BN Advantage

McLean County Employer Needs Survey Report

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Employment demographics

Industry Cluster	Number of respondents	Employee total head count in McLean County	Employee FTE count in McLean County	Number of full-time employees in McLean County	Number of part-time employees in McLean County	Number of seasonal employees in McLean County	Number of years of operation in McLean County	
							M	SD
Overall	144	39,204	31,365	32,035	5,575	562	39.67	37.78
Agribusiness	3	959	385	927	21	11	56.67	20.82
Finance and Insurance	14	18924	16636	17867	952	55	32.42	37.73
Food Processing	3	224	209	206	18	23	29.67	29.84
Healthcare	17	4,460	3,197	2,571	1,291	29	43.26	39.30
Information Technology	4	225	220	217	8	0	16.25	11.87
Transportation and Logistics	2	150	149	149	1	0	38.50	16.26
Other	101	14,084	10,448	9,992	3,257	432	41.22	39.42

Other, please specify:

501C(3)   Bowling Organization
Advertising & Marketing
ag and investments
Agro & Industrial business
Art Gallery self employed
Asphalt Paving, exca., grading, landscape material sales
attorneys
auto sales
Automotive
Automotive-Bodyshop
Banking
Burn Survivors and education
Business Services, Staffing and Recruiting
Computer Technician
CONSTRUCTION
Construction
Construction - Plumbing
Construction and service plumbing, hvac
Construction HVAC Test & Balance
consulting and managed services

Corporate Wellness Vendor
Dance studio and retail store
Distributor, Manufacturer
Early Childhood Education

Economic Development & law
Education
Education
Education
Education
Education
Education
Education
Education Services
Engineering
Engineering and Architecture
Entertainment
Family Entertainment
Fitness
Government
Hair salon
Health and Fitness
Hospitality
Hospitality
Hospitality
Hospitality
Hospitality
Hotel
Hotel/Lodging/Conference Center
Human Services
Human Services
Independent power producer (similar to an electric utility)
Interior Design firm
K-12 Education
Landscaping
Landscaping and lawn care
Law
Law firm
legal
Legal
Legal
Legal services
Mail House and kit assembly facility
Manufacturing

Manufacturing - Printing and Mailing
Manufacturing, Electronic Manufacturing Service Provider
Municipal Government
Music Store
Non Profit- Community Action Agency
Non profit Community Service Agency
Non profit senior care including medical transportation
nonprofit
Nonprofit
Non-profit
Non-profit homeless shelter and thrift store
Non-profit Military
Not for profit affordable housing
pest control and termite control services
Philanthropy
Promotional Products
Radon Mitigation
Real Estate
Real Estate
Real Estate
REAL ESTATE
Restaurant
restaurant
Retail
Retail
Retail
retail
SALE OF ADVERSTISING SPECIALITES
Sales & Service of Lawn Equipment
service and repair
service and repairs
Service instrument maintenance
Social Justice, Social Service
Sports Entertainment
Staffing Agency
Tax & Accounting
Veterinary
Water Treatment/ Retail

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Employer Needs (General)

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	*SD*
Accountants and Auditors	482	8	29	64	Bachelor's degree & Professional/Master's degree or above	3.25	1.24
Billing and Posting Clerks and Machine Operators	232	21	24	30	High school diploma or equivalent & Associate's degree	2.59	1.22
Bookkeeping, Accounting, and Auditing Clerks	429	15	30	57	Associate's degree & Bachelor's degree	2.98	1.14
Business Operations Specialists, All Other	215	20	35	15	Associate's degree & Bachelor's degree	3.15	1.09
Customer Service Representatives	1464	33	517	873	High school diploma or equivalent & Associate's degree	2.94	1.17
Executive Secretaries and Executive Administrative Assistants	325	8	9	8	High school diploma or equivalent & Associate's degree	2.80	0.99
First-Line Supervisors of Office and Administrative Support Workers	521	18	52	33	Associate's degree & Bachelor's degree	3.23	0.84
First-Line Supervisors of Production and Operating Workers	247	14	24	32	Associate's degree	3.33	0.89
General and Operations Managers	211	7	13	18	Associate's degree & Bachelor's degree	3.54	0.91
Heavy and Tractor-Trailer Truck Drivers	17	0	0	2	No or minimal schooling & High school diploma or equivalent	2.75	1.26
Helpers--Production Workers	928	20	152	155	No or minimal schooling & High school diploma or equivalent	2.93	1.14
Human Resources, Training, and Labor Relations Specialists	408	9	29	43	Associate's degree & Bachelor's degree	3.09	0.95

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	SD
Industrial Truck and Tractor Operators	2	0	0	1	No or minimal schooling & High school diploma or equivalent	2.00	1.41
Inspectors, Testers, Sorters, Samplers, and Weighers	25	2	1	3	High school diploma or equivalent	3.17	1.17
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	527	7	64	77	No or minimal schooling & High school diploma or equivalent	2.35	1.02
Laborers and Freight, Stock, and Material Movers	63	6	5	13	No or minimal schooling & High school diploma or equivalent	2.36	1.21
Lawyers	202	0	6	22	Bachelor's degree & Professional/Master's degree or above	3.30	1.25
Legal Secretaries	20	0	1	3	High school diploma or equivalent & Associate's degree	2.71	1.25
Light Truck or Delivery Services Drivers	13	0	1	1	No or minimal schooling & High school diploma or equivalent	2.17	1.33
Maintenance and Repair Workers, General	334	11	27	35	High school diploma or equivalent & Associate's degree	2.97	1.24
Management Analysts	12	1	1	1	Associate's degree & Bachelor's degree	2.67	0.82
Market Research Analysts and Marketing Specialists	159	9	9	22	Bachelor's degree & Professional/Master's degree or above	3.26	1.05
Office Clerks, General	133	0	12	3	High school diploma or equivalent & Associate's degree	2.00	0.85
Order Clerks	1	1	0	1	High school diploma or equivalent	2.00	1.41
Packers and Packagers	26	5	7	0	No or minimal schooling & High school diploma or equivalent	2.00	1.00
Paralegals and Legal Assistants	66	0	1	2	High school diploma or equivalent & Associate's degree	2.80	1.10

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	SD
Receptionists and Information Clerks	96	4	27	19	High school diploma or equivalent & Associate's degree	1.96	0.93
Sales Representatives, Services, All Other	243	11	61	121	Associate's degree & Bachelor's degree	3.55	0.80
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	8	4	6	7	Associate's degree	4.25	0.96
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	16	0	2	5	Associate's degree & Bachelor's degree	4.00	0.89
Secretaries and Administrative Assistants	342	2	29	25	High school diploma or equivalent & Associate's degree	2.14	0.95
Shipping, Receiving, and Traffic Clerks	20	4	3	1	High school diploma or equivalent	2.88	0.99
Stock Clerks and Order Fillers	6	0	1	0	No or minimal schooling & High school diploma or equivalent	2.00	1.00
Telemarketers	0	0	0	0	High school diploma or equivalent	3.00	0.00

For roles where recruitment or retention has been a challenge, what have been the most regularly cited reasons that candidates or incumbents leave the community?

	1 Rarely cited		2		3 Sometimes cited		4		5 Often cited		M	SD
	#	%	#	%	#	%	#	%	#	%		
Professional opportunity otherwise not available locally	31	39.2	4	5.1	32	40.5	8	10.1	4	5.1	2.37	1.24
Relocation for family or other interpersonal reasons	19	23.2	6	7.3	29	35.4	14	17.1	14	17.1	2.98	1.37
A better quality of place (aesthetics, etc.)	47	58.8	13	16.3	17	21.3	3	3.8	0	0.0	1.70	0.93
Achievement of a better fit (culture, diversity, inclusiveness, etc.)	43	55.1	12	15.4	15	19.2	5	6.4	3	3.8	1.88	1.16
Educational or professional development	27	34.2	18	22.8	20	25.3	10	12.7	4	5.1	2.32	1.22
Connections to a broader professional network	41	51.9	14	17.7	18	22.8	6	7.6	0	0.0	1.86	1.02
Better climate	36	46.2	14	17.9	20	25.6	7	9.0	1	1.3	2.01	1.10
Lack of access to transportation and logistics	60	77.9	6	7.8	9	11.7	2	2.6	0	0.0	1.39	0.80
A preferred geographic location	29	36.3	12	15.0	24	30.0	11	13.8	4	5.0	2.36	1.25
Cost of living	45	57.0	16	20.3	8	10.1	8	10.1	2	2.5	1.81	1.13
Higher salary	13	15.7	4	4.8	23	27.7	21	25.3	22	26.5	3.42	1.35
Preferred benefits	26	32.9	11	13.9	15	19.0	13	16.5	14	17.7	2.72	1.51

Skills and Preparation

Item	Yes		No	
	#	%	#	%
Does your organization have a growing demand for employees with bilingual language skills?	38	34.5	72	65.5

Which languages? [Only those who selected 'Yes' in response to the item above (n = 38) had the opportunity to respond to this item].

Response	Frequency	Percent
French (Canadian, Congolese)	4	8.70
Indian	2	4.35
Japanese	2	4.35
Mandarin	1	2.17
Spanish	36	78.26
Any language spoken by the residents of McLean County seeking medical services	1	2.17
TOTAL	46	100.0

Note. n = 37 respondents (97.4% of those who selected 'Yes'). Several individuals provided more than one language, and thus, the total in the table is more than the number of respondents.

Integrity

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Treats others with honesty, fairness, and respect	0	0.0	0	0.0	1	0.9	6	5.7	99	93.4	4.92	0.30	0	0.0	1	1	37	38.1	23	23.7	36	37.1	3.97	0.90
Demonstrates respect for company time and property	0	0.0	0	0.0	9	8.7	23	22.1	72	69.2	4.61	0.65	2	2.1	5	5.2	45	46.9	19	19.8	25	26	3.63	1.00
Is present and engaged in the workplace, demonstrates appropriate use of technology in the workplace	1	1.0	0	0.0	15	14.3	28	26.7	61	58.1	4.41	0.81	2	2.1	5	5.2	48	49.5	20	20.6	22	22.7	3.57	0.97
Accepts responsibility for one's decisions and actions	0	0.0	0	0.0	10	9.7	22	21.4	71	68.9	4.59	0.66	1	1.1	9	9.5	38	40	28	29.5	19	20	3.58	0.95

Respect

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Works effectively with those who have diverse backgrounds, beliefs, and cultures	2	1.9	1	1	18	17.5	18	17.5	64	62.1	4.37	0.94	1	1.1	0	0.0	33	35.1	21	22.3	39	41.5	4.03	0.93

| Exhibits respect for authority | 0 | 0.0 | 2 | 1.9 | 18 | 17.3 | 26 | 15 | 58 | 55.8 | 4.35 | 0.83 | 1 | 1 | 1 | 1 | 39 | 40.6 | 30 | 31.3 | 25 | 26 | 3.80 | 0.88 |

Perseverance

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Stays on task when provided strategies for overcoming barriers	2	1.9	0	0.0	16	15.5	33	32	52	50.5	4.29	0.87	0	0.0	7	7.3	45	46.9	28	29.2	16	16.7	3.55	0.86

Positive attitude

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Cooperates in a pleasant and politely manner with clients, coworkers, and supervisors	0	0.0	0	0.0	2	1.9	20	18.9	84	79.2	4.77	0.46	1	1.0	2	2.1	33	34	38	39.2	23	23.7	3.82	0.85
Exhibits flexibility and adaptability; taking direction and correction willingly	0	0.0	0	0.0	14	13.3	26	24.8	65	61.9	4.49	0.72	3	3.1	3	3.1	35	36.1	34	35.1	22	22.7	3.71	0.96

Dependability

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Shows up to work on time and ready to work	2	1.9	0	0.0	10	9.7	14	13.6	77	74.8	4.59	0.82	1	1.1	3	3.2	33	34.7	33	34.7	25	26.3	3.82	0.90
Fulfills obligations, completing assignments, and meeting deadlines	0	0.0	0	0.0	9	9	24	24	67	67	4.58	0.65	0	0.0	4	4.4	30	33	37	40.7	20	22	3.80	0.83
Behaves consistently, predictably, and reliably	0	0.0	0	0.0	14	14	25	25	61	61	4.47	0.73	0	0.0	4	4.3	41	44.1	29	31.2	19	20.4	3.68	0.85
Demonstrates minimum absenteeism and communicating about absences with his/her supervisor	1	1	0	0.0	8	7.7	20	19.2	75	72.1	4.62	0.72	4	4.1	6	6.2	34	35.1	28	28.9	25	25.8	3.66	1.06
Demonstrates desire to work toward organizational goals	0	0.0	1	1	13	12.5	22	21.2	68	65.4	4.51	0.75	1	1.1	4	4.2	43	45.3	27	28.4	20	21.1	3.64	0.90

Professionalism

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Maintains a professional demeanor at work	0	0.0	2	1.9	14	13.3	18	17.1	71	67.6	4.50	0.80	2	2.1	3	3.1	36	37.5	31	32.3	24	25	3.75	0.94
Demonstrates self-control by maintaining composure and keeping emotions in check, even in difficult situations	0	0.0	0	0.0	9	8.7	24	23.1	71	68.3	4.60	0.65	2	2.1	2	2.1	39	41.1	28	29.5	24	2.53	3.74	0.94
Exhibits professional appearance by dressing appropriately for the work and maintaining personal hygiene	0	0.0	2	1.9	14	13.3	22	21	67	63.8	4.47	0.80	2	2.1	6	6.3	31	32.3	28	29.2	29	30.2	3.79	1.02

Communication

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Listens to and considering other's viewpoints	0	0.0	1	1	27	26	19	18.3	57	54.8	4.27	0.88	1	1.1	3	3.2	41	43.2	31	32.6	19	20	3.67	0.87
Follows directions	0	0.0	0	0.0	8	7.8	26	25.2	69	67	4.59	0.63	0	0.0	2	2.1	38	40.4	34	36.2	20	21.3	3.77	0.81
Is open to corrections	0	0.0	0	0.0	15	16.3	24	26.1	53	57.6	4.41	0.76	2	2.3	6	6.9	41	47.1	24	27.6	14	16.1	3.48	0.93
Maintains open lines of communication up and down the pipeline	0	0.0	0	0.0	16	15.7	21	20.6	65	63.7	4.48	0.75	0	0.0	3	3.2	49	52.1	24	25.5	18	19.1	3.61	0.83
Effectively explains a process or problem verbally or in writing	0	0.0	2	2	24	23.5	23	22.5	53	52	4.25	0.88	2	2.1	4	4.2	51	53.7	24	25.3	14	14.7	3.46	0.87
Ability to speak clearly and be understood	0	0.0	0	0.0	12	11.8	22	21.6	68	66.7	4.55	0.70	0	0.0	3	3.2	29	31.2	27	29	34	36.6	3.99	0.90

Teamwork

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates the ability to work effectively with others	0	0.0	0	0.0	8	7.7	15	14.4	81	77.9	4.70	0.61	2	2.1	1	1.1	32	33.7	33	34.7	27	28.4	3.86	0.92
Uses appropriate strategies and solutions in dealing with conflicts/differences to maintain a smooth workflow	0	0.0	0	0.0	15	14.4	28	26.9	61	58.7	4.44	0.74	2	2.1	6	6.4	43	45.7	25	26.6	18	19.1	3.54	0.95

Critical thinking

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*		1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%		
Demonstrates sound decision making	0	0.0	0	0.0	17	16.5	24	23.3	62	60.2	4.44	0.76		0	0.0	5	5.3	42	44.7	30	31.9	17	18.1	3.63	0.84
Exhibits problem solving skills	0	0.0	0	0.0	17	16.3	33	31.7	54	51.9	4.36	0.75		1	1.1	4	4.2	40	42.1	33	34.7	17	17.9	3.64	0.86

Please list any other essential skill areas not captured by this model that you would consider important or where a gap exists.

3 Executives - President, CFO and Plant Manager
Ability to construct clear picture of what we do.
ability to take initiative
At CAMtek we really need skills training for our specific machinery and our specific software's because what we do is so specialized.
Basic Customer Service Skills are no longer a given to many of those new to the workforce. Eye contact, Acknowledgement, Please, Thank you, It's my pleasure, picking up the phone and calling someone can be intimidating to the millennial generation.
Basic skills such as Good Spelling, grammar and handwriting seem to be a skill lacking in many potential hires. Younger hires seem to need more supervision than they used to.
Because Eaton Gallery is run and operated by a self employed artist and managed by a husband and wife team there are sometimes communication and expectation issues that arise. There are no employees.
Being able to work with the public. Have an open mind and not be judgmental towards anyone.
Being creative when working with a claimant that owes a sum of money that they don't have or don't want to give up.
Building relationships with clients - my team does well. It is essential for our business.
Coaching - teaching others a specific skill - ie. Hockey
Communication with stakeholders.
Computer literacy and writing/spelling/grammar. We find a lot of gaps in these areas.
Creativity in solving human problems.
Effectively deals with customer service issues.
Fundraising, project development,dedicated volunteer to the project
Generally, challenging to hire for Information Tech, Engineering, and Skilled Trades partly due to younger generations getting education in non-technical areas. Also among entry level, basic math and tape measure reading skills would be helpful.
In hiring accountants - the basic accounting skill/knowledge has been lacking for the last several years. Even those with masters degrees have not been able to pass a simple test I give them whereby they must allocate assets/liabilities/equity/income/expense and make a balance sheet and P & L. I've discussed this problem with ISU's accounting department.
In regards to our Mechanical side employees; Machine Operators, Mechanics, and a couple others, we regularly struggle with finding qualified applicants in a timely manner. Most peoples abilities to operate or to maintain the equipment is learned through on the job training and experience.
Is able to maintain confidentiality with clients
It appears that the generational differences between the management and some new hires of a younger generation are significant. The expectations need to be clearly noted and instructed on a constant level. I have read that this constant reinforcement and mentoring is significant as this generation never got much exposure to expectations from their home life. For successful employees, employers must go the extra mile to recruit, retain and develop the employees.
n/a
na
NA

Need more skill training for skilled labor. More access to trade schools and training options for hands on work.
New hires sometimes need help responding to coaching and feedback.
none
Nursing
Our people need to be self starters that can express their ideas and solve the problems that occur in the ever changing field of service and construction.
Over-dependence on cellphones, tablets, etc. Sometimes there is NOT an app for that...
Personal time management = reduce tardiness and absenteeism
Pretty well covered in the previous pages.
Reliability, appearance (appropriate for position), and ability to accept feedback
Skills well covered previously.
standard written English
The ability to make good assessments and demonstrate sound judgment is something we value.
This is strictly a service organization for the entire state of Illinois and we keep track of membership and run recreational activities
Trade Skills - We find that there is a shortage of trained plumbing candidates in this area and that this will be a growing issue in the coming years as an aging workforce starts to retire.
We are a niche field where very few qualified workers are available. We are also in the union. Those individuals that are available are not ideal work candidates, but due to lack of availability we put up with bad work habits for longer than we should.

Note. n = 39.

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	1 Not interested		2 Slightly interested		3 Moderately interested		4 Very interested		Not applicable		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%		
Develop an online profile to let students know about your organization and the types of careers available	13	12.6	17	16.5	30	29.1	37	35.9	6	5.8	2.94	1.05
Participate in curriculum development relative to jobs for which we hire	29	28.7	16	15.8	26	25.7	23	22.8	7	6.9	2.46	1.17
Through the online platform, connect experts within our organization with students in the community	23	22.8	17	16.8	27	16.7	26	25.7	8	7.9	2.60	1.14
Allow for job shadowing of our employees by students in the community	18	18.0	17	17.0	31	31.0	28	28.0	6	6.0	2.73	1.09
Participate in career fair hosted specifically to showcase McLean County employers	27	27.0	12	12.0	19	19.0	35	35.0	7	7.0	2.67	1.25
Offer internships (paid or unpaid) to students in the community	22	21.4	11	10.7	18	17.5	44	42.7	8	7.8	2.88	1.23
Host a career day within your organization for area students	35	35.4	15	15.2	18	18.2	25	25.3	6	6.1	2.35	1.24

Note. 'Not applicable' was not included in the calculation of the means and standard deviations.

Please provide any general comments, suggestions, or information that has not been addressed in this survey.

A few of these items are corporate level driven, so we would need to work on approval.Items such as internships would be included in that category.Job shadowing would take, meetings to discuss safety and protection.
As a dentist, the survey was too generic for my specific hiring needs.
Bridgestone/Firestone Bloomington OTR Plant has had a presence for over 50 years in the Bloomington-Normal, IL area. We work for a great company that believes in Taking Care of the People within the surrounding communities we live and work in. We would be happy to enhance that exposure through participation above.
I am a sole practitioner with one assistant and no plans for any new hirings.
I appreciate the opportunity to participate in this survey and look forward to getting the results.
internrocket.com is a local angel backed startup with over 100 local companies and thousands of local students currently on the platform. We offer similar but still different opportunities for helping local companies connect with local students. We are so glad that this is happening, we think this is a great way to retain talent locally! If there's ever any way we can help provide complementary opportunities for our community please just let us know. Thanks, mike
Many of our need gaps stem from the specific type of work that we do. There are Engineering programs in the area, but not many that focus on Building Type Engineering. For example, we look for Mechanical and Electrical Engineers that have coursework and an interest in applying these in a building environment. In addition, a program in Architectural Engineering in this area would be very helpful. There are currently only a handful of people in the central Illinois area that have this experience and interest and we typically have to recruit outside the state which makes filling these positions very difficult.
NA
need 5-10 years in work force before becoming a commodity broker
none come to mind
Our industry is quite specialized and bound by strict confidentiality laws. Staff/student or volunteer interactions are often not possible.
Thank you for including us in the survery
The nature of our work requires a minimum of a bachelors degree. We are a small organization so the amount of time for being involved in the early stages versus the long term potential payout doesn't warrant our investment of time.
The survey questions asked do not really apply for artists and art gallery owners who are self employed.
There are licensing requirements (e.g. minimum age 21) for the real estate industry and as a result, a gap between high school ages and when an employment opportunity is available. Therefore, curriculum development, chatting, etc. would be less beneficial to community school districts.
There is such a high demand for healthcare workers (particularly RNs, LPNs, and CNAs, and the demand will only increase as the population ages.   We need to explore the possibility of education offering that can get students licensed and certified more readily. There is such a wait list with our local colleges. The schools cannot graduate enough to meet the needs of the community health providers.
We are in sports and entertainment but in order to do a good job, we have to sell. Communication skills are extremely important. But there are other jobs in our industry like graphic design, coaching, medical trainer, broadcasting, social media experts, video technology and many more.
We are very open to talking with students about our work and the skills and educational preparation needed. We are also open to providing information on what a work day may look like for them. We have very limited job availability for anyone without an accounting degree.
We currently work with ISU's Katie School of Insurance to obtain students for various internships.
We have worked with several schools over the last few years including Hammitt High, Normal and Normal West. We enjoy working with students to develop life skills needed to be successful in today's work enviroment
We need high school students who can meet the application standards for an accredited, 2 year, Veterinary Technician program. (Joliet, Parkland, Rockford). A strong background in science and math is required. We also need students who understand that showing up on time is the absolute bare minimum work ethic.
We would be interested in helping students learn about our business and what jobs are available. We fortunately don't have high turn over so there is not a lot of need to hire for new positions.

Note. n = 22.

BN Advantage

Agribusiness Employer

Needs

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	SD
Farmers, Ranchers, and Other Agricultural Managers	0	0	0	0	---	0.00	0.00
First-line Supervisors of Farming, Fishing, and Forestry Workers	0	0	0	0	---	0.00	0.00
Graders and Sorters, Agricultural Products	0	0	0	0	---	0.00	0.00
Landscaping and Groundskeeping Workers	20	0	4	5	High school diploma or equivalent	5.00	0.00
Mobile Heavy Equipment Mechanics, Except Engines	0	0	0	0	---	0.00	0.00

BN Advantage

For roles where recruitment or retention has been a challenge, what have been the most regularly cited reasons that candidates or incumbents leave the community?

	1 Rarely cited		2		3 Sometimes cited		4		5 Often cited		M	SD
	#	%	#	%	#	%	#	%	#	%		
Professional opportunity otherwise not available locally	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Relocation for family or other interpersonal reasons	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
A better quality of place (aesthetics, etc.)	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Achievement of a better fit (culture, diversity, inclusiveness, etc.)	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Educational or professional development	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00
Connections to a broader professional network	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Better climate	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	1.50	0.71
Lack of access to transportation and logistics	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	2.00	1.41
A preferred geographic location	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Cost of living	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Higher salary	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41
Preferred benefits	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0	3.50	2.12

Skills and Preparation

Item	Yes		No	
	#	%	#	%
Does your organization have a growing demand for employees with bilingual language skills?	1	50.0	1	50.0

Which languages? [Only those who selected 'Yes' in response to the item above (*n* = 1) had the opportunity to respond to this item].

Spanish

Note. n = 1 (100.0% of those who selected 'Yes').

![BN Advantage logo]

Integrity

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD	
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%			
Treats others with honesty, fairness, and respect	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71	
Demonstrates respect for company time and property	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71		0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	3.00	1.41	
Is present and engaged in the workplace, demonstrates appropriate use of technology in the workplace	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71		0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71	
Accepts responsibility for one's decisions and actions	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71		0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71	

Respect

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD	
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%			
Works effectively with those who have diverse backgrounds, beliefs, and cultures	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71		0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00	
Exhibits respect for authority	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71	

Perseverance

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD	
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%			
Stays on task when provided strategies for overcoming barriers	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71	

BN Advantage

Positive attitude

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%		
Cooperates in a pleasant and politely manner with clients, coworkers, and supervisors	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Exhibits flexibility and adaptability; taking direction and correction willingly	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00

Dependability

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%		
Shows up to work on time and ready to work	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71		0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Fulfills obligations, completing assignments, and meeting deadlines	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Behaves consistently, predictably, and reliably	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Demonstrates minimum absenteeism and communicating about absences with his/her supervisor	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Demonstrates desire to work toward organizational goals	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00		0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71

Professionalism

Item	1 Not important #	%	2 #	%	3 Moderately important #	%	4 #	%	5 Extremely important #	%	M	SD	1 Not well #	%	2 #	%	3 Moderately well #	%	4 #	%	5 Extremely well #	%	M	SD
Maintains a professional demeanor at work	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Demonstrates self-control by maintaining composure and keeping emotions in check, even in difficult situations	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Exhibits professional appearance by dressing appropriately for the work and maintaining personal hygiene	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71

Communication

Item	1 Not important #	%	2 #	%	3 Moderately important #	%	4 #	%	5 Extremely important #	%	M	SD	1 Not well #	%	2 #	%	3 Moderately well #	%	4 #	%	5 Extremely well #	%	M	SD
Listens to and considering other's viewpoints	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Follows directions	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	4.00	0.00
Is open to corrections	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Maintains open lines of communication up and down the pipeline	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Effectively explains a process or problem verbally or in writing	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Ability to speak clearly and be understood	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00

BN Advantage

Teamwork

Item	How important this skill is within your work environment?											M	SD	How well do new hires demonstrate this skill?											M	SD
	1 Not important		2		3 Moderately important		4		5 Extremely important					1 Not well		2		3 Moderately well		4		5 Extremely well				
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates the ability to work effectively with others	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	1	50.0	1	50.0	0	0.0	0.0	0.0	2.50	0.71
Uses appropriate strategies and solutions in dealing with conflicts/differences to maintain a smooth workflow	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	2	100.0	0	0.0	0.0	0.0	3.00	0.00

Critical thinking

Item	How important this skill is within your work environment?											M	SD	How well do new hires demonstrate this skill?											M	SD
	1 Not important		2		3 Moderately important		4		5 Extremely important					1 Not well		2		3 Moderately well		4		5 Extremely well				
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates sound decision making	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Exhibits problem solving skills	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71

Please list any other essential skill areas not captured by this model that you would consider important or where a gap exists.

None provided

BN Advantage

	1 Not interested		2 Slightly interested		3 Moderately interested		4 Very interested		Not applicable		M	SD
	#	%	#	%	#	%	#	%	#	%		
Develop an online profile to let students know about your organization and the types of careers available	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Participate in curriculum development relative to jobs for which we hire	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	1.50	0.71
Through the online platform, connect experts within our organization with students in the community	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Allow for job shadowing of our employees by students in the community	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Participate in career fair hosted specifically to showcase McLean County employers	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Offer internships (paid or unpaid) to students in the community	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	3.00	1.41
Host a career day within your organization for area students	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71

Note. 'Not applicable' was not included in the calculation of the means and standard deviations.

Please provide any general comments, suggestions, or information that has not been addressed in this survey.

None provided

Finance and Insurance

Employer Needs

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	SD
Bill and Account Collectors	205	10	159	364	High school diploma or equivalent	3.00	0.00
Claims Adjusters, Examiners, and Investigators	275	5	12	35	Associate's degree	3.33	0.58
Financial Analysts	287	1	20	49	Bachelor's degree	3.50	0.58
Financial Managers	32	1	4	1	Associate's degree & Bachelor's degree	3.33	0.52
Financial Specialists, All Other	3	0	0	0	Associate's degree	3.00	0.00

Insurance Claims and Policy Processing Clerks	756	1	16	50	High school diploma or equivalent	2.67	1.53
Insurance Sales Agents	7	3	0	4	Associate's degree	5.00	0.00
Insurance Underwriters	552	0	15	45	High school diploma or equivalent	2.00	0.00
Loan Interviewers and Clerks	6	0	1	1	Associate's degree	2.00	0.00
Loan Officers	22	5	0	4	Associate's degree & Bachelor's degree	4.00	0.82
Personal Financial Advisors	13	0	0	0	Bachelor's degree	3.67	0.58
Securities, Commodities, and Financial Services Sales Agents	6	0	0	0	Bachelor's degree	3.50	0.71

For roles where recruitment or retention has been a challenge, what have been the most regularly cited reasons that candidates or incumbents leave the community?

	1 Rarely cited		2		3 Sometimes cited		4		5 Often cited		M	SD
	#	%	#	%	#	%	#	%	#	%		
Professional opportunity otherwise not available locally	3	37.5	0	0.0	3	3.75	2	25.0	0	0.0	2.50	1.31
Relocation for family or other interpersonal reasons	3	33.3	0	0.0	3	33.3	0	0.0	3	33.3	3.00	1.73
A better quality of place (aesthetics, etc.)	4	44.4	1	11.1	3	33.3	0	0.0	1	11.1	1.44	0.73
Achievement of a better fit (culture, diversity, inclusiveness, etc.)	9	100	0	0.0	0	0.0	0	0.0	0	0.0	1.56	0.73
Educational or professional development	5	55.6	0	0.0	2	22.2	1	11.1	1	11.1	2.44	1.33
Connections to a broader professional network	6	66.7	2	22.2	0	0.0	0	0.0	1	11.1	1.56	0.88
Better climate	2	22.2	0	0.0	2	22.2	3	33.3	2	22.2	2.22	1.39
Lack of access to transportation and logistics	9	100 .0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
A preferred geographic location	5	55.6	0	0.0	2	22.2	1	11.1	1	11.1	2.22	1.56
Cost of living	6	66.7	2	22.2	0	0.0	0	0.0	1	11.1	1.67	1.32
Higher salary	2	22.2	0	0.0	2	22.2	3	33.3	2	22.2	3.33	1.50
Preferred benefits	2	22.2	2	22.2	2	22.2	2	22.2	1	11.1	2.78	1.39

Skills and Preparation

Item	Yes		No	
	#	%	#	%
Does your organization have a growing demand for employees with bilingual language skills?	8	66.7	4	28.6

Which languages? [Only those who selected 'Yes' in response to the item above (*n* = 8) had the opportunity to respond to this item].

Response	Frequency	Percent
Mandarin	1	12.5
Spanish	7	87.5
TOTAL	8	100.0

Note. n = 7 (87.5% of those who selected 'Yes'). One individual provided more than language, and one individual did not provide a response.

Integrity

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Treats others with honesty, fairness, and respect	0	0.0	0	0.0	0	0.0	1	8.3	11	91.7	4.92	0.29	0	0.0	0	0.0	1	9.1	7	63.6	3	27.3	4.18	0.60
Demonstrates respect for company time and property	0	0.0	0	0.0	1	8.3	1	8.3	10	83.3	4.75	0.62	0	0.0	0	0.0	4	36.4	6	54.5	1	9.1	3.73	0.65
Is present and engaged in the workplace, demonstrates appropriate use of technology in the workplace	0	0.0	0	0.0	0	0.0	4	33.3	8	66.7	4.67	0.49	0	0.0	0	0.0	5	45.5	5	45.5	1	9.1	3.64	0.67
Accepts responsibility for one's decisions and actions	0	0.0	0	0.0	1	8.3	2	16.7	9	75.0	4.67	0.65	0	0.0	0	0.0	5	45.5	6	54.5	0	0	3.55	0.52

Respect

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD	
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%			
Works effectively with those who have diverse backgrounds, beliefs, and cultures	0	0.0	0	0.0	2	16.7	2	16.7	8	66.7	4.50	0.80		0	0.0	0	0.0	3	27.3	5	45.5	3	27.3	4.00	0.78	
Exhibits respect for authority	0	0.0	0	0.0	2	16.7	3	25.0	7	58.3	4.42	0.79		0	0.0	0	0.0	4	36.4	5	45.5	2	18.2	3.82	0.75	

Perseverance

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD	
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%			
Stays on task when provided strategies for overcoming barriers	0	0.0	0	0.0	0	0.0	5	41.7	7	58.3	4.58	0.52		0	0.0	0	0.0	5	45.5	5	45.5	1	9.1	3.64	0.67	

Positive attitude

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD	
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%			
Cooperates in a pleasant and politely manner with clients, coworkers, and supervisors	0	0.0	0	0.0	0	0.0	2	16.7	10	83.3	4.83	0.39		0	0.0	0	0.0	3	27.3	7	63.6	1	9.1	3.82	0.60	
Exhibits flexibility and adaptability; taking direction and correction willingly	0	0.0	0	0.0	0	0.0	2	16.7	10	83.3	4.83	0.39		0	0.0	1	9.1	4	36.4	6	54.5	0	0.0	3.45	0.69	

BN Advantage

Dependability

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD			
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%					
Shows up to work on time and ready to work	0	0.0	0	0.0	2	16.7	0	0.0	10	83.3	4.67	0.78	0	0.0	1	9.1	4	36.4	2	18.2	4	36.4	3.82	1.08			
Fulfills obligations, completing assignments, and meeting deadlines	0	0.0	0	0.0	1	9.1	2	18.2	8	72.7	4.64	0.67	0	0.0	0	0.0	2	20.0	7	70.0	1	10.0	3.90	0.57			
Behaves consistently, predictably, and reliably	0	0.0	0	0.0	1	8.3	2	16.7	9	75.0	4.67	0.65	0	0.0	0	0.0	6	54.5	4	36.4	1	9.1	3.55	0.69			
Demonstrates minimum absenteeism and communicating about absences with his/her supervisor	0	0.0	0	0.0	0	0.0	2	16.7	10	83.3	4.83	0.39	0	0.0	1	9.1	5	45.5	3	27.3	2	18.2	3.55	0.93			
Demonstrates desire to work toward organizational goals	0	0.0	0	0.0	1	8.3	2	16.7	9	75.0	4.67	0.65	0	0.0	0	0.0	6	54.5	5	45.5	0	0.0	3.45	0.52			

Professionalism

Item	How important this skill is within your work environment?												M	SD	How well do new hires demonstrate this skill?												M	SD
	1 Not important		2		3 Moderately important		4		5 Extremely important						1 Not well		2		3 Moderately well		4		5 Extremely well					
	#	%	#	%	#	%	#	%	#	%					#	%	#	%	#	%	#	%	#	%				
Maintains a professional demeanor at work	0	0.0	0	0.0	1	8.3	4	33.3	7	58.3			4.50	0.67	0	0.0	0	0.0	4	36.4	6	54.5	1	9.1			3.73	0.65
Demonstrates self-control by maintaining composure and keeping emotions in check, even in difficult situations	0	0.0	0	0.0	1	8.3	3	25.0	8	66.7			4.58	0.67	0	0.0	0	0.0	3	27.3	7	63.6	1	9.1			3.82	0.60
Exhibits professional appearance by dressing appropriately for the work and maintaining personal hygiene	0	0.0	0	0.0	2	16.7	2	16.7	8	66.7			4.50	0.80	0	0.0	0	0.0	2	18.2	7	63.6	2	18.2			4.00	0.63

Communication

Item	How important this skill is within your work environment?												M	SD	How well do new hires demonstrate this skill?												M	SD
	1 Not important		2		3 Moderately important		4		5 Extremely important						1 Not well		2		3 Moderately well		4		5 Extremely well					
	#	%	#	%	#	%	#	%	#	%					#	%	#	%	#	%	#	%	#	%				
Listens to and considering other's viewpoints	0	0.0	0	0.0	3	25.0	1	8.3	8	66.7			4.42	0.90	0	0.0	0	0.0	4	36.4	6	54.5	1	9.1			3.73	0.65
Follows directions	0	0.0	0	0.0	0	0.0	3	25.0	9	75.0			4.75	0.45	0	0.0	0	0.0	4	36.4	7	63.6	0	0			3.64	0.51
Is open to corrections	0	0.0	0	0.0	0	0.0	1	10.0	9	90.0			4.90	0.32	0	0.0	2	20.0	3	30.0	5	50.0	0	0			3.30	0.82
Maintains open lines of communication up and down the pipeline	0	0.0	0	0.0	2	16.7	2	16.7	8	66.7			4.50	0.80	0	0.0	1	9.1	9	81.8	1	9.1	0	0			3.00	0.45
Effectively explains a process or problem verbally or in writing	0	0.0	0	0.0	3	25.0	1	8.3	8	66.7			4.42	0.90	0	0.0	0	0.0	7	63.6	4	36.4	0	0			3.36	0.51
Ability to speak clearly and be understood	0	0.0	0	0.0	1	8.3	2	16.7	9	75.0			4.67	0.65	0	0.0	0	0.0	4	36.4	5	45.5	2	18.2			3.82	0.75

Teamwork

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates the ability to work effectively with others	0	0.0	0	0.0	1	8.3	1	8.3	10	83.3	4.75	0.62	0	0.0	0	0.0	4	36.4	6	54.5	1	9.1	3.73	0.65
Uses appropriate strategies and solutions in dealing with conflicts/differences to maintain a smooth workflow	0	0.0	0	0.0	1	8.3	2	16.7	9	75.0	4.67	0.65	0	0.0	1	9.1	5	45.5	4	36.4	1	9.1	3.45	0.82

Critical thinking

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates sound decision making	0	0.0	0	0.0	2	16.7	3	25.0	7	58.3	4.42	0.79	0	0.0	0	0.0	6	54.5	4	36.4	1	9.1	3.55	0.69
Exhibits problem solving skills	0	0.0	0	0.0	2	16.7	3	25.0	7	58.3	4.42	0.79	0	0.0	0	0.0	6	54.5	5	45.5	0	0.0	3.45	0.52

Please list any other essential skill areas not captured by this model that you would consider important or where a gap exists.

Being creative when working with a claimant that owes a sum of money that they don't have or don't want to give up.
In hiring accountants - the basic accounting skill/knowledge has been lacking for the last several years. Even those with masters degrees have not been able to pass a simple test I give them whereby they must allocate assets/liabilities/equity/income/expense and make a balance sheet and P & L. I've discussed this problem with ISU's accounting department.
none
Personal time management = reduce tardiness and absenteeism
Pretty well covered in the previous pages.

Note. n = 5.

BN Advantage

BN Advantage

	1 Not interested		2 Slightly interested		3 Moderately interested		4 Very interested		Not applicable		M	SD
	#	%	#	%	#	%	#	%	#	%		
Develop an online profile to let students know about your organization and the types of careers available	0	0.0	1	10.0	5	50.0	4	40.0	0	0.0	3.30	0.68
Participate in curriculum development relative to jobs for which we hire	1	10.0	1	10.0	4	40.0	4	40.0	0	0.0	3.10	0.99
Through the online platform, connect experts within our organization with students in the community	0	0.0	3	33.3	4	44.4	2	22.2	0	0.0	2.89	0.78
Allow for job shadowing of our employees by students in the community	2	22.2	2	22.2	4	44.4	1	11.1	0	0.0	2.44	1.01
Participate in career fair hosted specifically to showcase McLean County employers	2	25.0	2	25.0	1	12.5	3	37.5	0	0.0	2.63	1.30
Offer internships (paid or unpaid) to students in the community	3	33.3	1	11.1	1	11.1	3	33.3	1	11.1	2.50	1.41
Host a career day within your organization for area students	3	33.3	3	33.3	1	11.1	2	22.2	0	0.0	2.22	1.20

Please provide any general comments, suggestions, or information that has not been addressed in this survey.

We currently work with ISU's Katie School of Insurance to obtain students for various internships.

Food Processing

Employer Needs

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	SD
Butchers and Meat Cutters	0	0	0	0	---	0.00	0.00
Cleaners of Vehicles and Equipment	7	1	2	0	No or minimal schooling	2.00	0.00
Cutting and Slicing Machine Setters, Operators, and Tenders	0	0	0	0	---	0.00	0.00
Food Batchmakers	8	0	2	8	High school diploma or equivalent	2.00	0.00
Food Cooking Machine Operators and Tenders	23	4	10	0	High school diploma or equivalent	4.00	0.00
Industrial Machinery Mechanics	15	1	6	2	High school diploma or equivalent	3.50	2.12
Machine Feeders and Offbearers	0	0	0	0	---	0.00	0.00
Meat, Poultry, and Fish Cutters and Trimmers	0	0	0	0	---	0.00	0.00
Miscellaneous Agricultural Workers	0	0	0	0	---	0.00	0.00
Mixing and Blending Machine Setters, Operators	31	6	5	0	No or minimal schooling & High school diploma or equivalent	3.00	0.00
Packaging and Filling Machine Operators and Tenders	23	0	3	10	High school diploma or equivalent	4.00	1.41
Separating, Filtering, Clarifying, Precipitating Machine Operators	0	0	0	0	---	0.00	0.00
Slaughterers and Meat Packers	0	0	0	0	---	0.00	0.00
Team Assemblers	0	0	0	0	---	0.00	0.00

For roles where recruitment or retention has been a challenge, what have been the most regularly cited reasons that candidates or incumbents leave the community?

	1 Rarely cited		2		3 Sometimes cited		4		5 Often cited		M	SD
	#	%	#	%	#	%	#	%	#	%		
Professional opportunity otherwise not available locally	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	2.50	2.12
Relocation for family or other interpersonal reasons	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	2.50	2.12
A better quality of place (aesthetics, etc.)	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	1.50	0.71
Achievement of a better fit (culture, diversity, inclusiveness, etc.)	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
Educational or professional development	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00
Connections to a broader professional network	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
Better climate	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00
Lack of access to transportation and logistics	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
A preferred geographic location	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Cost of living	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
Higher salary	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Preferred benefits	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00

Skills and Preparation

Item	Yes		No	
	#	%	#	%
Does your organization have a growing demand for employees with bilingual language skills?	1	50.0	1	50.0

Which languages? [Only those who selected 'Yes' in response to the item above ($n = 1$) had the opportunity to respond to this item].

Spanish and French (Canadian)

Note. n = 1.

BN Advantage

Integrity

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Treats others with honesty, fairness, and respect	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41
Demonstrates respect for company time and property	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	1.50	0.71
Is present and engaged in the workplace, demonstrates appropriate use of technology in the workplace	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Accepts responsibility for one's decisions and actions	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71

Respect

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Works effectively with those who have diverse backgrounds, beliefs, and cultures	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Exhibits respect for authority	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41

Perseverance

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Stays on task when provided strategies for overcoming barriers	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00

Positive attitude

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Cooperates in a pleasant and politely manner with clients, coworkers, and supervisors	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Exhibits flexibility and adaptability; taking direction and correction willingly	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41

Dependability

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*		
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%				
Shows up to work on time and ready to work	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00		
Fulfills obligations, completing assignments, and meeting deadlines	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	4.00	0.00		
Behaves consistently, predictably, and reliably	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41		
Demonstrates minimum absenteeism and communicating about absences with his/her supervisor	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	3.00	1.41		
Demonstrates desire to work toward organizational goals	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41		

Professionalism

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*		
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%				
Maintains a professional demeanor at work	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00		
Demonstrates self-control by maintaining composure and keeping emotions in check, even in difficult situations	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0	3.50	2.12		
Exhibits professional appearance by dressing appropriately for the work and maintaining personal hygiene	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	4.00	1.41		

BN Advantage

Communication

Item	How important this skill is within your work environment?										M	SD	How well do new hires demonstrate this skill?										M	SD
	1 Not important		2		3 Moderately important		4		5 Extremely important				1 Not well		2		3 Moderately well		4		5 Extremely well			
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Listens to and considering other's viewpoints	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Follows directions	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Is open to corrections	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Maintains open lines of communication up and down the pipeline	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Effectively explains a process or problem verbally or in writing	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Ability to speak clearly and be understood	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00

Teamwork

Item	How important this skill is within your work environment?										M	SD	How well do new hires demonstrate this skill?										M	SD
	1 Not important		2		3 Moderately important		4		5 Extremely important				1 Not well		2		3 Moderately well		4		5 Extremely well			
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates the ability to work effectively with others	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Uses appropriate strategies and solutions in dealing with conflicts/differences to maintain a smooth workflow	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71

Critical thinking

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates sound decision making	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.50	0.71	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	3.00	1.41
Exhibits problem solving skills	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	4.00	1.41	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71

Please list any other essential skill areas not captured by this model that you would consider important or where a gap exists.

In regards to our Mechanical side employees; Machine Operators, Mechanics, and a couple others, we regularly struggle with finding qualified applicants in a timely manner. Most peoples abilities to operate or to maintain the equipment is learned through on the job training and experience.

Note. n = 1.

BN Advantage

	1 Not interested		2 Slightly interested		3 Moderately interested		4 Very interested		Not applicable		M	SD
	#	%	#	%	#	%	#	%	#	%		
Develop an online profile to let students know about your organization and the types of careers available	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	3.00	1.41
Participate in curriculum development relative to jobs for which we hire	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00
Through the online platform, connect experts within our organization with students in the community	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	2.00	1.41
Allow for job shadowing of our employees by students in the community	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.71
Participate in career fair hosted specifically to showcase McLean County employers	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Offer internships (paid or unpaid) to students in the community	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	4.00	0.00
Host a career day within your organization for area students	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	3.00	1.41

Please provide any general comments, suggestions, or information that has not been addressed in this survey.

A few of these items are corporate level driven, so we would need to work on approval.Items such as internships would be included in that category.Job shadowing would take, meetings to discuss safety and protection.

Note. n = 1.

Healthcare Employer

Needs

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	*SD*
Dietitians and Nutritionists	18	1	1	5	Bachelor's degree	1.67	0.58
Emergency Medical Technicians and Paramedics	23	0	7	20	High school diploma or equivalent	1.00	0.00
Home Health Aides	99	0	40	60	High school diploma or equivalent	2.67	2.10
Licensed Clinical Psychologists	9	0	1	5	Professional/Master's degree or above	5.00	0.00
Licensed Clinical Social Workers	15	0	5	7	Bachelor's degree & Professional/Master's degree or above	2.75	0.50
Licensed Practical and Licensed Vocational Nurses	79	0	15	12	Associate's degree	2.40	1.52
Medical and Clinical Laboratory Technicians	17	1	3	8	Associate's degree	3.67	1.53
Medical and Clinical Laboratory Technologists	40	0	6	12	Bachelor's degree	4.50	0.71
Medical Records and Health Information Technicians	26	0	2	6	High school diploma or equivalent	1.33	0.58
Mental Health Counselors	11	0	2	6	Professional/Master's degree or above	3.00	1.41
Nurse Practitioners	52	6	6	16	Professional/Master's degree or above	3.75	1.89
Nursing Assistants	420	8	188	156	High school diploma or equivalent & Associate's degree	3.00	1.10
Occupational Therapists	18	0	2	5	Professional/Master's degree or above	3.67	1.16
Pharmacists	43	0	5	8	Professional/ Master's degree or above	3.67	1.53

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	*SD*
Pharmacy Technicians	80	5	16	17	High school diploma or equivalent	2.25	1.26
Phlebotomists	49	0	12	19	High school diploma or equivalent	2.00	0.00
Physical Therapist Aides	9	1	6	6	High school diploma or equivalent/Associate's degree	2.00	1.41
Physical Therapist Assistants	19	1	1	6	Associate's degree/Bachelor's degree	3.50	2.12
Physical Therapists	58	2	7	17	Professional/Master's degree or above	3.33	1.53
Radiologic Technologists and Technicians	62	1	11	18	Associate's degree	3.25	1.71
Registered Nurses	752	22	138	277	Bachelor's degree	3.78	0.97
Respiratory Therapists	39	0	6	7	Associate's degree	2.00	1.41
Speech-Language Pathologists	15	0	3	3	Professional/Master's degree or above	3.00	1.41
Surgical Technologists	39	2	7	14	Bachelor's degree	4.00	1.73

For roles where recruitment or retention has been a challenge, what have been the most regularly cited reasons that candidates or incumbents leave the community?

	1 Rarely cited		2		3 Sometimes cited		4		5 Often cited		M	SD
	#	%	#	%	#	%	#	%	#	%		
Professional opportunity otherwise not available locally	3	33.3	0	0.0	6	66.7	0	0.0	0	0.0	2.33	1.00
Relocation for family or other interpersonal reasons	3	30.0	1	10.0	3	30.0	2	20.0	1	10.0	2.70	1.42
A better quality of place (aesthetics, etc.)	4	44.4	4	44.4	1	11.1	0	0.0	0	0.0	1.67	0.71
Achievement of a better fit (culture, diversity, inclusiveness, etc.)	5	62.5	1	12.5	2	25.0	0	0.0	0	0.0	1.63	0.92
Educational or professional development	0	0.0	2	22.2	3	33.3	3	33.3	1	11.1	3.33	1.00
Connections to a broader professional network	3	33.3	3	33.3	2	22.2	1	11.1	0	0.0	2.11	1.05
Better climate	3	33.3	2	22.2	3	33.3	1	11.1	0	0.0	2.22	1.09
Lack of access to transportation and logistics	6	66.7	1	11.1	1	11.1	1	11.1	0	0.0	1.67	1.12
A preferred geographic location	4	44.4	2	22.2	3	33.3	0	0.0	0	0.0	1.89	0.93
Cost of living	3	33.3	2	22.2	0	0.0	3	33.3	1	11.1	2.67	1.58
Higher salary	1	11.1	0	0.0	2	22.2	1	11.1	5	55.6	4.00	1.41
Preferred benefits	2	22.2	2	22.2	1	11.1	0	0.0	4	44.4	3.22	1.79

Skills and Preparation

Item	Yes		No	
	#	%	#	%
Does your organization have a growing demand for employees with bilingual language skills?	7	53.8	6	46.2

Which languages? [Only those who selected 'Yes' in response to the item above ($n = 7$) had the opportunity to respond to this item].

Response	Frequency	Percent
French (Congolese)	1	10.0
Indian	2	20.0
Spanish	6	60.0
Any language spoken by the residents of McLean County seeking medical services	1	10.0
TOTAL	10	100.0

Note. $n = 7$ (100.0% of those who selected 'Yes'). Some individuals provided more than one language, and thus, the total in the table is more than the number of respondents.

BN Advantage

Integrity

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Treats others with honesty, fairness, and respect	0	0.0	0	0.0	0	0.0	1	8.3	11	91.7	4.92	0.29	0	0.0	0	0.0	8	66.7	3	25.0	1	8.3	3.42	0.67
Demonstrates respect for company time and property	0	0.0	0	0.0	2	16.7	1	8.3	9	75.0	4.58	0.79	1	8.3	0	0.0	8	66.7	1	8.3	2	16.7	3.25	1.06
Is present and engaged in the workplace, demonstrates appropriate use of technology in the workplace	0	0.0	0	0.0	2	16.7	4	33.3	6	50.0	4.33	0.78	1	8.3	1	8.3	5	41.7	3	25.0	2	16.7	3.33	0.16
Accepts responsibility for one's decisions and actions	0	0.0	0	0.0	2	16.7	0	0.0	10	83.3	4.67	0.78	1	8.3	3	25.0	4	33.3	3	25.0	1	8.3	3.00	1.13

Respect

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Works effectively with those who have diverse backgrounds, beliefs, and cultures	0	0.0	0	0.0	1	8.3	3	25.0	8	66.7	4.58	0.67	0	0.0	0	0.0	6	50.0	1	8.3	5	41.7	3.92	1.00
Exhibits respect for authority	0	0.0	1	8.3	3	25.0	3	25.0	5	41.7	4.00	1.04	0	0.0	0	0.0	8	66.7	4	33.3	0	0.0	3.33	0.49

Perseverance

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Stays on task when provided strategies for overcoming barriers	0	0.0	0	0.0	2	16.7	6	50.0	4	33.3	4.17	0.72	0	0.0	3	25.0	6	50.0	2	16.7	1	8.3	3.08	0.90

Positive attitude

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Cooperates in a pleasant and politely manner with clients, coworkers, and supervisors	0	0.0	0	0.0	0	0.0	3	25.0	9	75.0	4.75	0.45	1	8.3	0	0.0	4	33.3	7	58.3	0	0.0	3.42	0.90
Exhibits flexibility and adaptability; taking direction and correction willingly	0	0.0	0	0.0	4	33.3	2	16.7	6	50.0	4.17	0.94	2	16.7	0	0.0	6	50.0	3	25.0	1	8.3	3.08	1.17

BN Advantage

Dependability

Item	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Shows up to work on time and ready to work	0	0.0	0	0.0	0	0.0	0	0.0	12	100.0	5.00	0.00	1	8.3	1	8.3	5	41.7	4	33.3	1	8.3	3.25	1.06
Fulfills obligations, completing assignments, and meeting deadlines	0	0.0	0	0.0	1	8.3	5	41.7	6	50.0	4.42	0.67	0	0.0	1	8.3	6	50.0	4	33.3	1	8.3	3.42	0.79
Behaves consistently, predictably, and reliably	0	0.0	0	0.0	2	18.2	3	27.3	6	54.5	4.36	0.84	0	0.0	1	9.1	4	36.4	5	45.5	1	9.1	3.55	0.82
Demonstrates minimum absenteeism and communicating about absences with his/her supervisor	0	0.0	0	0.0	0	0.0	0	0.0	12	100.0	5.00	0.00	2	16.7	1	8.3	6	50.0	2	16.7	1	8.3	2.92	1.17
Demonstrates desire to work toward organizational goals	0	0.0	0	0.0	3	25.0	4	33.3	5	41.7	4.17	0.84	1	8.3	1	8.3	7	58.3	3	25.0	0	0.0	3.00	0.85

Professionalism

Item	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Maintains a professional demeanor at work	0	0.0	0	0.0	0	0.0	4	33.3	8	66.7	4.67	0.49	2	16.7	1	8.3	4	33.3	4	33.3	1	8.3	3.08	1.24
Demonstrates selfcontrol by maintaining composure and keeping emotions in check, even in difficult situations	0	0.0	0	0.0	1	8.3	2	16.7	9	75.0	4.67	0.65	1	8.3	1	8.3	6	50.0	3	25.0	1	8.3	3.17	1.03
Exhibits professional appearance by dressing appropriately for the work and maintaining personal hygiene	0	0.0	0	0.0	1	8.3	3	25.0	8	66.7	4.58	0.67	2	16.7	2	16.7	3	25.0	3	25.0	2	16.7	3.08	1.38

BN Advantage

Communication

Item	How important this skill is within your work environment?															How well do new hires demonstrate this skill?														
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Listens to and considering other's viewpoints	0	0.0	0	0.0	4	33.3	2	16.7	6	50.0	4.17	0.94	0	0.0	1	8.3	7	58.3	4	33.3	0	0.0	3.25	0.62
Follows directions	0	0.0	0	0.0	1	8.3	3	25.0	8	66.7	4.58	0.67	0	0.0	0	0.0	6	50.0	6	50.0	0	0.0	3.50	0.52
Is open to corrections	0	0.0	0	0.0	3	25.0	5	41.7	4	33.3	4.08	0.79	0	0.0	2	16.7	6	50.0	3	25.0	1	8.3	3.25	0.87
Maintains open lines of communication up and down the pipeline	0	0.0	0	0.0	3	25.0	3	25.0	6	50.0	4.25	0.87	0	0.0	0	0.0	7	58.3	4	33.3	1	8.3	3.50	0.67
Effectively explains a process or problem verbally or in writing	0	0.0	1	8.3	3	25.0	4	33.3	4	33.3	3.92	1.00	2	16.7	0	0.0	7	58.3	3	25.0	0	0.0	2.92	1.00
Ability to speak clearly and be understood	0	0.0	0	0.0	1	8.3	4	33.3	7	58.3	4.50	0.67	0	0.0	2	16.7	3	25.0	4	33.3	3	25.0	3.67	1.07

Teamwork

Item	How important this skill is within your work environment?															How well do new hires demonstrate this skill?														
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates the ability to work effectively with others	0	0.0	0	0.0	1	8.3	4	33.3	7	58.3	4.92	0.29	0	0.0	2	16.7	3	25.0	4	33.3	3	25.0	3.58	1.00
Uses appropriate strategies and solutions in dealing with conflicts/differences to maintain a smooth workflow	0	0.0	0	0.0	0	0.0	1	8.3	11	91.7	4.50	0.67	1	8.3	0	0.0	3	25.0	7	58.3	1	8.3	3.00	1.21

Critical thinking

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates sound decision making	0	0.0	0	0.0	4	33.3	2	16.7	6	50.0	4.17	0.94	0	0.0	1	8.3	7	58.3	3	25.0	1	8.3	3.33	0.78
Exhibits problem solving skills	0	0.0	0	0.0	4	33.3	4	33.3	4	33.3	4.00	0.85	0	0.0	1	8.3	5	41.7	4	33.3	2	16.7	3.58	0.90

Please list any other essential skill areas not captured by this model that you would consider important or where a gap exists.

It appears that the generational differences between the management and some new hires of a younger generation are significant. The expectations need to be clearly noted and instructed on a constant level. I have read that this constant reinforcement and mentoring is significant as this generation never got much exposure to expectations from their home life. For successful employees, employers must go the extra mile to recruit, retain and develop the employees.
na
Over-dependence on cellphones, tablets, etc. Sometimes there is NOT an app for that...
Reliability, appearance (appropriate for position), and ability to accept feedback

Note. n = 4.

BN Advantage

	1 Not interested		2 Slightly interested		3 Moderately interested		4 Very interested		Not applicable		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%		
Develop an online profile to let students know about your organization and the types of careers available	0	0.0	0	0.0	4	33.3	7	58.3	1	8.3	3.64	0.51
Participate in curriculum development relative to jobs for which we hire	2	16.7	2	16.7	3	25.0	4	33.3	1	8.3	2.82	1.17
Through the online platform, connect experts within our organization with students in the community	1	9.1	2	18.2	4	36.4	3	27.3	1	9.1	2.90	0.99
Allow for job shadowing of our employees by students in the community	1	8.3	1	8.3	6	50.0	4	33.3	0	0.0	3.08	0.90
Participate in career fair hosted specifically to showcase McLean County employers	2	16.7	3	25.0	0	0.0	7	58.3	0	0.0	3.25	1.14
Offer internships (paid or unpaid) to students in the community	0	0.0	0	0.0	6	50.0	6	50.0	0	0.0	3.50	0.52
Host a career day within your organization for area students	3	25	1	8.3	2	16.7	5	41.7	1	8.3	2.82	1.33

Note. 'Not applicable' was not included in the calculation of the means and standard deviations.

Please provide any general comments, suggestions, or information that has not been addressed in this survey.

As a dentist, the survey was too generic for my specific hiring needs.
There is such a high demand for healthcare workers (particularly RNs, LPNs, and CNAs, and the demand will only increase as the population ages.   We need to explore the possibility of education offering that can get students licensed and certified more readily. There is such a wait list with our local colleges. The schools cannot graduate enough to meet the needs of the community health providers.
We have worked with several schools over the last few years including Hammitt High, Normal and Normal West. We enjoy working with students to develop life skills needed to be successful in today's work enviroment
We need high school students who can meet the application standards for an accredited, 2 year, Veterinary Technician program. (Joliet, Parkland, Rockford). A strong background in science and math is required. We also need students who understand that showing up on time is the absolute bare minimum work ethic.

Note. n = 4.

BN Advantage

Information Technology

Employer Needs

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	SD
Computer and Information Systems Managers	16	1	0	3	Bachelor's degree	4.00	1.00
Computer Hardware Engineers	5	0	0	1	Bachelor's degree	4.00	0.00
Computer Programmers	5	0	0	1	Bachelor's degree	5.00	0.00
Computer Support Specialists	26	1	1	6	Associate's degree	3.33	1.16
Computer Systems Analysts	15	0	3	2	Bachelor's degree	3.00	0.00
Database Administrators	9	0	0	1	Bachelor's degree	4.00	0.00
Information Security Analysts	3	1	0	4	Associate's degree & Bachelor's degree	4.00	0.00
Network and Computer Systems Administrators	12	0	0	3	Associate's degree & Bachelor's degree	4.50	0.71
Software Developers, Applications	2	1	1	10	Bachelor's degree	3.00	0.00
Software Developers, Systems Software	0	0	0	0	---	0.00	0.00

For roles where recruitment or retention has been a challenge, what have been the most regularly cited reasons that candidates or incumbents leave the community?

	1 Rarely cited		2		3 Sometimes cited		4		5 Often cited		M	SD
	#	%	#	%	#	%	#	%	#	%		
Professional opportunity otherwise not available locally	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	3.00	0.00
Relocation for family or other interpersonal reasons	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	5.00	0.00
A better quality of place (aesthetics, etc.)	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	2.00	1.41
Achievement of a better fit (culture, diversity, inclusiveness, etc.)	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	2.50	2.12
Educational or professional development	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	2.50	2.12
Connections to a broader professional network	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
Better climate	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	2.00	1.41
Lack of access to transportation and logistics	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
A preferred geographic location	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.71
Cost of living	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	1.50	0.71
Higher salary	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	2.50	2.12
Preferred benefits	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	1.50	0.71

Skills and Preparation

Item	Yes		No	
	#	%	#	%
Does your organization have a growing demand for employees with bilingual language skills?	0	0.0	3	100.0

Note. The next item on the survey [Which language(s)?] was dependent on selecting 'Yes' in response to the item above and thus, is not included here.

Integrity

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Treats others with honesty, fairness, and respect	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00
Demonstrates respect for company time and property	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58
Is present and engaged in the workplace, demonstrates appropriate use of technology in the workplace	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58
Accepts responsibility for one's decisions and actions	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58

Respect

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Works effectively with those who have diverse backgrounds, beliefs, and cultures	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00
Exhibits respect for authority	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58

Perseverance

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Stays on task when provided strategies for overcoming barriers	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58

Positive attitude

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		*M*	*SD*	1 Not well		2		3 Moderately well		4		5 Extremely well		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Cooperates in a pleasant and politely manner with clients, coworkers, and supervisors	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00
Exhibits flexibility and adaptability; taking direction and correction willingly	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58

Dependability

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Shows up to work on time and ready to work	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58
Fulfills obligations, completing assignments, and meeting deadlines	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58
Behaves consistently, predictably, and reliably	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	1	33.3	1	33.3	1	33.3	4.00	1.00
Demonstrates minimum absenteeism and communicating about absences with his/her supervisor	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	2	66.7	1	33.3	4.33	0.58
Demonstrates desire to work toward organizational goals	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58

Professionalism

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%		
Maintains a professional demeanor at work	0	0.0	0	0.0	1	33.3	0	0	2	66.7	4.33	1.16		0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58
Demonstrates self-control by maintaining composure and keeping emotions in check, even in difficult situations	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58		0	0.0	0	0.0	0	0.0	2	66.7	1	33.3	4.33	0.58
Exhibits professional appearance by dressing appropriately for the work and maintaining personal hygiene	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58		0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58

Communication

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD		1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%	#	%		
Listens to and considering other's viewpoints	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58		0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58
Follows directions	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58		0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58
Is open to corrections	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58		0	0.0	0	0.0	0	0.0	2	66.7	1	33.3	4.33	0.58
Maintains open lines of communication up and down the pipeline	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58		0	0.0	0	0.0	0	0.0	2	66.7	1	33.3	4.33	0.58
Effectively explains a process or problem verbally or in writing	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58		0	0.0	0	0.0	0	0.0	2	66.7	1	33.3	4.33	0.58
Ability to speak clearly and be understood	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58		0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58

Teamwork

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates the ability to work effectively with others	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58
Uses appropriate strategies and solutions in dealing with conflicts/differences to maintain a smooth workflow	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58

Critical thinking

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates sound decision making	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	2	66.7	1	33.3	4.33	0.58
Exhibits problem solving skills	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	4.67	0.58	0	0.0	0	0.0	0	0.0	2	66.7	1	33.3	4.33	0.58

Please list any other essential skill areas not captured by this model that you would consider important or where a gap exists.

None provided.

BN Advantage

BN Advantage

	1 Not interested		2 Slightly interested		3 Moderately interested		4 Very interested		Not applicable		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%		
Develop an online profile to let students know about your organization and the types of careers available	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.78
Participate in curriculum development relative to jobs for which we hire	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2.50	0.78
Through the online platform, connect experts within our organization with students in the community	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	3.50	0.78
Allow for job shadowing of our employees by students in the community	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	4.00	0.00
Participate in career fair hosted specifically to showcase McLean County employers	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	4.00	0.00
Offer internships (paid or unpaid) to students in the community	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	4.00	0.00
Host a career day within your organization for area students	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00

Note. 'Not applicable' was not included in the calculation of the means and standard deviations.

Please provide any general comments, suggestions, or information that has not been addressed in this survey.

internrocket.com is a local angel backed startup with over 100 local companies and thousands of local students currently on the platform. We offer similar but still different opportunities for helping local companies connect with local students. We are so glad that this is happening, we think this is a great way to retain talent locally! If there's ever any way we can help provide complementary opportunities for our community please just let us know. Thanks, mike

Note. n = 1.

BN Advantage

Transportation and Logistics

Employer Needs

Role/Position	Current Number of People Occupying These Roles	New Positions Added in 2016	Replacement Positions Filled in 2016	Projected number of additional new hires you expect for this role over the next 3 years	Degree or education level needed for this role	Level of challenge in recruiting (1 = Very easy; 5 = Very difficult)	
						M	*SD*
Aircraft Mechanics And Service Technicians	0	0	0	0	---	0.00	0.00
Airline Pilots, Copilots, and Flight Engineers	0	0	0	0	---	0.00	0.00
Bus and Truck Mechanics and Diesel Engine Specialists	8	3	1	3	High school diploma or equivalent	5.00	0.00
Dispatchers, Except Police, Fire, and Ambulance	9	0	2	1	High school diploma or equivalent	2.00	0.00
First-Line Supervisors of Transportation and MaterialMoving Machines	0	0	0	0	Bachelor's degree	4.00	0.00
Flight Attendant	0	0	0	0	---	0.00	0.00
Reservation and Transportation Ticket Agents and Travel Clerks	0	0	0	0	---	0.00	0.00
Transportation, Storage, and Distribution Managers	1	0	0	0	Bachelor's degree	3.00	0.00

For roles where recruitment or retention has been a challenge, what have been the most regularly cited reasons that candidates or incumbents leave the community?

	1 Rarely cited		2		3 Sometimes cited		4		5 Often cited		M	SD
	#	%	#	%	#	%	#	%	#	%		
Professional opportunity otherwise not available locally	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Relocation for family or other interpersonal reasons	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
A better quality of place (aesthetics, etc.)	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
Achievement of a better fit (culture, diversity, inclusiveness, etc.)	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
Educational or professional development	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Connections to a broader professional network	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Better climate	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Lack of access to transportation and logistics	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.00	0.00
A preferred geographic location	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Cost of living	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Higher salary	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Preferred benefits	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00

Skills and Preparation

Item	Yes		No	
	#	%	#	%
Does your organization have a growing demand for employees with bilingual language skills?	0	0.0	1	100.0

Note. The next item on the survey [Which language(s)?] was dependent on selecting 'Yes' in response to the item above and thus, is not included here.

BN Advantage

Integrity

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Treats others with honesty, fairness, and respect	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Demonstrates respect for company time and property	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Is present and engaged in the workplace, demonstrates appropriate use of technology in the workplace	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Accepts responsibility for one's decisions and actions	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00

Respect

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Works effectively with those who have diverse backgrounds, beliefs, and cultures	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Exhibits respect for authority	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00

Perseverance

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Stays on task when provided strategies for overcoming barriers	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00

Positive attitude

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Cooperates in a pleasant and politely manner with clients, coworkers, and supervisors	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00
Exhibits flexibility and adaptability; taking direction and correction willingly	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00

Dependability

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Shows up to work on time and ready to work	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Fulfills obligations, completing assignments, and meeting deadlines	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Behaves consistently, predictably, and reliably	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Demonstrates minimum absenteeism and communicating about absences with his/her supervisor	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00
Demonstrates desire to work toward organizational goals	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00

Professionalism

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD			
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%					
Maintains a professional demeanor at work	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00			
Demonstrates self-control by maintaining composure and keeping emotions in check, even in difficult situations	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00			
Exhibits professional appearance by dressing appropriately for the work and maintaining personal hygiene	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00			

Communication

Item	How important this skill is within your work environment?													How well do new hires demonstrate this skill?												
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD			
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%					
Listens to and considering other's viewpoints	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00			
Follows directions	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00			
Is open to corrections	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00			
Maintains open lines of communication up and down the pipeline	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00			
Effectively explains a process or problem verbally or in writing	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00			
Ability to speak clearly and be understood	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00			

Teamwork

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates the ability to work effectively with others	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00
Uses appropriate strategies and solutions in dealing with conflicts/differences to maintain a smooth workflow	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	3.00	0.00

Critical thinking

Item	How important this skill is within your work environment?												How well do new hires demonstrate this skill?											
	1 Not important		2		3 Moderately important		4		5 Extremely important		M	SD	1 Not well		2		3 Moderately well		4		5 Extremely well		M	SD
	#	%	#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%	#	%		
Demonstrates sound decision making	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00
Exhibits problem solving skills	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	5.00	0.00	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	2.00	0.00

Please provide any general comments, suggestions, or information that has not been addressed in this survey.

None provided.

BN Advantage

BN Advantage

	1 Not interested		2 Slightly interested		3 Moderately interested		4 Very interested		Not applicable		*M*	*SD*
	#	%	#	%	#	%	#	%	#	%		
Develop an online profile to let students know about your organization and the types of careers available	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Participate in curriculum development relative to jobs for which we hire	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Through the online platform, connect experts within our organization with students in the community	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Allow for job shadowing of our employees by students in the community	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Participate in career fair hosted specifically to showcase McLean County employers	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Offer internships (paid or unpaid) to students in the community	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00
Host a career day within your organization for area students	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	4.00	0.00

Note. 'Not applicable' was not included in the calculation of the means and standard deviations.

Please provide any general comments, suggestions, or information that has not been addressed in this survey.

None provided.