



**MEMBER WORKFORCE SURVEY  
NOVEMBER 2016**

**SUMMARY OF FINAL RESULTS**

1. Which of these positions does your company have the greatest need to fill? On a scale of 1 to 5, rank the current (next three years) level of need, with 1 = low level of need, and 5 = critical need

MEAN SCORE (14 COMPANIES RESPONDED)		% SCORED 4 OR 5
4.4	Maintenance mechanic	93%
2.5	Welder	27%
4.2	Electrician	70%
2.1	Plant engineering	0%
3.5	Machine operator	33%
1.9	IT specialist/computer programmer	0%
3.3	Automation & Controls/mechatronics specialist	44%
3.3	Boiler/process heater operator	55%
2.6	Refrigeration technician	22%
2.3	QA/QC technician	11%
2.2	Lab technician	11%
1.8	Food scientist	0%
2.3	Food safety manager	0%
2.1	Worker safety/OSHA compliance staff	11%
2.3	Human resource manager	20%
1.3	Office administrative staff	0%
2.3	Warehousing/logistics/transportation	20%
2.3	Sales staff	20%

\_\_\_\_\_ Other (please specify) Companies rate several other positions as "5" including forklift driver, production worker, machinist, production supervisor, and agricultural manager

2. In terms of your company's long-term staffing requirements and the need to replace future retirements/departures, for which of the positions above do you anticipate having a significant number of vacancies in five years that you will need to fill?

**Most common answers:** maintenance mechanics, machine operators with PLC skills, electricians, and boiler operators

3. Do you have any suggestions regarding how community colleges and universities can better meet your workforce training needs?

**Recommendations:** offer technical programs that lead to standard certifications, focus training programs on in-demand occupations, teach both "soft and hard" skills to ensure a good work ethic, promote internships to promote applied skills, ensure that students get hands-on training so they are work-ready, develop programs to help current workers upgrade their skills

4. Would you like CLFP to help connect your company to community colleges or universities in your area to discuss staffing and training needs?

A few companies indicated they already have good working relationships with colleges; but many are looking for help with connections.