

On-the-Job Training Survey

Conducted by the Center for Workforce Information & Analysis,
Pennsylvania Department of Labor & Industry

December 15, 2009 - January 7, 2010

On-the-Job Training Survey

The following contains the results of the OJT Survey distributed to employers between December 15, 2009 and January 7, 2010. The data was compiled by the Center for Workforce Information & Analysis through the use of the SurveyGizmo online tool.

- 40.6 % of respondents considered themselves a manufacturing firm.

(when looking at individual responses, manufacturers' responses did not differ significantly from those of all other industries. So while more responses were obtained from manufacturers, the industry did not skew the results of the survey)

- 28.1% of respondents have more than 250 employees. Another 23.8% of responses came from smaller businesses - those with 10-49 employees.

- 49.8% of respondents plan to hire new employees BUT 56.6% have decided not to recall previously laid-off workers.

- When provided with a wage subsidy of between 50-75%, 52.3% of respondents said they would hire or recall workers. Another 25% said they would consider it.

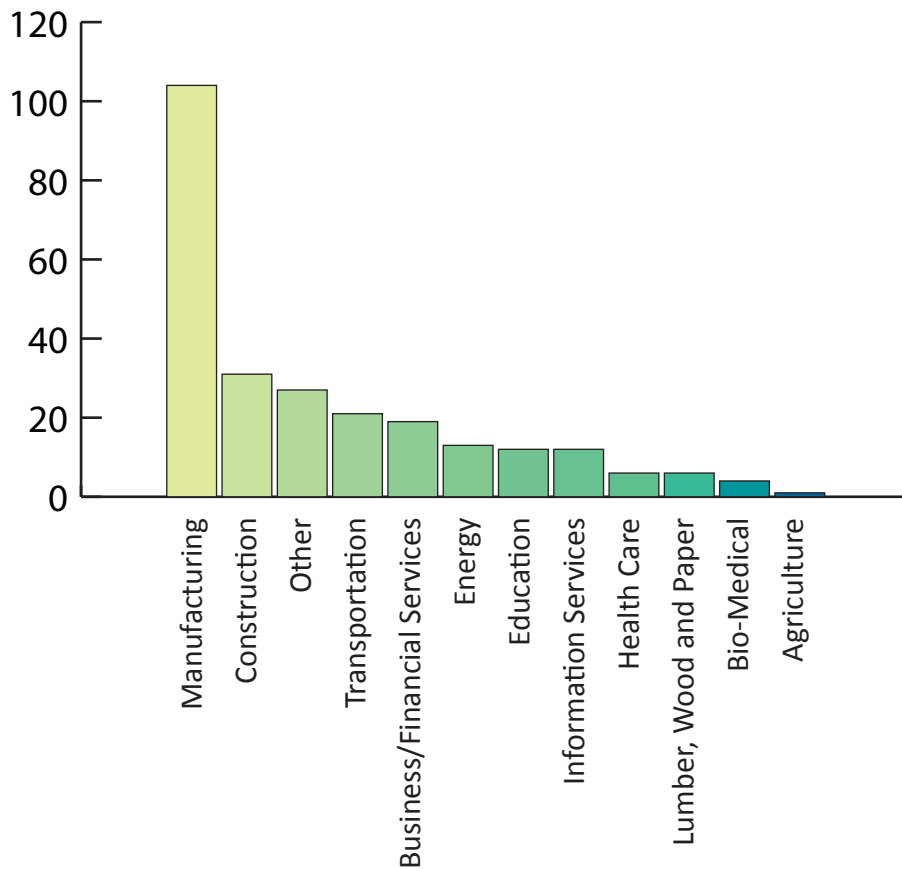
- 72.2% of respondents said they would keep employees 12 weeks past the subsidized wage period
- 70.5% said they would pay these workers as they would other trainees or workers.

- 54.9% of respondents said lack of work or orders would prevent them from accepting the subsidized wage for new employees. Approximately one-third of the survey respondents indicated that they do not need additional workers at this time.

Full results of the survey are contained in the following pages:

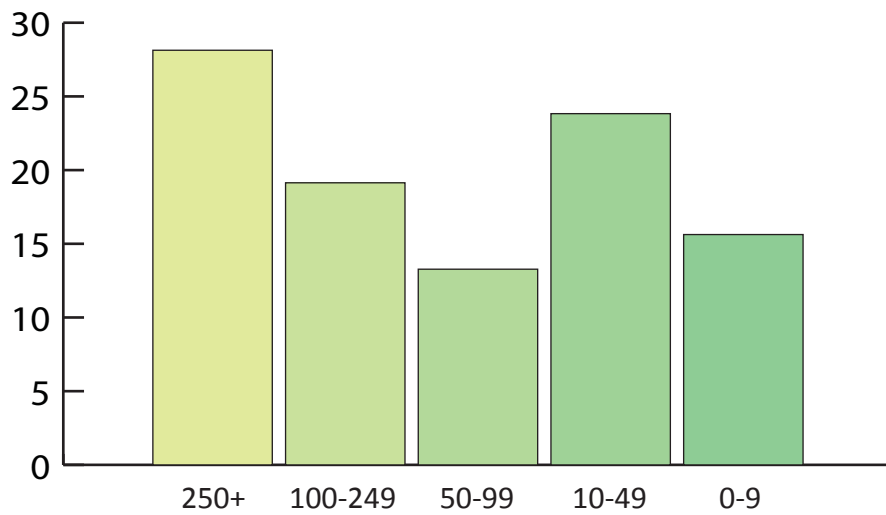
1. Which of the following best describes your company?

Industry Description	Count	Percentage
Manufacturing	104	40.63%
Construction	31	12.11%
Other	27	10.55%
Transportation	21	8.20%
Business/Financial Services	19	7.42%
Energy	13	5.08%
Education	12	4.69%
Information Services	12	4.69%
Health Care	6	2.34%
Lumber, Wood and Paper	6	2.34%
Bio-Medical	4	1.56%
Agriculture	1	0.39%



2. How many employees work at your location?

Employees	Count	Percentage
250+	72	28.13%
100-249	49	19.14%
50-99	34	13.28%
10-49	61	23.83%
0-9	40	15.63%



3. In the next six months, does your company plan to:

Question:	Yes	No	Maybe
Hire new employees?	49.8% 129	20.1% 52	30.1% 78
Recall workers?	22.5% 58	56.6% 146	20.9% 54

4. In the next six months, would your company be more inclined to hire or recall workers if you had between a 50-75% wage subsidy for on-the-job training for a period of 8 weeks?

	Yes	No	Maybe
Count	134	58	64
Percent	52.34%	22.66%	25.00%

5. If, to receive this wage subsidy, there was a requirement to make a good faith effort to retain these newly-hired and/or recalled workers for at least 12 weeks following the subsidized-wage period, would this adversely affect your decision?

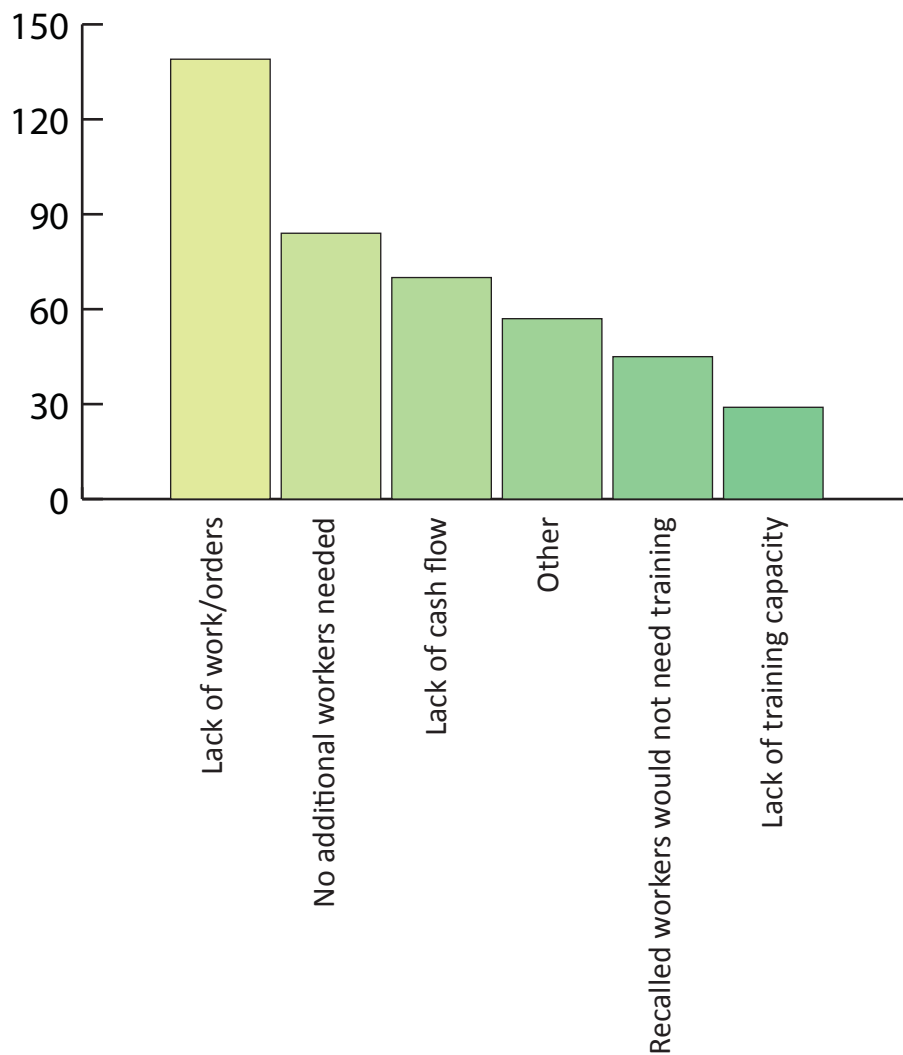
	Yes	No	Maybe
Count	22	143	33
Percent	11.11%	72.22%	16.67%

6. If to receive this wage subsidy, there was a requirement to pay these newly-hired and/or recalled workers at the same level as other trainees or other employees doing similar work, would this adversely affect your decision?

	Yes	No	Maybe
Count	25	139	33
Percent	12.69%	70.56%	16.75%

7. What would prevent your company from taking advantage of such an opportunity? Select all that apply.

Industry Description	Count	Percentage
Lack of work/orders	139	54.94%
No additional workers needed	84	33.20%
Lack of cash flow	70	27.67%
Other	57	22.53%
Recalled workers would not need training	45	17.79%
Lack of training capacity	29	11.46%



OJT Survey Methodology

The intention of this survey was to determine employers' plans for near-term hiring, assess their interest in obtaining on-the-job (OJT) training subsidies, and gauge their interest in the OJT program based on employment duration and wage requirements. With this goal in mind, the survey questions were developed by a diverse workforce development team with representation from WIA program staff, the state WIB and the LMI shop. The team also felt that the ability to analyze this information across industries was very important.

An internet-based survey tool, Survey Gizmo, was used as the mechanism to capture the survey information. Pennsylvania's network of local WIBs and industry partnerships were used to distribute the survey electronically to employers. Employers participating in Industry Partnerships¹, with the exception of those in Health Care and Education industry clusters, were surveyed.

We estimate that the survey reached approximately 2,500 employers across the commonwealth. There were a total of 256 complete responses - a 10 percent response rate. Due to the limited time period provided to employers to respond and the timing of the survey, this was considered to be acceptable and significant.

For additional information regarding this survey and the results, please contact Ed Legge of the Center for Workforce Information & Analysis, Department of Labor & Industry by phone at 717-787-8646 or by email at elegge@state.pa.us.

¹ Industry Partnerships are the cornerstone of Pennsylvania's new, industry-led, demand-driven workforce development strategy. This new strategy is focused on creating a skilled workforce through industry-specific training and education programs developed in cooperation with business and industry leaders – with funding made possible through the support of the Pennsylvania General Assembly. Industry Partnerships bring together multiple employers in the same industry group or cluster to identify and address common workforce needs. These partnerships provide companies with a more cost-effective way to provide training to their employees – training they may not otherwise be able to afford on their own. In addition, Industry Partnerships provide companies with access to region- and industry-specific labor market information, and allow even the smallest businesses to better compete in the global marketplace