



CAL CIMA

California Construction And
Industrial Materials Association

WORKFORCE 2018
SUREVEY REPORT



California Construction and Industrial Materials Association 2018 Workforce Survey Results

Executive Summary

As members know, workforce has become a barrier to growth in the construction and industrial materials industry. The California Construction and Industrial Materials Association (CALCIMA) conducted an online Member Workforce Survey during the period May 21 – June 11, 2018.

The survey was conducted to identify the types of positions members are experiencing difficulty in hiring and to inform development of and potential tactics for a strategic workforce initiative.

The majority of survey respondents indicated difficulty in filling one or more of their top hourly positions.

Of the eighty-three (83) total survey respondents, the majority report difficulty filling six out of the top ten reported hourly positions.

The top three types of hourly positions respondents reported having trouble filling were truck driver (59%), mechanic (57%) and heavy equipment operator (46%). Also in the top ten were electrician (30%), welder (29%), laborer (28%), load/scrapper operator (27%), industrial maintenance worker (23%), lab technician (14%) and facility maintenance worker (14%).

Top three salaried positions respondents reported difficulty filling were plant manager (35%), engineer (29%), and project manager/supervisor (27%).

The survey also sought to identify the top five core skills/competencies members look for in new hires. Respondents ranked safety (41%), truck driving (37%), basic construction materials knowledge (29%), diesel mechanics (16%) and problem solving (10%) the highest.

The top five certifications respondents would like to see include driver (53%), basic employability skills (46%), safety (45%), introduction to construction materials (37%) and basic communications skills (33%).

Mechanic (33%) and laborer (24%) were the top two internships respondents can or already offer. Others noted were engineer, lab tech, operations, environmental and safety.

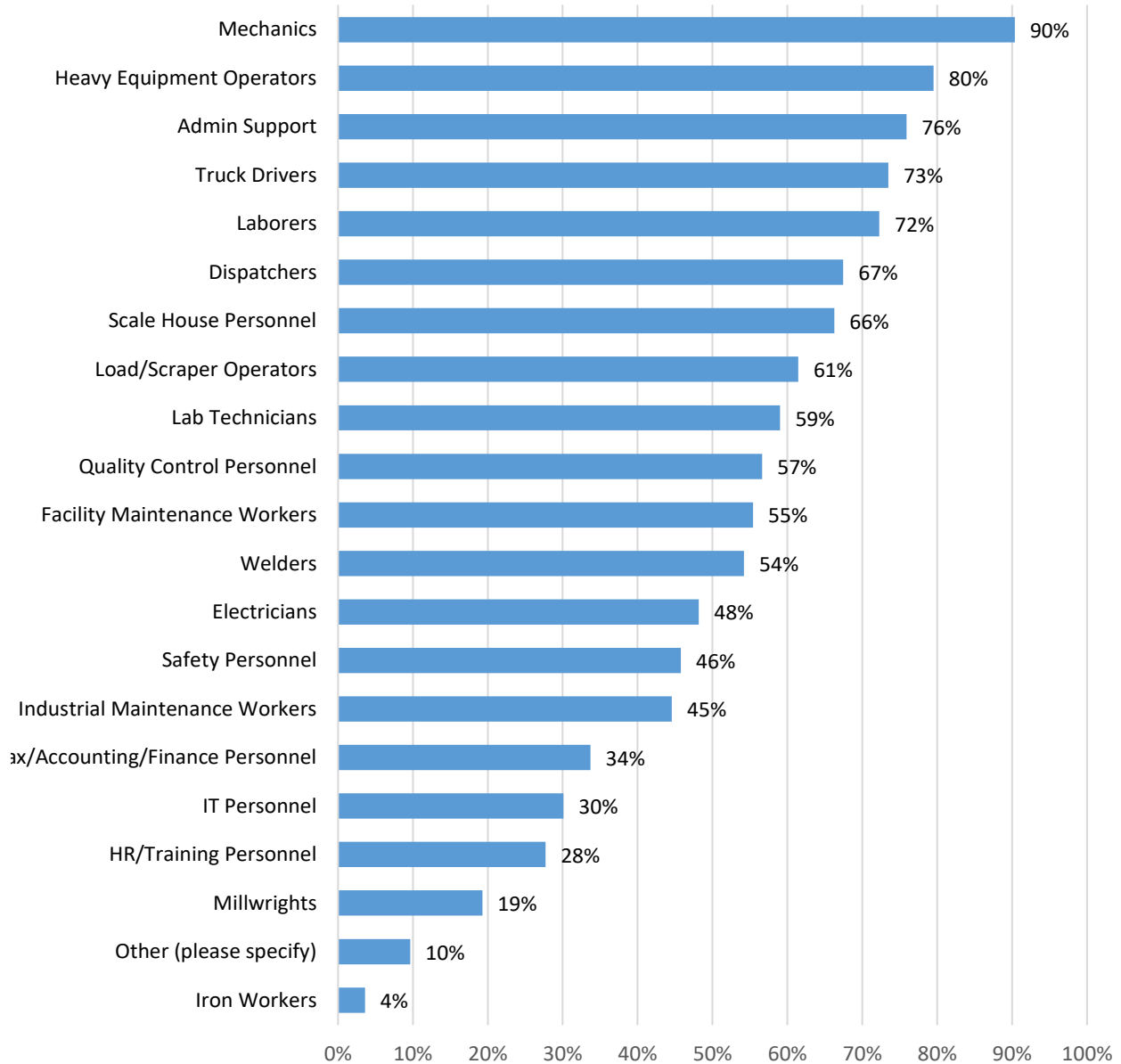
Visit calcima.org/survey to see the full survey results.

CalCIMA 2018 Workforce Survey

Q1: What types of hourly employees does your firm employ? Please mark all that apply.

Answered 83

Skipped 0



Q1: What types of hourly employees does your firm employ? Please mark all that apply.

Answered 83

Skipped 0

- 90% Mechanics
- 80% Heavy Equipment Operators
- 76% Admin Support
- 73% Truck Drivers
- 72% Laborers
- 67% Dispatchers
- 66% Scale House Personnel
- 61% Load/Scraper Operators
- 59% Lab Technicians
- 57% Quality Control Personnel
- 55% Facility Maintenance Workers
- 54% Welders
- 48% Electricians
- 46% Safety Personnel
- 45% Industrial Maintenance Workers
- 34% Tax/Accounting/Finance Personnel
- 30% IT Personnel
- 28% HR/Training Personnel
- 19% Millwrights
- 4% Iron Workers

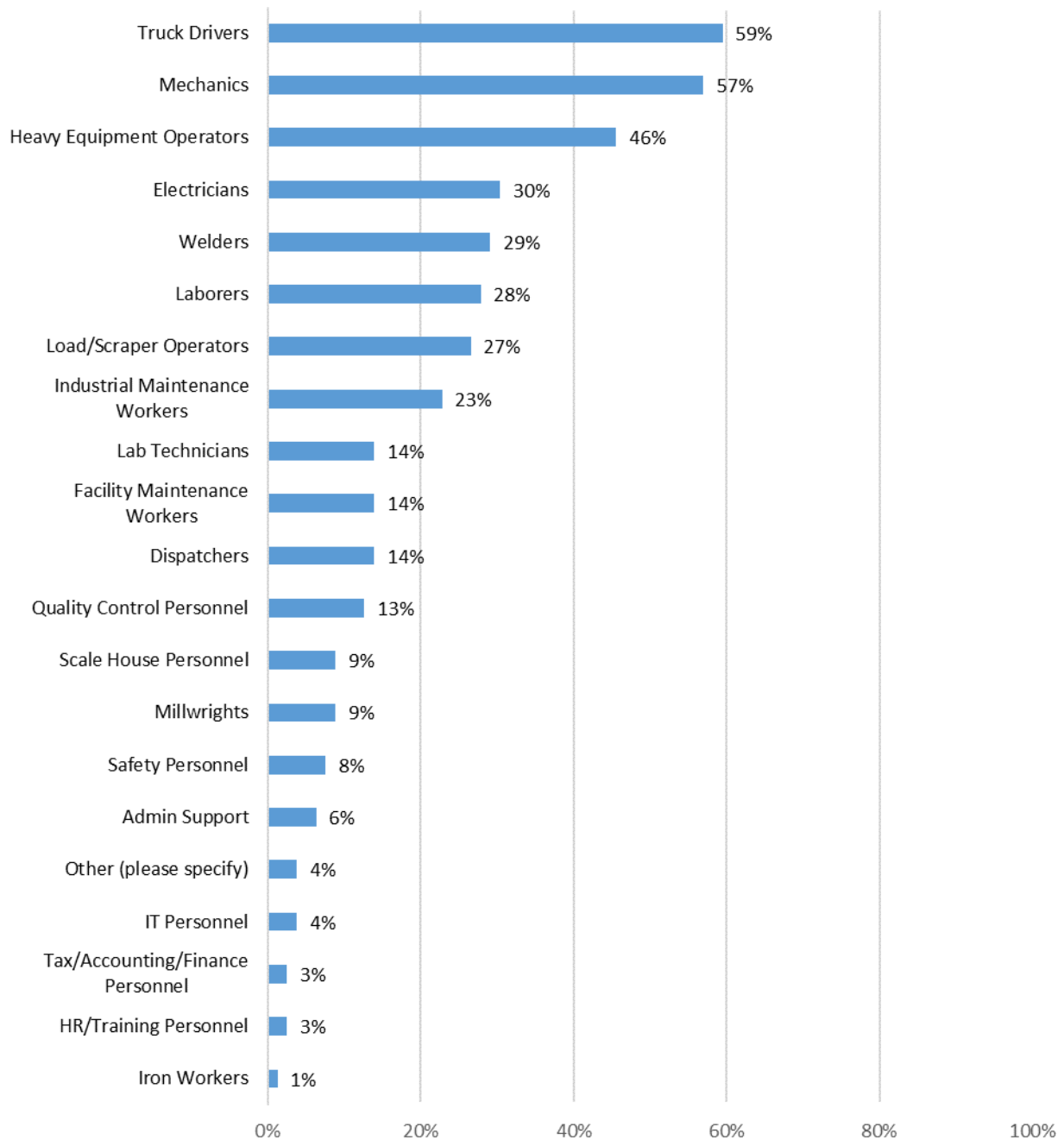
- 10% Other (please specify)

Q1: Other Responses:

1. Instrumentation technicians
2. Conveyor Belting splicing and vulcanizing
3. Heavy equipment mechanic
4. Construction Foreman
5. Plant operators
6. Manufacturing workers
7. Chemical Processing Operators
8. Plant operators/technicians

**Q2: If your firm is having trouble filling hourly positions, please indicate the types you are having trouble filling.
Please mark all that apply.**

Answered 79
Skipped 4



**Q2: If your firm is having trouble filling hourly positions, please indicate the types you are having trouble filling.
Please mark all that apply.**

Answered 79

Skipped 4

- 59% Truck Drivers
- 57% Mechanics
- 46% Heavy Equipment Operators
- 30% Electricians
- 29% Welders
- 28% Laborers
- 27% Load/Scraper Operators
- 23% Industrial Maintenance Workers
- 14% Dispatchers
- 14% Facility Maintenance Workers
- 14% Lab Technicians
- 13% Quality Control Personnel
- 9% Millwrights
- 9% Scale House Personnel
- 8% Safety Personnel
- 6% Admin Support
- 4% IT Personnel
- 3% HR/Training Personnel
- 3% Tax/Accounting/Finance Personnel
- 1% Iron Workers

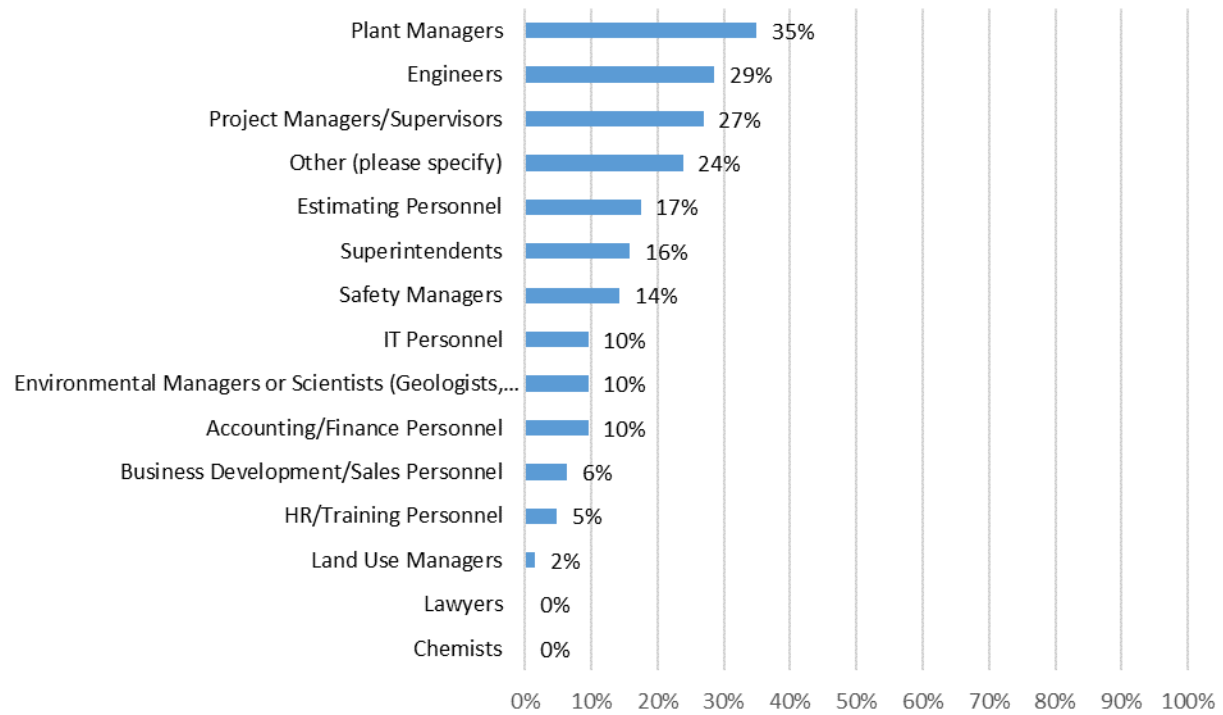
- 4% Other (please specify)

Q2: Other Responses

1. Heavy equipment mechanics
2. Yard Personnel with class B License
3. Plant operator/technicians

Q3: If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling. Please mark all that apply.

Answered 63
Skipped 20



Q3: If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling. Please mark all that apply.

Answered 63
Skipped 20

- 35% Plant Managers
- 29% Engineers
- 27% Project Managers/Supervisors
- 17% Estimating Personnel
- 16% Superintendents
- 14% Safety Managers
- 10% Accounting/Finance Personnel
- 10% Environmental Managers or Scientists (Geologists, Biologists)
- 10% IT Personnel
- 6% Business Development/Sales Personnel
- 5% HR/Training Personnel
- 2% Land Use Managers
- 0% Chemists
- 0% Lawyers

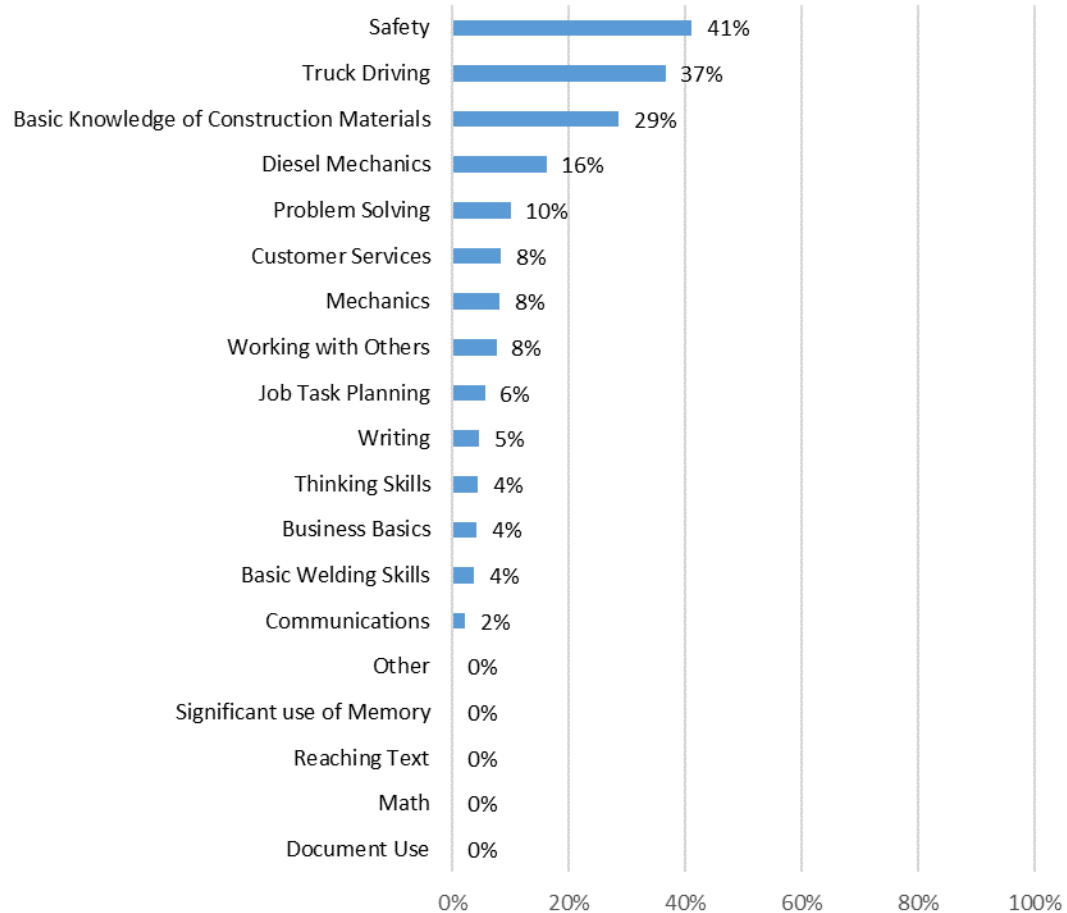
- 24% Other (please specify)

Q3: Other Responses

1. Sales (4)
2. Quality Control Supervisors
3. Technical Service Specialists
4. Environmental Managers
5. Fleet Maintenance Manager
6. Department Managers Quarry, Mill....
7. Production Mgr

Q4: Please rank in order of importance the top five core skills/competencies you look for in your workforce new hires:

Answered 82
Skipped 1



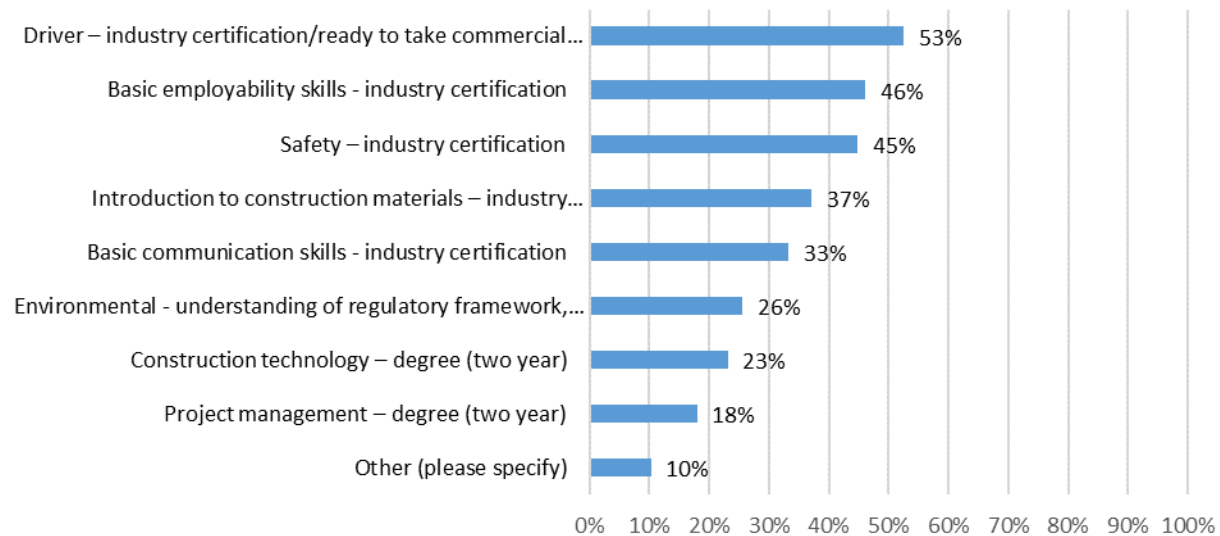
Q4: Please rank in order of importance the top five core skills/competencies you look for in your workforce new hires:

Answered 82
Skipped 1

- 41% Safety – Basic safety principles; practical experience running equipment, plants, and vehicles
- 37% Truck Driving – Commercial driver’s license
- 29% Basic knowledge of construction materials – rock, sand, concrete, asphalt, and rock sizes and quality, inputs (fly ash, etc.), mineral veins, overburden, extraction, processing, trucking
- 16% Diesel Mechanics – Familiarity with diesel equipment/maintenance/repair
- 10% Problem Solving - Coming up with solutions to challenges
- 8% Customer service – Understanding and embracing service mentality
- 8% Mechanics - Familiarity with small tools /mechanic
- 8% Working with Others - Interacting to get the job done
- 6% Job Task Planning and Organizing- Working independently to plan and organize daily tasks
- 5% Writing- Conveying ideas by writing text
- 4% Thinking Skills- Making decisions, solving problems, planning and organizing tasks
- 4% Business Basics – Familiarity with business environment and expectations, sales, ordering, and invoicing practices
- 4% Welding- Basic welding skills
- 2% Communications - Conveying or exchanging information verbally
- 0% Document Use - Reading and interpreting documents to extract information
- 0% Math - Working with numbers to perform calculations; tons, yards, conversions
- 0% Reading Text – Reading documents of varying complexity
- 0% Significant Use of Memory - Performing tasks that call upon greater memory use
- 0% Other

Q5: Please identify particular certifications and/or degrees you would like to see created or you feel are currently needed or required:

Answered 78
Skipped 5



- 53% Driver – industry certification/ready to take commercial license
- 46% Basic employability skills - industry certification
- 45% Safety – industry certification
- 37% Introduction to construction materials – industry certification
- 33% Basic communication skills - industry certification
- 26% Environmental - understanding of regulatory framework, operational impacts and reclamation
- 23% Construction technology – degree (two year)
- 18% Project management – degree (two year)
- 10% Other (please specify)

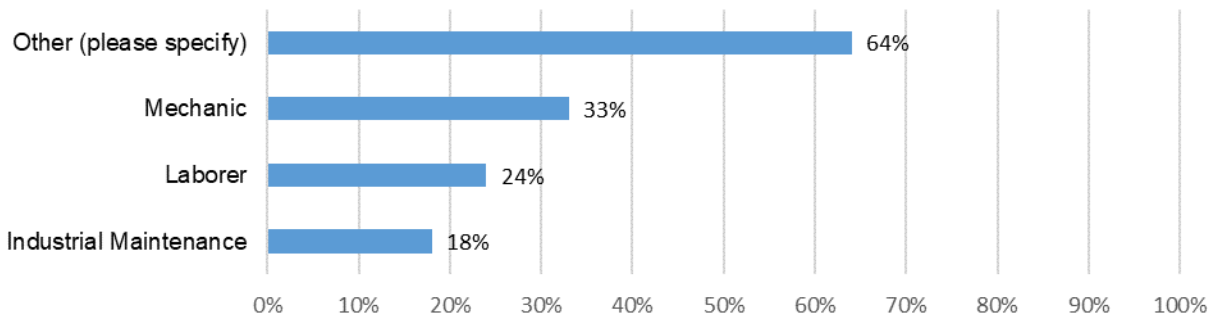
Q5: Other responses

1. Mechanics Technical Training Certifications
2. Supervisor Skills - new supervisors
3. Electrical Technicians
4. Some sort of book keeping certification. Book keepers have become harder to find than commercial drivers.
5. SHRM-CP
6. Welding
7. Material Sciences/ Testing - industry certification

Q6: We can/already offer paid internships in the follow career pathways:

Answered 55

Skipped 28



33% Mechanic

24% Laborer

18% Industrial Maintenance

64% Other (please specify)

Other Responses (internships)

- | | |
|--------------------------------------|------------------------------------|
| 1. Batch | 16. Masonry |
| 2. CIM student interns every summer | 17. Mining |
| 3. Civil Engineering | 18. Lab Techs (3) |
| 4. College interns | 19. Land Management |
| 5. Construction Management | 20. Office work |
| 6. Construction training (civil) | 21. Operations (3) |
| 7. Customer Service | 22. Plant Engineers/Management (2) |
| 8. Dispatch | 23. Project Engineers Assistant |
| 9. Driver (2) | 24. Project Management (3) |
| 10. Economics | 25. Quality Control (4) |
| 11. Electric/Instrumentation/Control | 26. Safety or IH (2) |
| 12. Engineering (8) | 27. Sales (2) |
| 13. Environmental (2) | 28. Technical Service |
| 14. Estimators (2) | 29. Transportation |
| 15. General Management | |

Q7: Additional Comments

1. In general, a career path for high school graduates to enter into management and technical/craft based programs or apprenticeships is the highest long term need for the business
2. Employee personality seems to be the most important quality. We need people who "get along w/ others" are "team players", can give good "customer service", understand and "follow directions".
3. There is a severe shortage in essentially every blue collar position available and a problem of apathy within the current workforce that will apply for the open positions
4. Commercial drivers are our largest employee base and where we have our most urgent current needs
5. We have to find ways to attract qualified drivers.
6. Industry needs to highlight the idea these blue collar positions are open to both men and women.
7. Hard finding people willing to get their hands dirty
8. Thanks for asking
9. Thanks for working on this issue
10. Difficult labor market for non-union qualified heavy equipment operators and industrial millwrights