n=	68	30	43	53	36	179	409

q10. Compared to three years ago, how has the training budget changed	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=No budget	30%	28%	24%	26%	28%	23%	25%
2=Increased	25%	28%	35%	31%	13%	29%	28%
3=Same	36%	38%	33%	35%	45%	36%	36%
4=Decreased	10%	6%	9%	8%	15%	13%	11%
n=	81	32	55	65	47	221	501

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q11*Percentage of all employees that receive company-paid formal training each year	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=None	13%	19%	10%	14%	24%	15%	15%
2=Less than 10%	46%	38%	33%	32%	43%	38%	38%
3=10-24%	10%	13%	21%	14%	7%	20%	16%
4=25-49%	4%	6%	6%	5%	0%	6%	5%
5=50-74%	4%	3%	12%	2%	4%	6%	5%
6=75-100%	24%	22%	19%	34%	22%	16%	21%
n=	79	32	52	65	46	208	482

q12. In which general skill areas will your employees need more training or qualifications over the next three years	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Math	21%	38%	20%	27%	24%	21%	23%
2=Reading/writing	20%	19%	18%	25%	18%	25%	22%
3=English language	11%	0%	4%	13%	8%	23%	15%
4=Ability to interpret charts	30%	19%	32%	33%	31%	30%	30%
5=Computer	51%	44%	39%	46%	49%	53%	50%
6=Technical	39%	28%	48%	42%	35%	48%	43%
7=Innovative/creativity	18%	9%	16%	18%	14%	20%	18%
8=Supervisory/managerial	39%	34%	36%	36%	35%	31%	34%
9=Basic employability	41%	41%	43%	37%	41%	22%	32%
10=Customer service	20%	16%	14%	15%	16%	21%	18%
11=Problem-solving	43%	28%	41%	49%	49%	36%	40%
12=Process improvement	45%	34%	46%	46%	47%	45%	45%
13=Working on a team	28%	22%	30%	31%	20%	24%	26%
14=Other	1%	0%	2%	0%	8%	3%	2%

q13. Which of the following provide the most effective education and training	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Community/technical colleges	65%	72%	63%	55%	55%	60%	61%
2=Universities	20%	25%	13%	10%	24%	28%	22%
3=Business/industry assoc.	45%	22%	30%	46%	27%	36%	37%
4=Consultants/external trainers	24%	19%	30%	30%	31%	21%	25%
5=Online training providers	10%	3%	14%	16%	8%	13%	12%
6=Mfg extension partnerships	17%	19%	25%	18%	18%	15%	17%
7=State or local govt agencies	2%	16%	7%	3%	2%	2%	4%
8=Fed funded training programs	1%	0%	7%	4%	0%	0%	2%
9=Community or faith org.	1%	0%	4%	1%	0%	1%	1%
10=Unions	0%	6%	0%	0%	2%	1%	1%
11=Other	11%	6%	16%	12%	6%	12%	11%

q14. How useful would a standardized or uniform certification in work readiness	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Essential	11%	14%	12%	11%	5%	5%	8%
2=Useful	35%	32%	35%	39%	53%	33%	36%
3=Somewhat useful	33%	32%	43%	35%	33%	34%	35%
4=Not useful	21%	21%	10%	15%	9%	28%	21%
n=	80	28	49	62	43	203	465

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q15a. Are the skills essential?	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1. Tooling	50%	47%	57%	46%	45%	51%	50%
2. Work planning, job control	54%	44%	63%	52%	41%	52%	52%
3. Handling of materials, fluids	45%	34%	36%	37%	33%	33%	36%
4. Operating metalforming equip	40%	28%	43%	33%	31%	32%	34%
5. Inspection, quality control	63%	50%	59%	61%	51%	61%	60%
6. Adhere to EPA, OSHA	70%	50%	63%	58%	49%	56%	58%

q15b. Are workers usually qualified?	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1. Tooling	22%	22%	25%	22%	20%	28%	25%
2. Work planning, job control	22%	16%	20%	18%	14%	25%	22%
3. Handling of materials, fluids	30%	25%	23%	21%	12%	20%	22%
4. Operating metalforming equip	20%	19%	20%	19%	20%	16%	18%
5. Inspection, quality control	21%	19%	18%	25%	16%	24%	22%
6. Adhere to EPA, OSHA	27%	22%	16%	25%	18%	19%	21%

q15c. Does employer provide training?	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1. Tooling	43%	41%	46%	49%	35%	45%	44%
2. Work planning, job control	56%	47%	59%	57%	43%	49%	51%
3. Handling of materials, fluids	45%	41%	45%	45%	39%	38%	41%
4. Operating metalforming equip	34%	28%	43%	37%	31%	33%	34%
5. Inspection, quality control	62%	47%	59%	63%	57%	60%	59%
6. Adhere to EPA, OSHA	68%	69%	63%	66%	63%	59%	63%

q16. How useful is a certification in metal-forming skills standards	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Essential	5%	6%	5%	10%	5%	4%	5%
2=Useful	25%	13%	35%	25%	20%	24%	24%
3=Somewhat useful	23%	38%	25%	19%	14%	20%	21%
4=Not useful	47%	44%	35%	46%	61%	52%	49%
n=	77	32	55	63	44	204	475

q17.1*Has your company assessed the impacts of the aging workforce on: Projected retirements	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Yes	51%	61%	43%	55%	41%	54%	52%
2=No	49%	39%	57%	45%	59%	46%	48%
n=	78	31	56	64	46	218	493

q17.2*Has your company assessed the impacts of the aging workforce on: Succession plans	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Yes	55%	55%	50%	64%	41%	56%	55%
2=No	44%	45%	50%	34%	59%	42%	44%
n=	77	31	56	63	46	215	488

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q18. Has your company collaborated with local K-12 or post-secondary schools in these activities:	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Job fairs or career days	33%	16%	52%	25%	31%	18%	26%
2=Special programs/events	13%	16%	30%	9%	12%	7%	12%
3=Developed curriculum	9%	19%	20%	6%	0%	4%	7%
4=Incorporated industry standards in curriculum	1%	13%	9%	4%	0%	4%	5%
5=Youth apprenticeship programs, part-time jobs or internships	38%	25%	46%	28%	29%	24%	30%
6=Hosted teachers for summer internships	6%	3%	13%	3%	0%	2%	4%
7=Assisted in instruction, curriculum development, etc. at schools	10%	25%	18%	12%	6%	6%	10%
8=Mentored students	12%	22%	25%	12%	12%	12%	14%
9=Contributed space or equipment	10%	22%	21%	13%	18%	8%	12%
10=Other	5%	0%	11%	12%	6%	2%	5%
11=No collaborations with schools	39%	50%	30%	40%	37%	56%	46%

q19. Why does your company collaborate with local schools	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Company's community outreach	28%	22%	39%	22%	35%	15%	23%
2=Recruit new employees (among students)	32%	9%	36%	16%	22%	23%	24%
3=Promote industry	34%	34%	55%	25%	24%	16%	26%
4=Emphasize basic employability skills	16%	13%	29%	19%	12%	9%	14%
5=Raise visibility of required skills	18%	16%	20%	13%	20%	14%	16%
6=Incorporate industry standards in curriculum	4%	3%	4%	6%	0%	4%	4%
7=Other	5%	3%	2%	4%	2%	1%	3%

q20.1*Usefulness of community and local technical colleges for training students in skills for business needs	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	39%	36%	39%	45%	29%	32%	36%
2	39%	21%	30%	30%	36%	38%	35%
3	19%	29%	28%	25%	33%	23%	24%
4=Not Useful	3%	14%	4%	0%	2%	8%	6%
n=	69	28	54	53	42	168	414

q20.2*Usefulness of community and local technical colleges for training or upgrading skills of current workers	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	23%	29%	21%	28%	16%	18%	21%
2	35%	13%	35%	30%	26%	25%	28%
3	29%	42%	31%	36%	37%	41%	37%
4=Not Useful	13%	17%	13%	6%	21%	15%	14%
n=	62	24	52	50	38	158	384

q20.3*Usefulness of community and local technical colleges for other needs	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Very Useful	100%	50%	0%	0%	0%	40%	43%
2	0%	0%	0%	0%	0%	0%	0%
3	0%	50%	100%	0%	100%	40%	36%
4=Not Useful	0%	0%	0%	100%	0%	20%	21%
n=	3	2	1	2	1	5	14

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q21. Prior to this survey, were you aware of the State of MN workforce and placement services for employers?	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1	94%	90%	93%	90%	89%	82%	88%
2	6%	10%	7%	10%	11%	18%	12%
n=	79	30	54	63	47	216	489

q22. How involved should the State of MN bein developing a highly effective manufacturing workforce?	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Significant involvement	20%	16%	32%	24%	29%	19%	22%
2=Moderate involvement	44%	44%	41%	57%	47%	33%	41%
3=Minor involvement	21%	28%	11%	12%	16%	26%	21%
4=No involvement	16%	13%	13%	4%	2%	18%	14%
n=	82	32	54	65	46	216	495

q23. How should the State of MN support manufacturers in developing an effective workforce?	Central	Northeast	Northwest	Southeast	Southwest	Twin Cities Metro	State
1=Tax relief for empl. Training	45%	50%	59%	42%	33%	36%	41%
2=Funds for employee training	34%	28%	46%	37%	39%	37%	37%
3=Industry standards, certif.	12%	25%	20%	24%	14%	19%	18%
4=Better service from WFCs	11%	9%	18%	18%	12%	10%	12%
5=K-12 Education	37%	25%	38%	37%	39%	26%	32%
6=Other	11%	0%	5%	9%	2%	9%	8%

* Percentages of respondents are calculated excluding non-responses, "don't know", not applicable.

Source: Understanding the Worker Needs of Manufacturers: The 2011 Minnesota Skills Gap Survey, survey results, Minnesota Department of Employment and Economic Development, 2011.