

SECTOR STRATEGY FINDINGS

WE ASKED 55 EMPLOYERS IN FOUR KEY INDUSTRIES IN STANISLAUS COUNTY A SERIES OF QUESTIONS IN ORDER TO ASSESS AVAILABLE RESOURCES AND CREATE SOLUTIONS WHERE NEEDED. THE FOUR SECTORS SURVEYED WERE: HEALTHCARE, MANUFACTURING, WAREHOUSE/LOGISTICS, AND AGRICULTURE

We asked why certain positions were identified as being critical to operations. Respondents said:

73%

Hardest to fill w/right skills or competencies

18%

Highest turnover rate

9%

Large number of positions needed

37% of employers reported a lack of industry work experience as the main missing competency from applicant pools



Contributing factors for turnover were identified as follows:

47% Competitive salary

13% Working conditions

23% Lack of desire to work, lack of soft skills, employer location

2% Too much OJT was needed

13% Shift work

2% Training

AT A RECENT MEETING WITH COMMUNITY AND EDUCATION PARTNERS, 6 EMPLOYERS IN HEALTH CARE IDENTIFIED THE FOLLOWING CRITICAL PAIN POINTS:

Lack of Certified Nurse Assistants

Lack of soft skills

Difficult to attract talent to area

Pay not competitive compared to Bay Area

Lack of Medical Assistants w/ability to pass required state exams

