

Manufacturing & Aerospace

Employer-Driven Issues and Prioritized Solutions

MAY 31, 2017

Workforce
Snohomish



Issues Identified by Businesses

A	Shortage of skilled workforce - Lack of qualified employees throughout the industry - It is difficult to hire an entry-level and qualified workforce within the industry
B	High schools are not offering machining programs which provide skills tied directly to manufacturing jobs - Students currently only receiving minimal encouragement to pursue internships or apprenticeships
C	There are many industry misconceptions - The image of manufacturing is inaccurate, and many people find that it is a good career with livable wages and benefits
D	It's a competitive industry with high turnover - There is not much employee loyalty - People will jump jobs to get a pay increase of as little as a couple more dollars per hour
E	Complex hiring needs - Trade school is not enough - New employees with little experience need to show aptitude and improving skills - Employees need to show they are dedicated and want to stay with the program
F	Lack of soft and interpersonal skills - Across the board and not generation-specific, new staff have a lower work ethic and have a tendency to be lazier
G	Millennials have unrealistic expectations - Minimal understanding of starting from the bottom concept - wages, benefits, respect, and supervision - Typical, initial 90-day probation period is very strict
H	High cost of Insurance - Increases in health care costs are crippling for many businesses - Increased salary competitiveness with other manufacturers within the industry and region - Key leadership positions are difficult to fill with qualified applicants
I	Public Transportation, infrastructure and increased traffic congestion within Snohomish County
J	Language barriers

During the Manufacturing Roundtable on May 31, 2017, businesses were asked to identify issues.

Workforce
Snohomish



Prioritized Solutions Identified by Businesses	Total Score
Increase mentorships and internships, promote large-scale connections with students from trade schools, community colleges, and businesses	16
Reinstitute shop classes into schools - Career exploration days in K-12 with businesses sharing career opportunities - High Schools need to expand focus on other opportunities and not be primarily focused on academic pursuits, offer exploration opportunities to better understand pipelines into the industries	15
Enhance legislation funding for vocational training in K-12	12
Targeted approach in K-12 promoting/teaching life skills classes - Home education, balancing a checkbook, work culture - What employers expectations are – The importance of having a positive attitude, enthusiasm, and punctuality	11
Emergency level of spending towards public transportation - Even if ST3 (light rail) were done today, it would be 20 years late - Longer hours of business operations that coincide with transportation options - Vastly increase all forms of public transportation	10
Incentivize businesses to use local (rather than out of state) suppliers	8
Simplify the building permit process	5
Succession planning - pass on tribal knowledge within the organization	3
Cost-effective ways to offer incentives to youth and existing workers	2
Create supervisory skills/professional development training	2
The state manages/take over healthcare	1
Increase trade schools in the area (more WATR center style training)	1
Help small businesses provide a competitive compensation package	1

During the Manufacturing Roundtable on May 31, 2017, businesses were asked to prioritize solutions to the issues identified.

Workforce
Snohomish

