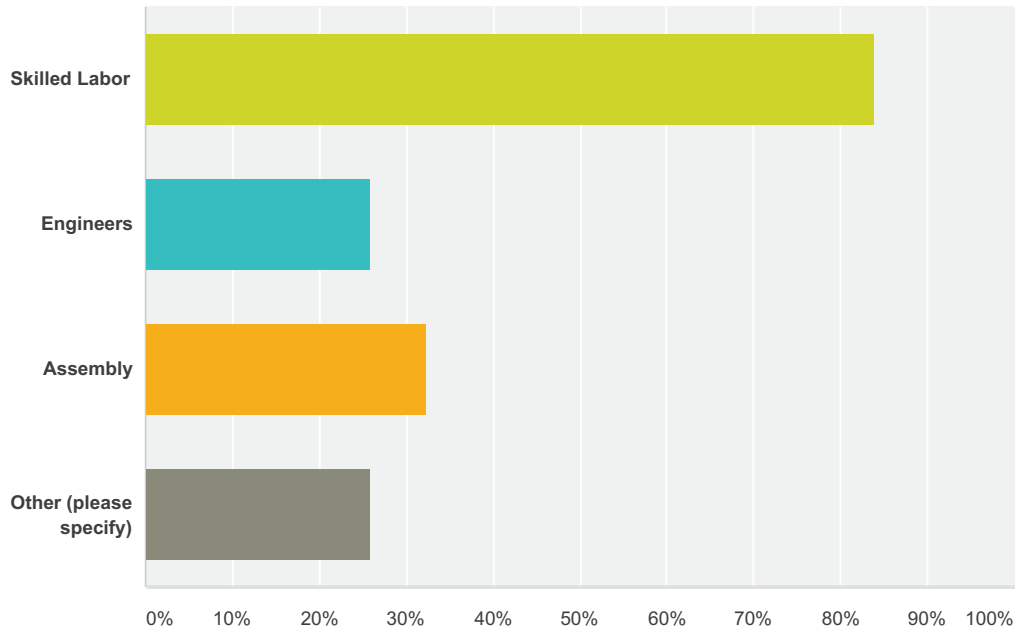


Q1 What are your critical skills gaps?

Answered: 31 Skipped: 0



Answer Choices	Responses
Skilled Labor	83.87% 26
Engineers	25.81% 8
Assembly	32.26% 10
Other (please specify)	25.81% 8
Total Respondents: 31	

#	Other (please specify)	Date
1	HR, Project mgmt, Marketing for our mfg company	2/22/2017 3:17 PM
2	Machinists and programmers	2/21/2017 1:58 PM
3	Electronic Technicians, Engineering Technician	2/21/2017 1:48 PM
4	Machinists	2/21/2017 1:29 PM
5	Unskilled trainable employees	2/21/2017 12:53 PM
6	System Technologist that are familiar with Audio, video, communication, IT networking system solutions.	1/30/2017 3:40 PM
7	Soldering	1/30/2017 1:56 PM
8	Soft skills such as clocking in and out (on time); working in a production environment; safety and use of hand tools and low end (house hold type) power tools.	1/17/2017 1:03 PM

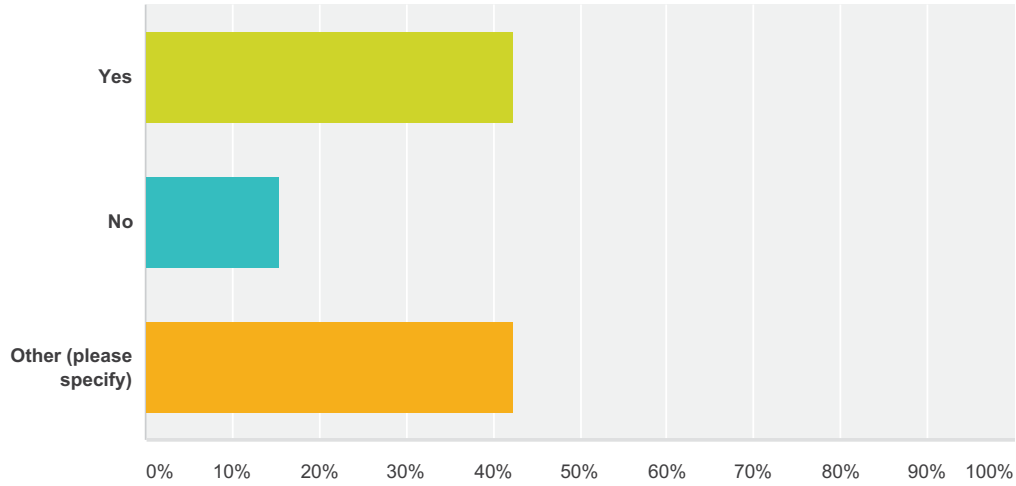
Q2 What certifications are important to your company?

Answered: 23 Skipped: 8

#	Responses	Date
1	A and P License PE	2/27/2017 8:53 AM
2	None, however previous experience in aerospace applications and manufacturing are desired	2/24/2017 4:21 AM
3	PMP, IT certifications	2/22/2017 4:52 PM
4	ISO	2/22/2017 3:17 PM
5	AS9100	2/22/2017 8:36 AM
6	Cam packages	2/21/2017 4:08 PM
7	welding and machinists certifications	2/21/2017 1:58 PM
8	J-Standard, IPC,	2/21/2017 1:48 PM
9	Welder certs for mig tig and stick welding different positions and positions	2/21/2017 1:47 PM
10	Depends on the contract and position. Mostly the certification most relevant to the position for Engineers, IT, ETC	2/21/2017 1:30 PM
11	Experience is more important than certs to us.	2/21/2017 12:55 PM
12	Forklift CNC Operations	2/21/2017 12:53 PM
13	n/a	2/21/2017 12:42 PM
14	Tool and die	2/21/2017 12:39 PM
15	manufacturing/composites	2/21/2017 12:16 PM
16	Experience is a key need but some we look for are a degreed engineer with some work experience. Other credentials are NIMS, MSSC and or has completed an apprentice program and became a journey men machinist. We also look for welders that have credentials which are numerous but shows that the individual took pride in their particular field. With the current educational push for CNC operators there are teaching tools such as Immerse to learn and the MTS program that will equipt our students for the ever growing manufacturing market.	1/31/2017 8:38 AM
17	Basic 2 yr technology degree (Electronics or IT) with math emphasis, Infocomm CTS, CompTIA Network + & PC repair A+, and/or Microsoft SQL, intro computer programming.	1/30/2017 3:51 PM
18	IPC (All)	1/30/2017 3:15 PM
19	Welding	1/30/2017 2:41 PM
20	IPC J-STD	1/30/2017 1:56 PM
21	None required for the individual employee We are working on our R2/RIOS certification	1/17/2017 1:04 PM
22	For our area and the type of business most of the Assemblers come to us with hands on training.	1/16/2017 8:38 AM
23	IPC600	1/13/2017 11:22 AM

Q3 Are the regional educational institutions providing relevant training to meet your needs?

Answered: 26 Skipped: 5

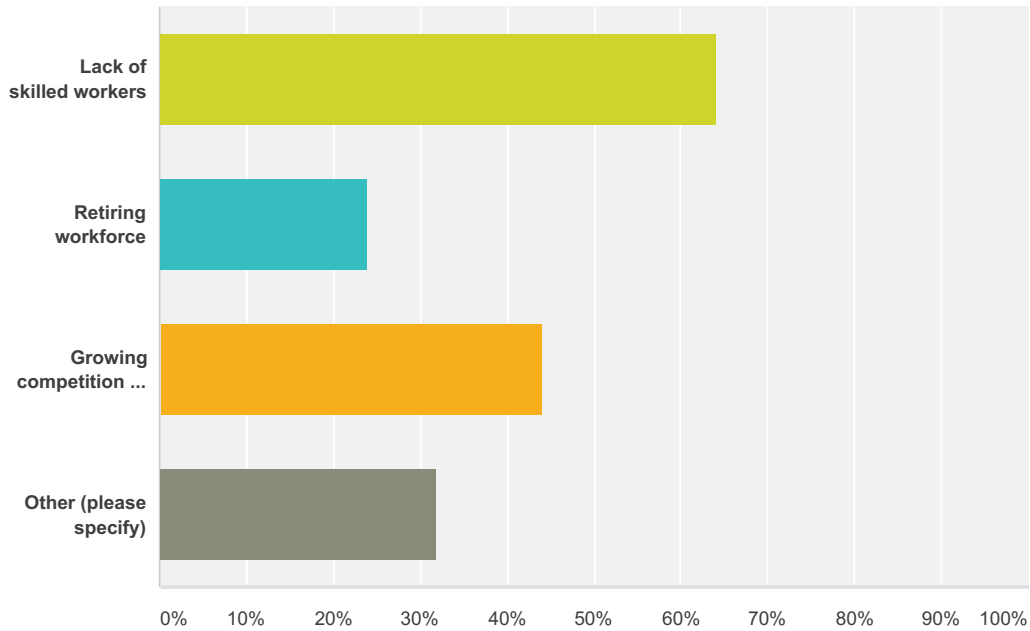


Answer Choices	Responses
Yes	42.31% 11
No	15.38% 4
Other (please specify)	42.31% 11
Total	26

#	Other (please specify)	Date
1	We are very busy and sometime overlook educational training	2/22/2017 3:18 PM
2	Hire from UCF, FIT, but have not had a lot of contact with EFSC	2/21/2017 1:50 PM
3	Again, depends on the position.	2/21/2017 1:31 PM
4	We are having to rely on new employees coming from other boat manufacturers with the training and skills that we need.	2/21/2017 12:56 PM
5	Don't really know. I need experienced user interface developers, in web, apps and so on, with understanding of marketing/communications, not just builders, repeat: user interface experts, user experience focused and trained.	2/2/2017 10:12 AM
6	I want to say yes but we still have some way to go. Our area is working to build the talent pipe line but the building of the infrastructure must continue in our K thru 12 system. We will only have one school teaching CNC which will be Bayside in Palm bay and that is in a county that is 70 miles long and has over 600 manufactures in it. So we must continue to push this CTE program in our schools . Eastern Florida State is working toward there programs but still have some time to build. Currently still trying to find the right instructor so the program can move forward. Theres still work to do to make our county the best in the State.	1/31/2017 8:41 AM
7	Some of the course are offered but they are missing the big picture Systems Integration Market overview training.	1/30/2017 3:52 PM
8	Mostly. The higher paying jobs available (aside from those that are entry-level) require extensive experience to be plausible. This takes time.	1/30/2017 3:17 PM
9	Training facility teaches welding but the course length is too long.	1/30/2017 3:01 PM
10	I believe so, the problem is having candidates enroll in the class/training.	1/30/2017 1:57 PM
11	Unsure	1/17/2017 1:05 PM

Q4 What are the biggest employment challenges facing your company?

Answered: 25 Skipped: 6

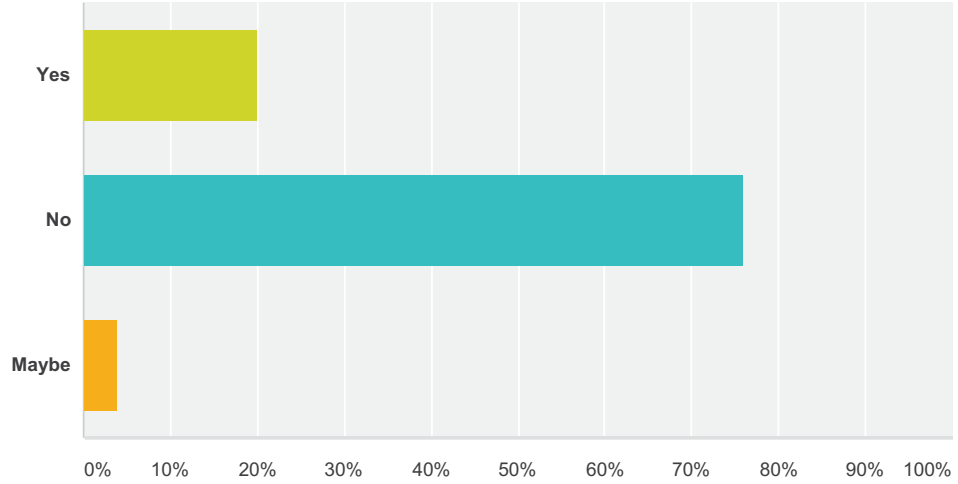


Answer Choices	Responses
Lack of skilled workers	64.00% 16
Retiring workforce	24.00% 6
Growing competition in the industry	44.00% 11
Other (please specify)	32.00% 8
Total Respondents: 25	

#	Other (please specify)	Date
1	Salary competition among on-site contractors	2/27/2017 8:53 AM
2	We are a startup manufacturing Company going through the qualification process. Have not yet pursued developing a staff.	2/24/2017 4:24 AM
3	Growing competition for local talent is also a challenge	2/21/2017 1:51 PM
4	People that can work with their hands, follow directions, and that are skilled with electric tools and woodworking tools.	2/21/2017 12:55 PM
5	Changing competition in my industry... Lack of updated skills, in an industry where the algorithms for action change nearly weekly, for example in social and other digital platforms. So many of the trained people don't make the connection to the real world of communications...because what they make doesn't translate to real people and real engagement or adoption or sustainability of adoption.	2/2/2017 10:13 AM
6	AVIT systems technologist are in high demand with fortune 5000 companies. My team is constantly under attack with headhunters to steel my internally trained employees.	1/30/2017 3:55 PM
7	Attracting millennial talent.	1/30/2017 1:59 PM
8	We primarily focus on employing individuals with disabilities. We are de-manufacturing electronics to sell the commodities we harvest.	1/17/2017 1:06 PM

Q5 Are you considering investing in robotics/automation to address your employment needs?

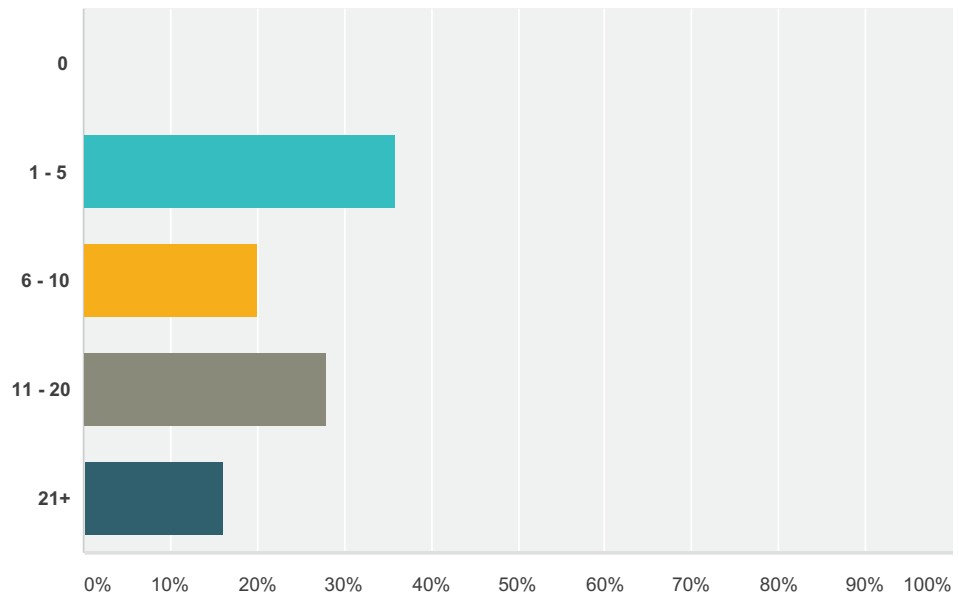
Answered: 25 Skipped: 6



Answer Choices	Responses
Yes	20.00% 5
No	76.00% 19
Maybe	4.00% 1
Total	25

Q6 How many new hires do you project this year?

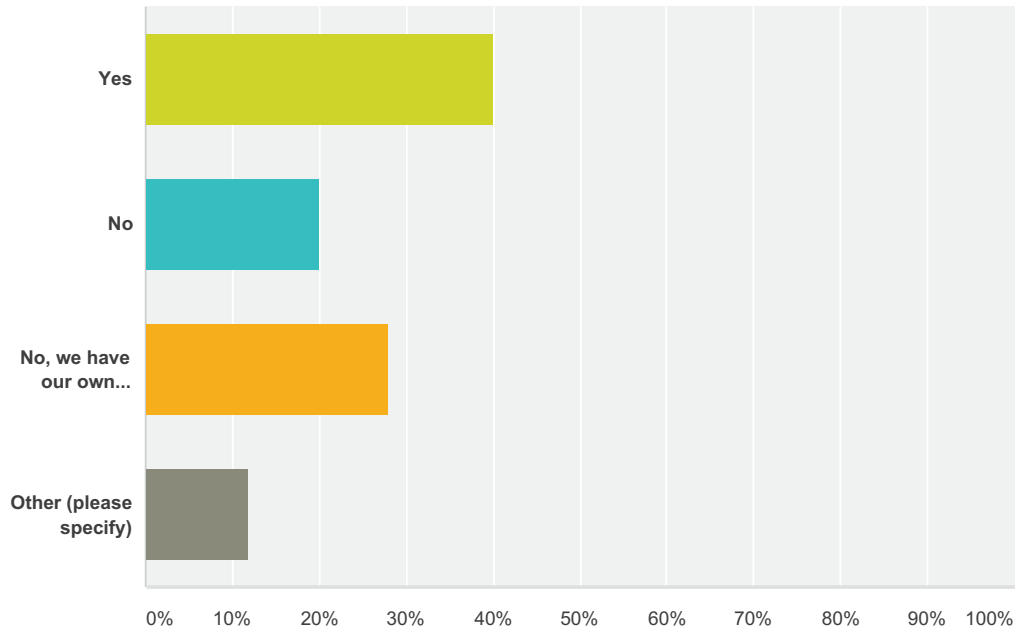
Answered: 25 Skipped: 6



Answer Choices	Responses	
0	0.00%	0
1 - 5	36.00%	9
6 - 10	20.00%	5
11 - 20	28.00%	7
21+	16.00%	4
Total		25

Q7 Will you need training assistance for existing and/or new employees?

Answered: 25 Skipped: 6



Answer Choices	Responses
Yes	40.00% 10
No	20.00% 5
No, we have our own internal trainers	28.00% 7
Other (please specify)	12.00% 3
Total	25

#	Other (please specify)	Date
1	We are excited to learn more about the options available to us	2/21/2017 1:52 PM
2	I doubt I qualify for most of this, as many do not consider marketing tools (programmed custom digital tools) development manufacturing. Is it?	2/2/2017 10:15 AM
3	While we do have internal training, it is better appreciated to hire skilled labor.	1/30/2017 3:19 PM