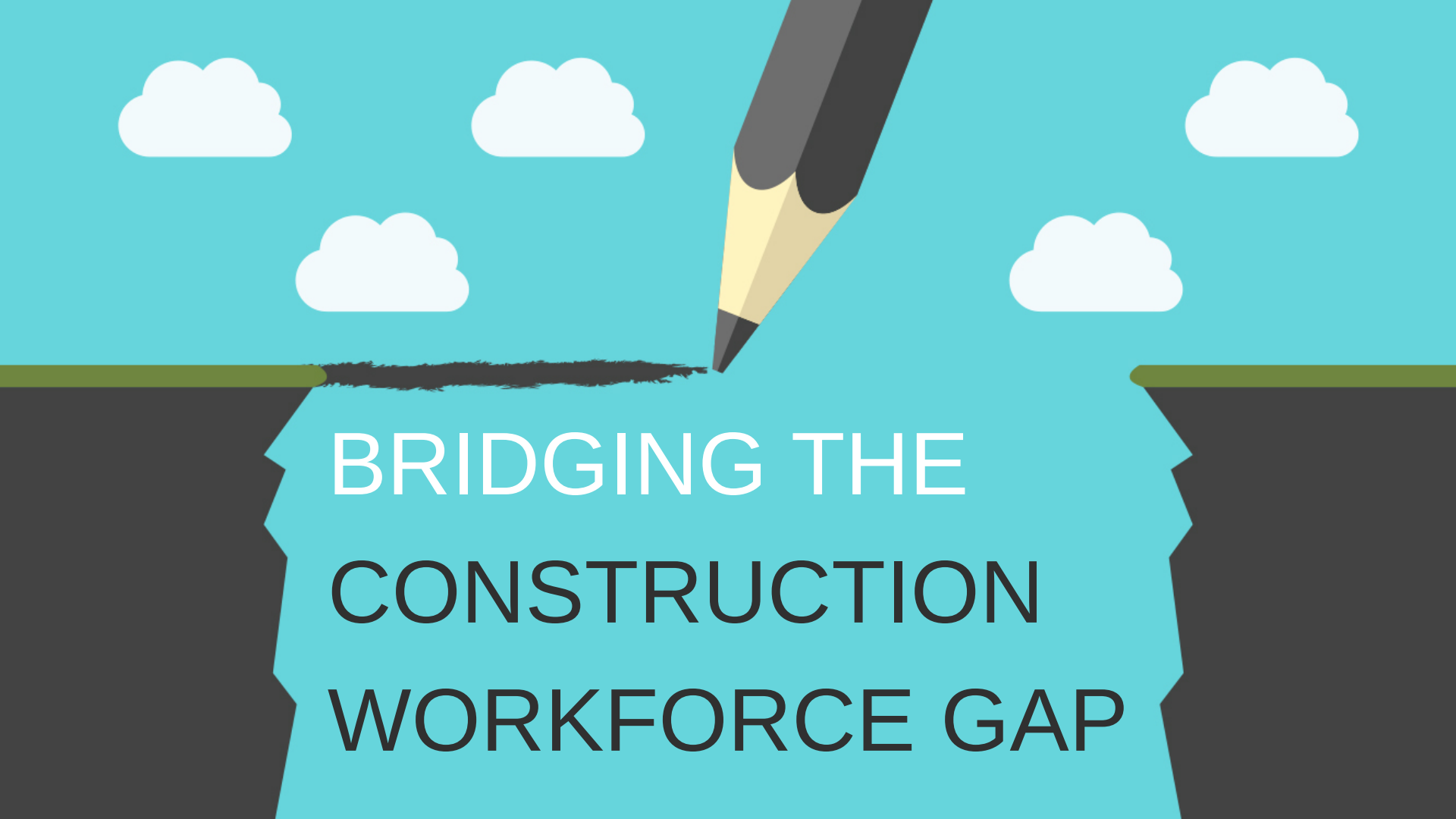
BRIDGING THE
CONSTRUCTION
WORKFORCE GAP

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CONSTRUCTION LABOR CONTRACTORS

WHAT WE DO

Construction Labor Contractors (CLC) is a National Construction Staffing Firm. Since 1997 CLC has performed 30 million labor hours coast to coast. CLC specializes in providing commercial and industrial contractors with qualified skilled labor. Over the years, we've been reducing headaches for contractors and industrial project managers by providing quality on demand skilled construction workers, flexible skilled labor and HR management. With leased construction labor staffing from CLC, life gets a lot more workable.

CHALLENGES

1. Body Count – complete lack of industry workers
2. Skill Set – lack of qualified workers, most are all genlabs
3. Drug Testing & Background Checks – 40% success rate
4. Wages – competition is gobbling up the workers with higher wages
5. Retention – keeping employees once found and hired

COPING STRATEGIES

National Recruiting Team (NRT)

A. Created a centralized recruitment center
B. 24/7 recruitment nationwide
C. Background checks
D. Drug & alcohol screening
E. Driver’s license verification

COPING STRATEGIES (cont.)

Paid Training

A. Apprenticeship training through ABC and IEC
B. Certificate Training, OSHA 10 & 30 hour, Fire Alarm, Sprinkler, etc.
C. Tool purchase program

COPING STRATEGIES (cont.)

Increased Benefits

A. Health, dental, vision
B. 401k, paid vacations
C. Paid referral and sign on bonuses
D. Increased wages and weekly pay

Outreach Programs

A. Local vocational schools
B. Workforce development programs
C. Unemployment offices

NATIONAL CONSTRUCTION INDUSTRY PARTNERS

- (ABC) Associated Builders and Contractors
- (ASA) American Staffing Association
- (AGC) Associated General Contractors of America
- (IEC) Independent Electrical Contractors

STEPHEN TUCKER

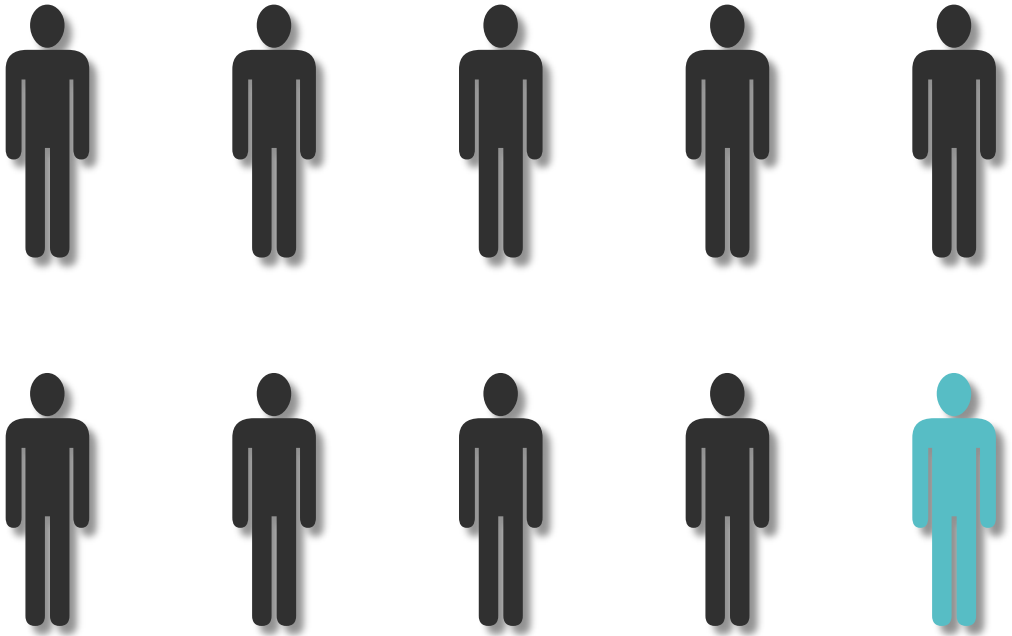
DIRECTOR OF INDUSTRY PARTNERSHIPS

PARTNERS FOR A COMPETITIVE WORKFORCE

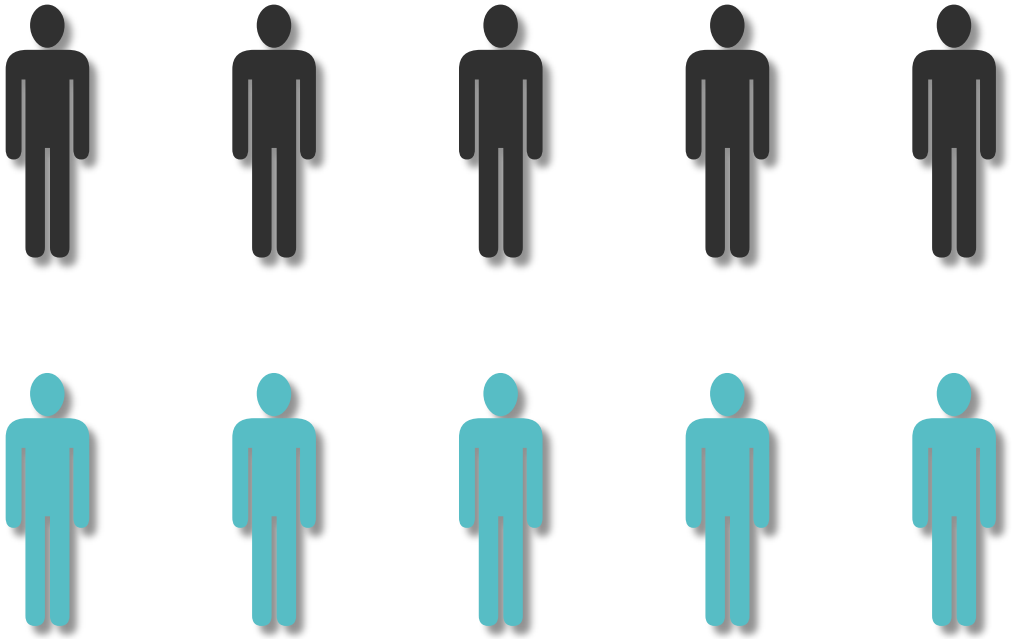
A GROWING SKILLS GAP IS HAMPERING OUR PROGRESS

- The good news: Cincinnati is growing jobs
- But, 50% of employers struggle to fill jobs
- 25,000+ jobs open today, despite 85,000+ people looking for work

9 OUT OF 10 WELL-PAYING JOBS REQUIRE SOME EDUCATION OR TRAINING BEYOND HIGH SCHOOL



BUT NEARLY HALF OF OUR CURRENT WORKFORCE LACKS ANY EDUCATION BEYOND HIGH SCHOOL



PCW IS OUR REGION'S EFFORT TO CLOSE THE SKILLS GAP

- Partners for a Competitive Workforce is a tri-state partnership, managed by United Way
- We are 150+ organizations joining efforts…
  - Employers
  - Workforce boards
  - Chambers and economic development
  - Education and training institutions
  - Community organizations
- Leverage more than $50 Million to support local workforce strategies

OUR MISSION IS TO MEET EMPLOYER DEMAND BY GROWING THE SKILLS OF THE WORKFORCE

1

Align education with industry needs

2

Build career pathways in healthcare, manufacturing, construction, IT and supply chain

3

Provide businesses with a qualified workforce and implement strategies to build the talent pipeline

CONSTRUCTION INDUSTRY PARTNERSHIP
INDUSTRY ASSOCIATIONS

- Allied Construction Industries
- Associated Builders and Contractors – Ohio Valley Chapter
- Greater Cincinnati Building Trades
- Greater Cincinnati Apprenticeship Council
- Independent Electrical Contractors
- Northern Kentucky Home Builders Association
- Southwest Ohio Carpenters and Millwrights

2016 CONSTRUCTION INDUSTRY PARTNERSHIP PROGRAMS

- Build Up Academy in Butler County
- CMHA’s Sherwin Williams Painters Program
- Community Action Agency’s Blueprint for Success
- Easter Seals Building Value / Youth Build Programs
- Greater Cincinnati Building Trades
- Urban League / ACI Construction Connections

CONSTRUCTION INDUSTRY PARTNERSHIP

- Since 2008, the CIP served more than 1,063 individuals with 86% completing training earning 1,637 nationally recognized credentials
- 83% of completers obtained employment with 60%* retaining employment after 12 months

*We believe the retention outcome is under reported due to challenges in collecting and verifying data

CURRENT STATE OF CONSTRUCTION INDUSTRY

- Regional projections for construction industry jobs are favorable. According to a report produced by Economic Modeling Specialist International (EMSI), construction industry jobs in the Greater Cincinnati Tri State Region will increase by 12% by 2020, adding 5,000 new jobs due to growth
- Top 5 construction related occupations include: laborers, carpenters, electricians, plumbers pipefitters and steamfitters and first line supervisors

BUILDING FOR 2020

- In an effort to better position local companies for projected growth, the Construction Industry Partnership issued a call to action to stakeholders of the construction industry to become proactive in building a workforce to meet future industry demands

BUILDING FOR 2020 (cont.)

- As an important step in fostering an industry-wide commitment to building for 2020, the Construction Industry Partnership hosted a forum on September 30, 2015 at Allied Construction Industries. Nearly 60 construction industry stakeholders attended and discussed several issues and created subcommittees to develop strategies and next steps

BUILDING FOR 2020
SUB COMMITTEES

- Employee engagement and retention
- Attracting and retaining diverse workers
- Educating and attracting students, parents and educators

PETE TURNER

TAX PRINCIPAL

CLARK SCHAEFER HACKETT

TAX CREDITS AND ECONOMIC DEVELOPMENT INCENTIVES

TYPES OF BENEFITS

- Tax Credits (including refundable credits)
- Tax Abatements and Exemptions
- Cash Grants and Reimbursements
- Low Interest Loans
- Public Financing
- Infrastructure Support
- Non-Monetary Assistance

TAX CREDITS AND ECONOMIC DEVELOPMENT INCENTIVES

HIRING INCENTIVES

- Ohio Job Creation Tax Credit
- Ohio Job Retention Tax Credit
- City/County Job Creation Tax Credits
- City/County Job Creation Grants
- Federal Work Opportunity Tax Credit

TAX CREDITS AND ECONOMIC DEVELOPMENT INCENTIVES

TRAINING INCENTIVES

- Ohio Incumbent Workforce Training Voucher Program
- County/Community College Training Programs

TAX CREDITS AND ECONOMIC DEVELOPMENT INCENTIVES

BUSINESS INCENTIVES

- R&D Tax Credit (federal and state)
- Enterprise Zone Tax Credit
- Community Reinvestment Tax Abatement
- Historic Preservation Tax Credit (federal and state)
- InvestOhio Tax Credit
- Tax Increment Financing
- Motion Picture Tax Incentive

TAX CREDITS AND ECONOMIC DEVELOPMENT INCENTIVES

KEY QUESTIONS

- Over 3 years, will your company:
  - Expand business operations?
  - Relocate business operations or employees?
  - Construct or move into a new location?
  - Renovate an existing location?
  - Have significant CapEx?
  - Hire 10 or more employees at a single location?

QUESTIONS?

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