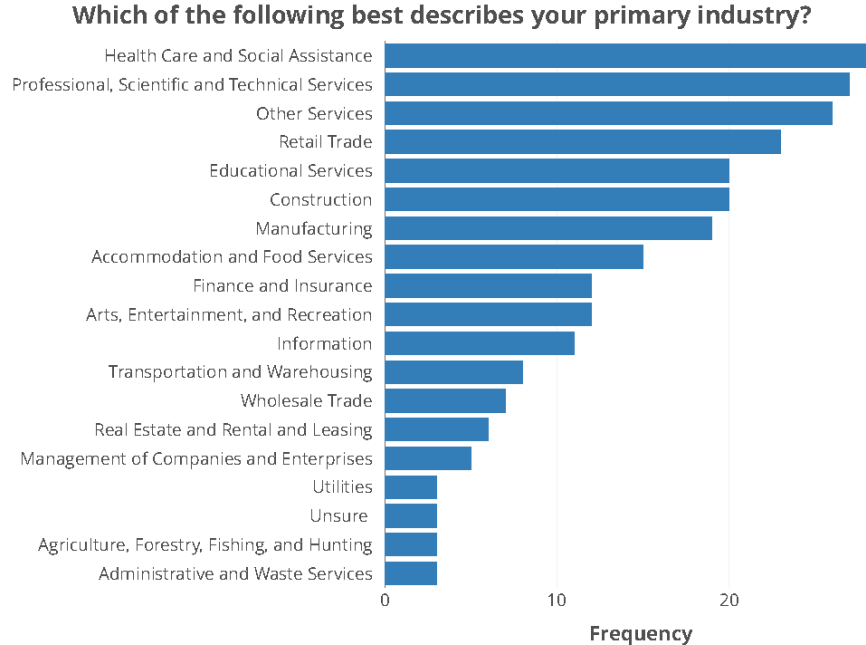


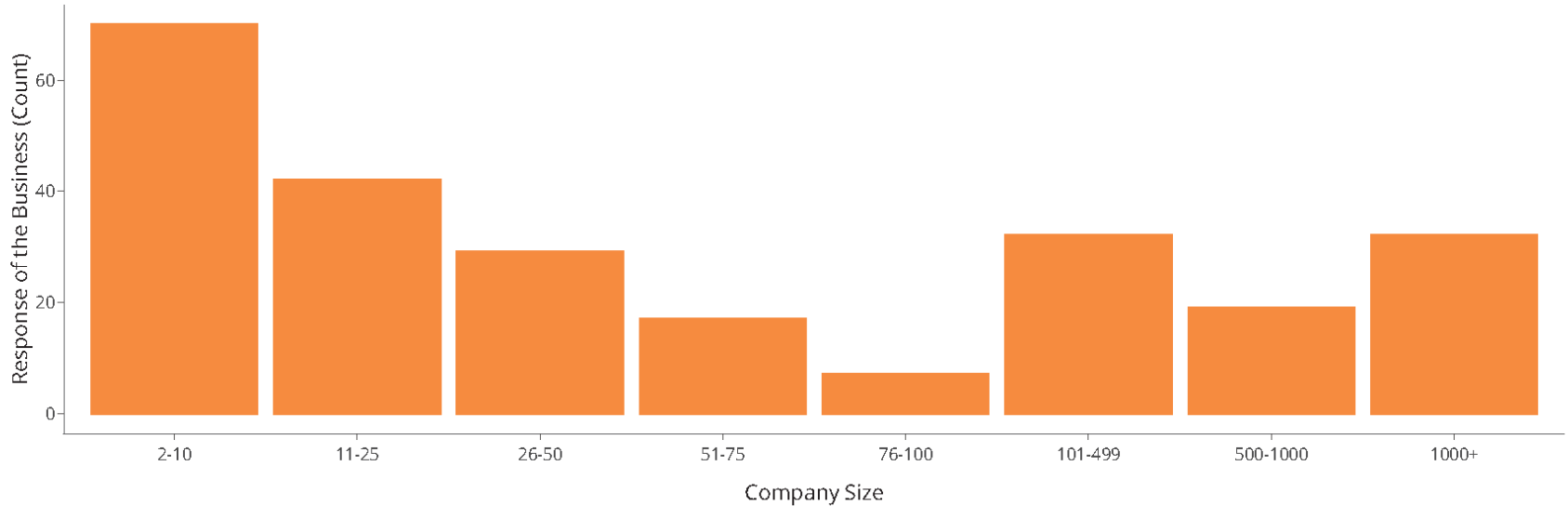
Survey of 251 Business Decision Makers

- Zogby Analytics was commissioned by the Delaware Workforce Development Board to conduct a survey (online and live operator telephone) of 251 business decision-makers in Delaware.
- Zogby Analytics made telephone calls from known business lists by random. They made up to four calls to reach a sampled phone number.
- There are 19 industries represented in this survey.



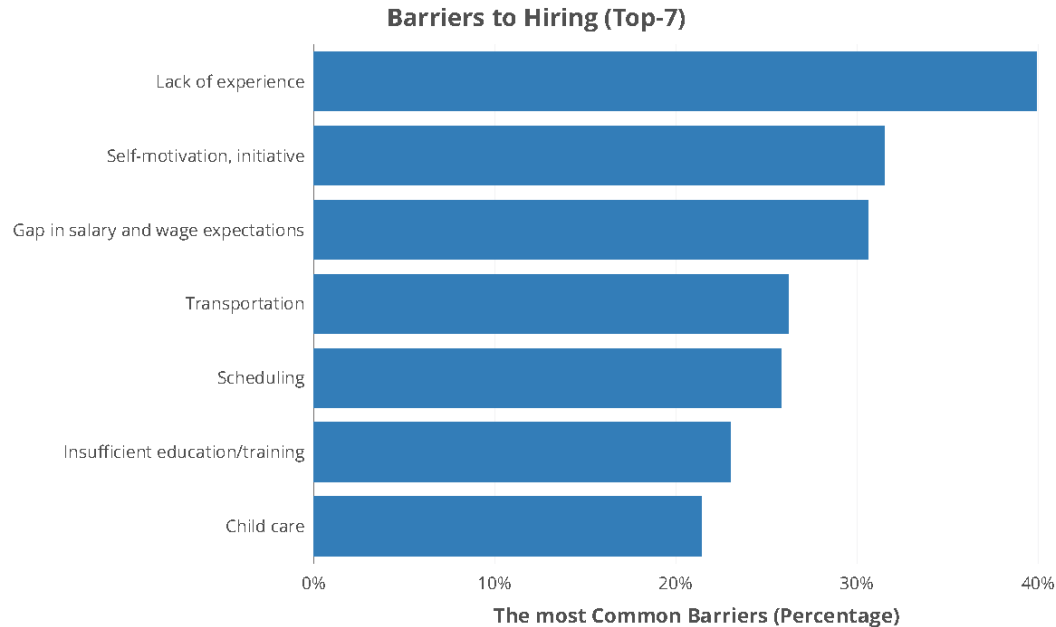
67% of the Businesses Staff 100 or Less Persons

Number of Employees Within the Company Across all Businesses



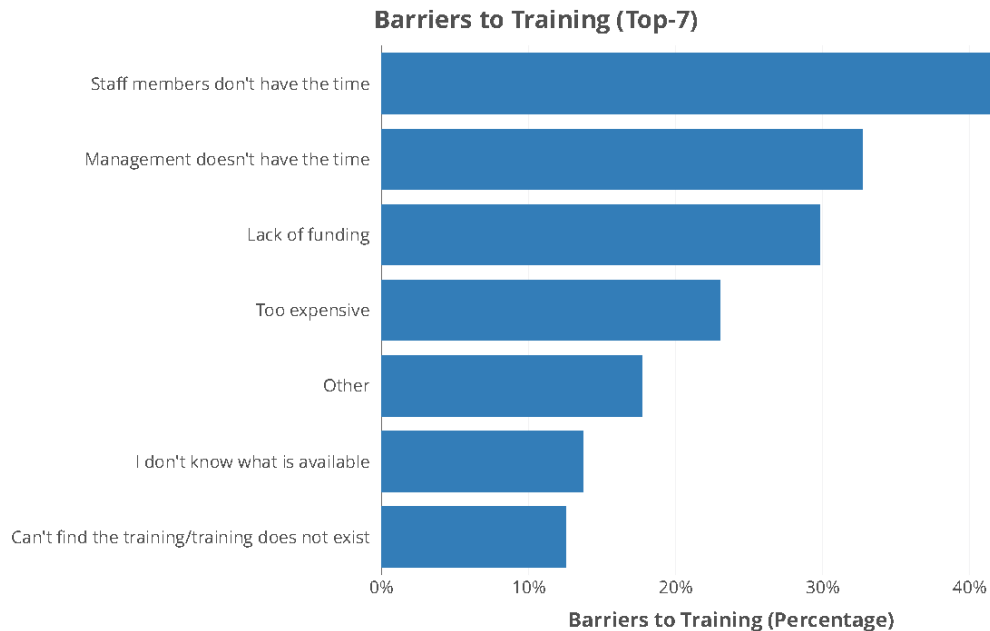
Barriers to Hiring

Lack of experience and self-motivation and initiative are most common barriers.



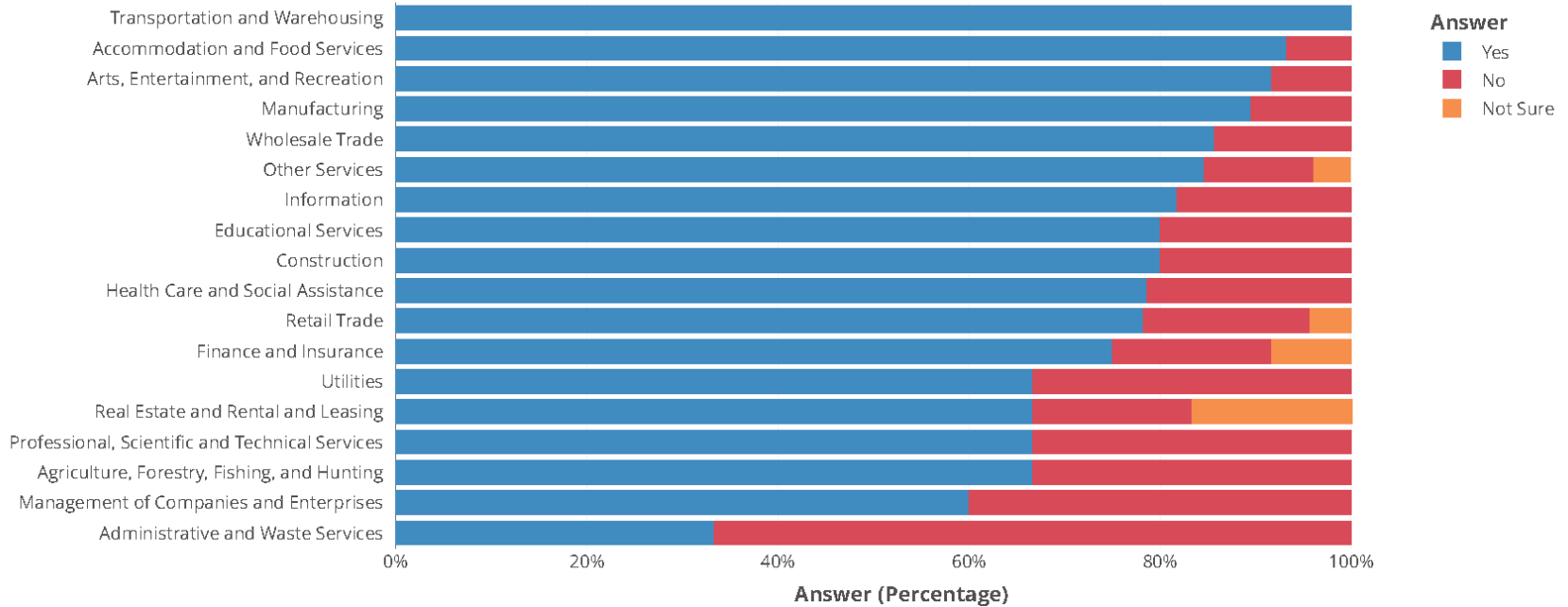
Barriers to Providing Training

Lack of time among staff and management, lack of funding, and high costs are the common barriers to additional training.



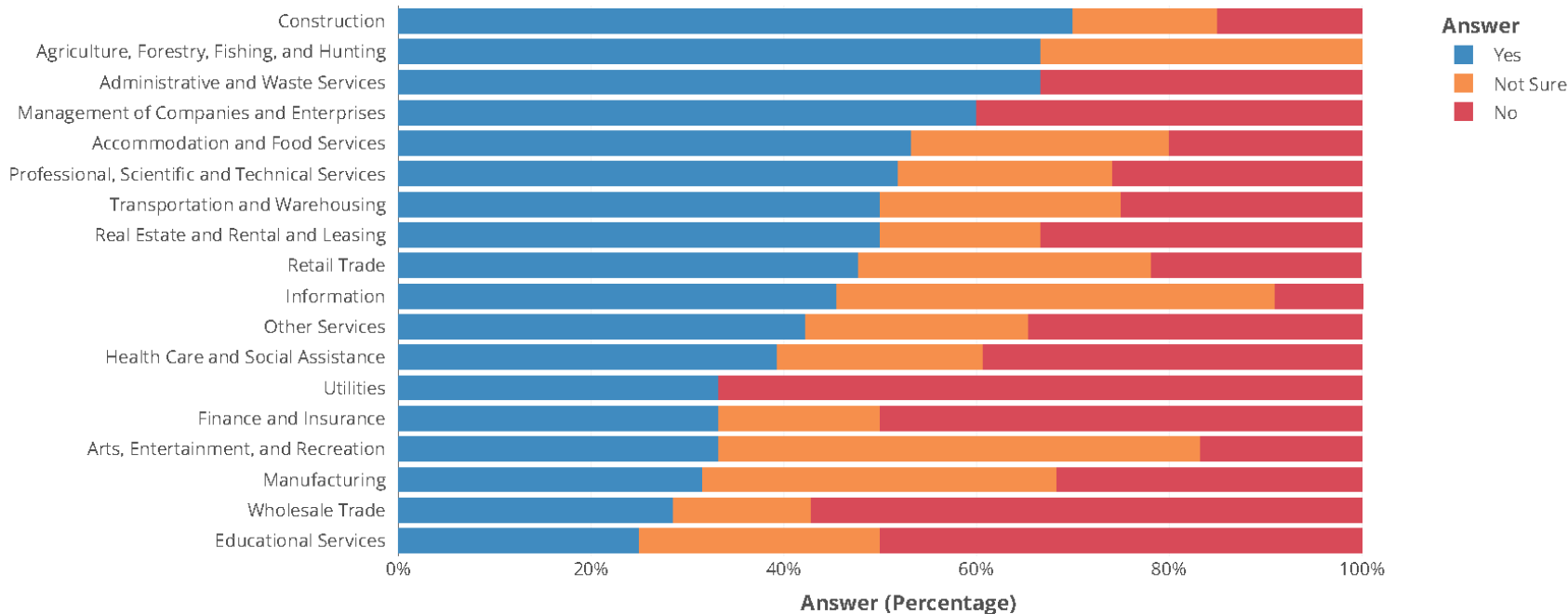
Four out of Five Respondents Report Having Positions that do not Require a College Degree

Do You Have Positions for Applicants without a College Degree?



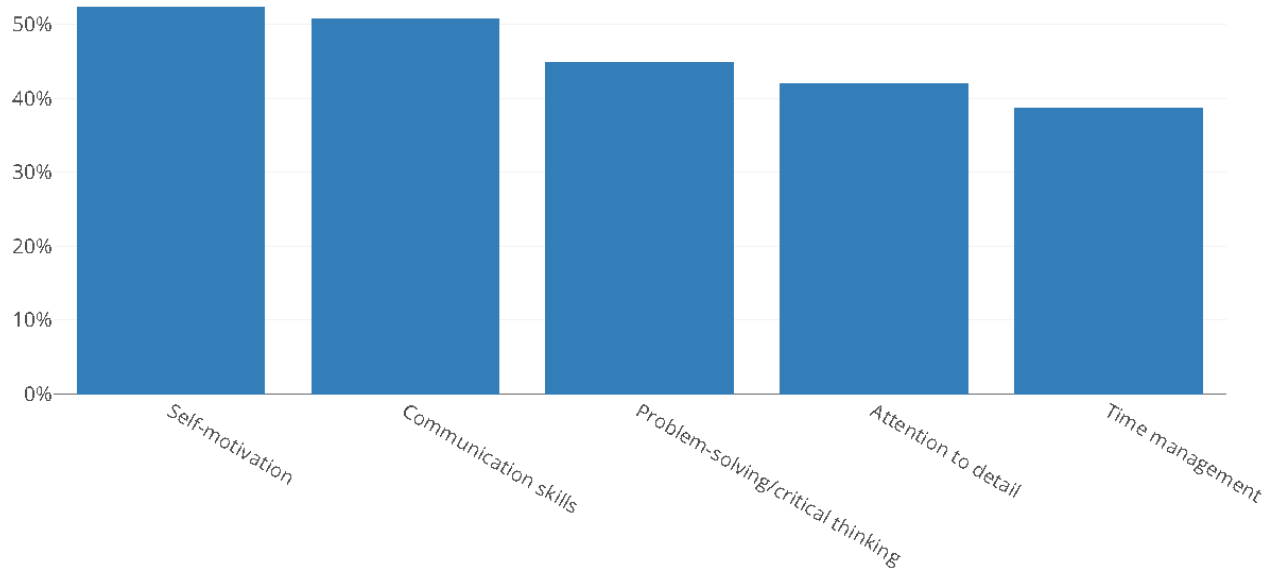
Nearly Half Say that They Accept Individuals Coming out of the Criminal Justice System

Do You Accept Individuals Coming out of the Criminal Justice System by Industry?



Non-Technical Skills Lacking among Applicants

Self-motivation, communication skills, problem-solving and critical thinking are non-technical skills most commonly lacking among job applicants.



Wrap-Up



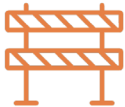
Two-thirds of the participating Delaware businesses are small businesses.



Respondents expect the number of their open positions to grow over the next three years.



Four out of five respondents report having positions that do not require a college degree.



Lack of experience, self-motivation, and initiative are the most common barriers preventing decision-makers from hiring job candidates or them taking the jobs.



Nearly half say that they accept individuals who are coming out of the criminal justice system.



Software proficiency in Excel and Data analysis and Self-motivation are the top skills lacking among job applicants.



Word of mouth/networking, Indeed, and the Company website are the most commonly used recruitment tools.

Delaware
JobLink

Approximately half of the respondents believe that Delaware JobLink could help their business through Job postings.