

Will the

TRADE SKILLS GAP

Come Between You and Your Facility Operations?

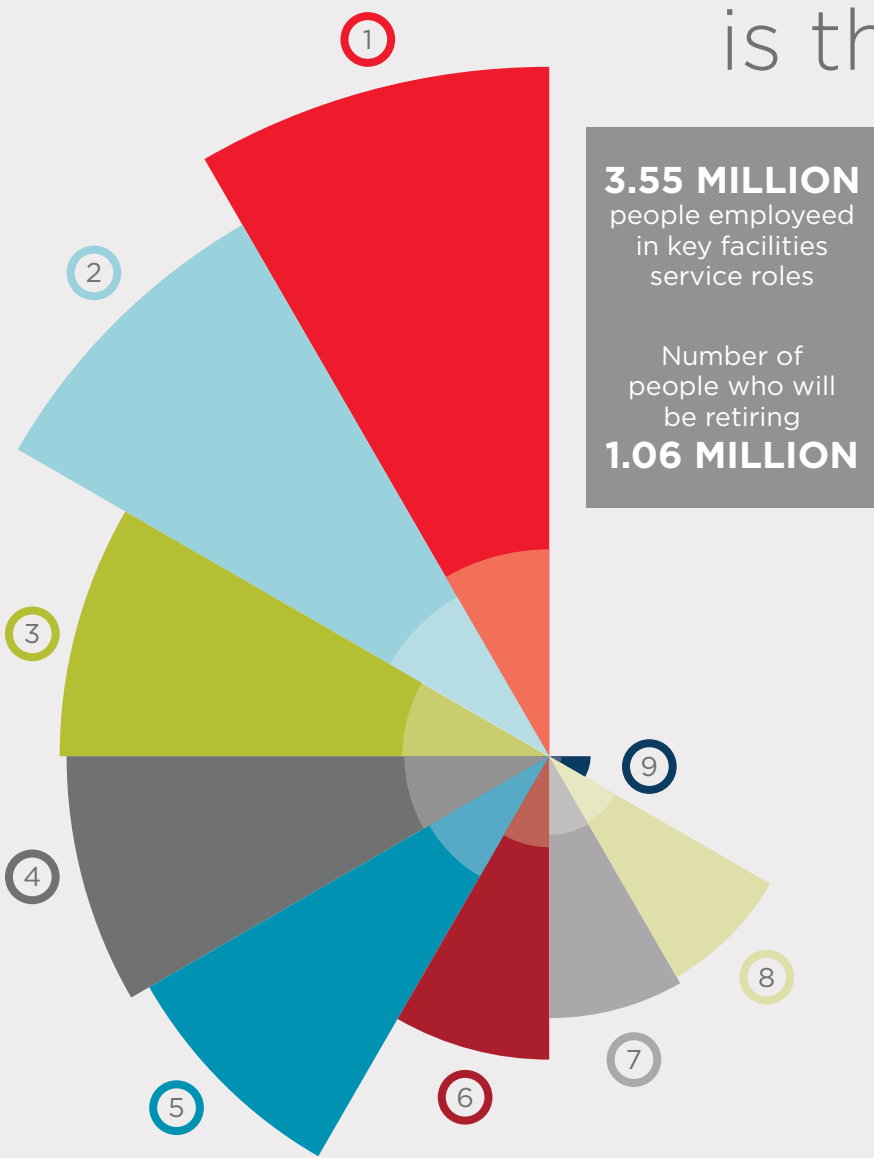
Our third issue of *Innovation & Insights* delves into one of the biggest challenges facing the industry—the trade skills gap. Whether you’re managing an in-house facilities team or overseeing a service provider, labor is becoming the defining force on the ability to keep your sites safe, clean, efficient, and productive.



Six Super Challenges from RICS & IFMA's *Raising the Bar*

- ① Budgeting and Cost: Doing More with Less
- ② Organizational Factors
- ③ HR & Talent Management
- ④ Workplace and Space Management
- ⑤ Asset Management/ Aging Assets
- ⑥ Technology

Just how BIG is the problem?



Baby boomers make up about 30% of the U.S. labor force, and it’s estimated that 10,000 baby boomers retire every day.¹ The graphic on the left shows 2016 employment levels for several trade skills within the facilities services industry.² The oldest baby boomers turned 70 in 2016, and the youngest are within 15 years of typical retirement age. Assuming baby boomers are represented in the facilities field at about the same ratio as in the general labor pool, that means about 1.06 million people in these vital facilities roles will be retiring over the course of the next decade or so.

Many of these roles require vocational training rather than a four-year college degree. However, the National Center for Education Statistics says college undergrads outnumber those in apprenticeships 26:1. After a 28% dip in active apprenticeship programs from 2009 to 2014, in 2015 they began rising again, although active programs in 2016 still lag the 2009 high by 20%. The U.S. Department of Labor estimates there are about 90,000 active apprentices in the top 30 most popular labor categories, with nearly 50% apprenticing as electricians.

Unfortunately, critical facilities trades like HVAC technicians and industrial equipment mechanics fall far behind, and only have 5,200 active apprentices between them.³

2016 LABOR POOL

1	2	3	4	5
CARPENTERS	ELECTRICIANS	PLUMBERS, PIPEFITTERS & STEAMFITTERS	INDUSTRIAL MACHINERY MECHANICS	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS & REPAIRERS
676,980	607,120	480,600	476,100	453,330
6	7	8	9	
HVAC MECHANICS & INSTALLERS	MECHANICAL ENGINEERS	INDUSTRIAL ENGINEERS	CONTROL & VALVE MECHANICS & INSTALLERS	LIGHTENED AREA REPRESENTS THE BABY BOOMERS' PORTION OF THE LABOR FORCE
294,730	258,790	256,550	45,740	

1. Cohn, D’Vera, and Paul Taylor. “Baby Boomers Approach ⁶⁵ - Glumly.” Pew Research Center.
 2. “Construction and Extraction Occupations (Major Group).” U.S. Bureau of Labor Statistics.
 3. “Data and Statistics.” United States Department of Labor Employment and Training Administration.

C&W Services is actively taking on the trade skills gap is through programs for apprentices, veterans, and, chronically underemployed youth.

If your firm is considering ways to grow its skilled labor force, Harvard Business Review’s 2012 article, *Who Can Fix the “Middle-Skills,”*⁴ lays out practical findings about critical collaboration, balance of classroom and hands-on learning, and resources—findings that directly correlate with our experience launching workforce programs. The article also underscores the reason we’re so committed to IFMA’s Global Workforce Initiative—this critical issue needs collaboration between employers, service providers, and even competitors.