

ENERGY & NATURAL RESOURCES CLUSTER SURVEY

THE CONFIDENTIAL NATURE OF THIS SURVEY MEANS THAT THE SURVEY RESULTS WILL BE AGGREGATED AND SURVEY RESPONDENTS WILL NOT BE IDENTIFIED IN ANY WAY

(Your contact information will help us avoid duplication and will allow us to notify you of survey results)

1.) Business Representative Information

Name: _____ Title: _____

Company: _____

Address: _____

E-Mail: _____ Phone: _____ Cell: _____

Company Website: _____

2.) What industry cluster/type of business is your company? (If multiple, please rank 1 for primary business/most employees, 2 for secondary, 3 for third, etc.)

| | | | |
|----------------------|----------------------------|----------------------|---------------------------------------------|
| <input type="text"/> | Manufacturing | <input type="text"/> | Healthcare |
| <input type="text"/> | Transportation & Logistics | <input type="text"/> | Public Sector Infrastructure (Construction) |
| <input type="text"/> | Energy & Natural Resources | <input type="text"/> | Other _____ |
| <input type="text"/> | Warehouse & Storage | | |

3.) How many total workers does your company currently employ at its Kern, Inyo and Mono County locations and what are their working status?

Full-Time Employees: Temp / Seasonal:

Part-Time Employees: Other:

On-Call Employees: Total Employees:

4.) Has the number of employees changed over the past 12 months, if so by how many?

Number Increased: Number Decreased: Remained the Same:

a.) What is the reason for change?

5.) In the next 12 months, do you anticipate reducing the number of employees?

No Yes Approximately how many _____

a.) What is the reason for change?

6.) In the next 12 months, do you anticipate hiring additional employees?

No Yes Approximately how many _____

a.) What is the reason for change?

7.) What types of positions will be added in the next 12 months?

Job Title/Skills Set

8.) What types of jobs will make up most of the new positions that will be added in the next 5 years?

Job Title/Skills Set

9.) In the past two years, what are the positions in which you had the highest number of new employees through attrition?

10.) For what positions have you had significant difficulty finding qualified applicants to meet your hiring needs?

11.) In general, how difficult is it for you to find new employees who possess the following SKILLS?

Please indicate difficulty in each area:

| <u>BASIC SKILLS</u> | Very Difficult | Moderate Difficult | Somewhat Difficult | Not at all Difficult |
|----------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Reading/Comprehension Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Writing Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Math Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| English Language Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Basic Computer Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Interviewing/Resume/Application Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Physical Fitness/Wellness | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Etiquette/Grooming | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | | | | |
| <u>WORKPLACE SKILLS</u> | Very Difficult | Moderate Difficult | Somewhat Difficult | Not at all Difficult |
| Teamwork Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Problem Solving Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Critical Thinking Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Communications Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Active Listening | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Strong Work Ethic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Ability to Adapt to Change | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Occupational Safety | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Technical/Industry Computer Skills | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Tool Recognition/Use | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Ability to Write Job Safety Analysis | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Oilfield Science/Physics | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (Please List) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

12.) What are the critical requirements of your company in hiring most employees? (Please mark all that apply):

- High School Diploma or GED
- College Educational/Vocational Training
- WorkKeys Job Skills Assessment Score
- Speak/Read/Write (In English)
- Speak/Read/Write (In Spanish)
- Valid Driver's License
- Clean DMV Report
- Reliable Transportation
- Drug/Alcohol Screening
- Background Check
- Basic Computer Skills
- Safety GHS
- PPE (Personal Protective Equipment)
- Other Requirements: _____

13.) Do your employees have job specific skills deficiencies that could be addressed by a new or revised training program?

- No
- Yes, Please explain

14.) What are the top trends that we should be aware of that are effecting or will affect your industry?

15.) Please provide any other comments or questions you may have.

16.) What percentage of all of your employees must have graduated from high school or completed a GED in order to be hired? _____ %

17.) What percentage of the majority of your employees do you estimate must perform functions in your company at that educational level? _____ %

18.) What percentage of your middle-skilled/high-wage positions require the following:

- a.) High School Diploma/GED? _____ %
- b.) Some Post-Secondary Education? _____ %
 - 1.) What percentage of (b) above require any or all of the following: a license, industry recognized credential or certification that is not a college degree? _____ %
- c.) A College Degree? _____ %

• Thank you for your participation •

PLEASE RETURN THE COMPLETED SURVEY VIA MAIL, FAX OR E-MAIL TO:

America's Job Center of California
1600 E. Belle Terrace
Bakersfield, CA 93307
Fax: 661.336.6915
Email: etrsurveys@co.kern.ca.us

For any questions regarding this survey, please contact us at 661.325.4473 (HIRE)
and visit our new website: www.americasjobcenterofkern.com