

Hiring Practices

Hiring practices, especially those related to skills, can be used as an effective means to control as well as enhance the quality of labor in an organization. As the survey results indicate, employers in the region can find qualified employees, although additional training is often needed. For instance, 35.2 percent of the employers who responded indicated that they never hired employees without requisite skills, while 25.8 indicated that they rarely hired without requisite skills, and only 29.6 indicated hiring occasionally without adequate skills. In 7.1 percent of the cases, employers hired individuals without any skill at all. In most instances, these were jobs that did not require high skills. (Table 15/Figure 11)

Table 15. How often applicants are hired without the requisite skill level, but are otherwise qualified, across all occupations

How Often?		Frequency (N of Responses)	Valid Percent	Cumulative Percent
Valid	Never	2111	35.2	35.2
	Rarely	1549	25.8	61.1
	Sometimes	1772	29.6	90.6
	Always	427	7.1	97.7
	Total	109	1.8	99.6
Missing	Don't Know	26	.4	100.0
	Refused	5994	100.0	
	System	477		
Total		6471		

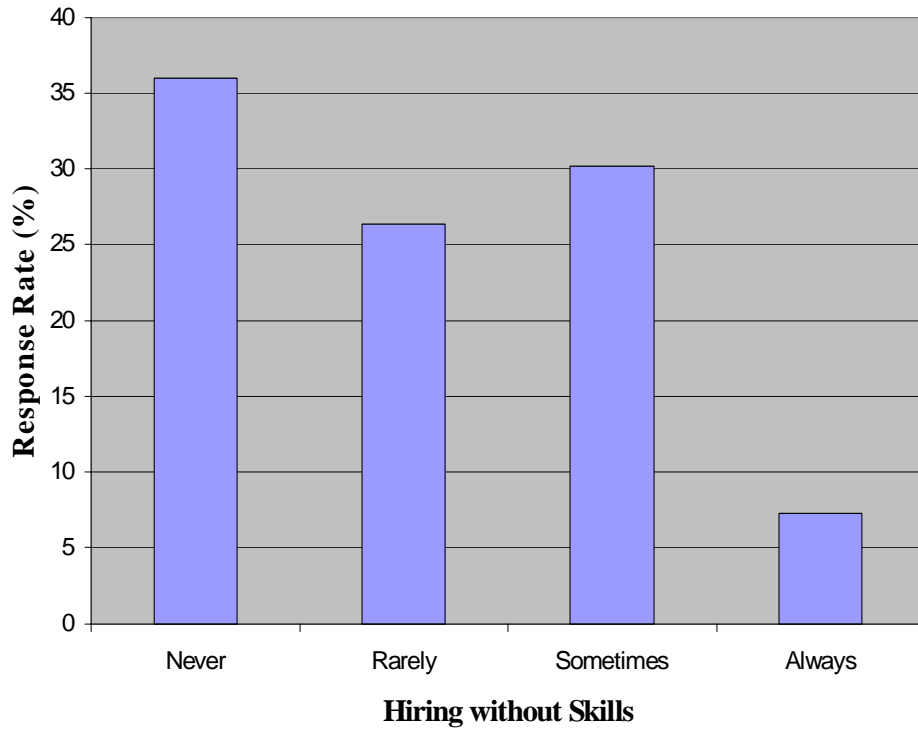


Figure 11. How often applicants are hired without the requisite skill level, but are otherwise qualified, across all occupations