

# 2013 ALABAMA SKILLS GAP STUDY RESULTS: WDR 10

ALABAMA DEPARTMENT OF LABOR  
LABOR MARKET INFORMATION DIVISION

BARBOUR  
COFFEE  
COVINGTON  
DALE  
GENEVA  
HENRY  
HOUSTON  
PIKE

# ABOUT THE STUDY

- The 2013 Skills Gap Survey was conducted by the Alabama Department Labor
- The sample selected for the study included 6,926 Alabama employers in the utilities, construction, and manufacturing industries
- Over 5,000 employers responded, providing information on recruiting challenges they face, skills gaps that they have identified, and their future training needs
- To view results, please visit:
  - [www.dashhound.net/alskills](http://www.dashhound.net/alskills) or
  - [www.labor.alabama.gov/lmi](http://www.labor.alabama.gov/lmi)

# RECRUITING CHALLENGES

- Employers were asked the level of difficulty that they have hiring employees with adequate basic skills and the position that they have the most difficulty filling
- Employers were also asked to provide their top three reasons for rejecting applicants, over 90% of respondents provided their ranked reasons

# RECRUITING CHALLENGES: KEY FINDINGS

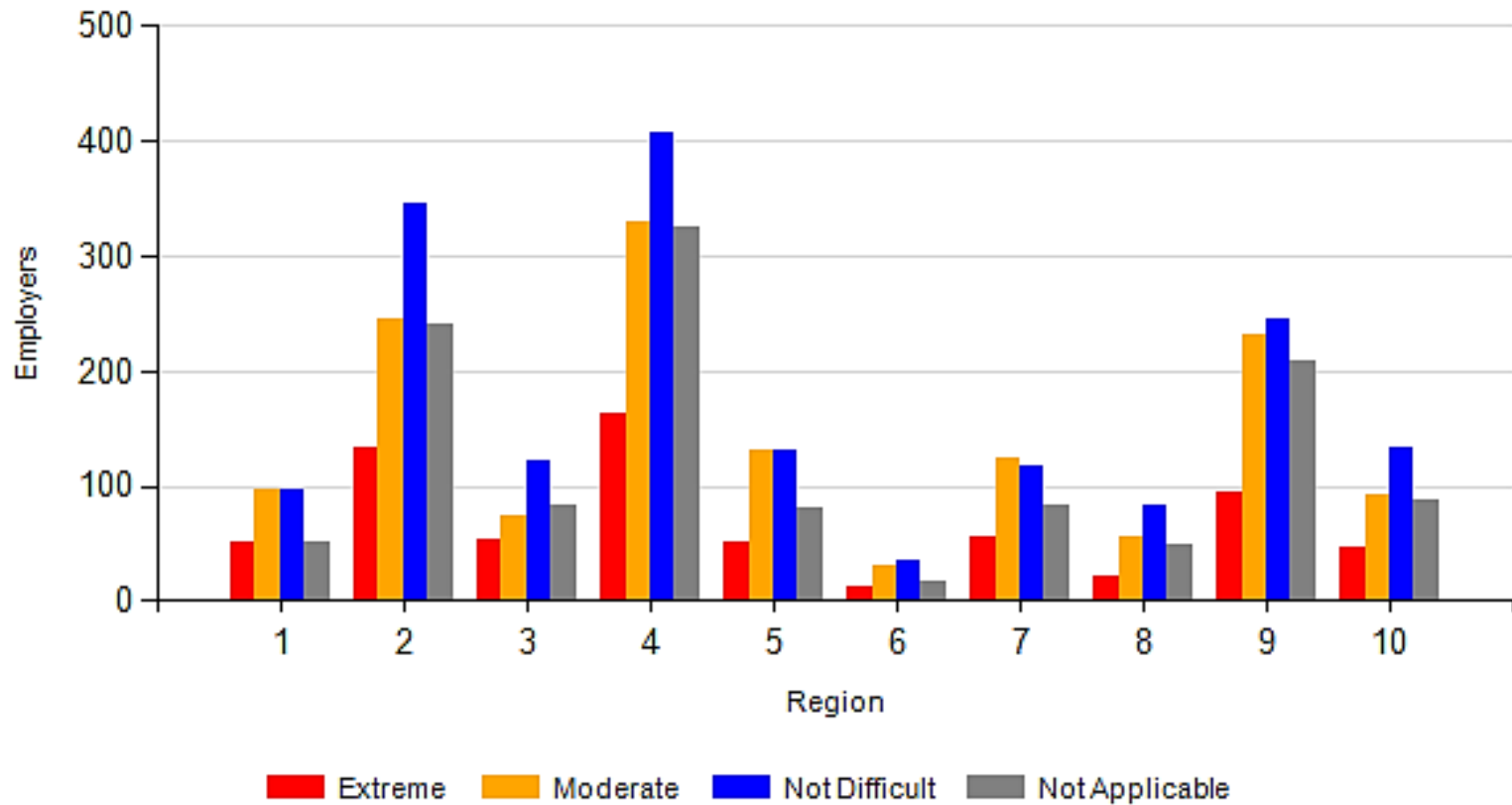
- 13% of employers reported Extreme difficulty hiring employees with adequate basic skills, while a majority of employers (37%) reported it Not Difficult
- When asked which position was most difficult to hire for, 35% reported Experienced
- Not passing a drug screening was ranked the #1 reason for rejecting an applicant, followed by poor attitude or presentation – which ranked 2<sup>nd</sup> and 3<sup>rd</sup>

# RECRUITING CHALLENGES: KEY FINDINGS

- Utilities companies reported that entry-level positions were the most difficult to fill and lack of relevant work experience was the primary reason for rejecting an applicant
- 13% of companies that reported it extremely difficult to hire employees with adequate basic skills – a majority in the Specialty Trade Contractors, Computer and Electronic Product Manufacturing, and Fabricated Metal Product Manufacturing industries

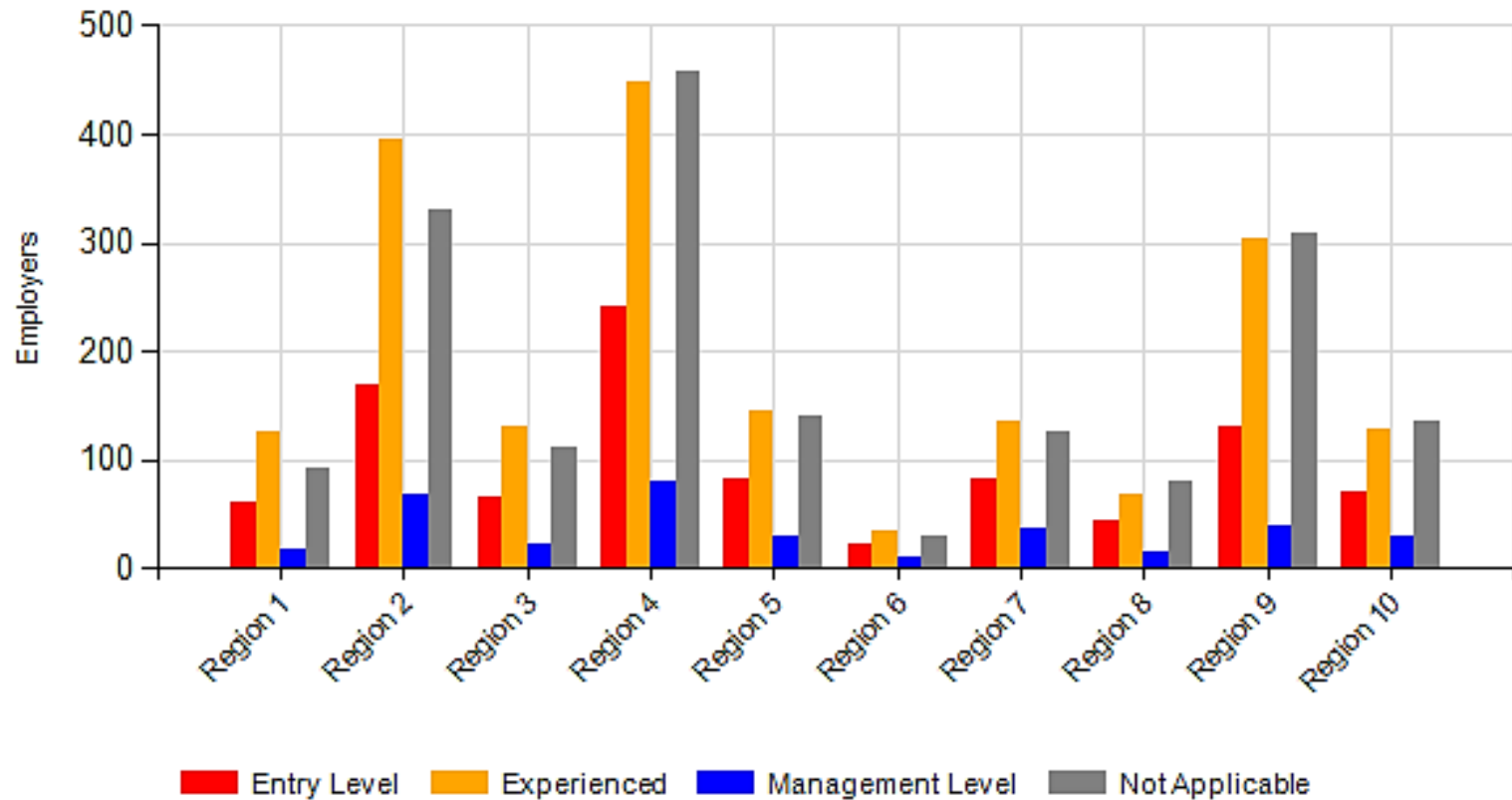
# DIFFICULTY OF HIRING: BASIC SKILLS

Difficulty Hiring Employees with Adequate Basic Skills  
Industry: All Industries - Area: All Areas



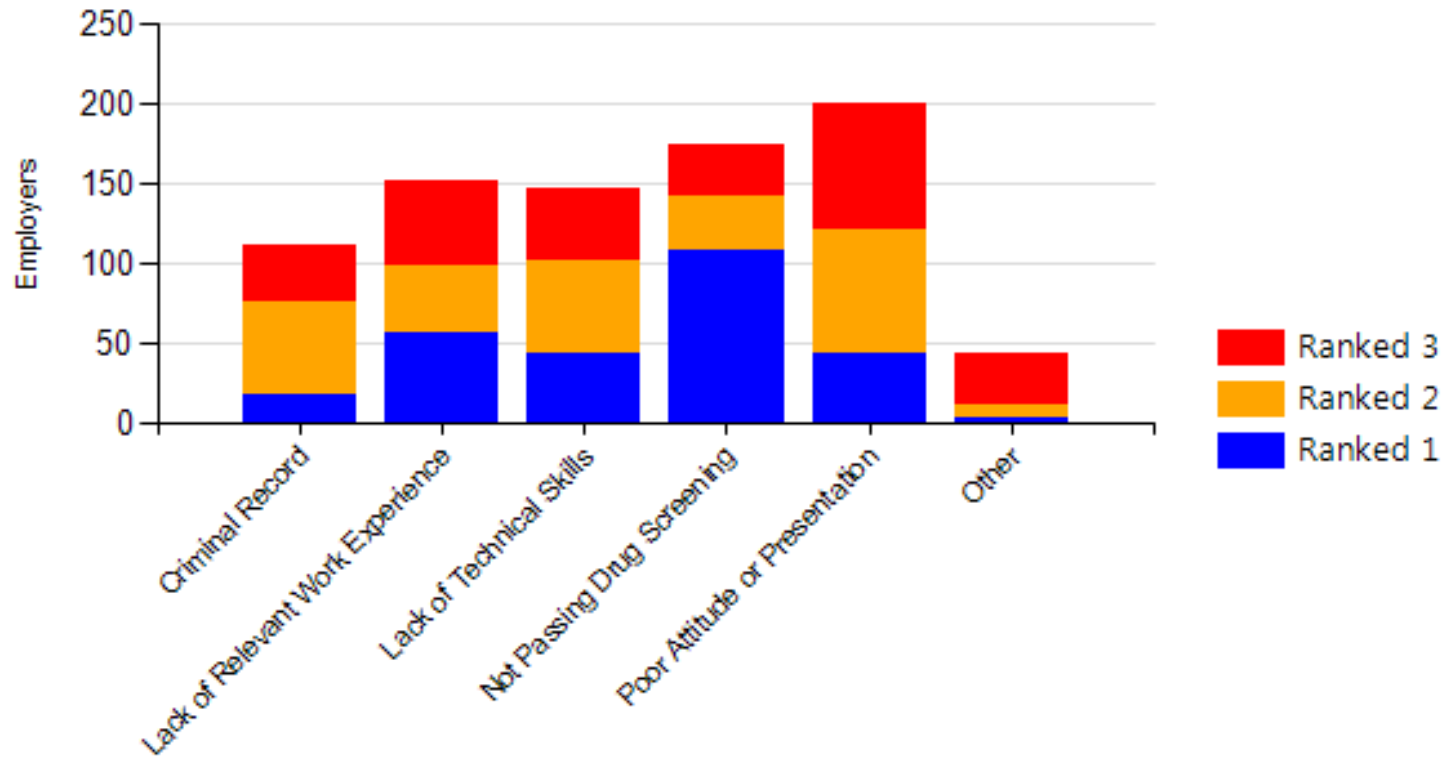
# DIFFICULTY OF HIRING: POSITION TYPE

Most Difficult Position Type to Hire  
Industry: All Industries - Area: All Areas



# REASONS FOR REJECTING: PRIMARY

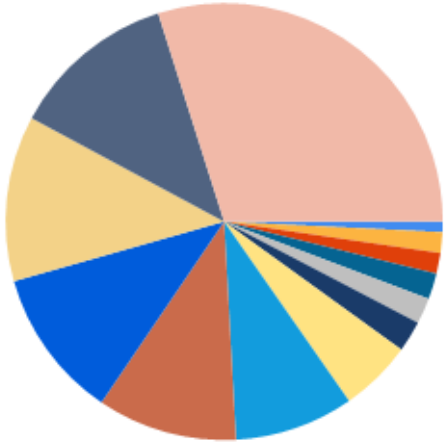
Primary Reasons Employers Reject Applicants  
Industry: All Industries - Area: 10





# REASONS FOR REJECTING: SECONDARY

Other Reason for Rejecting Applicants  
All Industries - All Areas



- Overqualified
- Availability
- Falsified Application
- Physical Requirements
- Salary Requirements
- Not eligible for employment in U.S.
- Not Right Fit
- Employment History
- Lack Soft Skills
- Failed Employment Skills
- Testing
- Attendance History
- Lack Required Certification/Education
- Lack Driver's License/Reliable transportation

# SKILLS GAPS IDENTIFIED

- Employers were asked to identify gaps that they have noticed in both soft and technical skills. Respondents provided all skills that applied to their business

# SKILLS GAPS IDENTIFIED: KEY FINDINGS

## Top 5 Soft Skills Gaps

- Attendance
- Following Directions
- Time Management
- Critical Thinking
- Communication

## Top 5 Technical Skills Gaps

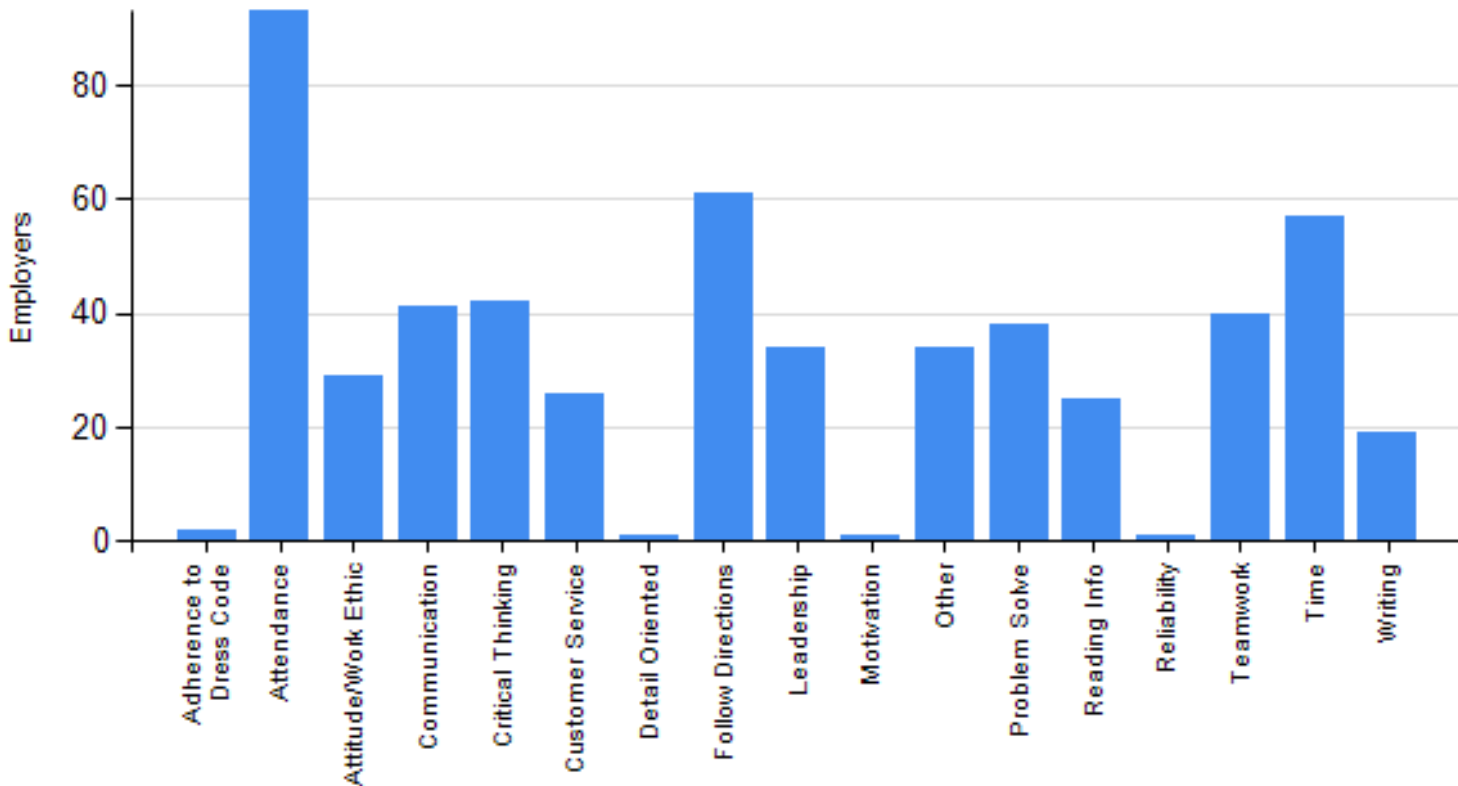
- Electrical
- Machining
- Other
- Computer Literacy/  
Mathematics
- Welding

# SKILLS GAPS IDENTIFIED: KEY FINDINGS

- Utilities indicated technical skills gaps in electrical, mathematics, and computer literacy
- Transportation Equipment Manufacturers reported a technical skills gap in welding
- Attendance was the most reported soft skills gap and electrical was the most reported technical skills gap

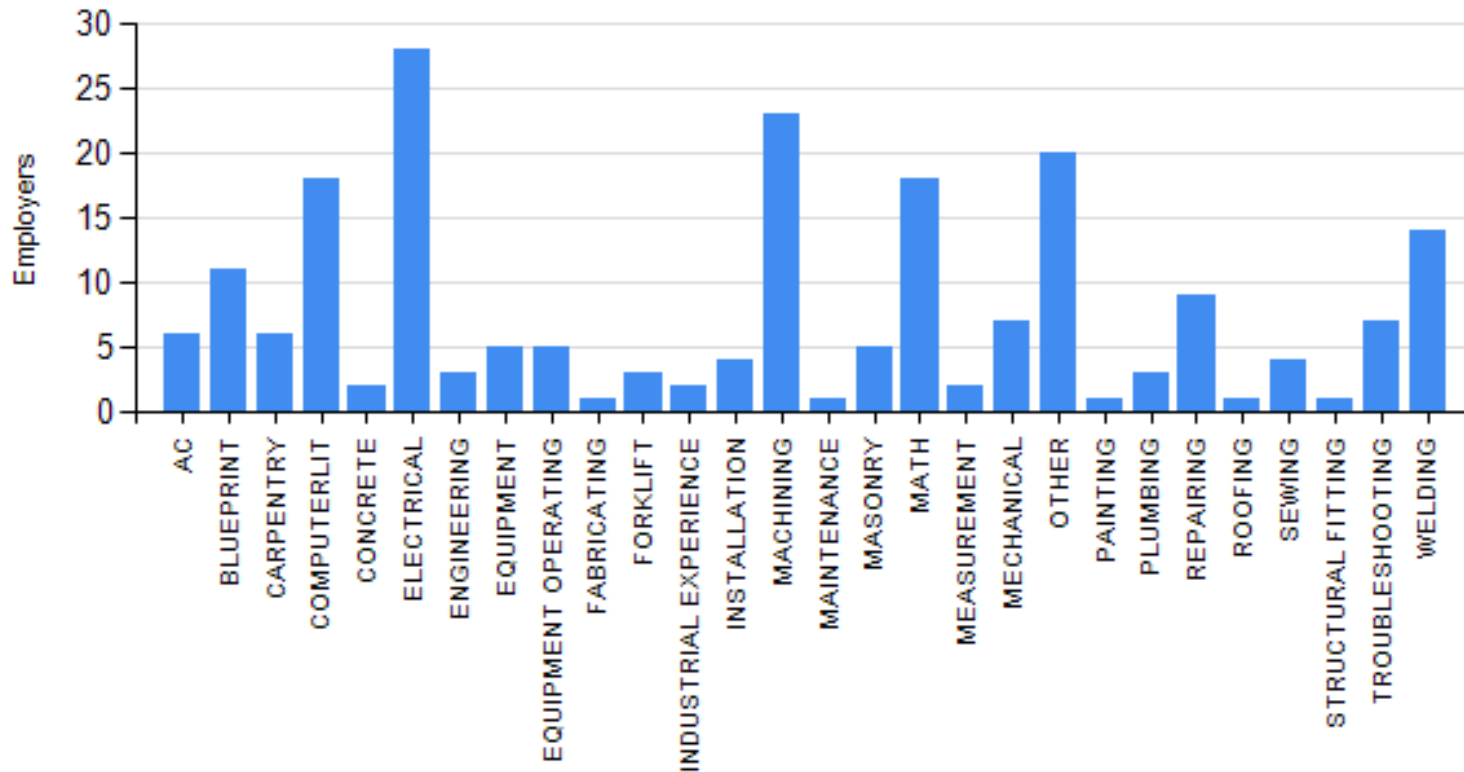
# SKILLS GAPS IDENTIFIED: SOFT SKILLS

Gaps Identified in Soft Skills  
Industry: All Industries - Area: 10



# SKILLS GAPS IDENTIFIED: TECHNICAL SKILLS

Gaps Identified in Technical Skills  
Industry: All Industries - Area: 10



# TRAINING AND THE FUTURE

- Employers were asked several questions related to their training and future needs
- They were asked to identify the type of training that they believe to be:
  - The most valuable for improving their workforce
  - The actual training resources they used
  - The future technologies that will require training

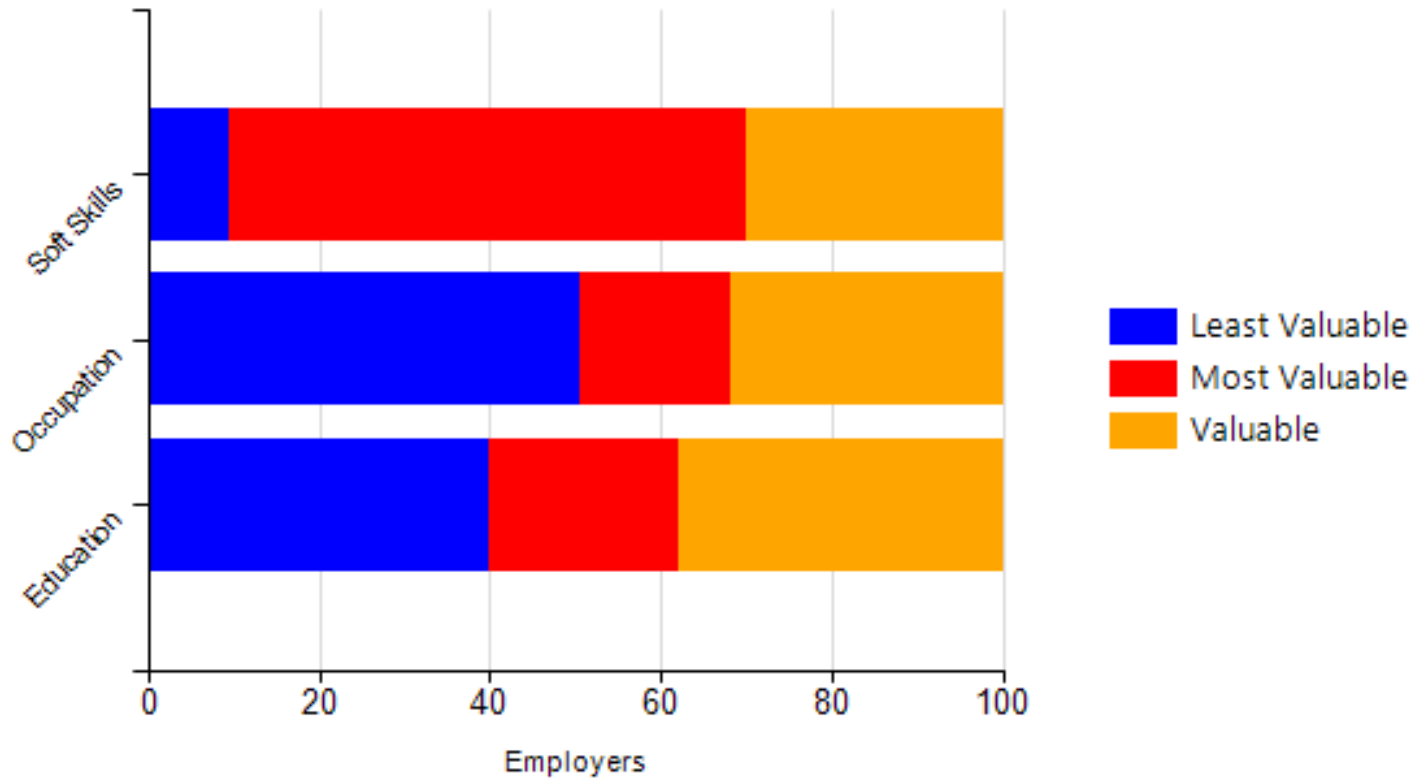
# TRAINING: KEY FINDINGS

- Soft skills were reported to be the most valuable training to improve the workforce, followed by education and occupation
- The top training resources most used by employers in WDR 10 include On-the-Job (70%), None(14%), and Other (6%)
- The top three Other Training Resources used include:
  - Third Party Training Courses (including online training)
  - Association Training
  - Technical School
- The top future technologies identified by employers are Mobile Technology and Robotics
- Utilities indicated soft skills as the most valuable training, followed by occupation as valuable and education as least valuable
- Transportation Equipment Manufacturers indicated they use on-the-job training (67%) or community college (17%) to train employees



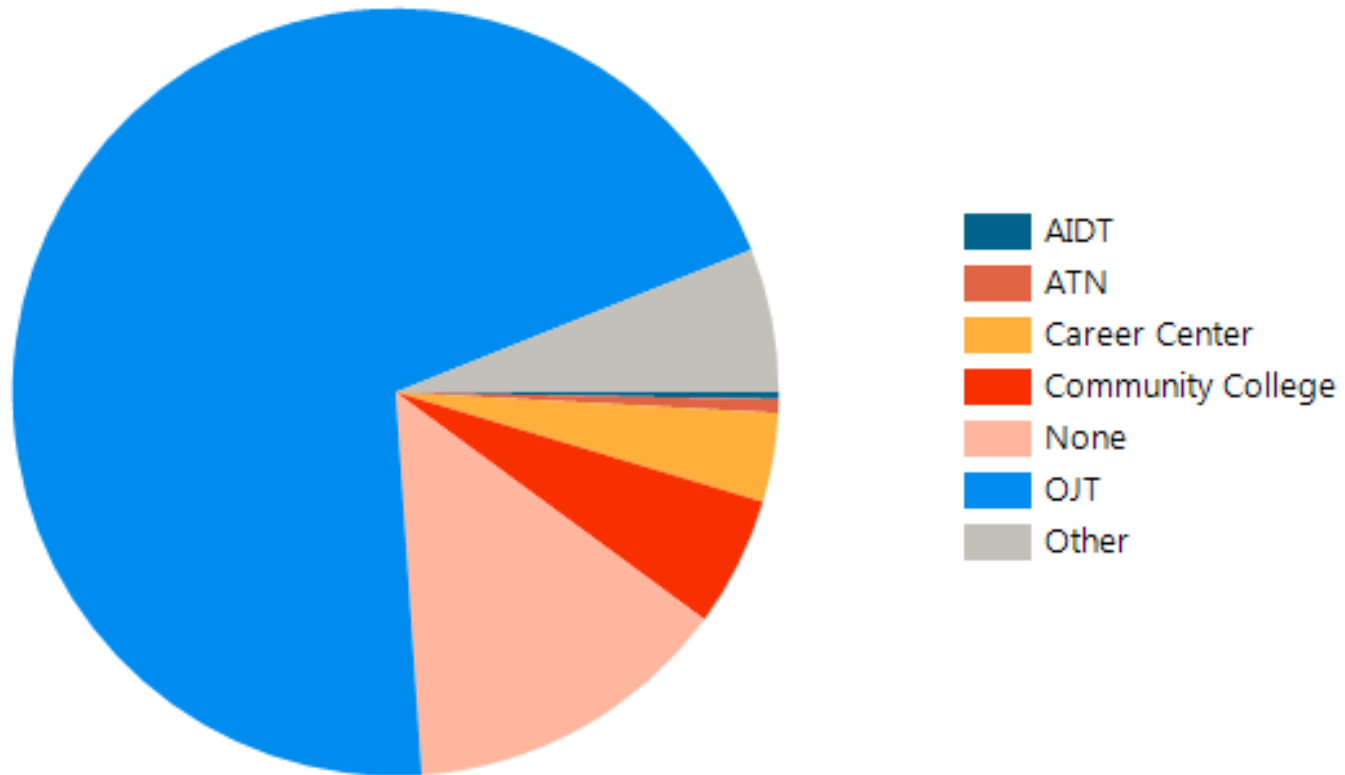
# VALUABLE TRAINING

Most Valuable Training to Improve Workforce  
Industry: All Industries - Area: 10



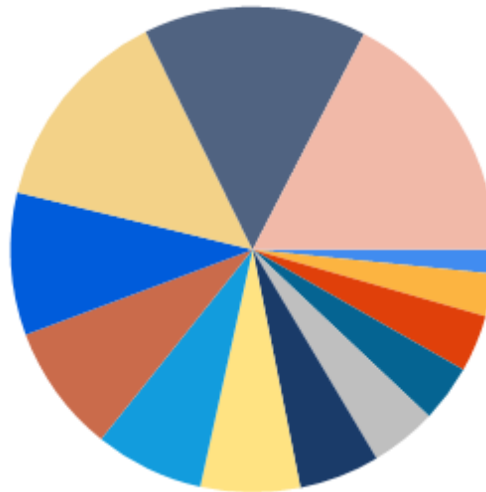
# TRAINING RESOURCES














Training Resources Most Used by Employers  
Industry: All Industries - Area: 10



# OTHER TRAINING RESOURCES

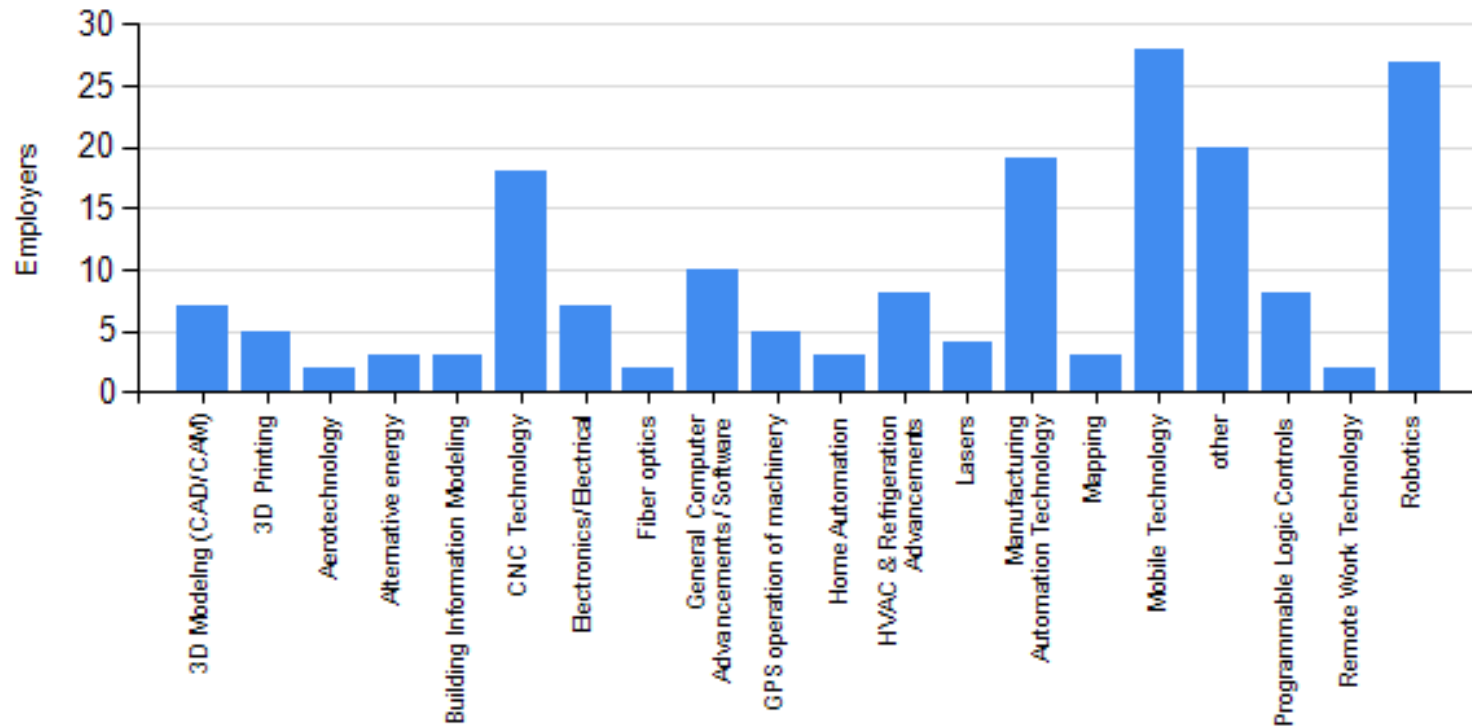
Other Training Resources Used Most By Employers  
All Industries - All Areas



- |  |   |
|--|---|
|  Temp Agency Training               |  Utility/Gov. Training                                       |
|  Continued Education                |  AL Rural Water  |
|  Certification Training             |  Vendor Training   |
|  Safety Training                    |  Technical School  |
|  Seminars / Workshops / Conferences |  Association Training  |
|  Union                              |  Third Party Training Courses<br>(including online training) |
|  Apprenticeship                     |   |

# FUTURE TECHNOLOGIES IDENTIFIED

Future Technologies Identified by Employers  
Industry: All Industries - Area: All Areas



FOR MORE INFORMATION, PLEASE CONTACT:

Tonya Lee

Alabama Department of Labor

Labor Market Information Division

(334) 242-8881 | [Tonya.lee@labor.alabama.com](mailto:Tonya.lee@labor.alabama.com)

<http://labor.alabama.gov/lmi>