

Section

5A

Area Workforce / Training

BALDWIN COUNTY, ALABAMA

Workforce:

- Availability:
 - 125 aircraft parts assemblers available from Goodrich Aerospace Plant consolidation.
 - 300 dislocated, available aircraft wire harness assembly personnel from closure of Packard Hughes Interconnect Facility.
 - Over 854 Aircraft Mechanics and Service Technicians.
 - Over 4,000 employed in aerospace in the labor market area.
 - Over 3,000 employed in electronics/electrical assembly manufacturing.
 - 69,500 underemployed persons in the Mobile MSA.

- Quality:
 - Employer Ratings* of the Workforce: Good to Excellent.
 - ◆ Productivity – 95%
 - ◆ Attitudes – 100%
 - Percentage of Industrial Unionized Workers: less than 5.1%.
 - There are no Metalworking Unions in Baldwin County.

- Wage Costs:

Occupation	Hourly Wages (Baldwin / Mobile Counties)	
	Low	High
Aircraft Body Repairer	\$9.85	\$16.49
Aircraft Maintenance	\$11.93	\$14.93
Aircraft Assembler	\$9.78	\$14.60
Aircraft Mechanics (A & P)	\$10.28	\$17.02
Avionics Technician	\$17.79	\$20.12
Avionics Mechanic	\$10.28	\$17.02
Metal Fabricator / Assembler	\$9.98	\$15.52
Electronics Assembler	\$8.01	\$14.60
Machinist	\$11.65	\$16.84
Welder	\$10.54	\$16.21

*Source: Alabama Wage Survey, 2002 and South Alabama Wage Advantage, ERI Economic Research Institute, Inc., 2002

Area Workforce / Training

BALDWIN COUNTY, ALABAMA

Number of Selected Workers in the Baldwin County Region

Aviation	
Aviation Mechanics and Service Technicians	854
Aircraft Structure, Rigging and Systems	150
Avionics	110
Machinists	1,290
Instrument Control	
Computer Control Programmers and Operators	172
Control Machine Tool Operators Metal and Plastics	92
Precision Metal Workers	1,350
Machine Tool Cutting Setters, Operators and Techs	640
Administrative Workers	28,966

Source: Alabama Department of Industrial Relations, Labor Market Information, 2003, Florida Agency for Workforce Innovation, Office of Workforce Information Services, 2003, Mississippi State Employment Agency, Labor Market Information, 2003

Area Workforce / Training

BALDWIN COUNTY, ALABAMA

Wage Rates of Selected Industries, Mobile MSA

Median Hourly Wages	Mobile MSA Alabama	Boca Raton, FL	Dallas, TX	Hartford, CT	Seattle, WA	Wichita, KS	United States
Aircraft Body Repairer	\$17.87	\$19.41	\$19.97	\$21.42	\$21.73	\$19.08	\$19.68
Aircraft Engine Mechanic	\$18.94	\$19.31	\$19.86	\$21.31	\$21.62	\$18.99	\$20.78
Aircraft Maintenance	\$22.97	\$23.63	\$24.31	\$25.92	\$26.25	\$23.20	\$24.81
Aircraft Mechanic	\$22.02	\$22.10	\$22.75	\$24.33	\$24.65	\$21.72	\$23.89
Aircraft Mechanic for Jet	\$20.21	\$22.29	\$22.96	\$24.55	\$24.87	\$21.91	\$22.10
Aircraft Mechanic for Props	\$18.61	\$20.71	\$21.31	\$22.83	\$23.14	\$20.36	\$20.44
Airplane Inspector	\$24.95	\$21.91	\$22.56	\$24.13	\$24.45	\$21.54	\$26.71
Avionics Mechanic	\$18.01	\$19.66	\$20.22	\$21.69	\$22.00	\$19.33	\$19.82
Avionics Technician	\$18.01	\$19.66	\$20.22	\$21.69	\$22.00	\$19.33	\$19.82
Computer Control Machine Tool Operation, Metal & Plastic	\$12.22	\$14.88	\$11.17	\$16.82	\$15.42	\$19.90	\$13.97
Electrician—Certified	\$22.36	\$22.09	\$22.74	\$24.32	\$24.64	\$21.71	\$24.42
Machinists	\$15.36	\$15.46	\$14.28	\$17.35	\$20.31	\$15.83	\$15.66
Metal Fabricator	\$15.04	\$17.01	\$17.48	\$18.82	\$19.12	\$16.73	\$16.73
Metal Fabricator Assembler	\$13.13	\$14.99	\$15.38	\$16.62	\$16.92	\$14.75	\$14.68
Tool and Die	\$18.44	\$20.09	\$19.36	\$21.37	\$24.28	\$23.93	\$20.54
Welder	\$14.71	\$15.54	\$15.95	\$17.21	\$17.52	\$15.29	\$16.37
Welding Machine Operator	\$13.77	\$15.29	\$15.69	\$16.95	\$17.25	\$15.04	\$15.36
Welding Technician	\$17.48	\$18.32	\$18.84	\$20.24	\$20.55	\$18.02	\$19.25

Source: ERI Economic Research Institute, Inc., Aircraft and Parts Industry (SIC 3720), January 2002
US Bureau of Labor Statistics, Metropolitan Area Occupational Employment and Wages, 2002

Section 5D

Area Workforce / Training

BALDWIN COUNTY, ALABAMA

Workforce Location Advantages

Underemployment	
Baldwin County, AL	12,700
Mobile Area, AL*	69,500

*Includes Mobile, Baldwin, Washington, and Clarke, Alabama Counties
Source: Mobile Area Workforce Report, 2003 and Baldwin County Area Workforce Report, 2001

The Civilian Labor Force in Baldwin County is One of the Fastest Growing in State		
	Baldwin County	Area
1990:	46,355	379,762
2004:	77,420	448,061
Percent Change:	67.01%	17.98%

*Includes Mobile, Baldwin, Washington, Clarke, Escambia County, AL & Escambia County, FL

Unemployment Rate in the Baldwin County Area, 2004		
County	Unemployed	Unemployment Rate
Baldwin, AL	3,973	5.1%
Mobile, AL	12,728	6.4%
Washington, AL	802	15.7%
Clarke, AL	1,084	8.6%
Monroe, AL	829	10.0%
Escambia, AL	1,077	7.1%
Escambia, FL	6,030	4.6%
TOTAL	26,523	5.9%

Source: US Department of Labor, 2005

Persons Willing to Re-enter the Workforce
27,800

Source: PFResources, Mobile Area Workforce Report, 2003 and Pensacola Area Workforce Report, 2000

Area Active Employment Applications on File, April 2005
18,106

Source: Alabama Employment Service, 2005

High School Graduates, 2003	
Baldwin County	Baldwin County Area
1,264	7,231

College Student Population in Baldwin County Area, Spring 2004
43,109

College Graduates in Baldwin County Area, Spring 2003
10,841

Occupational Employment	
Aircraft Mechanic and Service Technician:	584
Assembler and Fabricators:	3,177
Machinists:	1,331
Tool and Die:	101
Welders, Soldering and Brazing Workers:	1,689
Administrator Assistants:	11,217
Computer Specialists:	4,563
Data Entry:	1,405

Source: Alabama Department of Industrial Relations, 2002; Florida Labor Market Statistics, 2002

Displaced Workforce	
Delphi Mechatronics	210 employees
Citation	60 employees
Peavey Electronics	75 employees

Right-to-Work State

Section

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Area Workforce / Training

BALDWIN COUNTY, ALABAMA

City of Bay Minette—50 Mile Radius

Population		1,030,288
Households		454,744
Average Housing Value		\$127,597
Median House Value		\$104,807
Per Capita Income		\$20,683
Median Age		36.70
Black	24.68%	254,275
White	71.37%	735,316

Age		
Age 18+	75.33%	776,116
Age 20-29	13.83%	142,489
Age 21+	70.66%	728,002
Age 30-39	13.48%	138,883
Age 40-49	14.85%	152,998
Age 50-64	16.88%	173,913

Education		
Base		637,945
Some College +1	14.97%	95,504
Associate Degree	6.42%	40,947
Bachelor's Degree	12.47%	79,530
Professional School Degree	1.44%	9,171

Demographics 2004 Labor Force		
Pop 16+: Labor Force		442,293
Pop 16+: Employed		407,921
Unemployment Rate		7.77%

Base Demographics 2004 Population by Industry and Occupation: Employed Civilian Pop 16+: Industry		
Information	1.6%	6,438
Manufacturing	11.1%	45,146
Prof/Scientific/Tech Services	4.8%	19,620
Transportation/Warehousing	4.4%	18,025
Wholesale Trade	3.7%	15,000

Base Demographics 2004 Population by Industry and Occupation: Employed Civilian Pop 16+: Occupation		
Installation/Maintenance/Repair	5.1%	20,748
Management incl Farmers/Farm Mgrs	6.9%	28,252
Office/Administrative Support	13.1%	53,510
Production	7.5%	30,751
Transportation/Material Moving	6.8%	27,621

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Area Workforce / Training

BALDWIN COUNTY, ALABAMA

City of Fairhope—50 Mile Radius

Population		1,044,169
Households		458,682
Average Housing Value		\$132,236
Median House Value		\$108,066
Per Capita Income		\$21,179
Median Age		36.70
Black	24.89%	259,894
White	70.27%	733,737

Age		
Age 18+	75.31%	1,044,169
Age 20-29	13.82%	786,364
Age 21+	70.64%	144,304
Age 30-39	13.45%	737,601
Age 40-49	14.97%	140,441
Age 50-64	16.94%	156,312

Education		
Base		620,996
Some College +1	15.42%	95,766
Associate Degree	6.74%	41,836
Bachelor's Degree	13.33%	82,788
Professional School Degree	1.53%	9,523

Demographics 2004 Labor Force		
Pop 16+: Labor Force		451,951
Pop 16+: Employed		418,253
Pop 16+: Unemployed		33,698
Unemployment Rate		7.46%

Base Demographics 2004 Population by Industry and Occupation: Employed Civilian Pop 16+: Industry		
Information	1.6%	6,671
Manufacturing	11.4%	47,480
Prof/Scientific/Tech Services	4.9%	20,409
Transportation/Warehousing	4.2%	17,517
Wholesale Trade	3.6%	14,956

Base Demographics 2004 Population by Industry and Occupation: Employed Civilian Pop 16+: Occupation		
Installation/Maintenance/Repair	4.9%	20,632
Management incl Farmers/Farm Mgrs	7.1%	29,617
Office/Administrative Support	13.2%	55,223
Production	7.4%	30,810
Transportation/Material Moving	6.4%	26,658

Area Workforce / Training

BALDWIN COUNTY, ALABAMA

City of Foley—50 Mile Radius

Population		1,006,396
Households		455,646
Average Housing Value		\$132,012
Median House Value		\$110,972
Per Capita Income		\$21,453
Median Age		36.89
Black	23.84%	239,925
White	71.21%	716,655

Age		
Age 18+	75.45%	759,326
Age 20-29	13.67%	137,574
Age 21+	70.78%	712,327
Age 30-39	13.47%	135,562
Age 40-49	15.14%	152,368
Age 50-64	16.96%	170,685

Education		
Base		646,147
Some College +1	15.36%	99,230
Associate Degree	6.59%	42,611
Bachelor's Degree	12.87%	83,163
Professional School Degree	1.50%	9,689

Demographics 2004 Labor Force		
Pop 16+: Labor Force		447,166
Pop 16+: Employed		415,630
Pop 16+: Unemployed		31,536
Unemployment Rate		7.05%

Base Demographics 2004 Population by Industry and Occupation: Employed Civilian Pop 16+: Industry		
Information	1.6%	6,802
Manufacturing	9.7%	40,226
Prof/Scientific/Tech Services	4.9%	20,471
Transportation/Warehousing	4.1%	17,206
Wholesale Trade	3.6%	14,797

Base Demographics 2004 Population by Industry and Occupation: Employed Civilian Pop 16+: Occupation		
Installation/Maintenance/Repair	4.8%	19,791
Management incl Farmers/Farm Mgrs	7.0%	29,056
Office/Administrative Support	12.8%	53,015
Production	6.6%	27,341
Transportation/Material Moving	6.1%	25,526

Section

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Area Workforce / Training

BALDWIN COUNTY, ALABAMA

City of Gulf Shores—50 Mile Radius

Population		949,579
Households		367,216
Average Housing Value		\$138,503
Median House Value		\$112,732
Per Capita Income		\$21,722
Median Age		36.95
Black	24.37%	231,412
White	70.70%	671,352

Age		
Age 18+	75.51%	717,027
Age 20-29	13.69%	129,997
Age 21+	71.79%	681,703
Age 30-39	13.34%	126,674
Age 40-49	15.09%	143,291
Age 50-64	17.00%	161,428

Education		
Base		452,083
Some College +1	16.23%	73,385
Associate Degree	7.66%	34,634
Bachelor's Degree	13.80%	62,405
Professional School Degree	1.55%	6,986

Demographics 2004 Labor Force		
Pop 16+: Labor Force		412,426
Pop 16+: Employed		381,631
Pop 16+: Unemployed		30,795
Unemployment Rate		7.47%

Base Demographics 2004 Population by Industry and Occupation: Employed Civilian Pop 16+: Industry		
Information	1.72%	6,550
Manufacturing	9.78%	37,329
Prof/Scientific/Tech Services	5.20%	19,845
Transportation/Warehousing	4.24%	16,165
Wholesale Trade	3.66%	13,979

Base Demographics 2004 Population by Industry and Occupation: Employed Civilian Pop 16+: Occupation		
Installation/Maintenance/Repair	4.81%	18,365
Management incl Farmers/Farm Mgrs	7.28%	27,796
Office/Administrative Support	13.22%	50,450
Production	6.54%	24,944
Transportation/Material Moving	6.20%	23,679

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Area Workforce / Training

BALDWIN COUNTY, ALABAMA

**THE MOBILE COUNTY AREA
WORKFORCE REPORT**

July, 2003

Compiled and Produced by
PFRESOURCES



LOCATION CONSIDERATIONS - BALDWIN COUNTY, ALABAMA

EXECUTIVE SUMMARY

The Pathfinders has employed its experience in workforce assessments for corporate site selection clients and assessments of the civilian workforce in locations where military installations were scheduled for closure to produce this evaluation of the Mobile area workforce. The Pathfinders functions as a site-selection consultant to many of America's largest corporations. Senior human resources executives from among those clients assisted in refining this methodology and report format. Companies making location decisions based upon these surveys have reported that when staffing actually began, the numbers reported proved to be accurate. The information presented in this report has been developed independently of the client, and the client has not influenced the findings. This report represents the objective and professional view of The Pathfinders with regard to workforce availability, cost, skills, and quality that a new employer can expect in the Mobile region.

The findings contained herein include the following observations:

- In addition to the unemployed in the Mobile region, a new employer will be able to attract employees from an additional pool of about 69,500 potentially available workers who have indicated an interest in changing jobs.
- Those workers possess the skills, experience, and education to qualify them for the pay rates at which they would take a new job, and that defines them as underemployed. **For the purposes of this report, the term "underemployed" is used herein when referring to those potentially available workers.**
- The pay rates they specify to take a new job are reasonable when compared to their existing pay rates.
- About 25% of those workers would take a new job for \$10.25 per hour or less. At the upper end, the 25% most qualified and experienced will command more than \$20.78 per hour.
- Roughly 12,500 people, neither employed nor seeking work, might re-enter the workforce for the proper job.

To determine the boundaries of the area to be surveyed, The Pathfinders applied the same reasoning that would be used during a site search for a corporate client considering the area as a location to determine the locations from which workers might be drawn to a new employer. The Mobile survey area (Mobile, Baldwin and portions of Clarke and Washington Counties in Alabama, and Jackson and George Counties in Mississippi) has an estimated total civilian labor force of approximately 354,500 people. The survey area, referred to in this report as the labor shed contains approximately 21,300 unemployed people who are seeking work.

While the unemployed may be considered a potentially good source of employees, the type of quality employer that the labor shed is attempting to attract typically does not rely on the unemployed to staff a new operation. As a consequence, The Pathfinders was retained to quantify the extent to which UNDEREMPLOYMENT exists in the area, as well as to document the cost, skills, experience, and education of that hidden workforce. Published government statistics report wages and employment for the entire workforce of an area, even though most of this workforce has no interest in changing jobs. The report prepared by The Pathfinders, however, includes data only on those people in the area who might change jobs and who would, therefore, be potential candidate workers for a new employer. As opposed to average wages, this report quantifies the number of those workers available for an employer in various wage ranges.

The results of this assessment determined that in addition to the 21,300 unemployed individuals in the labor

individuals who would take a better job if offered by a new or existing employer and who possess the skills, education, and experience to qualify them for a better job. Of these underemployed workers in the labor shed, 21,900 would change jobs for \$10.99 per hour or less, and 50% of them would take a new job for \$14.72 per hour or less.

Additionally, 31% of these underemployed workers have some college experience; 8% have associate degrees; and, another 28% have earned four-year college degrees or higher. As these data relate solely to those individuals in the labor shed who are underemployed, they will vary from data representative of the population as a whole.

The reader, however, should consider that while the number of underemployed workers identified in the area, as well as their skills, experience, education, and costs, is accurate, all of those individuals would not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors could not be considered in the report.

Site searches to identify the optimum location for new facilities have been conducted by The Pathfinders for such clients as AT&T, DuPont, Celanese, 3M Corporation, IMC Global, AIG, Ciba-Geigy, and others of a similar stature. The availability of workers is a critical factor in selecting a location for a new operation, and a workforce analysis has been a key component of the site searches conducted for these corporate clients. The Pathfinders has applied its site-search experience to this assessment of the workforce in the Mobile region. In instances where similar workforce surveys have been conducted for corporate clients in site-selection projects, the accuracy of the findings has been repeatedly verified as those clients located and began staffing new operations.

WORKFORCE REPORT

In this workforce assessment, The Pathfinders conducted telephone interviews with individuals throughout the labor shed. Those individuals were stratified across age (19 - 54 years), gender, household income (up to \$100,000), local telephone exchanges, and zip codes. The purpose of these interviews was to ascertain availability for work with a new employer; to determine desired pay rates; and, to collect information on age, education, commuting patterns, experience, and skills. Sufficient surveys were completed with individuals to produce results for that entire population group which vary by no more than plus or minus 5 percentage points. At that level of variance, the 69,500 people identified as underemployed might actually be as many as 72,975 (plus 5%) or as few as 66,025 (minus 5%). If the survey were repeated 100 times, 95 times out of 100 the results would be the same as those resulting from a survey of the entire population.

The Pathfinders also applied a proprietary process to the analysis of the data to correct for invalid responses. This process considers that to be counted as underemployed, an individual must be currently employed and willing to take another job at a pay rate commensurate with personal skills, education, and experience. Moreover, persons with fifteen or more years with their present employers are not considered to be true candidates for new jobs for the purposes of this study. Those indicating that they would take a new job but also indicating the desire for increased pay that is unreasonable are also not counted in the results. Similarly, an individual who may be truly underemployed but is within a very few years of qualifying for retirement benefits with an existing employer may state a willingness to change jobs but is not considered likely to do so and is, therefore, not included in these results.

Current pay alone is not the qualifying factor for underemployment status in this study. Individuals, for example, making \$6.50 per hour, possessing no high school degree or skills, and being in the workforce for less than one year may consider themselves to be underemployed but are not considered to be so in this report. On the other hand, education, skills, and experience may qualify the person making \$22.00 per hour as truly underemployed.

As a corporate site-selection consultant, The Pathfinders recognizes that the question which most often drives

the search for a new business location is whether the candidate location has the workforce needed. In a poll of its corporate clients, The Pathfinders found that those clients' experiences suggest that less than 10% of the new hires for new operations come from the ranks of the unemployed. Instead, these clients staff a new operation principally with UNDEREMPLOYED people.

The primary source of good employees for employers moving into an area is the category of the underemployed: those individuals who are now working but desire better jobs and who possess the skills, education, and experience to qualify them for those better jobs. In the Mobile region, approximately 69,500 people can be categorized as underemployed. Reported findings about this group of underemployed workers include:

- About 10% of these individuals would change jobs for under \$8.22 per hour;
- 33% would change jobs for less than \$11.48 per hour; and,
- 50% would change for \$14.72 or less

Again, the reader is cautioned that, while the number of underemployed workers identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors are not considered in this report.

AVAILABLE WORKERS

Number of Underemployed Workers	69,500
Number of Unemployed Persons Who are Seeking Work	21,300
Number of Persons who are not Working, but are Contemplating Re-entering	12,500
Total Number of Workers Available for Employers	103,300

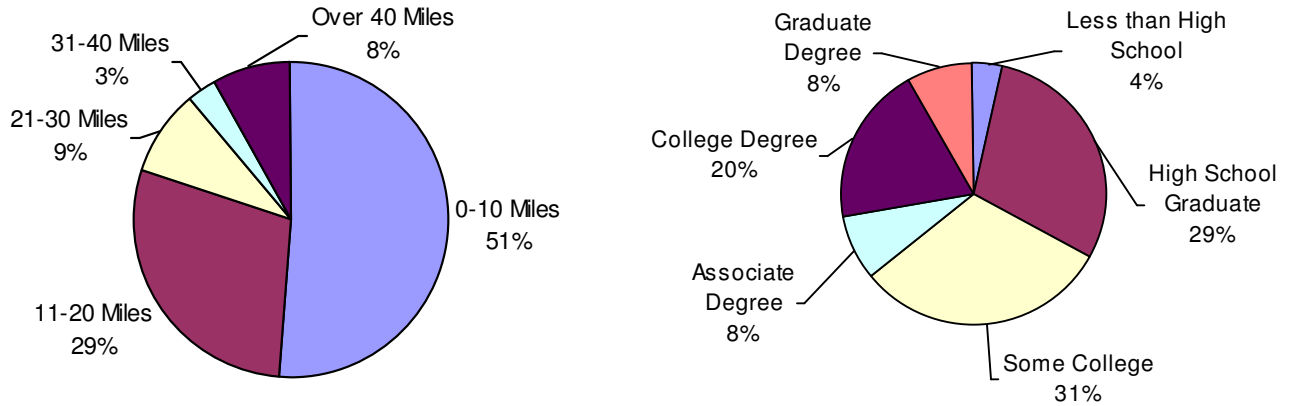
NUMBER OF UNDEREMPLOYED WORKERS AVAILABLE (rounded) AT SPECIFIC HOURLY PAY RATES The Mobile Area Labor Shed, 69,500 Underemployed Workers

\$6.99 or Less	\$7.00 - \$7.99	\$8.00 - \$8.99	\$9.00 - \$9.99
6,000	2,600	4,800	2,000
\$14.00 - \$14.99	\$15.00 - \$15.99	\$16.00 - \$16.99	\$17.00 - \$17.99
4,800	5,600	2,000	1,700
\$18.00 - \$18.99	\$19.00 - \$19.99	\$20.00 - \$24.99	\$25.00 or More
1,700	3,900	7,300	11,200

LOCATION CONSIDERATIONS - BALDWIN COUNTY, ALABAMA

CHARACTERISTICS OF UNDEREMPLOYED WORKERS The Mobile Area Labor Shed

The following charts provide information on the characteristics of the underemployed workers in the labor shed



EXPERIENCE AND SKILLS

The experience and skills categories used in this report are designed to provide accurate workforce data for employers which fall into one or more of the following four broad groups:

- manufacturing, assembly, fabrication or other industrial operations;
- office, data processing, call centers, or other operations which might be white collar. In nature;
- distribution or transportation operations; and,
- operations related to sales or customer service and other public interface.

The experience and skills categories are purposefully similar in order to present the most accurate worker availability for operations in one of those four groups.

An employee in the front office of a manufacturing operation will be considered to have manufacturing experience but may only have office skills. Someone with industrial experience may not have industrial machines skills, but could have materials handling skills if they work in shipping or receiving, “sales” and “customer service” experience cross many other experience and skills categories and ideally would be possessed by anyone with customer contact to any degree.

The similarities between the skills and experience categories are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations. Additionally, what may appear to some observers as redundancy is, in reality, a proven mechanism to cross-check the validity of responses and to identify the degree to which workplace and professional competencies are truly transferable to new positions and employers.

LOCATION CONSIDERATIONS - BALDWIN COUNTY, ALABAMA

EMPLOYMENT EXPERIENCE OF UNDEREMPLOYED WORKERS The Mobile Area Labor Shed

Experience	Number of Persons	Percentage
Office/Data/Word Processing	44,500	64%
Warehouse/Distribution/Transportation	34,800	50%
Manufacturing/Assembly	27,800	40%
Industrial Operations	23,600	34%
Call Center	18,800	27%
Government/Education	22,900	33%
Sales	44,500	64%
Customer Service	43,800	63%

EMPLOYMENT SKILLS OF UNDEREMPLOYED WORKERS The Mobile Area Labor Shed

Experience	Number of Persons	Percentage
Office/Data/Word Processing	42,400	61%
Warehouse/Materials Handling	33,400	48%
Manufacturing/Assembly/Fabrication	27,800	40%
Machining/Welding/Other Industrial Machines	22,900	33%
Telecommunications	28,500	41%
Technician/Quality Assurance	27,100	39%
Maintenance	29,900	43%
Electrical/Engineering	16,700	24%

LOCATION CONSIDERATIONS - BALDWIN COUNTY, ALABAMA

EMPLOYERS' VIEWS OF THE MOBILE AREA TOTAL WORKFORCE

In developing a profile of existing workers in the Mobile region, The Pathfinders considered such factors as labor availability, productivity, unionization, attitudes, costs, and education. The analysis was based upon interviews conducted with senior management and human resources professionals from companies located in the labor shed. Each of these companies operated in the industrial, commercial, or service sectors. The interview sampling was sufficiently large to make valid workforce judgments. Employers interviewed were asked to provide subjective views of their workers, in addition to objective and quantitative measurements of labor productivity, availability, attitudes, and costs. Employers with operations in other regions of the United States were asked to compare their experiences in those other areas with their experiences in the Mobile region.

The Mobile area workforce received good marks for productivity. Many of the companies interviewed stated that their local operations compared favorably with operations in other locations in terms of profitability and production, indicative not only of good management but also of a productive workforce. Based upon the experience of The Pathfinders in evaluating labor forces in numerous locations, a definite correlation between productivity, absentee rates, tardiness rates, and turnover appears to exist. That correlation goes beyond the fact that an absent worker is obviously unproductive. Rather, those factors are indicative of an employee's attitude toward the job. The companies interviewed in the Mobile region judged absenteeism to be moderate. Most of the companies reported turnover to be low to moderate. Most stated that substance abuse incidence is very low.

PERCENT OF EMPLOYERS RATING THE MOBILE AREA TOTAL WORKFORCE

Category	Excellent	Good	Fair	Poor
Reading/Writing Competency	19%	57%	19%	5%
Calculations Competency	19%	38%	43%	0%
Availability of Skilled Workers	50%	30%	7%	13%
Availability of Unskilled Workers	44%	44%	12%	0%
Availability of Technical Workers	13%	69%	18%	0%
Availability of Professional Workers	19%	69%	7%	5%
Worker Productivity	32%	63%	5%	0%
Worker Reliability and Attitudes	25%	75%	0%	0%

LOCATION CONSIDERATIONS - BALDWIN COUNTY, ALABAMA

COMPARISONS OF EMPLOYERS RATINGS TOTAL WORKFORCE The Mobile Area Labor Shed / Locations Previously Surveyed

In the course of workforce surveys, local employers are asked to rate their workers on a number of factors. Those factors include: worker productivity; worker reliability and attitudes; reading/writing competency; calculations competency; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers are asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”.

CALCULATIONS COMPETENCY

Excellent		Good		Fair		Poor	
Highest	50%	Highest	75%	Highest	68%	Highest	30%
Labor Shed	19%	Labor Shed	38%	Labor Shed	43%	Labor Shed	0%
Median	8%	Median	45%	Median	40%	Median	13%

WORKER PRODUCTIVITY

Excellent		Good		Fair		Poor	
Highest	57%	Highest	86%	Highest	46%	Highest	13%
Labor Shed	32%	Labor Shed	63%	Labor Shed	5%	Labor Shed	0%
Median	19%	Median	59%	Median	19%	Median	5%

WORKER RELIABILITY AND ATTITUDES

Excellent		Good		Fair		Poor	
Highest	54%	Highest	83%	Highest	43%	Highest	17%
Labor Shed	25%	Labor Shed	75%	Labor Shed	7%	Labor Shed	5%0
Median	18%	Median	55%	Median	36%	Median	23%6

AVAILABLE OF SKILLED WORKERS

Excellent		Good		Fair		Poor	
Highest	26	Highest	70	Highest	63%	Highest	37%
Labor Shed	50	Labor Shed	30	Labor Shed	7%	Labor Shed	13%
Median	7	Median	42	Median	36%	Median	21%

AVAILABILITY OF PROFESSIONAL WORKERS

Excellent		Good		Fair		Poor	
Highest	31%	Highest	75%	Highest	69%	Highest	46%
Labor Shed	19%	Labor Shed	69%	Labor Shed	7%	Labor Shed	5%
Median	7%	Median	37%	Median	36%	Median	23%

AVAILABILITY OF UNSKILLED WORKERS

Excellent		Good		Fair		Poor	
Highest	58%	Highest	85%	Highest	55%	Highest	21%
Labor Shed	44%	Labor Shed	44%	Labor Shed	12%	Labor Shed	0%
Median	22%	Median	50%	Median	21%	Median	8%

READING/WRITING COMPETENCY

Excellent		Good		Fair		Poor	
Highest	40%	Highest	81%	Highest	70%	Highest	31%
Labor Shed	19%	Labor Shed	57%	Labor Shed	19%	Labor Shed	5%
Median	9%	Median	54%	Median	32%	Median	8%

AVAILABILITY OF TECHNICAL WORKERS

Excellent		Good		Fair		Poor	
Highest	36%	Highest	79%	Highest	78%	Highest	58%
Labor Shed	13%	Labor Shed	69%	Labor Shed	18%	Labor Shed	0%
Median	7%	Median	28%	Median	48%	Median	22%

Area Workforce / Training**BALDWIN COUNTY, ALABAMA****Alabama Industrial Development Training (AIDT)**

AIDT provides on the spot training even before a company has a place to provide on-the-job training. Instruction can be conducted in the plant, at one of AIDT's three training centers located strategically throughout the state, at leased facilities or in one of AIDT's mobile training units that can be trucked to the plant site. Any of these locations including the mobile units can be customized with the equipment and training materials needed to meet the company's needs for classroom and hands-on training. These services are provided at no charge if certain criteria for starting wages and number of jobs created are met. AIDT has successfully recruited and trained workforces for: Pemco Aeroplex, Inc., Sikorsky Support Services, MAE, Boeing and Goodrich.

AIDT has designed and delivered training in various skills, including:

Basic Manufacturing Skills

- Blueprint Reading
- Shop Math
- Geometric Tolerancing
- Precision Measurement
- Plant Safety
- Fork Truck Operations

Machine Shop Skills

- Conventional Machining
- CNC Programming and Operation

Distributive Systems

- Control Room Operations
- Laboratory Procedures

Fabrication and Assembly

- Aerospace Parts and MRO
- Circuit Board Production

- Electronic Components
- Electric Motors
- Metal Stamping

Industrial Maintenance

- Hydraulic, Pneumatic, Electrical, Mechanical Troubleshooting
- Programmable Logic Controllers

Management Training

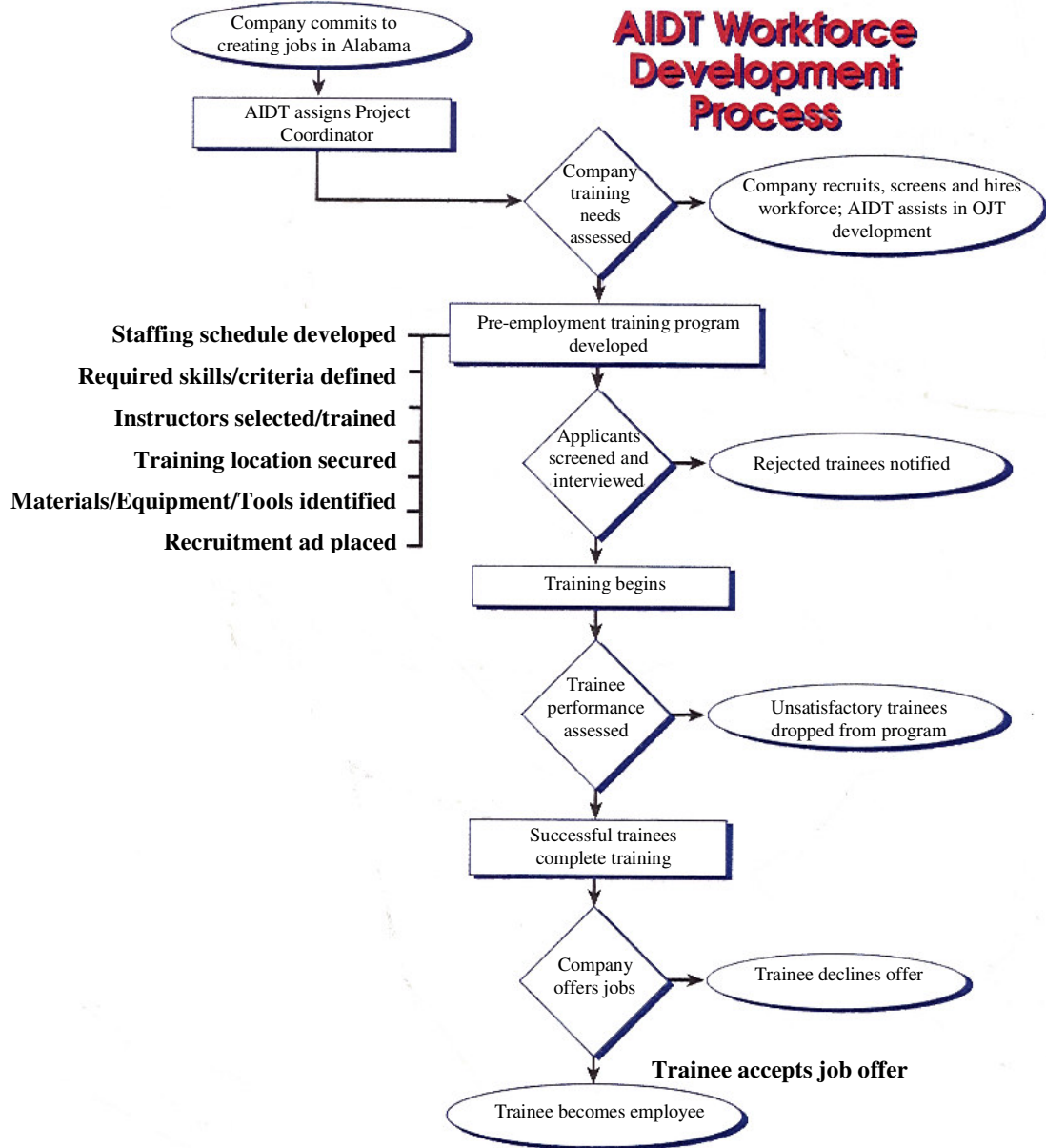
AIDT's comprehensive array of quality, leadership and team building seminars complement our technical skills training. Supervisors and managers discover tools to improve their basic human relations and leadership skills.

We also offer training in ISO 9000 implementation and internal auditing. These seminars are available through a variety of delivery systems that can be designed to fit your needs and your schedule. Trainers throughout the Alabama College System are certified by AIDT personnel to conduct management training as well as ISO 9000 internal auditing training.

AIDT assumes all reasonable costs of program development, instructors, equipment, consumable supplies, and training aids as manuals, workbooks, videotapes, and films. AIDT provides a complete and effective pre-employment program. The above commitment is contingent upon a company starting wage of \$7.00 per hour.

For companies paying less than \$7.00 per hour, AIDT may sponsor a limited on-the-job training program that provides reimbursement to the company for the hourly wages paid to company instructor personnel. Instructor reimbursement provides one instructor for each group of ten trainees. No other support would be provided.

LOCATION CONSIDERATIONS - BALDWIN COUNTY, ALABAMA



Area Workforce / Training**BALDWIN COUNTY, ALABAMA****Workforce Investment Act (WIA)**

The following training programs for the benefit of the private sector (and, in some cases for the public sector) have been approved by the Alabama Workforce Investment Board:

- On-the-Job Training
- Incumbent Worker Training, and
- Customized Training

On-the-Job Training (OJT)

The goal of the OJT program is to place participants in occupations that will enhance their prospects for long-term employment and will ultimately permit them to become self-sufficient. OJT is designed to provide training to individuals who are unskilled or lack adequate job skills and is consistent with their career choice. It can be administered on an individual or group basis and specific to an employer's needs. OJT should be in high demand/high wage occupations which include those for which an employer has expressed a commitment to hire. OJT participants must be paid at the same wage as other entry-level employees in the same occupation. The minimum wage for OJT participants is \$7.00 per hour.

OJT may be used to upgrade current employee's skills (see Customized Training information below) or to provide an opportunity for training to individuals seeking employment in occupations requiring state licensure.

OJT is free to employers and trainees. Training participants must meet WIA eligibility criteria (see Trainee Eligibility below). Employers must be established businesses with workers compensation insurance. Participating employers receive a 50% monthly reimbursement on the trainees' wages. All paperwork is prepared by the CareerLink Job Developer.

OJT Trainee Eligibility

In order to meet WIA eligibility requirements for OJT, potential trainees must be identified as economically disadvantaged or as dislocated workers. To determine whether an individual is economically disadvantaged, an individual must provide proof of household income for the 26 weeks (6 months) prior to registration with WIA. Household income cannot exceed established amounts by WIA. A dislocated worker is defined as being unemployed due to a plant/business closure, lay off or downsizing. These individuals are eligible for WIA training services regardless of previous income levels.

Incumbent Worker Training

The Incumbent Worker Training Program is designed to benefit businesses and industries by assisting in the skills development of existing workers and thus increasing employee productivity and encouraging the permanency and growth of the State's companies.

LOCATION CONSIDERATIONS - BALDWIN COUNTY, ALABAMA

Customized Training

Customized Training is specialized training designed to meet the needs of employers and employees and could be delivered through a variety of training methods such as OJT, Individual Training Accounts, Classroom Training, or other means appropriate to the employer. Customized Training may be used either for new hires or for current employees requiring advanced skills training. Either the employer or another training agency may conduct training. All trainees, whether new hires or employed workers, must be determined to be in need of training services and must meet WIA eligibility criteria. The process for Customized Training is very similar to OJT; however, reimbursement is provided for only participants completing the training.

For further information on any of the above training programs, please contact:

Kathleen Shumate
P.O. Box 1847
Foley, AL 36536-1847
(251) 943-2327

Area Workforce / Training**BALDWIN COUNTY, ALABAMA****Bishop State Community College**

Bishop State Community College is a technical school with three campuses in Mobile County that teaches students the skills that today's businesses need. They currently offer a machining certificate and an AAS Degree for Manufacturing Technology - Machining Track.

MANUFACTURING TECHNOLOGY (Machining Certificate)**Technical Core:**

- Basic Machining Technology
- Intermediate Machine Technology
- Lathe Set-up and Operations
- Introduction to CNC
- Basic CNC Turning
- Basic Blueprinting Reading
- Advance Machining Technology
- Advance CNC Turning

General Education:

- Applied Writing
- Mathematical Applications
- Oral Communications

**MANUFACTURING TECHNOLOGY - MACHINING TRACK
AAS DEGREE COURSE REQUIREMENTS****Technical Core:**

- Basic Machining Technology
- Intermediate Technology
- Lathe Set-Up & Operations
- Milling Machine Operations
- Basic CNC Turning
- Basic Blueprint Reading for Machinists
- Advance Blueprinting Reading
- Advance Machine Technology
- Advance CNC Turning
- Microcomputer Systems & Applications
- Industrial Maintenance, Metal Welding & Cutting
- Introduction to Occupational Safety

General Education:

- English Composition
- Technical Writing
- Oral Communications
- Intermediate College Algebra
- Technical Mathematics
- Introduction to Physics
- Social Sciences Elective

Area Workforce / Training**BALDWIN COUNTY, ALABAMA****Faulkner State Community College**

Founded in 1963, Faulkner State Community College is a two-year college accredited by the Southern Association of Colleges and Schools with a total enrollment of more than 4,000 students. The College has three campuses in the county: Bay Minette; Fairhope; and, Gulf Shores. The College offers more than 25 university parallel programs, 10 Associate of Arts, 20 Associate of Science, and 10 Associate of Applied Science programs. Faulkner also offers many diverse adult education courses and is a strong partner in the Baldwin County Training Consortium providing special customized training for business and industry.

Certificates and Degrees Offered

Faulkner State Community College awards the Associate in Arts Degree, the Associate in Science Degree, the Associate in Applied Science Degree, and Certificates.

Associate of Arts

An Associate of Arts Degree is a program of study in preparation for advanced studies to receive a Bachelor's degree. This degree is awarded to students completing University Parallel Programs and the General Studies Program

Associate of Science

An Associate of Science Degree is a program of study in preparation for advanced studies to receive a Bachelor's degree and includes pre-professional programs. This degree is designed for those students who plan to transfer to a four-year institution and pursue a program of study requiring specialization on the freshman and sophomore level.

Associate of Applied Science or Certificate

An Associate in Applied Science Degree or Certificate is awarded to students who satisfy the requirements of a specific occupational/vocational/technical program outlined in this catalog.

Area Workforce / Training**BALDWIN COUNTY, ALABAMA****Enterprise-Ozark Community College - A&P Degrees****Airframe and Power Plant Programs**

Enterprise-Ozark Community College is a comprehensive aviation maintenance program. Located in Mobile, the campus can train over 300 students and offers an Associate Degree in A&P Mechanics and a certificate program. The College's airframe and power plant programs are approved by the Federal Aviation Administration (FAA) and meet national industry standards.

General Aviation Technology (GAT)**Short certificate**

This short certificate program is designed to enable experienced aviation maintenance personnel to develop the knowledge and skills to prepare for the Federal Aviation Administration (FAA) examination leading to airframe and/or power plant certificates. Admission is conditional and depends on the student's ability to perform the essential functions identified for this program. Reasonable accommodations are considered.

Airframe Technology Program

The Airframe Technology program is designed to prepare students with the knowledge and skills needed to take the Federal Aviation Administration (FAA) written, oral, and practical examinations required for certification as an aviation maintenance technician with an airframe endorsement. FAA certification is normally required to begin a career as an aviation maintenance technician.

Powerplant Technology Program

The Powerplant Technology program is designed to prepare students with the knowledge and skills needed to take the Federal Aviation Administration (FAA) written, oral, and practical examinations required for certification as an aviation maintenance technician with an aviation maintenance endorsement. FAA certification is normally required to begin a career as an aviation maintenance technician.



Area Workforce / Training**BALDWIN COUNTY, ALABAMA****Daphne High School Aviation Academy**

Baldwin County Public Schools
2600 A North Hand Avenue
Bay Minette, Alabama 36507

FOR IMMEDIATE RELEASE

Contact: Randy Davis
Phone: 251-937-0324
Fax: 251-937-0223

“A New Aviation Program is Re-Building Higher Education from the Ground Up”

In the beginning, there was simple flight. Well, it really wasn't that simple. One hundred years after pioneering aviators Wilbur and Orville Wright made their benchmark glide skyward at Kill Devil Hills, near North Carolina's Kitty Hawk village, another kind of aviation history is transpiring closer to home.

Its story, which began as both a brainstorm and question in the mind of Daphne High School Assistant Principal Mike Lucci, gathered momentum as the drama unfolded the pale wing of a small engine plane, a newfangled mission fueling higher education, mutual vision and a little thing called happenstance.

The answer came about a year ago, when a cooperative partnership between the Baldwin County Board of Education, Enterprise Ozark Community College and its sister site at Mobile Aviation Center, to spearhead the school system's latest hands on learning academy, was struck.

"I was motivated to start work on this project when I realized that a prime state of the art FAA certified (Federal Aviation Administration)

aviation maintenance instructional site was located 15 minutes from the DHS campus," says Lucci. "And that there was a significant local workforce need for licensed aviation maintenance personnel."

The program officially thrust into motion two weeks ago, when EOCC President Stafford L. Thompson and BCBE Superintendent Faron Hollinger, penned the articulation agreement allowing specialized FAA Airframe and Powerplant maintenance technician instruction and certification at the high school level.

With only a handful of predecessors dotting the North, the Aviation Maintenance Technician program is relatively new educational territory for the South. Slated to break ground next fall, recruitment for the first class will commence sometime after winter holidays, and students currently attending Baldwin County public high schools are encouraged to apply.

Criteria for selection, says Lucci, are based on guidelines that correlate with FAA reliability standards. "Many bright, energetic Baldwin county high graduates who don't plan to go to

LOCATION CONSIDERATIONS - BALDWIN COUNTY, ALABAMA

college and wish to stay in the community end up leaving to find better career opportunities," he says. "This project hopefully will prepare local youth to become involved locally in professional and lucrative career. This is a particularly good program for students who are hands on learners. "The two year program," according to Larrie Zimmer, director of the Aviation Center, "is structured to meet FAA standards. Students enjoy the balance between classroom and labs, with a lot of practical applications in the shops. It also includes the general education courses required to earn an Associate in Applied Science degree."

In order to determine a standard for reliability, students are required to attend a fundamentals course taught by an FAA approved instructor at Daphne High. All subsequent education and training in Airframe and Powerplant technology will take place at the Aviation Center's cutting edge facility.

Classes are scheduled at the Aviation Center during the morning block. As they progress through the course of study, students gain a comprehensive basic knowledge of Airframe, which involves the overall structure, such as body repair, hydraulics and flight controls. On the other hand, Powerplant deals solely with engines, either turbine or reciprocating.

In school scholarship and employment opportunities are available to eligible students. Successful graduates will be qualified for maintenance positions with airlines, repair stations, aerospace manufacturers, air cargo carriers or general aviation.

Within Mobile and Baldwin counties alone, employment opportunities are flourishing. Air Inc, B.F. Goodrich Aerospace, Mobile Aerospace Engineering, Teledyne Flight Services and Mobile Regional Airport, are among the companies actively recruiting newly certified technicians. Entry level maintenance technicians average \$30 36,000 annually.

For more information, contact Mike Lucci @ mlucci@bcbe.org or 251-626-8787, ext. 25 or 251-990-8654; Larrie Zimmer can be reached at the Aviation Center @ 251-438-2816.

Area Workforce / Training**BALDWIN COUNTY, ALABAMA****Pre-Engineering Lab - Fairhope High School**

The Baldwin County School System implemented a Pre-Engineering program at Fairhope High School in the fall of 2001. This was the first high school pre-engineering program offered in the state of Alabama. Science instructor, Danny Coleman, is teaching the course. Mr. Coleman trained at Amatrol in Jeffersonville, Indiana. During the first year of the program, four classes of students were enrolled. First year training components include; Robotics and Computer Programming, Design Processes 1, Electrical Systems 1, Fluid Systems 1, Quality Assurance 1, Manufacturing Processes 1, and Computer Control Technology. Students were also involved in job-shadowing opportunities. An advisory committee was formed to guide implementation of the program.

In January of 2002, school officials received word that the model pre-engineering grant submitted in the fall of 2001 had been funded. This was one of two grants awarded in the state. This grant was in the amount of \$125,000 and will allow the school system to add year 2 and 3 training components to Fairhope High School, as well as, enhancing the technology programs in two middle schools that feed into Fairhope High School. Year 2 and 3 components include; Thermal Systems, Mechanical Drives, Fluid Systems, Structural Systems, and students will continue job shadowing and will also participate in internship programs. As the recipient of this grant, the program now serves as a "model" program for the state of Alabama.

Since receiving the grant, school officials have traveled to professional conferences to make presentations on the program. They also traveled to Jeffersonville, Indiana, prior to phase 2 implementation. Additional plans include making the program available in the evenings for adult training. The school system has an articulation agreement with Bishop State Community College in Mobile.

