

LARIMER COUNTY WORKFORCE DEVELOPMENT BOARD

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OPPORTUNITIES IN TRADES TOPIC DISCUSSION

Subject Matter Experts:

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Opportunities in Trade Overview

Dee Funkhouser with the Colorado Department of Labor and Employment prepared Labor Market Information (LMI) reports providing an overview of the construction and utility industries in Larimer County. The data includes current and future demand for workers. Projections are based on the first five months of 2016. An industry doesn't have to be growing to produce new jobs, other factors, such as age of current workforce and changes to the technology, can impact available jobs. The data includes only private sector jobs, public sector employment opportunities are not reflected in LMI data.

Larimer County - Construction:

Short-Term Industry Projections 1Qtr2016 - 1Qtr2018

Industry	Current Employment	Projected Employment	Growth or Decline
Construction Industry	9,286	10,242	5.02%
Construction of Buildings	1,488	1,612	4.08%
Heavy and Civil Engineering	954	1,065	5.66%
Specialty Trade Contractors	6,844	7,565	5.14%

Source: Labor Market Information Projections

Short-Term Occupational Projections

Occupation	2016 Estimated Employment	2018 Estimated Employment	Total 2016-2018 Employment Change	Annual Avg. Openings Due to Growth	Annual Avg. Openings Due to Replacement	Total Annual Avg. Openings	Annual Avg. Wage
Construction Laborers	1,548	952	-596	52	30	82	\$32,610
Carpenters	1,070	1161	91	46	13	59	\$43,000
Plumbers, Pipefitters, & Steamfitters	876	166	-710	43	12	55	\$49,440
Electricians	858	669	-189	47	13	60	\$48,555
Painters, Construction & Maintenance	658	353	-305	32	10	42	\$36,916
Supervisors of Construction & Extraction Workers	616	6	-610	26	6	32	\$68,007
Drywall & Ceiling Tile Installers	518	723	205	24	4	28	\$40,705
Cement Masons & Concrete Finishers	472	962	490	26	6	32	\$37,862
Sheet Metal Workers	360	38	-322	16	8	24	\$44,411
Operating Engineers & Other Construction Equipment Operators	327	392	65	13	6	19	\$45,390
Brickmasons & Blockmasons	232	1653	1421	14	2	16	\$45,879
Highway Maintenance Workers	157	523	366	5	4	9	\$41,970
Paving, Surfacing, & Tamping Equipment Operators	156	260	104	5	4	9	\$40,191
Structural Iron & Steel Workers	150	28	-122	6	3	9	\$43,939
Roofers	65	72	7	4	1	5	\$37,788
Helpers—Brickmasons, Blockmasons, Stonemasons, & Tile & Marble Setters	63	566	503	4	1	5	\$34,415
Pipelayers	36	167	131	2	0	2	\$40,088
Septic Tank Servicers & Sewer Pipe Cleaners	34	72	38	2	0	2	\$40,288
Service Unit Operators, Oil, Gas, & Mining	26	40	14	1	1	2	\$47,910
Rail-Track Laying & Maintenance Equipment Operators	6	163	157	0	0	0	\$55,595

Source: Occupation Employment Statistics and LMI Projections

Larimer County - Utilities:

Short-Term Industry Projections 1Qtr2016 - 1Qtr2018

Industry	Current Employment	Projected Employment	Growth or Decline
Total, All Industries	156,768	165,963	2.89%
Utilities	224	231	1.10%

Source: Labor Market Information Projections

Short-Term Occupational Projections

Occupation	2016 Estimated Employment	2018 Estimated Employment	Total 2016-2018 Employment Change	Annual Avg. Openings Due to Growth	Annual Avg. Openings Due to Replacement	Total Annual Avg. Openings	Annual Avg. Wage
Maintenance & Repair Workers, General	1,319	1,407	88	44	32	76	\$38,952
Plumbers, Pipefitters, & Steamfitters	876	962	86	43	12	55	\$49,440
Electricians	858	952	94	47	13	60	\$48,555
FirstLine Supervisors of Construction Trades & Extraction Work	616	669	53	26	6	32	\$68,007
Industrial Machinery Mechanics	515	556	41	20	12	32	\$55,327
FirstLine Supervisors of Production & Operating Workers	455	479	24	12	7	19	\$63,567
Welders, Cutters, Solderers, & Brazers	357	379	22	11	10	21	\$43,453
FirstLine Supervisors of Mechanics, Installers, & Repairers	352	371	19	10	6	16	\$69,813
Operating Engineers & Other Construction Equipment Operators	327	353	26	13	6	19	\$45,390
Inspectors, Testers, Sorters, Samplers, & Weighers	296	317	21	10	8	18	\$41,263
Water & Wastewater Treatment Plant & System Operators	194	199	5	2	4	6	\$50,974
Electrical & Electronics Repairers, Commercial & Industrial Equipment	152	154	2	1	2	3	\$60,121
Bus & Truck Mechanics & Diesel Engine Specialists	124	133	9	4	2	6	\$49,117
Electrical PowerLine Installers & Repairers	103	108	5	2	4	6	\$68,434
Control & Valve Installers & Repairers, Except Mechanical Door	47	47	0	0	2	2	\$63,033

Source: Occupation Employment Statistics and LMI Projections

Facilitated Panel Discussion

Tell us about post-secondary education in your industry and average pay.

- Almost none of our craft employees have degrees. However, certification is required for most positions. On average our journeymen earn \$77,000 and an apprentice earns around \$48,000.
- Around 10-15% of our folks have degrees. Our average salary is around \$80,000 for licensed staff and between \$35,000 - \$50,000 for apprentice staff.
- Our wages are negotiated by a collective bargaining agreement. Apprentice electricians earn a percentage of scale on a 10 step progression that is defined by the Colorado Department of Labor & Employment as part of a registered apprentice program. Although electricians are non-degreed, from my perspective, it's important to look at the electrical trade as a career. There is a substantial career path. It's not just a job, you can go back and obtain more education. I went through as an apprentice and eventually got my electrical engineering degree. Through articulation agreements students can leave our program with a considerable start to a degree.
- Before we started our current machinist program we had extensive discussions with employers on the skills they were looking for and they type of degree/certification preferred. They designed a series of classes to give students the skills needed. They offer both credit and non-credit training classes, upon completion students can earn

industry recognized certificates. The median wage for a machinists is around \$23/hour in the state. The median experienced machinists is earning around \$60,000 per year. Companies are willing to pay more for those with higher skills and those in-demand can earn \$80,000 or more.

What is the cost of your training program?

- Our one year credited program is \$5000.
- Our program is 4 year 3 months and typically you are looking at costs of \$550 per year or roughly \$2,500 investment in your education. You are also required to pay the license fees. Keep in mind you are earning money throughout the program.
- Our program is an employer paid programs at no cost, we pay wages and travel.
- There is no cost to attend but you do need some tools estimated to cost around \$500. We also have articulation agreements and you can earn about 44 hours toward an associate degree.

What is the criteria to get into your program and how and where do you recruit for your program?

- We require a GED or high school diploma and interview candidates. We're hiring a lot of veterans.
- We require a GED or high school diploma and we interview and test candidates
- I recruit at job fairs, Workforce Center, and online boards.
- We advertise on construction boards, and Craigslist, LinkedIn and other websites. We would like to partner more with the WDB and have stronger relations with trade schools.

Questions/Comments

Q. We know millennials are looking at multiple jobs in their lifetime. Can you talk about continuing education opportunities in your field?

A. We have OSHA safety classes and all graduate with certificates that are industry recognized. Plus we offer on-going training.

A. We have an amazing certificate that can be taken anywhere, so we start working with people from the beginning on career pathways in our organization. We show them this is what your career will look like with us in 10 years.

A. On-going education is required for keeping your license. Plus you can obtain additional specialized certifications.

A. We are looking at how to give students digital badges or credit for proven competencies.

Q. How many women do you see entering in your programs?

A. Targeting women in construction is one of our deficits. We have less than 2% women in our trade. The percentage is slightly higher in construction management.

A. We're up to 8 out of 160, it was zero a few years ago. We're recruiting women, underserved youth and minorities.

A. Women are 3% of our total membership. When I got into the apprentice training there was a program called Non-traditional Jobs for Women and it focused on introducing women to various careers. I had tended bar and worked in hotels and done other traditional jobs prior to entering the program. The program changed my life. If there's a way we can work together to create programs like that, that's a win for all of us.

Q. What other industries might lend them well to this type of training?

A. Hospitality and healthcare. Healthcare industry is growing. It's really important that whatever industry is considering apprenticeship programs do what Front Range Community College did and really get the employers together and learn what skills they need.

A. We don't want companies to just train for their company we need to train for the industry with labor and management working together.

A. As you may know Governor Hickenlooper recently traveled to Switzerland to view apprentice programs. As a result I think you'll see more apprenticeships being established with industries beyond the trades. Opening up apprenticeships is of real value.

A. We work with the state and Denver Labor Board and always talk about apprenticeships. I suggest we don't reinvent the wheel on apprenticeships. We have good established processes that can be used by many different industries.

Q. There are many underprivileged young job seekers who may have barriers to attending training such as transportation and child care. Do you provide any services or other help for those in that situation?

A. Our training is in Loveland and our expectation is that you are available to work where assigned, including out of state. We need employees to be mobile. We do pay travel costs.

A. We have no formal way of addressing those issues. The thing that's important is that if you're paying a good wage, even when learning the trade, that's a benefit to someone just starting out and it allows them some stability and may help them with child care and transportation. We train in Denver but we work at job sites anywhere between Wyoming and Colorado Springs. It's up to the person who's been given this opportunity to figure out transportation and childcare.

A. If you want to attend our program, and can't get to the training location, there is a disconnect.

Q. For people who've received an engineering or construction management degree who want to get into trades do you have a fast track program for them and do they have an advantage in applying for management positions?

A. No fast path for those entering the field with a degree.

A. We have a Senior Project Manager position open and we'll have applicants with a degree and those who took the trade path. Ideally, we want someone who has started in the field.

A. No fast path. I'm old school. I think construction management has not helped the industry. I suggest you go through a trades program and then get additional education.

A. Some people have been successful going through 2-3 years of apprenticeship training before or after earning a degree. That can be a win-win situation.

There are a lot of extremely capable people who have overcome barriers and worked hard to get a GED. It's an accomplishment worthy of respect and labor jobs are good jobs also worthy of respect.

Trade jobs aren't just in one area you don't have to work in just construction. Once you have your certificate/license you can work in different capacities. For instance, you can be an electrician and work for a large organization or a school district maintaining their infrastructure.

I'm with the City of Fort Collins and we hire machinists, electricians, welders and maintenance people. Trades are definitely a field that you can get into with a GED or high school diploma that connects into other industries. We are seeking machinists and other trade professionals. These jobs are critical to the community.

Kevin thanked the panelists and shared that he recently retired from the trades and that for him it provided a full career with job security, good benefits, and a nice retirement.