Enhancing Military Veteran Workforce in the Ready Mixed Concrete Industry

Developing Industry Leaders DIL 2014

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Personal First-Hand Experience
Industry Feedback - NRMCA OES Committee Survey

2014 Ready Mixed Concrete Employees:

- Driver demand - **up 11% over 2013**
- Mechanic demand - **up 14% over 2013**
  
  - No unemployment of mechanics other than seasonal
  
  - Outsourcing maintenance ranges from 0-50%

“The Portland Cement Association (PCA)...cement consumption...levels are projected to reach 86Mt in 2014, an 8.1% year-on-year growth”

1[^1]

Industry Feedback - NRMCA OES Committee Survey

Qualifications

**Driver Qualifications:**
- CDL & clean driving record
- 0-2 years experience
- Pre-employment checks
- Flexible work schedule
- Positive attitude
- Good customer service skills
- Prefer ready-mix experience

**Mechanic Qualifications:**
- 1-4 years experience
- ASE or other certifications
- Pre-employment checks
- Flexible work schedule
- Large diesel engine and vehicle repair experience a plus
- CDL & welding a plus
Industry Feedback - NRMCA OES Committee Survey

Recruitment Difficulties

Driver:
- Shortage of candidates
- Competitive wage/benefit packages in other industries
- Flexible work schedule issues
- Hard to find:
  - Customer service skills
  - Meet company standards
  - Good driving record
  - Operate manual transmission

Mechanic:
- Shortage of experienced and skilled candidates
- Competitive wage/benefit packages in other industries
- Flexible work schedule issues
- Hard to find:
  - Response to postings
  - Self-starter
  - Reliability
  - Computer experience
Industry Feedback - NRMCA OES Committee Survey

Employer Training Offered

Driver:
- Safety
- Environmental
- New hire orientation
- Driver mentor/trainer
- Situational driver training
- Annual refresher

Mechanic:
- Safety
- New hire orientation
- Shadow and observe
- Truck or engine manufacturer training programs
- Customize to the individual need
Shortage of Skilled Trade Workers

2014 Ready Mixed Concrete Employees:

- Employees Left the Field
  - Workers left skilled trade

- Skilled-Trade Workers are Difficult to Find – Demographics
  - Generations prepare for college versus vocational school or skilled work

- Growing Demand in Construction
  - 2.6% annual growth
Shortage of Skilled Trade Workers

Age Breakdown: Skilled Trades vs. All Jobs

- **25-44 Years**
  - Skilled Trades: 46.1%
  - All Jobs: 48.7%
- **45-54 Years**
  - Skilled Trades: 32.4%
  - All Jobs: 23.6%
- **55-64 Years**
  - Skilled Trades: 18.6%
  - All Jobs: 15.5%
- **65+ Years**
  - Skilled Trades: 1.9%
  - All Jobs: 4.8%

EMSI Class of Worker 2013.1

Demand in Near Future

- Employment in the construction sector is projected to grow 2.6 percent annually. This equates to 1.6 million new jobs over the 2012-22 decade, the most among goods-producing sectors and third most among all major industry sectors. *

Veterans Returning and Entering Work Force

- 690,000 veterans are looking for work, 250,000 of which are young veterans. **

*United States Department of Labor

**Washington -- Bureau of Labor Statistics
Help for Veterans Looking for Work

When Soldiers, Sailors, and Marines Come Home and Become Veterans...
## Why Vets?

<table>
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<tr>
<th>VALUES</th>
<th>MILITARY VETS</th>
<th>CONSTRUCTION PERSONNEL</th>
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<td>SAFETY</td>
<td>DANGEROUS TRAINING; SAFETY PARAMOUNT</td>
<td>ZERO ACCIDENTS POLICY</td>
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<td>WORK ETHIC</td>
<td>HARDWORKING; USED TO 24-7 DUTY</td>
<td>HARDWORKING; USED TO OVERTIME/LONG HOURS</td>
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<td>INTEGRITY</td>
<td>HONOR/COURAGE/COMMITMENT; HONESTY IS ABSOLUTE</td>
<td>HONESTY IS CRITICAL; FOLLOWS DIRECTIONS</td>
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TOP TEN REASONS
TO HIRE MEMBERS OF THE NATIONAL GUARD AND RESERVE

10. Global Perspective
9. On-Time, All the Time
8. First Class Image
7. Calm Under Pressure
6. “Can Do” Attitude

And the number **one** reason:

LEADERSHIP
Employer Sources to Hire Veterans

- H2H.JOBS - HERO 2 HIRED
- ESGR.MIL - EMPLOYER SUPPORT OF THE GUARD & RESERVE

https://h2h.jobs/
Employer Sources to Hire Veterans

- Veterans2Construction

http://veterans2construction.org/
Enhancing Military Veteran Workforce in the Ready Mixed Concrete Industry

Questions / Comments?

Thank you!
# Current NRMCA Training Courses

## Recommended Courses by Job Title

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<th>Course</th>
<th>Loader Operator</th>
<th>Plant Operator</th>
<th>Plant Manager</th>
<th>Operations Manager</th>
<th>Operations General Manager</th>
<th>Safety Manager</th>
<th>Environmental Manager</th>
<th>Driver</th>
<th>Driver Supervisor</th>
<th>Dispatcher</th>
<th>Dispatcher Manager</th>
<th>QC Lab Tech</th>
<th>QC Field Tech</th>
<th>QC Manager</th>
<th>Sales Manager</th>
<th>Service Tech</th>
<th>Marketing/Manager</th>
<th>IT Manager</th>
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## Notice

***No NRMCA Mechanic Courses Offered***