

# 2013 ALABAMA SKILLS GAP STUDY RESULTS

ALABAMA DEPARTMENT OF LABOR  
LABOR MARKET INFORMATION DIVISION



# ABOUT THE STUDY

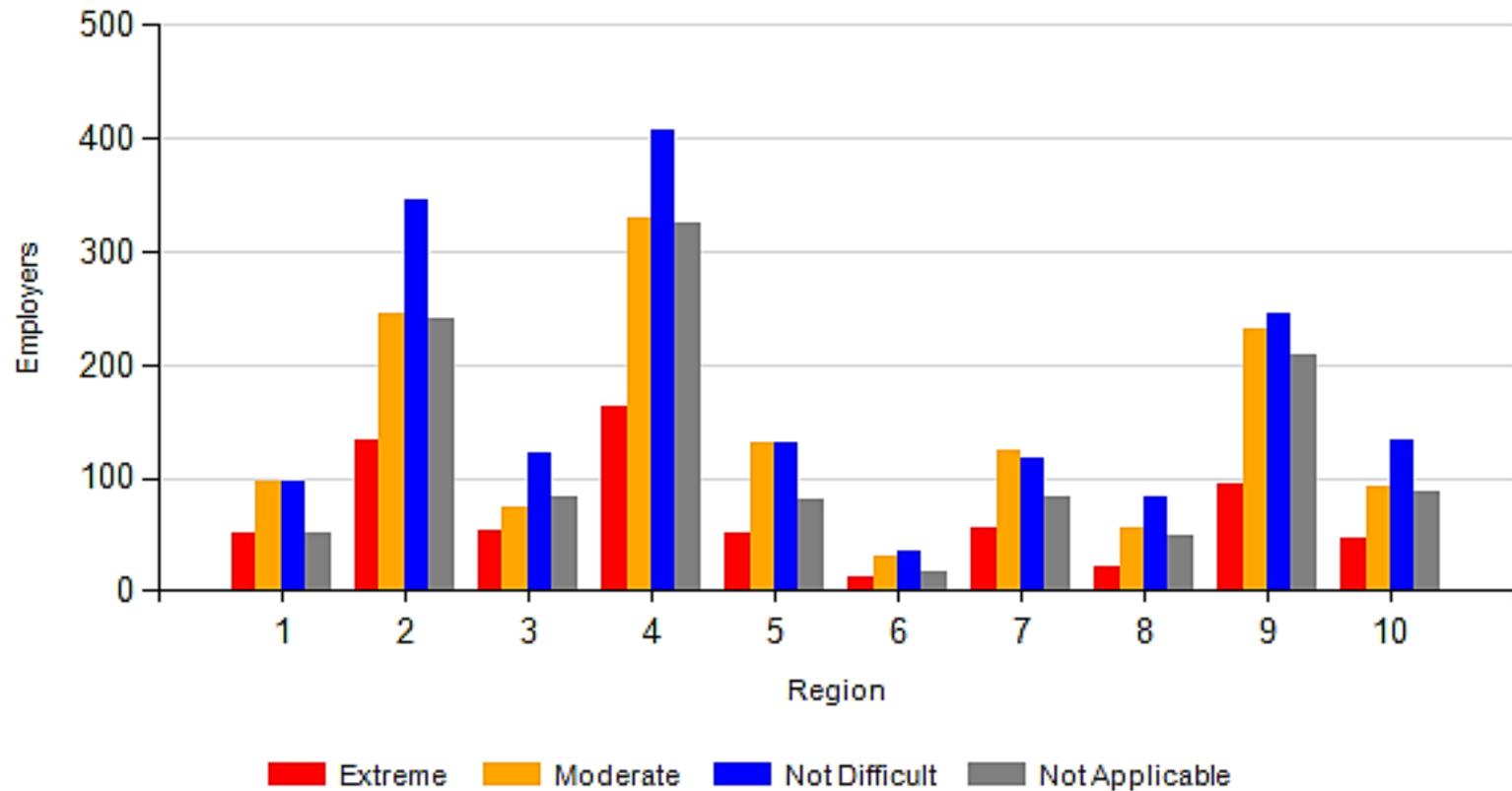
- The 2013 Skills Gap Survey was conducted by the Alabama Department Labor
- The sample selected for the study included 6,926 Alabama employers in the utilities, construction, and manufacturing industries
- Over 5,000 employers responded, providing information on recruiting challenges they face, skills 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

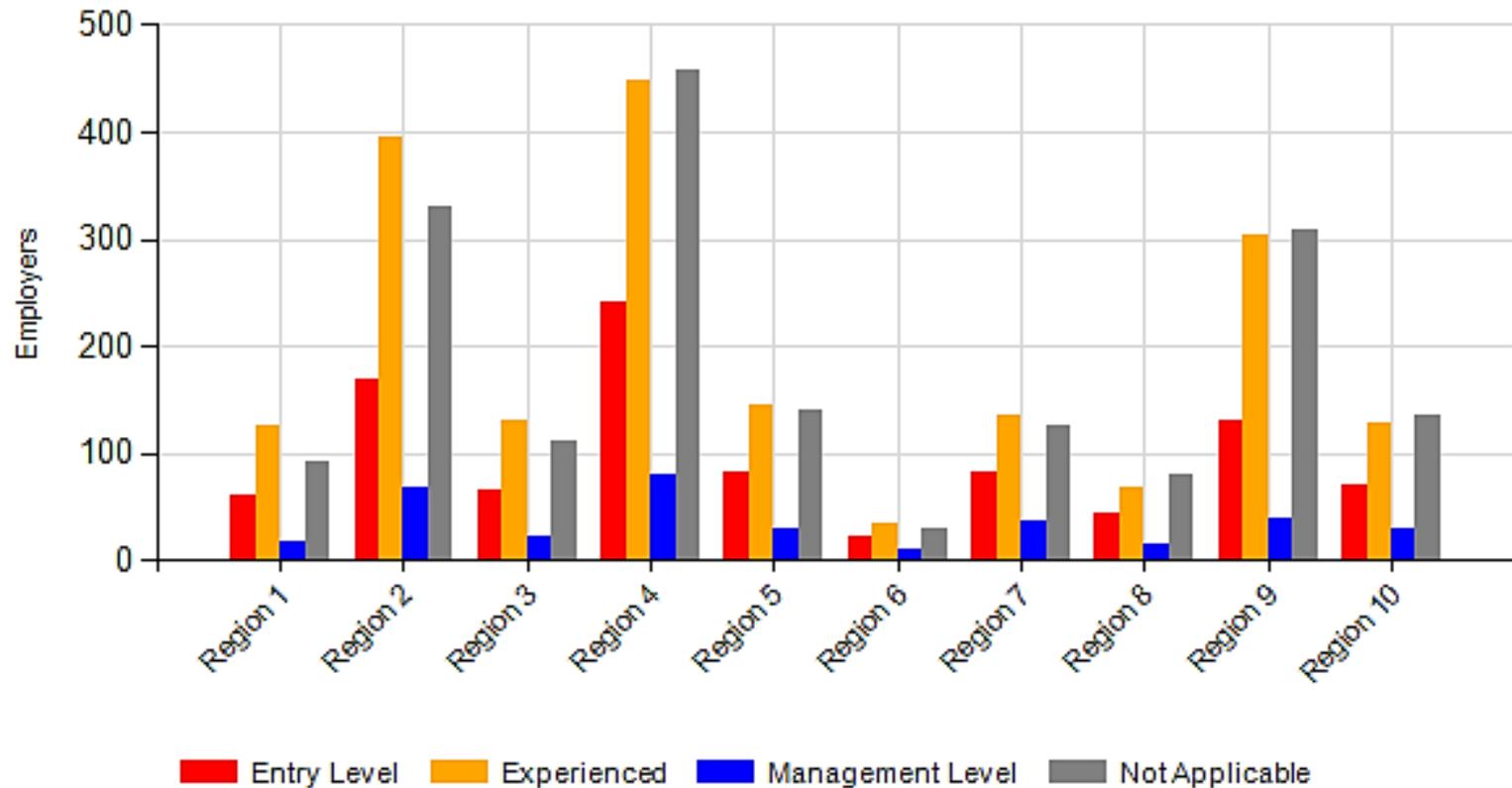
# DIFFICULTY OF HIRING: BASIC SKILLS

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

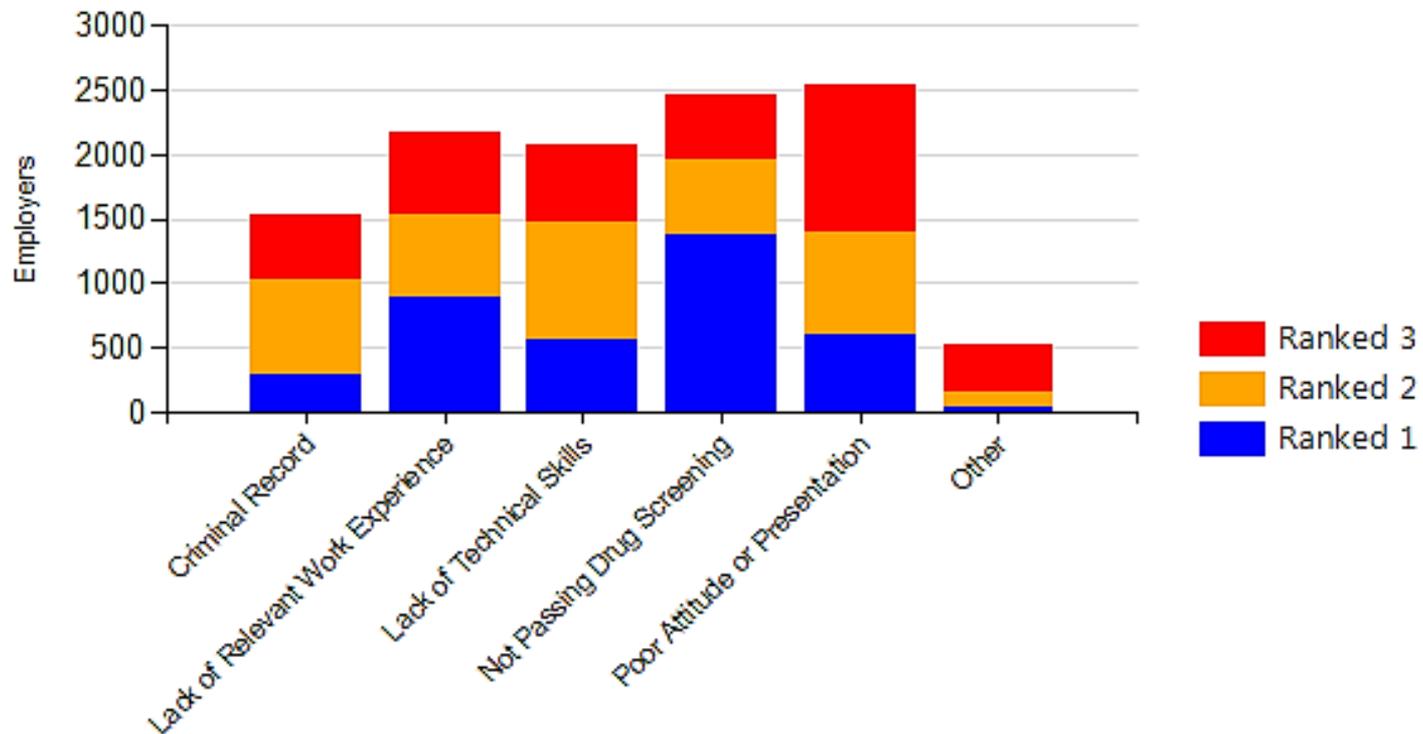


# KEY FINDINGS: DIFFICULTY OF HIRING

- 28% of surveyed employers stated that hiring employees with adequate basic skills is moderately difficult
  - 4% stated that they find it extremely difficult to find these employees
- Respondents were five times more likely to report difficulty hiring Experienced positions as compared to Management Level positions
- Multiple employers across all industries and areas find it most difficult to fill Experienced level positions
  - However, utilities in Region 4 overwhelmingly had a difficult time finding qualified applicants for Entry Level positions
- In Region 2 and 4, 27% of employers in the Fabricated Metal Product Manufacturing industry have difficulty hiring experienced workers

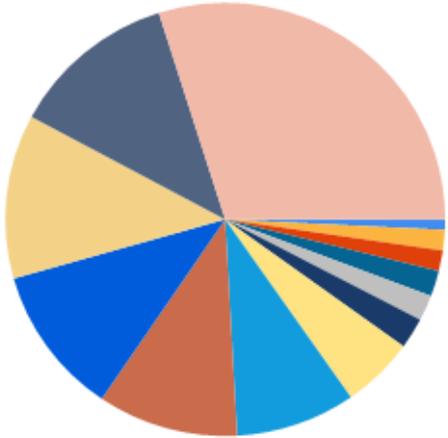
# REASONS FOR REJECTING: PRIMARY

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



# 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

# KEY FINDINGS: REASONS FOR REJECTING

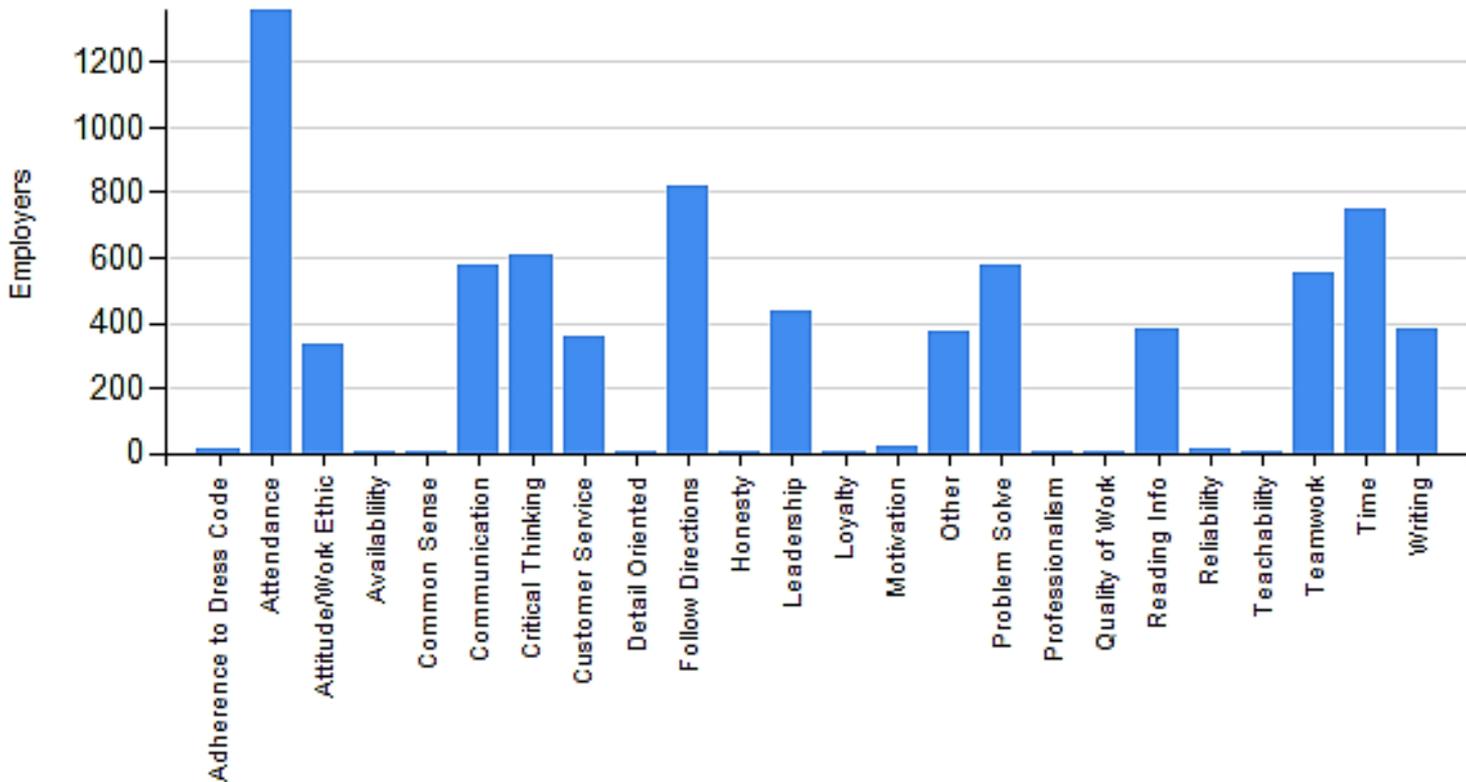
- 67% of respondents selected Poor Attitude as one of their top three reasons for rejecting applicants
- Not passing a drug screening was most often selected as the number one reason
- The top five “Other” reasons included:
  - Lack of Driver’s License/Reliable Transportation
  - Lack of Required Certification/Education
  - Attendance History
  - Failed Employment Skills Testing
  - Lack of Soft Skills

# 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: SOFT SKILLS

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

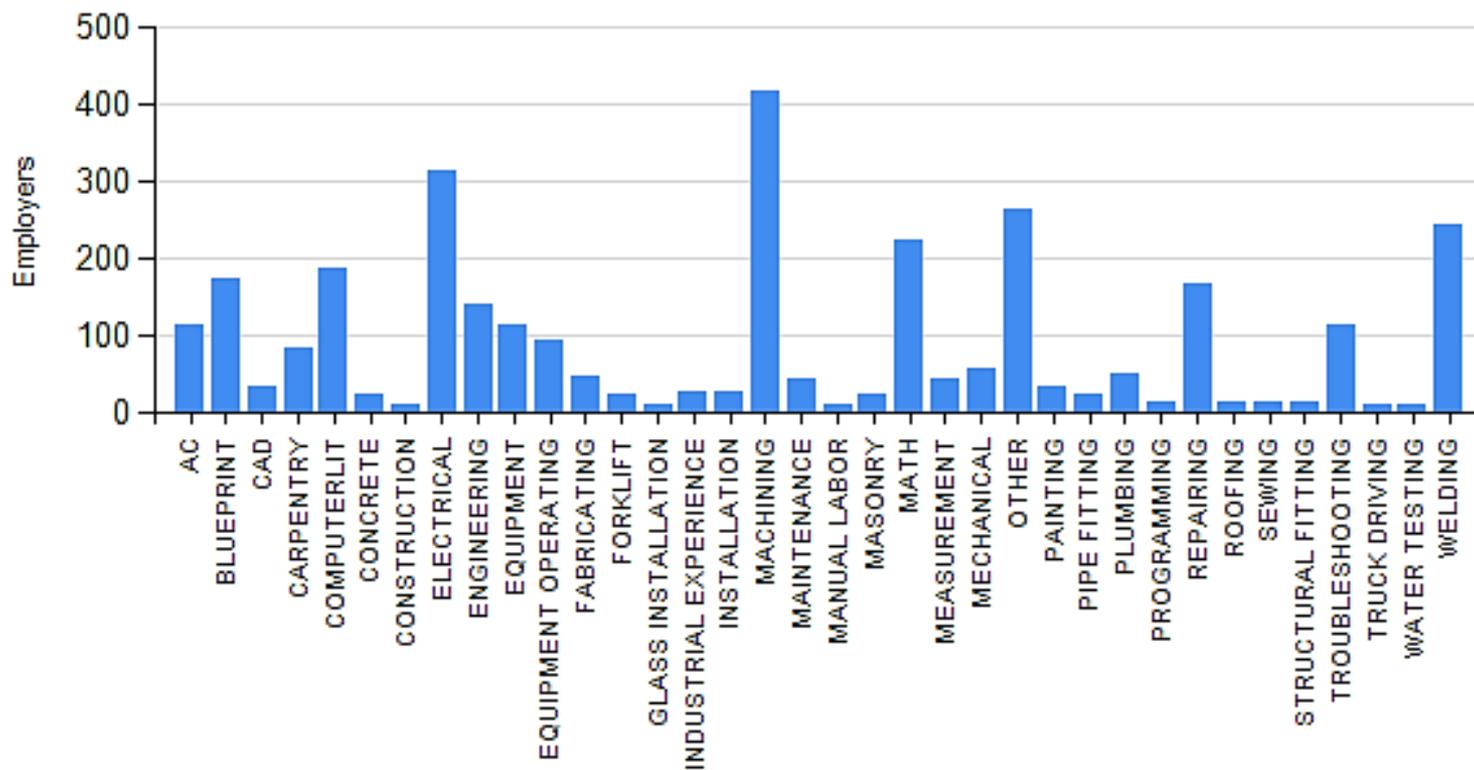


# KEY FINDINGS: SOFT SKILLS GAPS

- Employers were more likely to identify gaps in soft skills (41%) than in technical skills (38%)
- Across all industries and areas, attendance was the most commonly selected soft skill (65%)
- Followed by Following Directions (39%) and Time Management (36%)

# SKILLS GAPS IDENTIFIED: TECHNICAL SKILLS

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



# KEY FINDINGS: TECHNICAL SKILLS GAPS

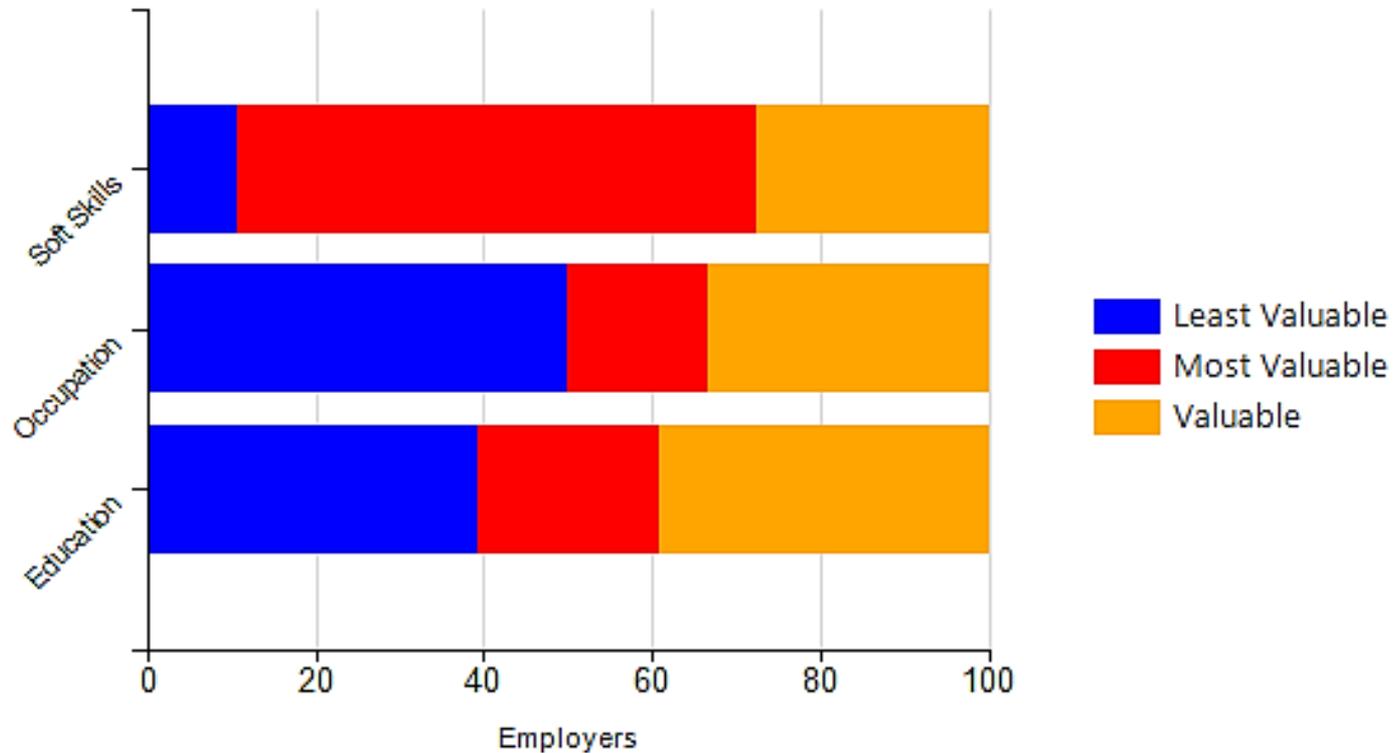
- Machining was the most common technical skill gap that employers noticed during their recruiting efforts
- Electrical and welding stand out as the 2<sup>nd</sup> and 3<sup>rd</sup> largest technical skills gaps
- Area 3 (includes Tuscaloosa) showed a greater gap in electrical skills than machining
- Construction of Buildings has the largest gap in carpentry skills and Heavy & Civil Engineering Construction has the largest gap in equipment operation

# 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

# VALUABLE TRAINING

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

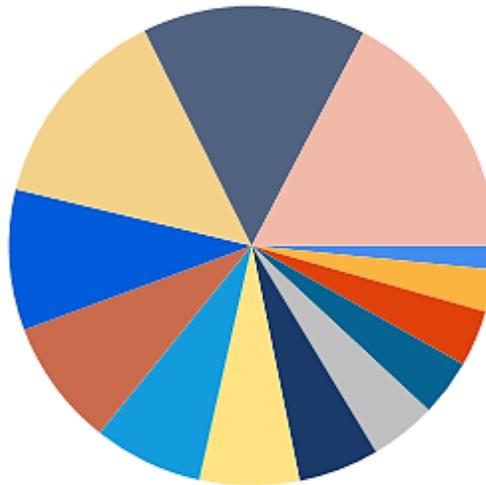


# KEY FINDINGS: VALUABLE TRAINING

- Soft Skills was most often identified as the most valuable training, followed by Education identified as valuable, and Occupation identified as least valuable
- All Beverage and Tobacco Product Manufacturing employers did not indicate any of the three options as least valuable.

# OTHER TRAINING RESOURCES

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



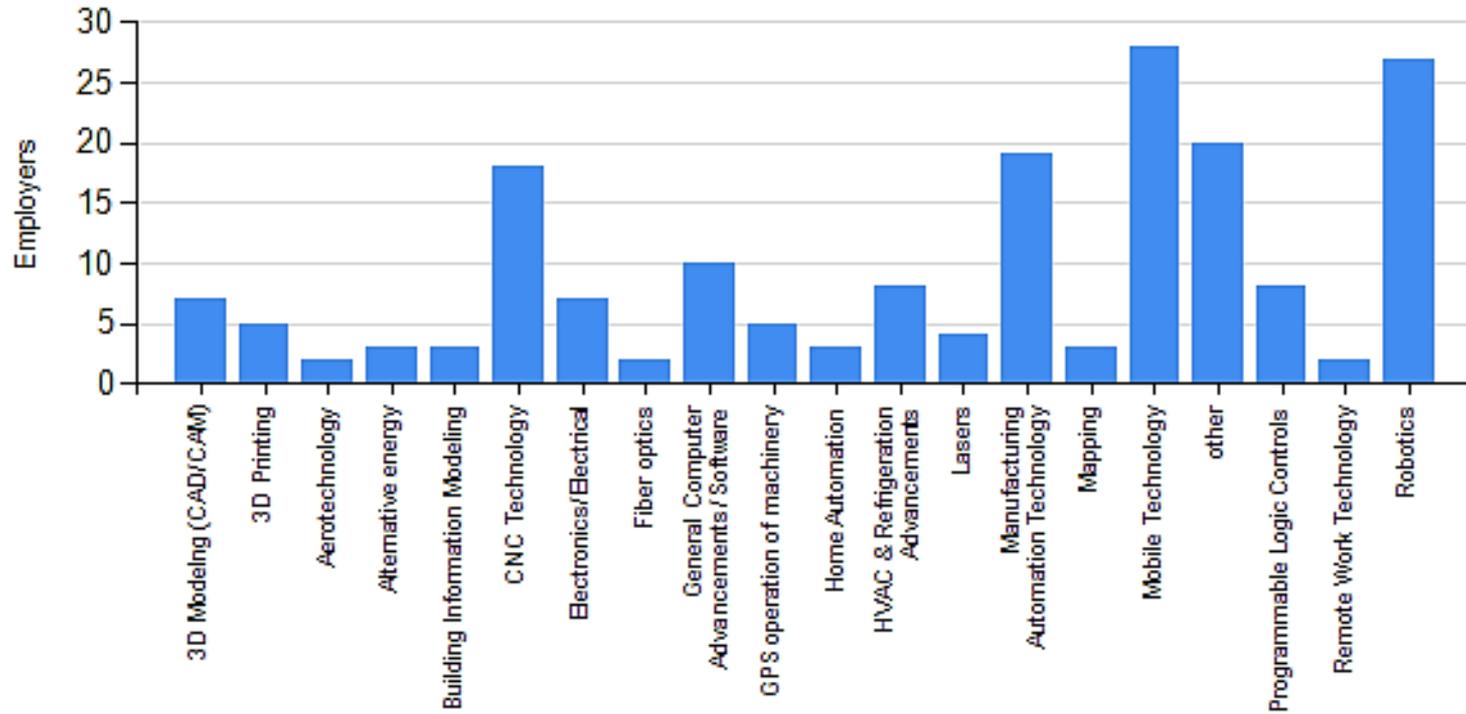
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|--|---|
|  Temp Agency Training               |  Utility/Gov. Training                                       |
|  Continued Education                |  AL Rural Water  |
|  Certification Training             |  Vendor Training   |
|  Safety Training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

## KEY FINDINGS: OTHER TRAINING RESOURCES

- Of the employers surveyed, 60% reported that they have used on-the-job training in order to meet their skill needs, 13% have not used any source of training, and 14% have used some other source of training (including Career Centers, 3%, and Community Colleges, 5%)
- Chemical Manufacturing, Plastics and Rubber Manufacturing, Transportation Equipment Manufacturing, and Textile Mill companies were more likely to use AIDT than other industries
- The industry with the largest percentage of Career Center usage is Paper Manufacturers at 7%
- Utilities companies used sources other than OJT 53% of the time – including Community Colleges (17%) and Career Centers (10%)

# FUTURE TECHNOLOGIES IDENTIFIED

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



# KEY FINDINGS: FUTURE TECHNOLOGIES

- When asked to identify emerging technologies that the Alabama workforce needs to be prepared for, few employers were able to offer a response
- The fewer than 4% of employers that did provide a response, cited mobile technology and robotics
- CNC Technology was reported mostly by respondents in the Fabricated Metal Product Manufacturing industry
- Respondents within the construction industry were most common to report Manufacturing Automation Technology

FOR MORE INFORMATION, PLEASE CONTACT:

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