



## Workforce Development Survey - Area A

### Workforce Development Survey

Several programs are determined and funded by the anticipated jobs available. To assist and encourage the technical schools and area Career Training Education (CTE) Programs in the secondary schools to provide more technical programs that will prepare students as future employees in the construction industry, please provide your input through this survey.

#### BACKGROUND INFORMATION

TSTC – Texas State Technical College, Abilene Campus currently offers three programs that pertain to the commercial construction industry:

- Industrial Maintenance
- Electrical Power & Controls
- Welding

Proposal or request is to add:

- Building Construction Technology: Craftsman Certificate and / or Associate of Applied Science
- Electrical Construction

Cisco College – Abilene Campus (Also has a dual credit program with area schools AISD)

- HVAC Level 1 – Earns R-410 Refrigeration Safety and Handling Certificate  
EPA Certificate
- Electrical – NCCER Level 2 Certificate and Apprenticeship License

The workforce shortage is critical as each of us are aware in this industry. Your responses are confidential. Thank you in advance for your participation and quick response. If you have any questions, please contact, Cassie Hughes, Executive Director at West Texas Chapter AGC, 325.676.7447.

Survey sent for Industry from West Texas AGC Chapter by email on July 16, 2018 through August 6, 2018 by email, weekly reminders, weblink and access on [wtagc.org](http://wtagc.org) website.

Name of Company – Responses: 19

What is your primary trade or line of work?

*Example: General Contractor, Electrical Contractor, Plumbing Contractor, HVAC Contractor, etc.*

6- General Contractor

2 – Plumbing & HVAC

2- Mechanical HVAC

4 – Electrical

1 – Flooring ( Sub-Contractor)

2 – Metal stud framing and acoustical ceilings

1 – Fire Suppression

1 – Architectural Firm

Current # of employees

Total # of employees of all responses - 1319

**Hiring Projections:**

How many entry level workers could your company hire?

Immediately:

In 6 Months:

In 12 Months:

N/A:

How many journeyman level (mid-level) workers could your company hire?

Immediately:

In 6 Months:

In 12 Months:

N/A:

How many Registered ACR Technicians could your company hire?

Immediately:

In 6 Months:

In 12 Months:

N/A:

How many construction entry level workers could your company hire?

Immediately:	42
In 6 Months:	30
In 12 Months:	11
N/A:	

How many Superintendents do you anticipate hiring?

Immediately:	11
In 6 Months:	6
In 12 Months:	5
N/A:	

How many Estimators do you anticipate hiring?

Immediately:	4
In 6 Months:	3
In 12 Months:	4
N/A:	

How many Project Managers do you anticipate hiring?

Immediately:	3
In 6 Months:	2
In 12 Months:	4
N/A:	

Identify how the following attributes would be beneficial to an entry level worker if your were interviewing and considering the applicant for employment. Score with 1 being the least value and 5 being the highest value.

Basic Construction Safety – up to and including OSHA 10 certification

- 1  4 4 responses
- 2  5 9 responses
- 3 5 responses

Identify the value of construction math skills - the ability to add, subtract, multiply, divide, fractions, and use decimals.

1

 4 12 responses


2

5

 3 2 responses

Identify the value of basic employable 'soft' skills i.e. attendance, cell phone usage, attention to work performed, pride in work performed (integrity), etc.

1

 4 3 responses

2

 5 16 responses

3

What are the specific soft skills valued by your company or those needed by an entry level position for your company?

1. Showing up for work on time and performing work Staying off of the cell for personal calls Completing work correctly or asking for help to do so
2. At least 2 years electrical experience
3. Show up to work daily and on time, provide a service to our company, perform unsupervised work most of the day, provide a quality product.
4. Ability to show up for work
5. Clean and Neat.
6. Good communication skills
7. Mechanical ability and attendance
8. Willing to work
9. Attendance
10. Reliability, teachable, dependable, a willingness to learn new things
11. Willingness to learn willingness to work good background
12. Show up for work and be able to pass a drug test
13. Team player,
14. Attendance, on time, desire to learn
15. Attention to work performed

What are the greatest challenges or hurdles to hiring entry level positions?

1. Finding people that actually want to work
2. No applications
3. Not enough skilled worker in the work force
4. Finding someone with a strong skill set that does not need to be trained.
5. No one wants to work, and they will start but then they are a no show
6. Drug Testing, Physical ability, Willing to work every day
7. Applicants
8. Work ethic
9. Reliability
10. Willingness to learn and work their way up

11. Passing a drug screen
12. Wanting to stay and learn the trade
13. Looking for someone who cares about the work they do
14. Lack of available labor
15. Able to pass a drug test and show up for work
16. Willingness to come to West Texas.
17. The quantity of hires needed to find one solid hand
18. Finding someone willing to learn
19. Getting them to pass a drug test and show up for work.

Does your company or will your company hire 16-18-year-old interns during the summer or for a part time position from CTE or vocational programs?

12 - Yes    7 - No

Please provide additional input you may have regarding hires for your company or trade including certifications of value i.e. NCCER, etc.

Comments regarding Electrical hires:

1. Basic knowledge. Clean appearance. Good attitude
2. Not enough experienced hands to hire

Comments regarding Plumbing /HVAC hires:

1. More training the better
2. Knowledge of the type of work they will be doing is key. Most do not understand that it can and will be physical.
3. Backflow Assembly Tester (BPAT) Certification
4. Need more qualified people

Comments regarding Construction hires:

1. Carpentry is a much needed skill in our industry that is no longer taught in Lubbock.
2. Willingness to work
3. OSHA 10
4. All construction site personnel (veterans and new hires) must be able to pass a drug test to meet insurance, OSHA, and often customer mandated standards.