



Workforce Solutions



# *The Buzz*

August 2014

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The Buzz is a monthly newsletter from Workforce Solutions- Employer Service Division and is issued to provide local labor market information that is timely and meaningful to our partners in the Employer Service Division of Workforce Solutions.

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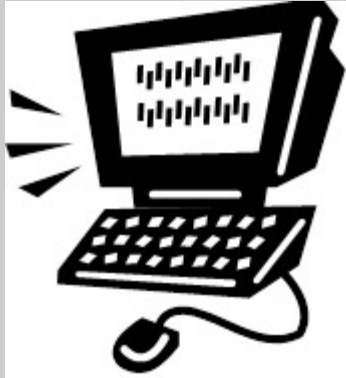


## A Skills Gap?

There is a perceived disconnect between the skills employers need and the skills that are being cultivated in the labor market today. Employers are concerned about the costs associated with delays in filling open positions. Workforce Solutions' Business Consultants are working closely with employers to take an in-depth look at the hiring process being implemented to identify where there is a deficit of talent. The employer's perspective, however, does seem to point to an immediate gap, often driven by low levels of general and soft skills, rather than shortages of particular occupations.

## What Are Employers Telling Us?

**BlackOps Corp**  
Advisors  
Cyber Security  
Software Developers



"Our openings have been hard to fill because of the detail and skill set needed to do the job." - CEO T. Casey Fleming, [cfleming@blackopspartners.com](mailto:cfleming@blackopspartners.com)

### **Affordable PC Mechanics**

Network Technicians  
Sales Technicians

"Our sales and network technician positions are difficult to fill because they must have cloud and network security experience. We have continued to find ways to recruit... but struggle to find the talent." - Marcus Griffin, [marcus@affordablepcmechanics.com](mailto:marcus@affordablepcmechanics.com)

### **Columbus Community Hospital**

Registered Nurses (RN)  
Licensed Vocational Nurses (LVN)  
Certified Nurse Assistant (CNA)

"We continue to struggle to fill our positions because of the shortage of skilled staff that is currently available in our area." - Director Rob Thomas, [info@columbusch.com](mailto:info@columbusch.com)



### **Matagorda Regional Medical Center**

Licensed Vocational Nurses (LVN)  
Registered Nurses (RN)  
Radiation Technicians

"Due to the shortage of healthcare workers within the area, our openings continue to remain difficult to fill." - CEO Steve Smith, [ssmith@matagordaregional.com](mailto:ssmith@matagordaregional.com)

## Employers' Current Workforce Problems



- The dental segment of the Health Care industry reports a big demand for Dental Assistants and Sterilization Technicians
- Manufacturing and construction companies in Liberty County are expressing dire need for skilled craftsmen
- Trucking companies report an increased shortage of drivers due to un-insurable driving histories, failing physical exams required by new regulations, and turnover due to long haul driving conditions
- Mark III, an oil and gas company has a difficult time finding certified riggers. They have plenty of riggers apply but they lack the necessary certification
- Many employers are reducing their requirements for Fitters and Electricians from 5 years for both positions to 2 years for Fitters and 1 year for Electricians because they have a difficult time finding more experienced candidates
- Many of the referrals employers get have inactive TWIC cards even though their qualifications on the job description asks for active TWIC cards
- Many employers have issues with job seekers who quit after only 1 or 2 days of work



As a result, employers have lowered their expectations for the workers they see because of their perception of a limited supply. There is a need for collaboration between the Recruiters who actively refer job seekers, Business Consultants working directly with employers to deliver a better understanding of employer wants and needs, and the employers dedicated to strengthening their talent pipeline. The Workforce Solutions Market Analysts actively study economic and social trends so that we can continue to use solid workforce data to implement effective and efficient strategies tailored to each employer's specific needs.

## Top 5 Occupations With The Most Job Openings

These are the occupational categories that have the most job openings in the WorkInTexas website. Not only are these occupations in high demand for qualified candidates, each also has a talent pool of active job seekers registered in WIT up to 33 times the number of job postings.



**#1** Office and Administrative Support

**#2** Production

**#3** Sales and Related

**#4** Transportation and Material Moving

**#5** Food Production and Serving Related

[Click here to view some of the job openings under each category.](#)

## Did You Know?

- There is a talent pool of 44,443 qualified candidates for Office and Administrative support registered in WorkInTexas, who are currently receiving UI benefits - making them On-the-Job Training eligible
- Military specific occupations have;
  - 102 job openings
  - 483 qualified job seekers in WIT - from which 252 are UI claimants, and

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Did you know employers received \$438,052.70 through August 2014 for training expenses? Find out how to get your share of the available On the Job Training dollars. [Click here](#)

**References:**

<http://wrksolutions.com/>  
<http://www.wrksolutionsonline.com/>  
<http://www.workintexas.com/>

- 395 qualified Veterans registered in the system, but only 7 job postings in WIT
- With 15,385 candidates seeking employment in Construction and Extraction, there is a lot of competition to fill the 2,484 current job openings in this category