

MBA Workforce Development Survey Summary



The Master Builders Association of King and Snohomish Counties (MBA) established workforce development as a top priority for 2017. To better understand the homebuilding industry's workforce development needs, the MBA partnered with Redfin to design and execute a survey of MBA members. Completed in March of 2017, the survey examined skillset by greatest need and associated compensation ranges. The MBA intends to use the findings to help explore potential partnerships with technical and community colleges willing to provide corresponding training opportunities.

KEY FINDINGS

The survey reaffirmed that builders in King and Snohomish counties are having difficulty finding labor in a variety of specialties.

82% have had difficulty finding qualified workers in the past year.

79% of organizations find workers through personal connections.

Survey results reflected a strong need for training programs in carpentry, framing, project management services, superintendents, and plumbing.

29% have trouble finding carpenters.

24% need more superintendents.

This is the highest paying in-demand labor type, followed by project management, superintendents, framing, and carpentry.

Outside of previous work experience, which is almost always accepted as sufficient training, community/technical college programs and university programs are more sufficient in some areas than others.

Association members are more willing to accept college programs for carpentry (**40%**), superintendent (**47%**), electrical (**50%**), and project management (**50%**) than other types of labor including plumbing (**20%**), framing (**27%**), and cement work (**17%**).

Lack of qualified labor has increased building costs and possibly decreased volume. Many companies pay higher wages to keep employees.

61% correlate the lack of qualified labor with increasing building costs.

27% say new home volume has decreased because of the labor shortage.

About the Respondents: Most of the organizations that contributed to the survey are small and employ predominantly year-round employees. 56% of the organizations employ 25 employees or less, of which 26% of respondents are remodelers and 24% are in single-family residential development.