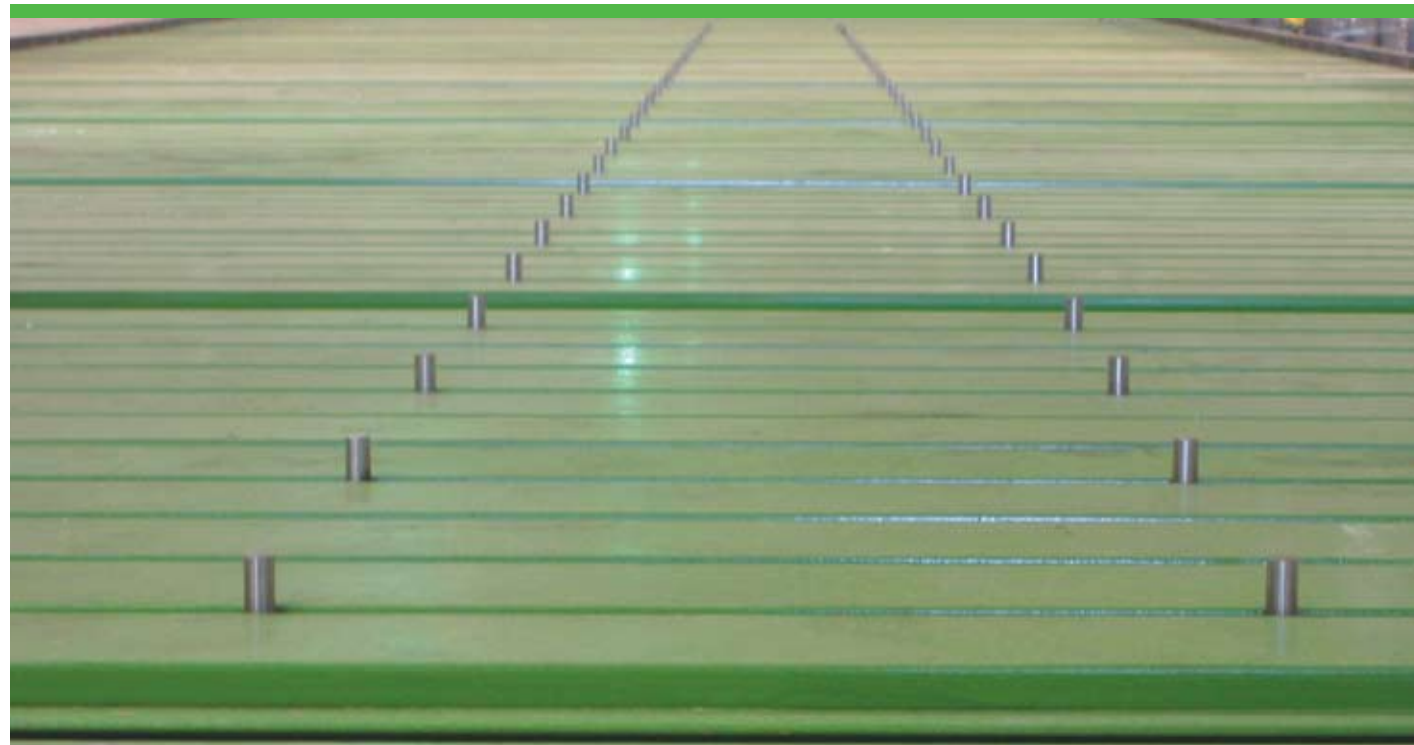


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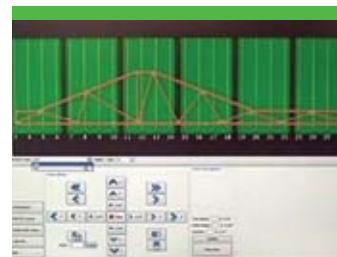
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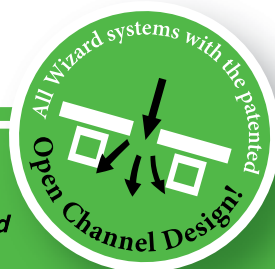
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Editor's Message

Handy (and Free!) Hiring Tool

by Joe Hikel

Hiring again? Don't forget
about wfd.sbcindustry.com.

One day just before Christmas I had a couple extra minutes, the perfect opportunity to catch up on SBC Industry News Top Headlines. One of the headlines read: **SBCA's Workforce Development Website Is Here to Help**. It jumped off my screen! Our management team had just been talking about the need to look at workloads and determine positions we may need to hire for in 2011. It's been so long since we had to even consider hiring—I admit I'd forgotten all about SBCA's Workforce Development website: wfd.sbcindustry.com.

I went to the site and clicked around. I was really impressed at what I saw. Think Monster.com specifically for the component industry. SBCA members can post open jobs for free. There's even a list of job descriptions—from office staff to the shop—that make posting new positions a breeze. It's also useful for job seekers; they can search available jobs and/or post a résumé for free.

After Christmas, my company started making plans to hire. Consideration #1: All signs point to a slow, incremental recovery in the housing market. Consideration #2: History tells us we go through a winter slowdown (we've been the lucky recipients of some brutal winter weather), coming out of it mid-March to early-April. Even though we were on the slow side in January and February, we wanted to avoid laying anyone off because we will probably need them in a few short weeks. We decided to manage the excess staff with temporary hour reductions for everyone. Based on this combination of facts, our plan is to hire about 25 staff in a slow, managed way from now through May.

There's no magic formula for when or how many people to hire, especially in times like these. It's one of those business decisions you make with all the knowledge you can possibly gather about the market. Get a read from your biggest accounts. Get up close and personal with the order log. Communicate regularly with the sales department. Track building permits and other construction indicators. And finally, get your ducks in a row so you're ready to jump when you decide “now” is the right time. Poke around the Workforce Development website to see how you can take advantage of the free service. Rediscovering it gives me one more tool in my back pocket to use when we've got more work.

The moral of the story (one of them at least) is you never know what resources are out there if you don't take the time to look. And in the case of wfd.sbcindustry.com, it's a valuable service that doesn't cost you a thing. Our busy schedules have us running in so many directions. We miss things that could really help us improve, be more efficient or get more business in the door. I'm guilty of it too. So I push myself to set aside 15 minutes every week to look at SBCA's resources, read Industry News Headlines and catch up on other email. Think about doing the same. It'll only cost you 15 minutes. Who knows what you'll find. **SBC**

SBC Magazine encourages the participation of its readers in developing content for future issues. Do you have an article idea for a future issue or a topic that you would like to see covered? Email your thoughts and ideas to editor@sbcmag.info.

at a glance

- ☐ SBCA members can use wfd.sbcindustry.com to post jobs and review résumés—free!
- ☐ Devote 15 minutes every week to look at SBCA's resources, read Industry News Headlines and catch up on email.



Reduce Risk by Creating a Safety Zone on the Jobsite

On any jobsite, off-loading trusses poses potential risks and safety issues. To protect everyone on the jobsite and reduce risk, component manufacturers can create a “zone of safety” with SBCA’s Safety Zone program. Developed in collaboration with the California Chapter (CalSBCA) in response to a delivery situation that needed an industry best practices solution, the Safety Zone program offers an industry-specific approach to designating the area needed for off-loading trusses and documenting safe delivery.

The program includes a laminated Guide for Creating a Work Safety Zone that outlines procedures for various types of delivery (roll-off, boom/crane or fork-lift). Based on the type of delivery, the driver arranges up to five of the included 22"x26" Safety Zone Signs on the jobsite to clearly mark the area needed to safely off-load the components. The driver reviews a Delivery/Off-load Inspection Report checklist that includes important safety steps. The material is then off-loaded and the driver completes the report along with taking photos of the delivered components.

“I think the concept is great; the application as we use it works very well and we have had positive remarks about the use of the unloading zone signs,” said Gary Sartor, Owner/President of Stone Truss Company in Oceanside, CA, and CalSBCA President. “The Safety Zone program is a proactive approach to avoiding serious injury or death, and we continue to use it on a daily basis.”

For more information or to order the Safety Zone program, visit sbcindustry.com/safetyzone. **SBC**

Oops! Correction

We inadvertently omitted data from the tables on pages 18-19 of the January/February issue. We’ve updated the tables in the electronic version of the issue, located on our website at sbcmag.info/1101sbcri.pdf.

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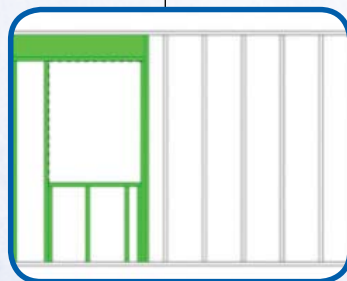
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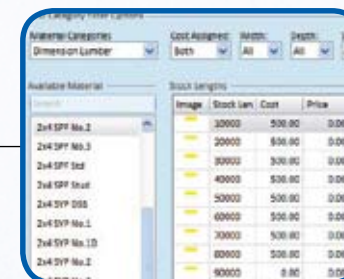
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