

## Q2 What is the primary industry category for your business? (e.g. Manufacturing)

Answered: 44 Skipped: 0

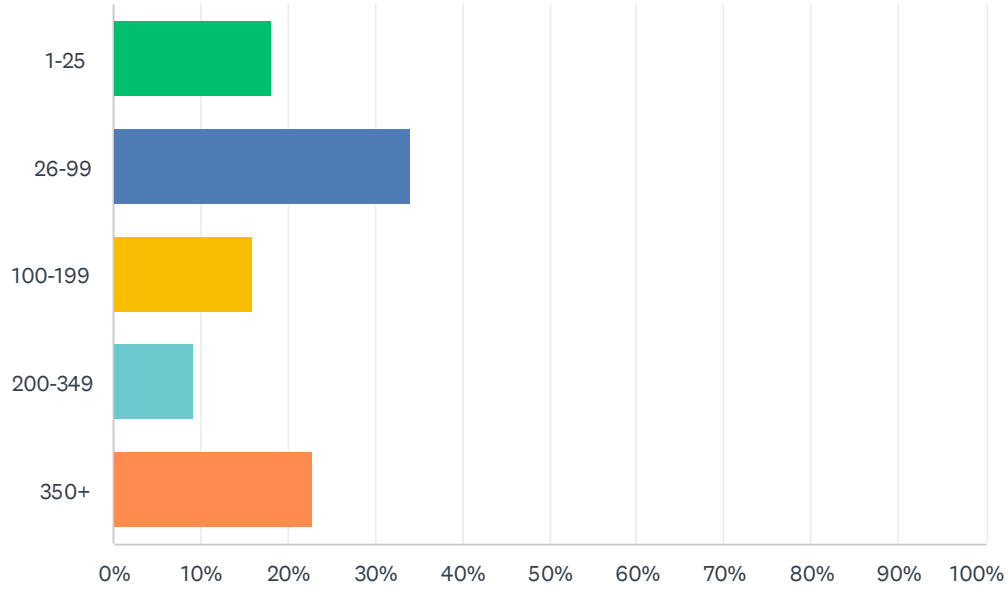
#	RESPONSES	DATE
1	Manufacturing	8/21/2024 9:04 AM
2	HVAC	8/16/2024 8:43 AM
3	Manufacturing	8/14/2024 10:37 AM
4	Manufacturing	8/12/2024 10:03 AM
5	Entertainmenr/Events/Restaurant	8/7/2024 3:31 PM
6	Manufacturing Millwork	8/7/2024 1:30 PM
7	Non-profit	8/6/2024 4:23 PM
8	Healthcare	8/6/2024 12:04 PM
9	██████████ (Name of <b>manufacturing</b> employer omitted from results )	8/6/2024 11:23 AM
10	Recruitment/Staffing	8/6/2024 10:55 AM
11	Automotive	8/6/2024 9:53 AM
12	Manufacturing/Aerospace	8/6/2024 8:33 AM
13	N/A	8/6/2024 8:22 AM
14	Financial Institution	8/5/2024 3:36 PM
15	Manufacturing	8/5/2024 3:06 PM
16	Senior Living	8/5/2024 2:57 PM
17	Manufacturing	8/5/2024 2:54 PM
18	MANUFACTURING	8/5/2024 2:53 PM
19	Manufacturing	8/5/2024 2:48 PM
20	Manufacturing	8/5/2024 8:43 AM
21	Motorcycle Dealership	8/2/2024 3:37 PM
22	Insurance	8/2/2024 1:51 PM
23	Manufacturing	7/31/2024 3:25 PM
24	Healthcare	7/31/2024 2:32 PM
25	manufacturing	7/31/2024 2:31 PM
26	Commercial Banking	7/31/2024 1:21 PM
27	Healthcare	7/31/2024 12:26 PM
28	healthcare	7/31/2024 11:40 AM
29	Environmental Services	7/31/2024 11:32 AM
30	Commercial Banking	7/24/2024 12:18 PM
31	Medical	7/18/2024 9:00 PM

## 2024 Workforce Needs Survey

32	Entertainment	7/18/2024 5:45 PM
33	Entertainment	7/18/2024 10:26 AM
34	Architecture	7/18/2024 10:22 AM
35	Manufacturing	7/17/2024 2:42 PM
36	Healthcare	7/16/2024 11:13 AM
37	Aerospace Manufacturing	7/16/2024 11:10 AM
38	Government	7/15/2024 3:55 PM
39	Manufacturing	7/15/2024 3:11 PM
40	Electric Utility	7/15/2024 2:56 PM
41	Healthcare	7/15/2024 2:49 PM
42	Non-profit	7/15/2024 2:42 PM
43	Manufacturing	7/15/2024 2:25 PM
44	Manufacturing	7/15/2024 2:18 PM

### Q3 Number of current local employees

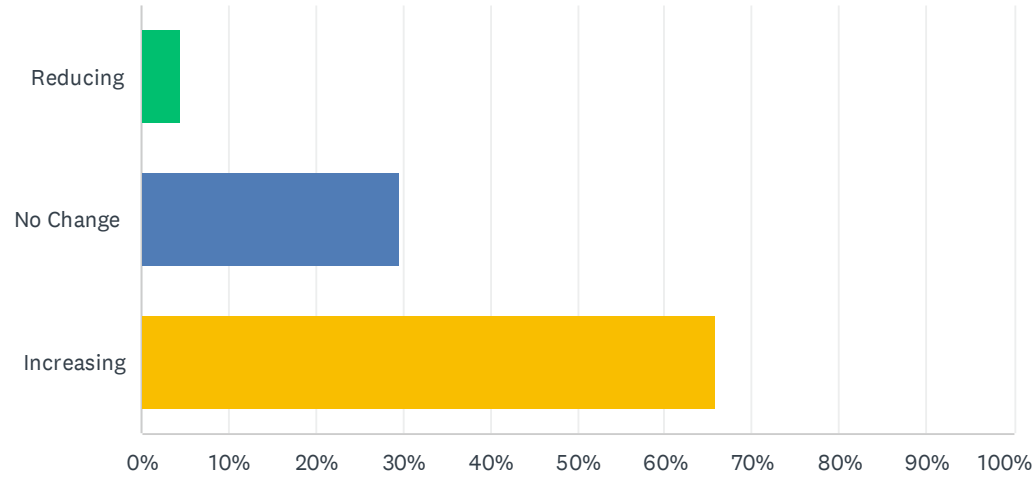
Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-25	18.18%	8
26-99	34.09%	15
100-199	15.91%	7
200-349	9.09%	4
350+	22.73%	10
<b>TOTAL</b>		<b>44</b>

## Q4 What are your hiring plans for the next 6 months - 1 year?

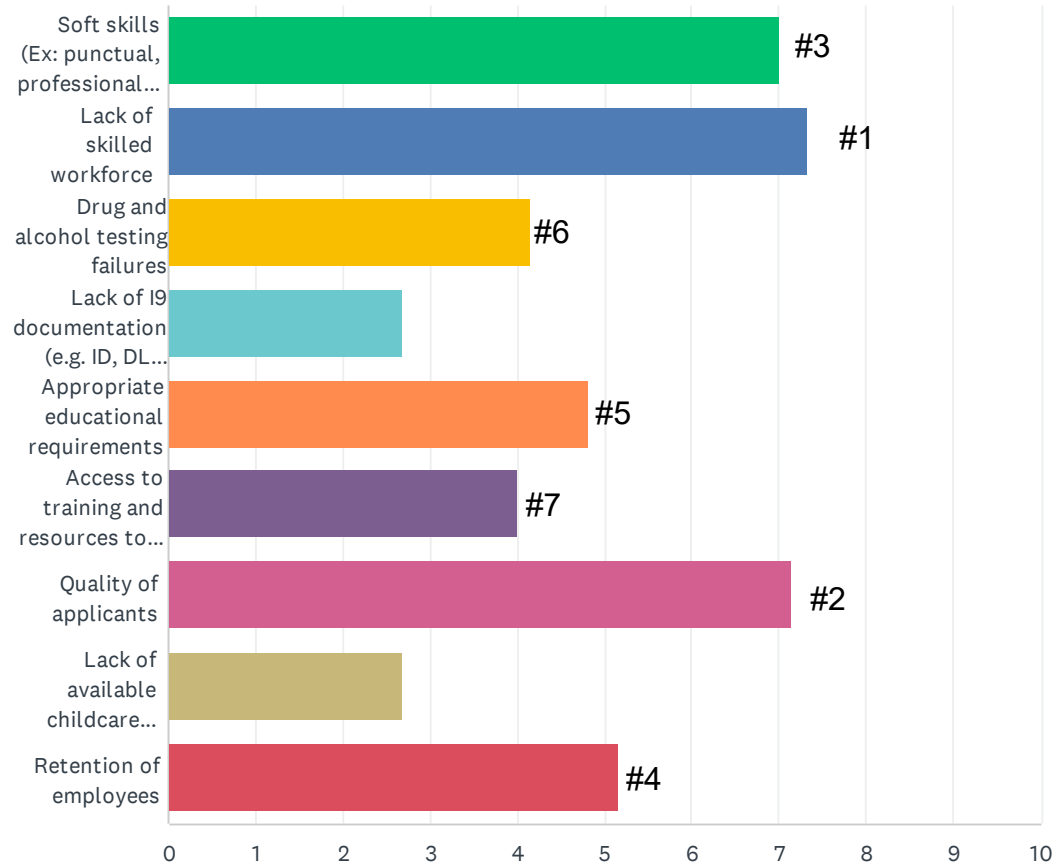
Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES
Reducing	4.55% 2
No Change	29.55% 13
Increasing	65.91% 29
<b>TOTAL</b>	<b>44</b>

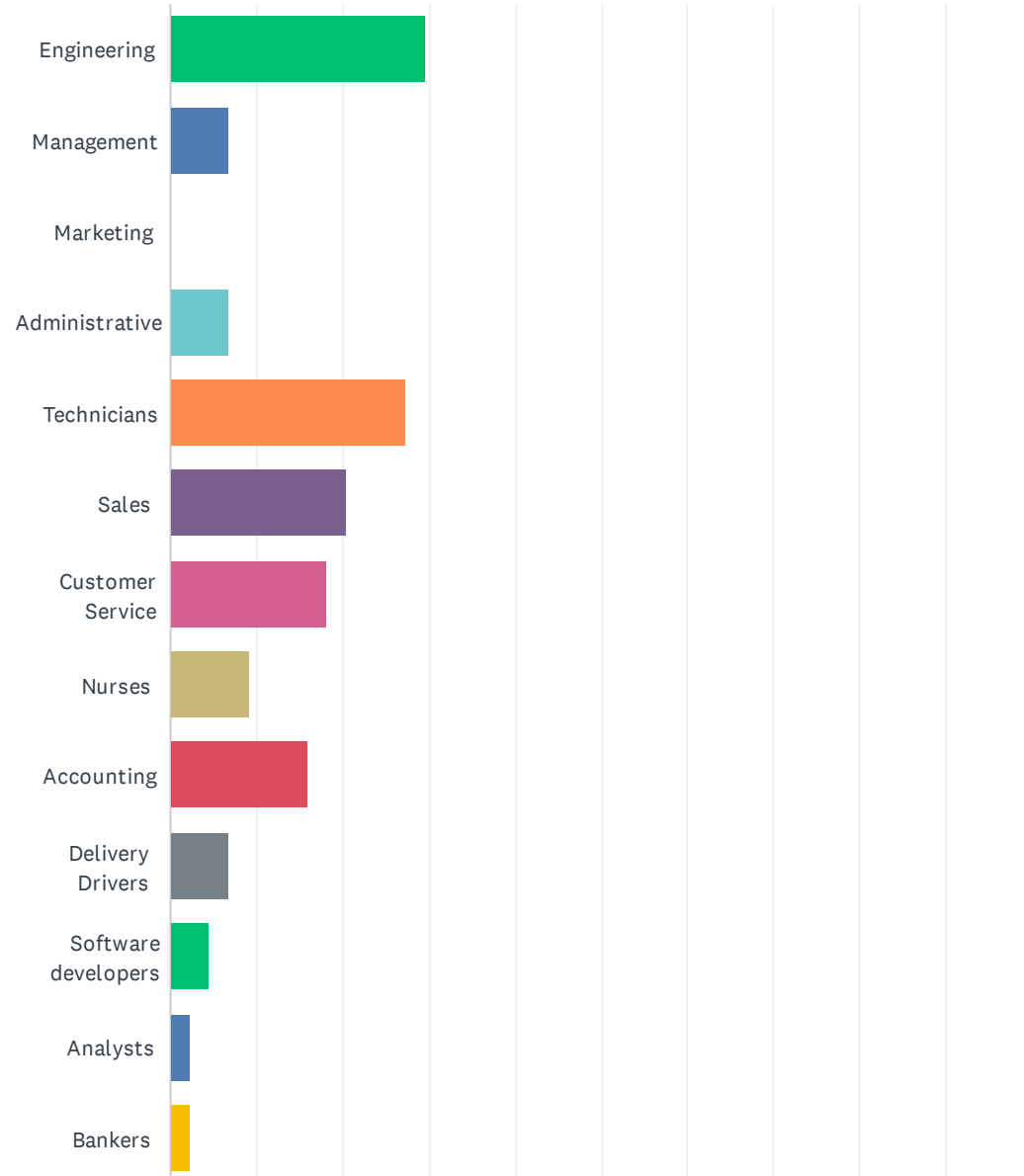
### Q5 Please rank which workforce challenges you see as the biggest challenge.

Answered: 44 Skipped: 0

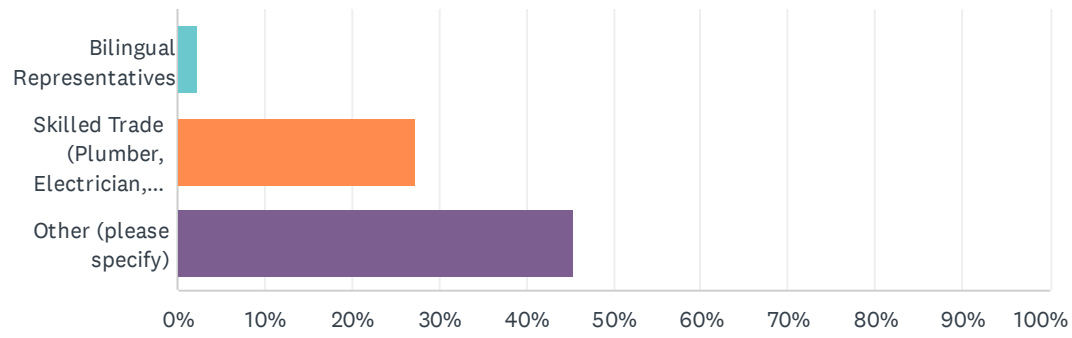


## Q6 What are your top 3 hard to fill positions?

Answered: 44 Skipped: 0



## 2024 Workforce Needs Survey



## 2024 Workforce Needs Survey

ANSWER CHOICES	RESPONSES	
Engineering	29.55%	13
Management	6.82%	3
Marketing	0.00%	0
Administrative	6.82%	3
Technicians	27.27%	12
Sales	20.45%	9
Customer Service	18.18%	8
Nurses	9.09%	4
Accounting	15.91%	7
Delivery Drivers	6.82%	3
Software developers	4.55%	2
Analysts	2.27%	1
Bankers	2.27%	1
Bilingual Representatives	2.27%	1
Skilled Trade (Plumber, Electrician, etc)	27.27%	12
Other (please specify)	45.45%	20
Total Respondents: 44		

#	OTHER (PLEASE SPECIFY)	DATE
1	WELDERS, Maintenance, Paint	8/21/2024 9:04 AM
2	Servers and other positions in our restaurant	8/7/2024 3:31 PM
3	Case workers and Interpreters	8/6/2024 4:23 PM
4	Healthcare - various roles	8/6/2024 12:04 PM
5	N/A	8/6/2024 8:22 AM
6	Cooks	8/5/2024 2:57 PM

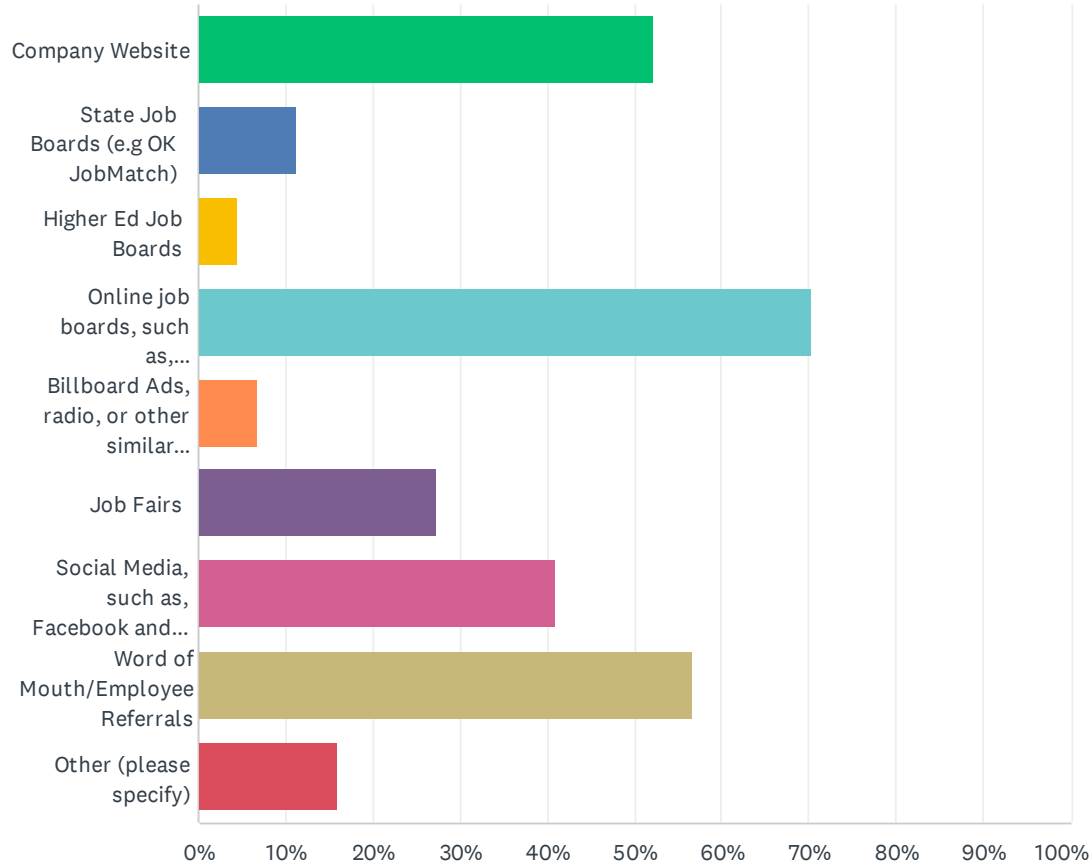


## 2024 Workforce Needs Survey

7	At this time none. Previously, skilled - Machine operator, Lathe Operators	8/5/2024 2:54 PM
8	General Assembly Work	7/31/2024 3:25 PM
9	Certified Nurse Aides, Certified Medication Aidesw	7/31/2024 2:32 PM
10	Tellers	7/31/2024 1:21 PM
11	Medical assisting, surgical, and rad technicians	7/31/2024 12:26 PM
12	healthcare technicians; customer services	7/31/2024 11:40 AM
13	Practitioners, Medical Assistants, Medical Receptionist	7/18/2024 9:00 PM
14	Architects and Interior Designers	7/18/2024 10:22 AM
15	I only hire for Non-Certified Nurse Aides (PCA's)	7/16/2024 11:13 AM
16	Quality Inspectors	7/16/2024 11:10 AM
17	Regulatory consultants	7/15/2024 2:56 PM
18	IT	7/15/2024 2:49 PM
19	General Labor	7/15/2024 2:25 PM
20	Quality	7/15/2024 2:18 PM

# Q7 What form of advertising for open positions is the most effective for your organization?

Answered: 44 Skipped: 0



## Q8 What is missing from our region in upskilling or continuing education?

Answered: 33 Skipped: 11

#	RESPONSES	DATE
1	lack of skilled code welders - - - we have to fill most of our jobs on contract with per diem as they travel from south Texas	8/21/2024 9:04 AM
2	EDUCATION TO YOUTH BEFORE THEY REACH THE MARKETPLACE SO THEY KNOW MORE ABOUT CAREERS IN BLUE COLLAR JOB OPTIONS	8/16/2024 8:43 AM
3	Educating those aged 17-22 about the free certification programs offered through our tech schools.	8/12/2024 10:03 AM
4	Our biggest challenge in hiring is currently focused on all positions within our restaurant.	8/7/2024 3:31 PM
5	Not able to answer at this time.	8/7/2024 1:30 PM
6	Funding	8/6/2024 4:23 PM
7	Limited free programs, as many regions lack sufficient free or affordable programs. Expanding the resources and programs offered by public libraries and community center. Increasing the availability of hands-on training through apprenticeships and internships	8/6/2024 11:23 AM
8	Since I focus on technical roles, it would be nice to be able to have more technical courses and certification opportunities that don't cost a ton of money to do.	8/6/2024 10:55 AM
9	What I see most often is a lack of social and emotional intelligence in our young people. Particularly young males. When I bring them on for sales or customer relations positions they have a difficult time interacting and being polite and engaging. I think we need more relationship focused and social interaction training. I've noticed this even with personal experience in other businesses as I visit local restaurant's or stores as a patron. Service skills are really lacking.	8/6/2024 9:53 AM
10	Available training	8/6/2024 8:33 AM
11	Not much for our industry.	8/5/2024 3:36 PM
12	More accountability. I feel some companies are too soft allowing employees to do what they want as there are too many open positions. Some companies make too many exceptions with policies creating inconsistency. I see at times when we interview applicants from other companies.	8/5/2024 2:57 PM
13	no extensive machine operator training, Lathe Operators, Quality Assurance Training	8/5/2024 2:54 PM
14	NOTHING, JUST PEOPLE WANTING TO WORK	8/5/2024 2:53 PM
15	One of the significant challenges we face in our region concerning upskilling and continuing education is the highly specialized nature of the skills required in our industry. While general technical skills provide a good foundation, even skilled technicians need at least six months of dedicated training to become proficient in the specific processes and technologies we use. This extended training period creates a considerable gap between the initial investment we make in hiring a new	8/5/2024 8:43 AM

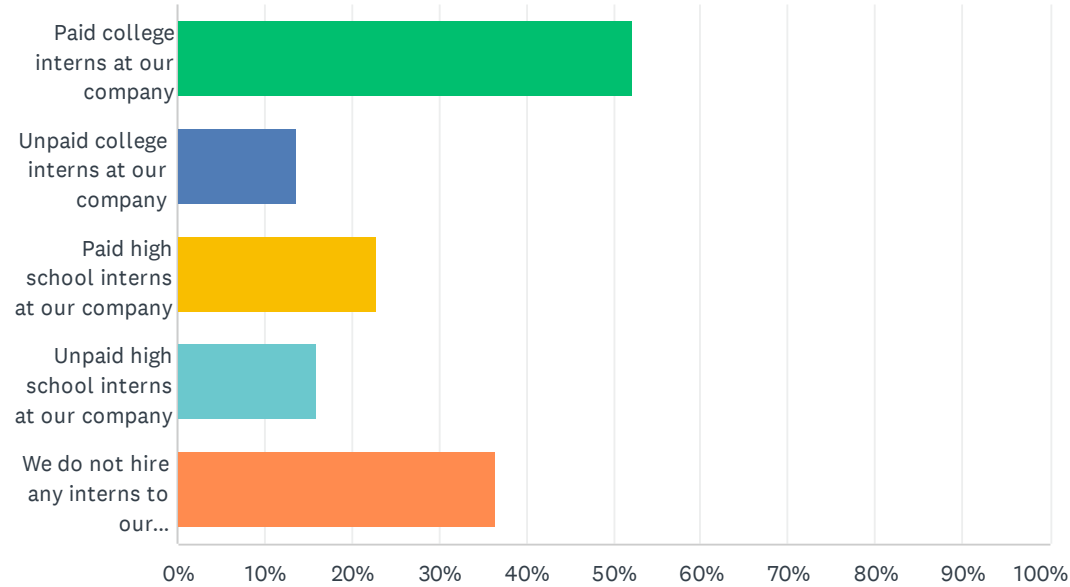
## 2024 Workforce Needs Survey

employee and the efficiency and effectiveness we achieve during the early stages of their employment. This disparity not only impacts our operational productivity but also places a financial strain on the company as we work to bridge this gap. To address this, there is a need for more targeted training programs and partnerships with educational institutions that can provide specialized training tailored to our industry's unique requirements. By doing so, we can reduce the training period, improve the efficiency of new hires more rapidly, and enhance overall productivity within our sector.

16	Basics of how to be a good employee/employer	8/2/2024 1:51 PM
17	Getting the information out locally on how to get skills paid for by employers	7/31/2024 2:32 PM
18	we have the trade skills training available through local technical schools but there is lack of people wanting trade skills	7/31/2024 2:31 PM
19	Emotional intelligence, grit, resilience, critical thinking, initiative, correct grammar and spelling. These are things that are not being taught to young people by their parents, teachers, and mentors.	7/31/2024 1:21 PM
20	Access, information, resources, scholarships, and transportation.	7/31/2024 12:26 PM
21	Lack of available education slots for healthcare; aging population of instructors entering retirement	7/31/2024 11:40 AM
22	N/A	7/31/2024 11:32 AM
23	This is not an issue we have many problems with.	7/24/2024 12:18 PM
24	N/A, we provide all training needed for the job. So we do not need anyone to upskill nor continued education.	7/18/2024 5:45 PM
25	Quality standards and controls from the educational institutions providing the continuing education.	7/18/2024 10:22 AM
26	Motivated individuals	7/17/2024 2:42 PM
27	Maybe a more affordable option for Healthcare workers who want to become Certified Nurse Aides.	7/16/2024 11:13 AM
28	Offering more opportunities in the evenings and weekends	7/16/2024 11:10 AM
29	Blue Collar Job Fairs	7/15/2024 3:11 PM
30	an appreciation for blue collar skilled labor...not necessarily degreed, but these industry trade professionals are well-paid, but require physical and cognitive skills to be successful	7/15/2024 2:56 PM
31	n/a	7/15/2024 2:49 PM
32	4 year degree option in BA.	7/15/2024 2:42 PM
33	More leadership development courses.	7/15/2024 2:18 PM

### Q9 What kind of internship opportunities does your organization provide? (Select all that apply)

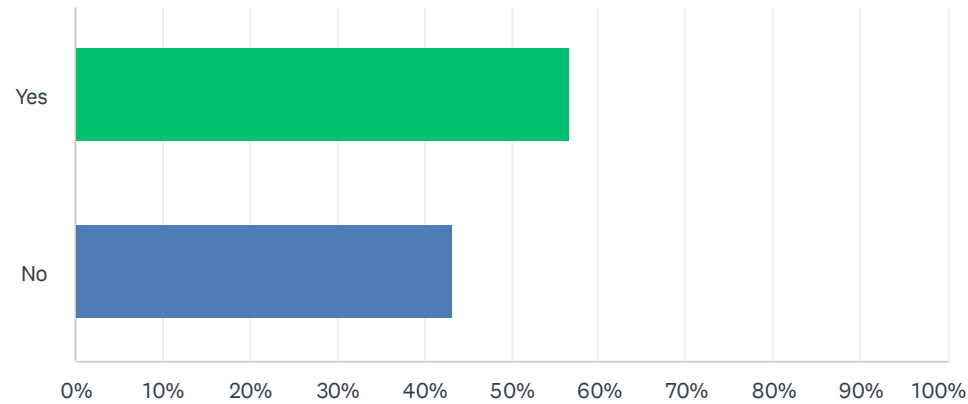
Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES
Paid college interns at our company	52.27% 23
Unpaid college interns at our company	13.64% 6
Paid high school interns at our company	22.73% 10
Unpaid high school interns at our company	15.91% 7
We do not hire any interns to our organization at this time	36.36% 16
Total Respondents: 44	

### Q10 Does your organization participate in workforce development activities organized by local k-12 education partners (e.g. job shadows, tours, etc)

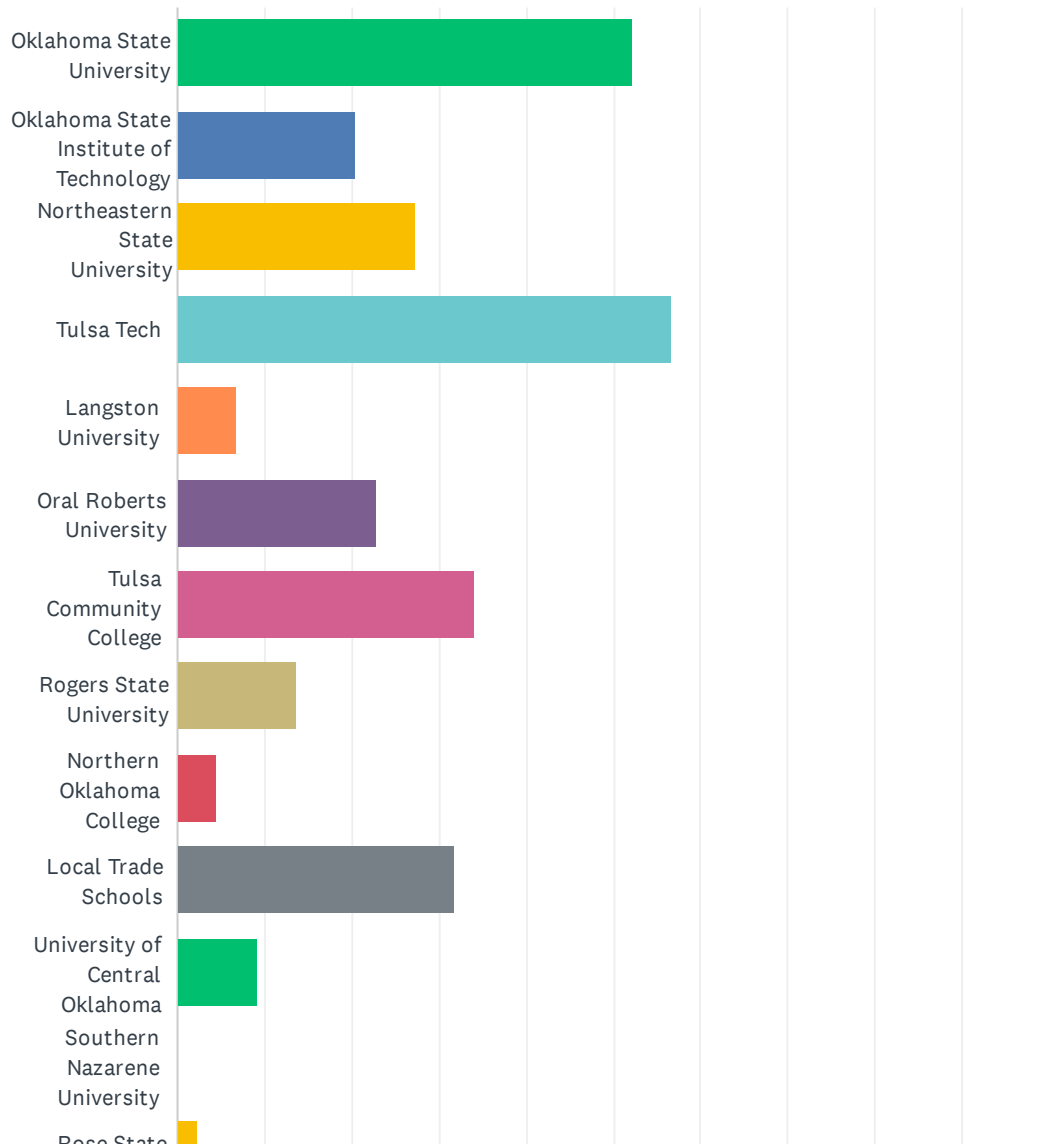
Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	56.82%	25
No	43.18%	19
<b>TOTAL</b>		<b>44</b>

# Q11 For your company, where are you seeing the greatest hiring trends of institutions that grant certificates and / or degrees? Please Check all that apply

Answered: 44 Skipped: 0



## 2024 Workforce Needs Survey

ANSWER CHOICES	RESPONSES	
Oklahoma State University	52.27%	23
Oklahoma State Institute of Technology	20.45%	9
Northeastern State University	27.27%	12
Tulsa Tech	56.82%	25
Langston University	6.82%	3
Oral Roberts University	22.73%	10
Tulsa Community College	34.09%	15
Rogers State University	13.64%	6
Northern Oklahoma College	4.55%	2
Local Trade Schools	31.82%	14
University of Central Oklahoma	9.09%	4
Southern Nazarene University	0.00%	0
Rose State College	2.27%	1
Connors State College	0.00%	0
College of the Muskogee Nation	0.00%	0
Largely out of state	6.82%	3
Other (please specify)	27.27%	12
Total Respondents: 44		

#	OTHER (PLEASE SPECIFY)	DATE
1	University of Tulsa, Oklahoma University, University of Arkansas	8/21/2024 9:04 AM
2	TU	8/6/2024 4:23 PM
3	N/A	8/6/2024 8:22 AM
4	this doesn't really apply to us.	8/5/2024 3:36 PM
5	Atlas School	8/5/2024 8:43 AM



## 2024 Workforce Needs Survey

6	Wings, Tulsa Technology,	7/31/2024 2:32 PM
7	University of Tulsa	7/31/2024 12:26 PM
8	University of Oklahoma - Tulsa	7/18/2024 9:00 PM
9	University of Oklahoma	7/18/2024 10:22 AM
10	N/A	7/16/2024 11:13 AM
11	University of Tulsa, and OU	7/15/2024 2:56 PM
12	University of Tulsa	7/15/2024 2:25 PM

## Q12 Please explain which program and why. (Ex: "We hire many engineers from OSU because they historically have the skills we are seeking.")

Answered: 35 Skipped: 9

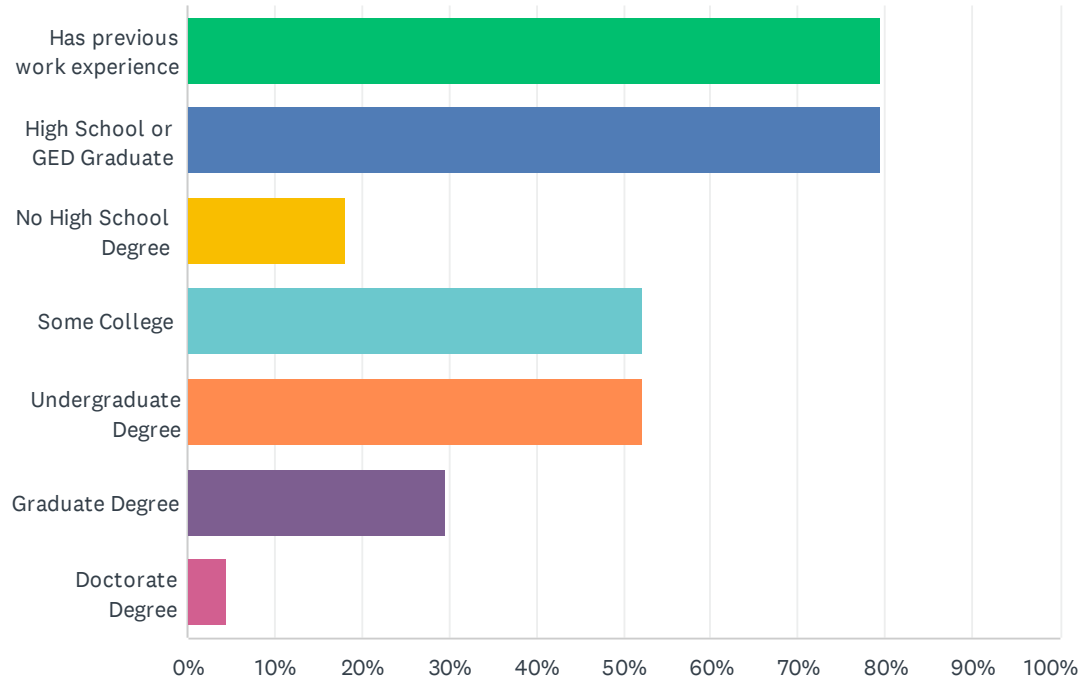
#	RESPONSES	DATE
1	from university we are generally looking for Chemical Engineers (Process Engineering) -	8/21/2024 9:04 AM
2	Because we partner so closely with Tulsa Tech, we are able to place many of those students with companies located at the Port.	8/12/2024 10:03 AM
3	We hire many students from several of these schools and most have a Sports Management degree. It depends on the position within the company.	8/7/2024 3:31 PM
4	Unable to answer at this time.	8/7/2024 1:30 PM
5	TU and ORU have large international programs	8/6/2024 4:23 PM
6	We will hire candidates from any background as long as they have the education and experience required for the job.	8/6/2024 12:04 PM
7	We work closely with Broken Arrow Tulsa Tech because they consistently provide high quality training and education that aligns with the skills we seek in our workforce.	8/6/2024 11:23 AM
8	My clients hire candidates from four year institutions such as OSU, OU, TU, due to the educational requirements for most of their positions they are seeking.	8/6/2024 10:55 AM
9	We hire many Tulsa Tech grads because they consistently send students to job shadow and have refereed quality students for work based learning. We participate in their automotive advisory committee and have been able to communicate regularly with their staff to build a relationship,	8/6/2024 9:53 AM
10	OSU has a good engineering program	8/6/2024 8:33 AM
11	This doesn't really apply to us.	8/5/2024 3:36 PM
12	n/a	8/5/2024 2:57 PM
13	mostly engineers. they attend schooling out of state and their families are located here so they come back.	8/5/2024 2:54 PM
14	WELDING, THEY COME OUT WITH THE HANDS-ON EXPERIENCE NEEDED TO BUILD UPON	8/5/2024 2:53 PM
15	we don't hiring specifically from a school or program, but most of our employees come from one of the schools mentioned above. We did hire graduates from Atlas school, because there is minimal alignment between their program and our job requirements for junior software engineers.	8/5/2024 8:43 AM
16	We hire a lot of people out of the Tulsa Tech because they are learning a lot of the skills that are needed in this industry	8/2/2024 3:37 PM

## 2024 Workforce Needs Survey

17	We hire majority from Wings, Tulsa Tech for the CNA CMA nursing programs	7/31/2024 2:32 PM
18	Many of our engineers & managers have graduated from Tulsa University and OSU. Focus is typically mechanical or chemical engineering	7/31/2024 2:31 PM
19	No specific reason. It's just what I see the most of.	7/31/2024 1:21 PM
20	Tulsa Tech and Tulsa Community College because they have the programs that have the skills we are seeking to employ and re-educate.	7/31/2024 12:26 PM
21	They offer direct healthcare certificates or degrees related to acute care hospital.	7/31/2024 11:40 AM
22	Many of our Directors went to OSU, so we recruit heavily from there.	7/31/2024 11:32 AM
23	We use OSU & NEU for accounting and credit analyst positions.	7/24/2024 12:18 PM
24	We hire many PA-C students from OU because they were the only PA-C program in the state. OSU is just graduating their first class of their program this year.	7/18/2024 9:00 PM
25	We hire from all universities and even applicants that have not attended universities. However we have noticed a higher number of applicants from ORU have passed drug tests whereas other applicants might fail.	7/18/2024 5:45 PM
26	Our employees associated with Christian schools statistically have the best work ethic and attitude that mesh with our company culture and values the best.	7/18/2024 10:26 AM
27	OSU does a great job preparing Architectural and Interior Design candidates for real life work.	7/18/2024 10:22 AM
28	We hire uncertified Nurse aides to go into people's home in the community to assist with personal care needs, meal prep, errands and housework.	7/16/2024 11:13 AM
29	Tulsa Tech/Trade Schools offering aerospace programs, machining and welding focused courses	7/16/2024 11:10 AM
30	Criminal Justice program partnerships with NSU.	7/15/2024 3:55 PM
31	Tulsa Tech CNC Machining programs	7/15/2024 3:11 PM
32	Engineering programs to recruit project engineers for transmission and distribution work; OSU IT for line worker opportunities and power plant opportunities	7/15/2024 2:56 PM
33	We hire communication and non-profit degreed/careers from both ORU and OSU.	7/15/2024 2:42 PM
34	OSU - IT - Technical Trade knowledge for maintenance related roles, OSU - Engineering, TU - Engineering & Accounting, Arkansas - Engineering, Clemson - Packaging Science, Pitt State - Plastics Engineering program. All specialized education that fit our needs.	7/15/2024 2:25 PM
35	We hire some manufacturing tech positions from Tulsa Tech because of the programs they offer.	7/15/2024 2:18 PM

### Q13 Which categories do you typically hire from?

Answered: 44 Skipped: 0

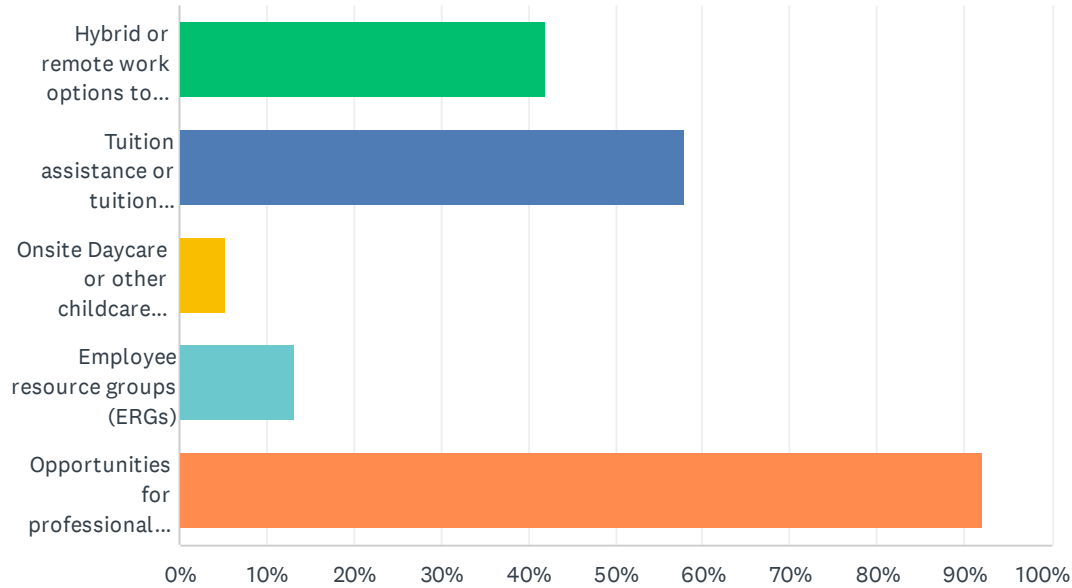


## 2024 Workforce Needs Survey

ANSWER CHOICES	RESPONSES	
Has previous work experience	79.55%	35
High School or GED Graduate	79.55%	35
No High School Degree	18.18%	8
Some College	52.27%	23
Undergraduate Degree	52.27%	23
Graduate Degree	29.55%	13
Doctorate Degree	4.55%	2
Total Respondents: 44		

### Q14 Does your company offer any of the following benefits to it's employees?

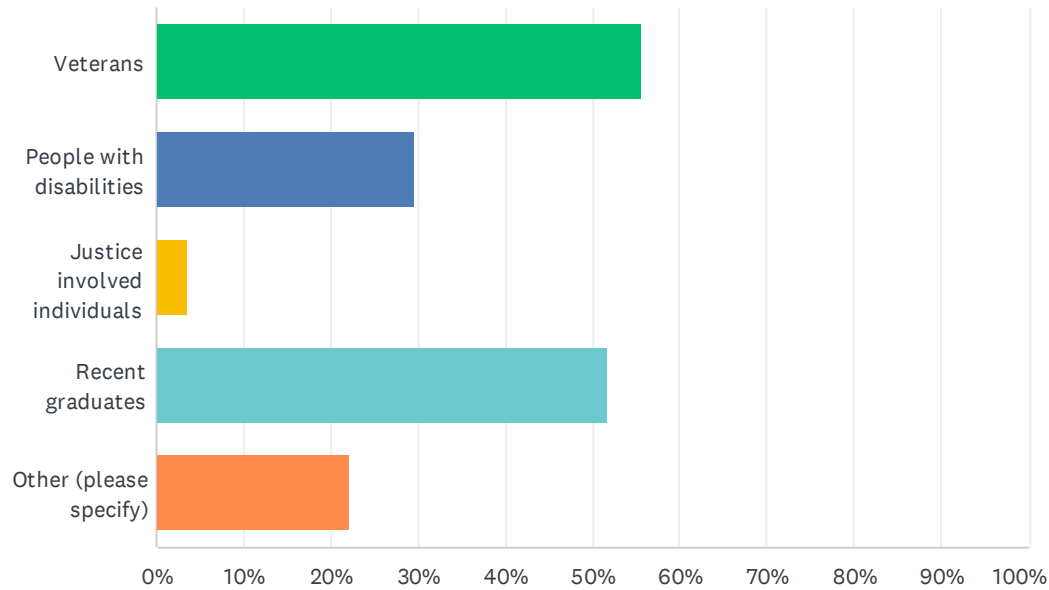
Answered: 38 Skipped: 6



ANSWER CHOICES	RESPONSES	
Hybrid or remote work options to positions within our organization	42.11%	16
Tuition assistance or tuition reimbursement	57.89%	22
Onsite Daycare or other childcare financial support	5.26%	2
Employee resource groups (ERGs)	13.16%	5
Opportunities for professional development	92.11%	35
Total Respondents: 38		

### Q15 Does your company have specific hiring programs or initiatives targeted at any of the following populations? (Select all that apply)

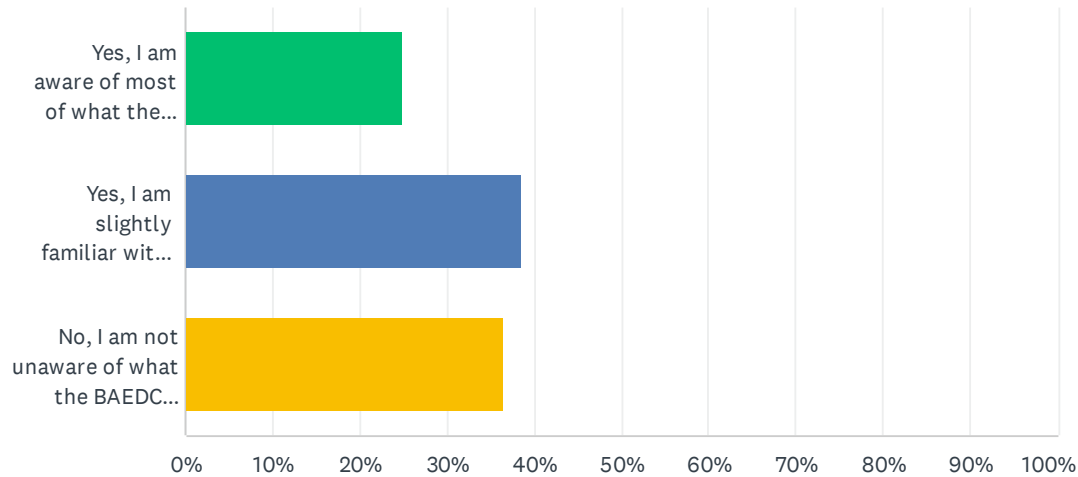
Answered: 27 Skipped: 17



ANSWER CHOICES	RESPONSES
Veterans	55.56% 15
People with disabilities	29.63% 8
Justice involved individuals	3.70% 1
Recent graduates	51.85% 14
Other (please specify)	22.22% 6
Total Respondents: 27	

## Q16 Are you aware of the programs and resources provided by the Broken Arrow Economic Development Corporation(BAEDC)?

Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, I am aware of most of what the BAEDC all provide to organizations	25.00%	11
Yes, I am slightly familiar with what the BAEDC all provide to organizations	38.64%	17
No, I am not unaware of what the BAEDC provides to organizations	36.36%	16
<b>TOTAL</b>		<b>44</b>