



Labor vs Skills Shortage

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County housing boom in making

Developers jump to take advantage of Snohomish County's new 20-year growth plan.

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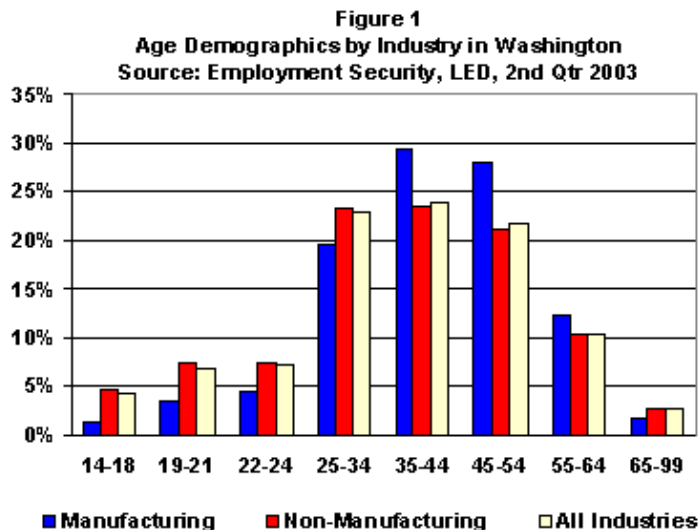
The science-math crisis

A U.S. Labor Department official says America needs to return to the fundamentals if it wants to compete in the global economy.



Labor vs Skills Shortage

- Supply
- Current apprentices in approved carpentry programs 1038



- Demand
- LEMA estimates growth for new carpenters thru 2012 at 1381 per year.
- Current employment 40,094 (est.)
- Annual attrition & retirement 1100 per yr.
- Total requirements 2481



Labor vs Skills Shortage

- **Supply**
- The State added 8800 new construction jobs between Dec 2004 and Dec 2005
- Higher ratios of journeymen to apprentices
- **Demand**
- Community College enrollment declines and there is difficulty filling entry level classes.
- For the home building the ratios for some trades has gone up. For commercial construction the ratio has remained close to the State mandated 15%



Labor vs Skills Shortage

- Supply
 - Declining numbers of journeymen
 - Younger applicants from direct entry programs
- K thru 12 programs would promote construction trades as a career option
- Demand
 - Premiums paid to experienced workers
 - Employee poaching
 - Experience shows that there is better retention and a higher success ratio with older applicants.
 - Most school districts have closed their shop classes



Labor vs Skills Shortage

- Are there problems with using a poorly trained work force?
- Unfavorable Legislation and Regulation
- Poor long term career options for workers
- Need to train new workers with each new business cycle
- Does the high cost of insurance and bonding affect the formation of new businesses and the continuity of existing businesses.
- The State College system is supporting several new and existing Construction Management programs will these people be able to replace the workers with hands on experience.



Labor vs Skills Shortage

- Are there new technologies and construction methods that will reduce the need for skilled workers?



Kokanee Creek
by Homesight
Manufactured Housing
HUD approved



Labor vs Skills Shortage

- **Are the training programs within the Industry flexible enough to supply new and qualified workers as required?**
- Will recognized apprenticeship programs be willing to accept documented worker hours and devise testing programs for entry into their programs at appropriate skill levels.
- Will employers accept this level of training?
- Do Employers need to become more involved in employee training and development?