

# Workforce Skills Gap Survey Summary

*Developed by the University of Georgia's  
Fanning Institute*

*Columbus, Georgia  
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# Survey Facts

- Developed by Fanning Institute in conjunction with Chamber
- Sent to area business and industry
- Sought to determine the skills gap (what is missing in the workforce now) as well as what will be needed in the future
- Administered in July and August 2007



# Reoccurring Themes in Survey Results

- Education: improve basic skills of graduates including oral and written
- Workforce lacks good work ethic/professionalism
- Start young: in elementary and middle schools teach skills needed to be successful in the workforce as well as the benefits of participating in the workforce



# Reoccurring Themes in Survey Results II

- Collaboration: need more collaboration between the education sector and business/industry/government
- Increase tech/computer skills: basic PC operations and faster typing/keyboarding
- Competitive compensation/benefits: within region and with other metropolitan areas
- Multilingual: growing need for employees with language skills in addition to English



# Workforce Attributes Needed for the Region

1. Soft skills: dependable/reliable; interpersonal skills/people skills/teamwork; continuous learning/desire to learn/willing to be trained
2. Hard skills: keyboarding/data entry; communication skills-verbal & written; basic computer skills-hardware & software
3. Education: improved math skills-geometry & algebra; improved reading skills; keep technology current/up to date in region's schools and colleges



# Workforce Attributes Needed for the Region II

4. Job skills needed or not: mill oriented manufacturing is declining; Construction is needed-all trades; hospitality needed
5. Miscellaneous: more work experience; no drug use/more testing; no criminal history



# Predominate Workforce Challenges for Region

1. Lack necessary skills/experience: lack basic skills-reading, writing, math...etc; Lack computer skills-basic as well as advanced for IT depts.; lack of typing/data entry/keyboard skills
2. Lack good work ethic/professionalism: employee reliability-attendance; lack of motivation/desire; inappropriate attire/grooming
3. Problems with educ/training system: graduating without skills; lack of emphasis on life skills; lack of nurse educators



# Predominate Workforce Challenges for Region II

4. Inadequate comp/benefits: lower compared to other metro regions; lack of paid retraining opportunities; lack of schedule flexibility for retraining
5. Difficult to attract/retain talent: hard to attract new talent to the region-IT specifically; Hard to keep talent at home-other areas offer more; young professionals not coming to region
6. Community challenges: absent parent/poor parenting; lack of coordination between social service agencies; lack of public transportation region wide



# Next Steps to Improve Region's Workforce

1. Education/training: improve basic skills-reading, writing, math/science, verbal expression; training designed to meet specific industry-aviation, service, construction..etc; get business/industry involved with region's schools
2. Collaboration: business/industry collaborate with education sector; business/industry collab w/Ft. Benning; community collaborate with schools



# Next Steps to Improve Region's Workforce II

3. Attract to region: more business/job opportunities; diversity in race, thought, and education; skilled labor jobs
4. Compensation & benefits: improve wages; provide tax incentives to business; more opportunity for advancement
5. Communication: workforce expectation to youth; benefits of getting job; benefits of staying in school



# Questions or Comments?

