

Employment Needs Survey Summary

What employment needs do you anticipate in the future?

Types of Jobs

Accounting (Entry & Staff)
 Administrative
 CDL Drivers
 CNC Programmers
 Diesel Mechanics
 Electrician
 HVAC Technician
 Inspectors / CMM Operators
 Maintenance
 Maintenance Mechanic

Types of Jobs

Manufacturing Engineers
 Manufacturing (Management)
 Manufacturing (Skilled)
 Manufacturing (Unskilled)
 Operators
 Over the Road Drivers
 Skilled Machinists
 Tire Sales
 Tire Technicians
 Truck Mechanics
 Waste Water Treatment Operators

What resources do you presently utilize for recruiting manufacturing/technical jobs at your facility? (Please check all that apply)

 X Self Recruiting
 X Alabama Career Center
 X Recruiting Agency
 X Newspaper Advertising
 X Other (List) Web-based, Wallace State, Alabama Job Bank/Job Link

What positions (skilled or unskilled) do you find particularly difficult to fill? (Please list all).

Accounting (Entry & Staff)	Manufacturing Engineers
Administrative	Operators
Boiler Operator	Over the Road Drivers
CDL Drivers	Production Operators
CNC Programmers	Qualified Waste Water Operators
Diesel Mechanic	Skilled Inspectors (CMM & Manual)
Electricians	Skilled Machinists (CNC & Manual)
Industrial Maintenance Technicians (Elec. & Mech.)	Tire Sales
Maintenance	Tire Technicians
Maintenance Mechanics	Tool & Die
	Truck / Trailer Operators

What skills do you find lacking in your existing applicant pool?

What applicant pool! We are seeing very few qualified applicants, most lack basic skills and experience relevant to the job being applied for.

Blue Print Reading, GD & T, Math, Trigonometry, Communication, High Motivation, Work Ethic, Drug Free, Lean Manufacturing, HVAC Experience, Electrician with "PLC" or Industrial Electrical Experience, Motor Controls, Problem Solving, Reading, Writing, Mechanical, CDL "A" qualified to drive commercial vehicles, Technical Knowledge, Maintenance.

Do you have existing workers who need skills upgrading? Yes No

If the answer above is Yes, please identify those skills below:

<u>Existing Job Title</u>	<u>Skills/Training Needed</u>
Maintenance Trainee	PLC, Electrical, Mechanical
Operators	PLC
Maintenance Mechanics	Basic Hydraulics, Pneumatics, Welding, Bearing Gearbox Knowledge
Electrician	Calibration, Instrumentation
Machinists	Blue Print Reading, GD & T
Inspectors	Blue Print Reading, GD & T, Metrology
CNC Programmers	CNC Programming, CAD
Industrial Maintenance Tech.	Industrial Maintenance

Other Comments:

Workforce development must be designed to address the needs of the following groups. Companies will be forced to develop workers from each of these groups if we hope to generate enough qualified workers to meet future demand.

- 1) Existing Employees – Retain / Maintain Skills / Upgrade Skills
- 2) Skilled Employees currently traveling out of Cullman to Huntsville / Decatur / Birmingham – Recruit / Retain / Maintain Skills / Upgrade Skills
- 3) Under Employed Adults in the Cullman area – Assess Aptitude and Motivation / Train for Skills / Employ / Retain
- 4) Young Adults / School Kids - Inform and Educate about Career Options / Provide Career Guidance / Establish Suitable Career Path.

A centralized web site with all industries wages and benefits would be great but leaves you open for potential union activity? However, the idea of each industry having a job description for all jobs, basic requirements for each, potential for advancement and industry profile would be a benefit.

Centralize all workforce development into one system and if you have several training requirements chose the one with expertise and who has the best success rate. At times training is done for the money that it brings to the school and not for the results required.

I see the secondary schools not placing any value on trade school training and recruitment from the school population. If kids were tested to see if they have mechanical aptitude but don't have the ability to progress through college then we should be providing other options. Europeans schools have fine training programs for their youth in a similar way as I explained and we should look into their system?

If the secondary school system cannot handle this option then we need Wallace to tool up for the training. Remember we want quality not numbers.

I think we need to inventory the specific requirement for each job classification that industry reported and then decide the location and type of training necessary. Industry is looking for a versatile person that not only has mechanical and technical knowledge but a person also needs to be able to show up on time, have good attendance, work for results not for a paycheck, ability for advancement and care about the companies future.

Remember we are meeting because we don't have bodies to fill the jobs much less qualified bodies.

Where will we get the bodies to train?? What assurances will we have the educated will stay in Cullman??