

The Skilled Framing Carpenter Shortage on the Central Coast of California: A Focus on Residential Construction

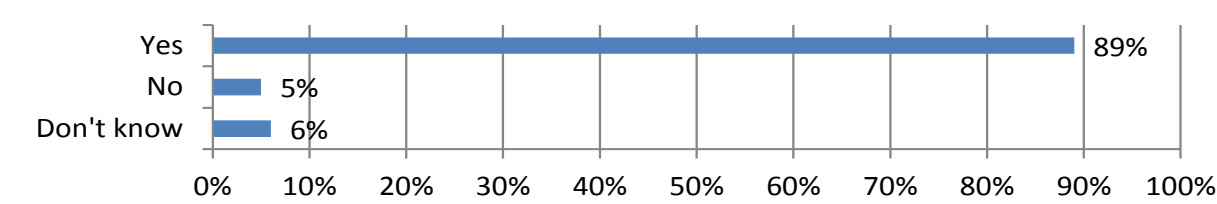


The Central Coast of California is experiencing a skilled craftspeople shortage much like the rest of the nation is, however there are special circumstances to consider. The location and demographics of the Central Coast exaggerate the shortage and the framing trade in this region is taking a particularly hard hit. Framers shortages are crippling residential projects in the area due to the especially critical nature of the work. Solutions to this issue are not easy and they will not happen overnight, but not all hope is lost. With careful thought, short-term and long-term solutions for the skilled framer shortage can be successfully executed in the Central Coast of California. Short-term solutions such as paying premiums and offering other incentives to framers are not ideal, but they act as a temporary fix. The best long-term solution is simply stated, but difficult to execute; there must be new framers introduced into the labor pool. Observe the surveys below and read carefully into the results for the proposed solution.



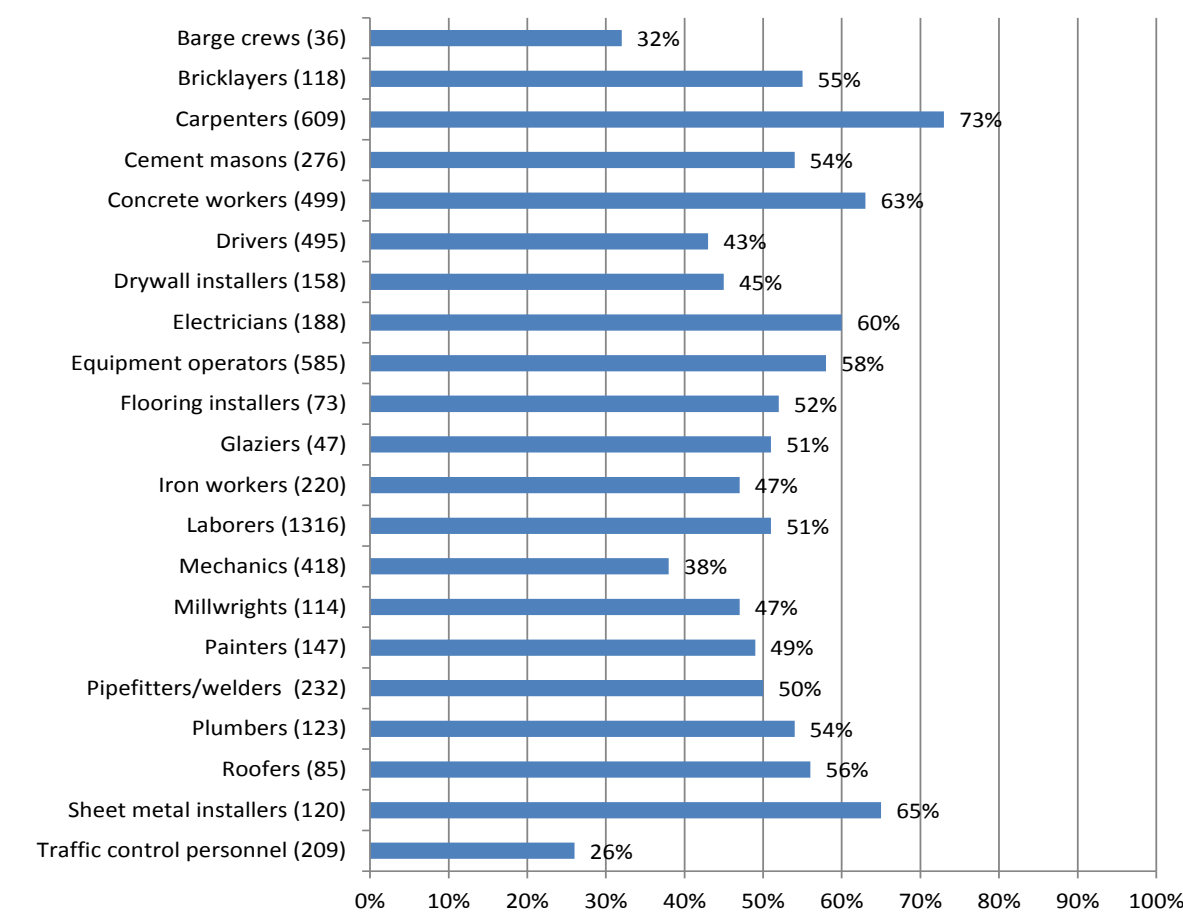
AGC of America Surveys

A 2015 Associated General Contractors of America survey asked firms across the nation if they planned on hiring additional craft workers, also known as hourly craft professionals.



https://www.agc.org/sites/default/files/Files/Communications/2015_Worker_Shortage_Survey_Analysis.pdf

A 2015 Associated General Contractors of America survey asked firms across the nation having trouble filling key hourly positions, which types of positions they were having trouble filling.



https://www.agc.org/sites/default/files/Files/Communications/2015_Worker_Shortage_Survey_Analysis.pdf

Local Framing Subcontractor Survey

Survey	
Questions	
1	Current skilled framers employed.
2	Is this amount adequate for the work offered?
3	Do you employ any underqualified framers?
4	Plans to try and expand skilled framer base?
5	Is it difficult to find new skilled framers?

Subcontractor A	
Question	Response
1	31
2	Adequate for the work we have now, not more
3	Yes
4	Yes
5	Yes

Subcontractor B	
Question	Response
1	85
2	Sometime have to pull from other regions
3	Yes
4	Yes
5	Yes

Subcontractor C	
Question	Response
1	70
2	No, another 30 would keep up with schedule
3	Yes
4	Yes
5	Yes

Results and Conclusions

From the surveys conducted with the framing subcontractors, it is clear that there is need for more framers in this area. Solutions were gathered through the interview with two project managers at Coastal Community Builders in Pismo Beach, CA. The region of the Central Coast itself poses one of the biggest challenges for two reasons. Firstly, the region is too far from any major metropolitan area to effectively pull distant skilled framers to local jobs. Secondly, existing skilled framers of other regoins have no interest in moving to the Central Coast area because it is neither easy nor cheap to do so. Both of these considerations make it necessary for the Central Coast to produce their own framers through local trade school programs. Fortunately, Cuesta College and Alan Hancock College are soon to reinstate their trade programs, but that is not enough. These programs need to be effectively advertised to the public and participating students need to be sufficiently funded by the state. There is no guarantee of success even if this executed properly, but this is the best chance for the Central Coast to achieve balance in its residential construction industry.