

CONSTRUCTION & SUPPORT SERVICES

Participants:

Janice Boley, Scott Coulombe, Leroy Divinity (Facilitator), Cisco Gonzales, Roger Landeche, Ed Perez

Hardest to Recruit Occupations Now & In the Future

- A/C mechanics / controls
- A/C helpers
- Carpenters – roofers, framers, trimmers
- Electricians
- Masons
- Plumbers

Support Services

- More Trade Schools (instead of community colleges)
- Community Colleges need to change their attitude – not enough focus on skill training
- Integration of academic & trade
- More qualified teachers – no industry experience – only teaching exp.
- Involvement of high schools – for recruitment, more info for students
- No marketing for Community / vo-tech schools for recruitment – no info on impact of students in schools
- Recruitment of H.S. students for training to specific education. No flow from high schools to specific trade
- Blend what is provided at H.S. for a specific trade and what is provided after without sacrificing basic education needed for that trade
- Lack of transport to training or job site – dorm / residential
- Investment in fewer schools to upgrade schools, sufficiently capitalize, ensure quality training (facilities are capital intensive)

Hardest to Recruit

- Construction Industry overall – reputation
 - Previous list – not trained workers

Hardest to Train Locally

- Training available regionally but lack of qualified teachers

Training Resources

- Manufacturers training
- Incumbent Worker Training (association, CEU Community Colleges)

Skill Sets

- Geometry, Measurements

- Communications Skills – talking to customers, Spanish language, acquire technical info (knowing what to ask)
- Applied physics – load bearing, knowledge of mass
- Thermal dynamics – heat loads, moisture transmission, heat transfer rates, expansion / contracting, plumbing, concrete
- Mechanical Aptitude – Mentally – use the right tools

WOW's

- Volume of NEED
- Mindset of General Population
- Benefits to consumer – energy, efficiency costs
- Marketing
- Upgrading industry, academic preparation (prior), TCC

Gaps in Education & Training

- Curriculum – needs more hands-on – students learn while still in school
- Gap between high school & trade school / technical community college
 - Flow between education
 - Marketing – show kids viable areas (not just college)
- Upgrade standards (not certified) of teachers
- Upgrade standards – federal & state laws uniformly throughout parishes & local municipalities
- Gap between licensing & qualifications – now people can get a license without being sufficiently qualified

Turnover Scales

- Very little turnover
- Tight market – losing employees to other higher paid industries
- Losing underskilled but not top positions

Preventive measures

- Higher salaries
- Educate public – as to the cost of quality work
- Incumbent training
- Better licensing system – more qualified employees

Recruitment Issues and Strategies

- Technical Community Colleges – need marketing plan
- TCC better relationships w/industry
- TCC marketing more regionally & out – of – state
- Market to Junior H.S. & H.S.