

**Allan Hancock College Consortium Employer Survey Spring 2022**  
**Worksheet for Stakeholder Input on Consortium Three Year Plan 2022-2025**

**Via a survey sent by local Chambers of Commerce, the consortium presented a series of open- and closed-end questions to determine business needs and input to inform the planning process.**

Following is a summary of the responses:

*This employer survey information will be used to develop training and certification programs in the North Santa Barbara County area to begin 2022-2023. Thank you for taking the time to complete this survey on behalf of the North Santa Barbara Adult Education Consortium (Allan Hancock College and Lompoc Adult School).*

1. What is the principal industry sector of your organization?
  - Public Services
  - Building/Construction Trades
  - Education, Child Development, and Family Services
  - Transportation
  - Manufacturing/Product Design
  - Hospitality, Tourism/Recreation
  
2. What types of certifications/training could we provide locally to better serve your needs?
  - Certified Nursing Assistant
  - CPR / First Aid
  - Basic Child Development
  - Specialized GIS, AutoCAD
  - Machine Repair
  - Production Line Operator
  - We need more people with Masters Degrees in counseling. We do training for certificates.
  - Conversational Spanish
  
3. Which of the following gaps do you encounter when hiring potential applicants in your business?
  - Lack of employability qualities
  - Lack of soft skills
  - Low number of applicants
  - Criminal record
  - Lack of education credentials
  - Lack of bilingual skills
  - Lack of work experience
  - English speakers who do not speak Spanish
  
4. Please include any additional reasons for hiring difficulties:
  - We are seeing a decrease of applicants. I understand our applications and application process is a little longer than most private business. We must follow civil services rules and therefore we cannot currently change this process.
  - Type of work that we do. Caring for the elderly.
  - Location of business requires commute from urban areas
  
5. How has your business responded to workforce challenges?
  - Increase training

- Lower requirements for jobs
  - Automate functions
  - Revise pay scale or benefits
  - Outsource work, utilize contractors
  - Turn down business opportunities
6. Has your business adopted other strategies in response to workforce challenges?
- I participate in many job fairs educating our community on the application process for the public sector.
  - Partnering with other companies that provide the same services.
  - We have to help people get their driver's license and also their high school diploma. The Adult School has been great. It's a great resource for the community.
7. How are you meeting the skill/training needs of your workforce?
- Apprenticeship Programs
  - Formal customized training
  - Informal training on the job
  - Self-study or online training
  - Seminars or conference
8. Do you have any additional feedback for consortium and how you could use our resources to support your business/industry?
- New employees rarely know how to write sentences, capitalize or punctuate properly. Please teach grammar and writing. Also, although googling is easy, if an employee has a question, they rarely do the research - instead always depending on someone else to tell them what to do. It would be great to teach research skills.
9. Please enter your name and contact information if you would like to be contacted by the Adult Education Consortium to discuss your business's specific needs.
10. Please check the area(s) where your business concerns are represented:
- Lompoc
  - Buellton
  - Orcutt
  - Guadalupe