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# Project: Team Organization:

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- Objective
- Outcome
- Barriers
- Transformation
- Sustainability
- Lessons learned
- Recommendations





## Lessons Learned in the Antelope Valley - 3.1

- Although relatively satisfied with current employees, high-tech, innovative companies are experiencing frustrations regarding the quality of new hires and are concerned about trends that may affect future employees.
- Even among employees with advanced degrees, the problem areas are predominantly in the areas of Basic Skills: communication, math and science and Soft Skills: problem solving, teamwork, reliability and work ethic.
- Some of the greatest skill gaps pertain to personal abilities and character attributes such as integrity, common sense and reliability, which are not “subjects” taught in school. We may be seeing the beginning of a generational disconnect that will require a proactive response to avert.
- Developing solutions to meet workforce challenges requires collaboration and follow-up from various types of entities which share a common goal. In the Antelope Valley, this group includes educational stakeholders such as Antelope Valley College, employment development agencies such as EDD and WorkSource Centers, the Cities of Lancaster and Palmdale Economic Development and organizations such as GAVEA and the Antelope Valley Board of Trade.





## Lessons Learned in the Antelope Valley, continued



- Company leaders are deluged with requests for survey participation. Out of 91 companies contacted with consistent follow-up, only 22% percent responded. Some expressed concerns about confidentiality. Some promised to complete the survey but did not do so. Others expressed no interest in participating.
- Success of future projects could be increased by involving both the owner or top level management and the human resources professional from the very beginning. It is also important to make it very clear what is in it for them.
- Those companies that did participate for the most part did so wholeheartedly and gave great detail. They demonstrated an obvious commitment to sharing the challenges they face.
- To make the survey process a benefit to the community, we need to have a follow-up vehicle where we can share the survey results with the participants in a way that will support them in a meaningful way. The survey results should help them with employee recruitment and retention, as well as encouraging and strengthening dynamic partnerships with educational resources.

