

South Florida Must Rebuild Skilled Labor Force to Meet Demand

The Construction Industry has been experiencing a boom in work and anticipates it to continue in 2017. The Sun Sentinel reports that most Florida

contractors will boost their workforces by 25% this year. However, the industry has

been planning this boost for several years now and skilled labor has been hard to find.

Between 2006 and 2011 the construction industry lost 2.3 million jobs due to the recession. According to U.S. Census Bureau agency economists Hubert Janicki and Erika McEntarfer, only 40% of construction workers that



were unemployed for more than 3 months between 2006 and 2009 stayed in construction. About one-third of that number switched to another industry after a year or more of unemployment. This explains why it's still difficult for contractors to find skilled labor workers.

The lack of interest in vocational training and apprenticeship programs by young workers has been a major

contributor to the lack of available skilled labor. Although these programs are promoted by schools

in South Florida, it hasn't been easy to get potential young workers to consider entering the skilled labor force.

Apprenticeship programs and vocational training have long been the most efficient way to train new workers in skilled labor. CASF formed the Skilled Labor Committee, which is chaired by Justin Lord, President of Central Broward Construction. The committee recognizes that the skilled labor shortage has been an issue for many of our members and is determined to gather information about current and running apprenticeship programs in South Florida so that it can be made available to all CASF members. This will be done in the hopes that all members will be able to rebuild their skilled labor force to meet the construction demand that lies ahead.

Member News

Moss & Associates has named Dan Wobby, who has more than 25 years of experience in international business development and financial leadership, to the post of Senior Vice President of Business Development.

"Dan's extensive global business experience will prove to be a critical asset to Moss in our continued national expansion," said Scott Moss, president of Moss & Associates. *"Dan brings a strong focus on strategy, business and organizational development to Moss."*

Wobby previously was a top executive of the publicly traded Cabot Microelectronics Corporation. In his new capacity, he will work with leadership to develop and implement a vision and strategies to strengthen the Moss business and culture.

PREMIER Build + Design Group recently completed Crossroads West, the main facility of a state-of-the-art industrial complex in Hialeah Gardens. The complex features 32 foot clear-height warehouse spaces, 81 truck dock positions, 2 drive-in doors and an ESFR fire protection sprinkler system.

PREMIER experienced a setback due to limestone formations during excavation of the deep lake on the property but managed to get all hands on deck to keep the project on track and on budget.

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Dan Wobby

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Crossroads West

Each month Construction FOCUS features a CASF member company, selected by drawing a business card from among those attending the monthly networking breakfast. The next breakfast, sponsored by PWI Construction, will be held on Thursday, February 16, 7:30 a.m. at the Renaissance Hotel in Boca Raton.

Custom Products at Your Service

Mr. Glass Doors & Windows is a commercial doors & windows company that manufactures custom-made impact and non-impact aluminum and glass products. It was founded in 2007 by Ulises Senaris, Dagoberto Vasallo and Yoel Rodriguez. Mr. Glass Doors & Windows is committed to providing the highest level of quality in all of its products to attain the highest level of customer satisfaction.

Co-founder and President, Ulises Senaris, is a

firm believer that the way an organization is designed determines how it performs. For this reason, Mr. Glass Doors & Windows established its own in-house engineering department. By



MR-GLASS
DOORS & WINDOWS
MANUFACTURING LLC.

having easily accessible engineers, they are able to develop any system that their customers desire. This system has enabled Mr.

Glass Doors & Windows to work on projects such as the Aventura Mall Expansion with Plaza Construction.

Mr. Glass Doors & Windows currently employs 120 people with over 30 years combined experience in the industry. This includes Senaris as President and co-founders Vasallo and Rodriguez as Vice President and Treasurer, respectively. With a great team and its commitment to service, Mr. Glass Doors & Windows has been able to secure projects such as the Tribute Portfolio - Element Hotel in Fort Lauderdale, Harbour's Edge Senior Living Community in Delray Beach and the Morgan on 3rd apartment complex in Flagler Village.

Mr. Glass Doors & Windows became a member of CASF in 2016 and finds that it is a great way for businesses to get recognized and succeed. Since becoming a member, Ulises Senaris says that Mr. Glass has been able to meet quality people as well as advertise their company and its products. In fact, Senaris says the thing he likes most about CASF is its ability to bring companies together and help companies grow.

Mr. Glass Doors & Windows is located at 8120 NW 84 Street in Medley. To find out more information about Mr. Glass Doors & Windows and the services they offer you may call their office at 305-470-8284 or visit their website at www.mrglasswindows.com.

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Putting Safety at the Front of the Executive Suite

It's a safe bet that hardly any company thinks of their safety program as a profit center. That's not surprising. What IS surprising is that safety can be the biggest profit center in your company as long as the executive suite is able to recognize it.

Regina McMichael, President of The Learning Factory recently came to CASF to talk to our members about why Safety Professionals are often not able to be part of the decision making process in the executive suite. Or as like to call it, the "C-Suite". Although Regina is a Certified Safety Professional, she understands that at the end of the day, it's all about the endgame. And what is everyone's endgame? To get business and make a profit.

Very rarely do companies ever see a profit from their safety programs. In fact, failure to prevent safety concerns before they occur is the reason that profits aren't as high as they should be. When injuries occur companies are forced to pay medical expenses, wages and increased insurance premiums. Not to mention, a workplace injury

also causes disruption, production delays, possible damaged goods and sometimes overtime or additional pay for employees that must cover for the injured employee.

If your company takes into consideration that a lack of injuries on the job can lead to more profits then it makes sense your safety program can be considered a profit center, right? After all, there is no business if everyone can't be kept alive.

Safety professionals are the employees that are designated to keep employees safe and keep the workplace injury free. It's easy to see why this wouldn't be considered a position that deserves a seat in the C-Suite with a company's CFO and CEO. However, it's important to give them a seat so that your company can understand that this profession entails so much more than sending employees to OSHA classes and making sure that everyone wears a harness. That being said, not all safety professionals are aware of what it takes to have a seat in the C-Suite.

The ideal safety professional with a seat in the C-Suite is an individual who gets ahead of any safety

concerns before they can occur. After all, the best way to make sure that money isn't spent covering workplace injury expenses is to make sure that they don't happen. In order to prevent these injuries, safety professionals must be able to communicate the process of how to prevent injuries to all employees.

The ideal safety professional must also have compassion. This means that above all else, the most important aspect of workplace safety is keeping everyone alive. Employees will feel that the safety professional is trustworthy and will continue to follow all safety rules because they want to.

In addition to being knowledgeable about safety concerns, a safety professional in the C-Suite must be knowledgeable about the business goals of the company that he or she

works for. Profit margins, the annual report, your company's iceberg ratio and any other goals should all be of interest to a safety professional who wants to be taken seriously by the top decision-makers of a company.

Being a safety professional is not the easiest job in the world. It's a tough job to be the person constantly correcting everyone's mistakes. However, it is necessary to be the person who does just to keep people alive. Why shouldn't they have a seat in the C-Suite? After all, keeping people alive does make good business sense.



Meet the General Contractors

Thursday, January 26, 2017

