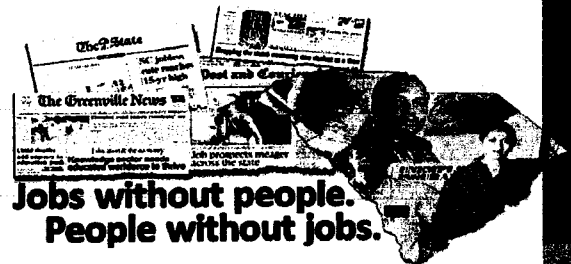


## South Carolina Association of Heating and AC Contractors Workforce Meeting

April 10, 2015

## The Challenge



## Step One

- Identify each employers needs
- Universal job descriptions
- Inventory of job openings
- Inventory of Technical College to deliver short and long-term needs
- Inventory of curricula to fulfill the need

## Step Two

- Universal Job Descriptions
  - Common language
  - Skills needed on each job type
  - WorkKeys Job profile
  - Define the skills required
  - Define the level of cognitive skills
- Companies work together to create universal job profiles for SCDEW

### Step Three

- Create a manageable replicable pathway for employee (meeting employee and employer needs)
  - Entry level of employment
  - Educational Pathways
  - Registered Apprenticeship

### Step Four

- How to enter SCDEW so all agencies can help find employable individuals
- Identify potential employee pool based upon universal job task
- All partners recruiting through a single system
- Recruitment through the Technical College (we understand that you already have a process)
  - Apprenticeship
  - Summer work opportunities
  - 20/20 opportunity to grow workforce
  - Weekend growth with an HVAC student

### Job Skills

- Defining the need
  - Skills ( Electrical, Carpentry, etc.)
  - Repair Technician
  - New Installation
  - Metal Fabrication
  - Duct Work Specialist
  - Energy Efficiency Specialist

### Key Points

- Creation of a common language for placement of personnel(Job profiles)
- Universal definition of the skills
- Apprenticeships
- List of Contacts at all Technical Colleges
- Connecting with Technical College
- Development of a team to meet your industry needs
- Demand excellence