

WORKFORCE NEEDS ASSESSMENT: IWD REGION 1

SKILL LEVEL OF JOB APPLICANTS

The 2014 Iowa Workforce Needs Assessment survey asked employers about their perceptions on the degree to which job applicants possessed soft, basic and occupational skills. In addition, employers were asked if applicants, who may or may not possess the necessary skills for the job vacancy, were being disqualified due to the results of controlled substance testing or background checks.

PERCENTAGE OF EMPLOYERS THAT PERCEIVE A LACK OF SKILLS AMONG APPLICANTS

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job	10.0%	20.5%	35.4%	29.3%	4.8%
Applicants possess the basic skills required for the job	4.8%	13.7%	37.1%	35.9%	8.5%
Applicants possess the soft skills required for the job	7.7%	21.8%	37.1%	28.6%	4.8%
Applicants possess the occupational skills required for the job	9.7%	27.0%	37.9%	21.0%	4.4%
Applicants are often disqualified due to controlled substance testing	40.1%	21.1%	29.1%	6.5%	3.2%
Applicants are often disqualified for failure to pass a background check	28.3%	23.5%	28.7%	13.0%	6.5%



18.5%
BASIC SKILLS

(Includes: literacy, numeracy, basic computer skills and organization)



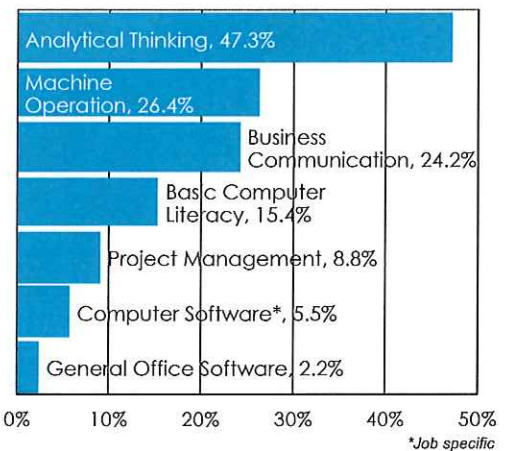
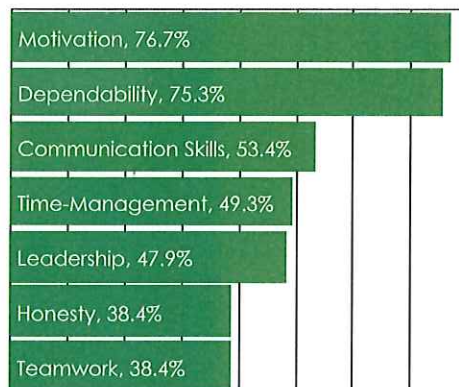
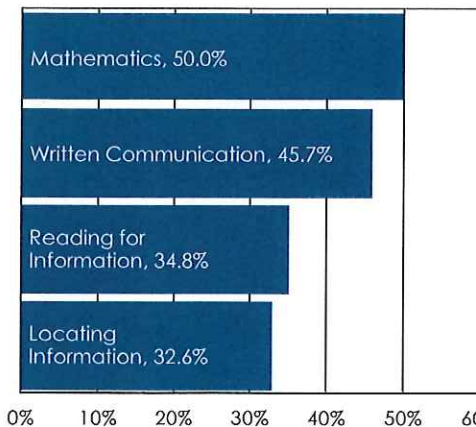
29.5%
SOFT SKILLS

(Includes: timeliness, responsibility, teamwork, integrity and self-esteem)



36.7%
HARD SKILLS

(Includes: analytical skills, physical ability, knowledge and experience)



Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the ability to locate and read for information. The Skilled Iowa initiative, through the National Career Readiness Certificate testing program, provides a means to benchmark and certify applicants' skills in Applied Mathematics, Reading for Information and Locating Information. For more information on Skilled Iowa visit www.skillediowa.org.

Soft skills are skills associated with an individual's habits, personality and character. Soft skills include timeliness, responsibility, integrity and self-esteem. Also included are interpersonal skills such as leadership, customer service and teamwork. Individuals with strong soft skills are well suited to working with others.

Occupational skills are the technical and know-how skills that apply directly to a job. Occupational skills are often referred to as "hard skills" and are primarily job-specific. In general, occupational skills include analytical skills, managerial ability, physical ability, knowledge and experience. The exact definition of these skills varies, depending on the job in question.