

# In Like a Lion, Out Like a Lamb!

A WISER, SAFER CHOICE!

## NORTHSTAR ELECTRICAL SERVICES

PENNSYLVANIA \* NEW JERSEY \* DELAWARE

### The Skilled Trades Dilemma

For the past several years, the hardest sector of the workforce for employers to staff with skilled talent hasn't been registered nurses or web developers – it's been the skilled trades: welders, electricians, etc.

Labor in the skilled trades has been on the decline and it is expected to get worse in the coming years. In 2016 it was estimated that a half-million more jobs were available than people trained to fill them with skills in trades from construction to manufacturing. That number is expected to rise to two million in the coming decade. Skilled trade vacancies have been the hardest to fill for six consecutive years.

There are a variety of factors that have precipitated this problem. One is that there is a heavy proportion of older

workers in the trades. In 2012 it was estimated that about 53% of skilled trade workers were 45 or older. Meanwhile national average for the overall labor force was 44% of workers being over the age of 45. Baby boomers are approaching retirement age as it is, then on top of that skilled labor is known to be more strenuous on the body causing employees to not work as long in the field.

Another, possibly more profound factor, is that there was also a shift in American high schools on preparing students for a four-year college rather than vocational school. In the 1950s a new philosophy emerged – that students should follow separate educational tracks. College-bound students would take classes such as Latin, creative writing, science, etc. and receive no vocational training. Students seen as “not headed for college” would take basic courses along with vocational training. From the view of parents & educators, this separation was something not determined by ability, but by socio-economic status and race. This led the once respectable and mainstream educational path to become viewed as remedial and restricting. The backlash did not bring back more vocational education, but rather shifted the focus to pre-



paring all students for college.

All of this has led to a gap in skills that employers expect and that prospective employees have. These jobs are accessible with a two-year degree or apprenticeship and pay well above average. They often pay higher than what is associated with many college degrees.

Trade jobs are expected to grow in the coming years. As we move forward it is important for everyone to know the values and job security that a career in the trades entails.

Sources:

[Forbes](#)

[Manhattan Institute](#)

[Forbes](#)



### Turn Your Snow Into a Treat!

As promised, here is something fun to do when you have real snow! We HIGHLY discourage using this recipe with last month's recipe for fake snow!

I know, it may sound strange or even possibly gross but it's actually really good! Also a lot of fun and something different to try. The ingredients are very simple, what do you have to lose?

Without further ado, let's make some ice cream, or rather snow cream! This is a simple recipe that requires only four ingredients, a bowl and a spoon!

**Ingredients:**

-1 gallon of snow

-1 cup of white sugar

-1 tablespoon vanilla extract

-2 cups milk

**Directions:**

- 1) When it starts to snow, place a large clean bowl outside to collect the flakes. If there is a lot of snow, you could also carefully try to scrape from the top if you forget to put the bowl out while the flakes are falling!
- 2) When full, stir in sugar and vanilla to taste
- 3) Stir in just enough milk for desired consistency
- 4) Eat immediately! The snow won't stay cold for too long inside.

We are told that you can freeze any leftovers, but we haven't had any to test that theory on!

**Variations:**

-Some recipes say to use sweetened condensed milk in place of the regular milk.



-Vanilla not your style? Add some flavoring! To make it chocolate, add 1/4 unsweetened cocoa powder, 1 tsp instant coffee, and replace the white sugar with 1 cup of confectioner's sugar

-Make your own variations! Have fun with it! Try maybe a little maple syrup or some chocolate chips. The sky is the limit—because the key ingredient is falling from it!



## FREE DINNER

**Respond to this email** and we will enter you in our drawing for a \$50 gift card to your choice of restaurants or other gift card choice\*. Good luck!

**Congratulations to February's Winner:**

**Danielle Comicz**

**Integra Service Group**

Respond by March 15th to be entered.

\* PF Chang's, Maggiano's, Chili's, Cheesecake Factory, The Capital Grille, Legal Seafood, Season's 52, California Pizza Kitchen, Ruth Chris's Steakhouse, Flemings Prime Steakhouse, Home Depot, Barnes & Noble, Nike, Zappos.

## Don't forget these dates!

3/2-Employee Appreciation Day: buy yourself a cupcake!

3/11—Daylight Savings: wind those clocks forward!

3/17—Saint Patrick's Day: go get a Shamrock Shake ;)

3/20—First Day of Spring: get outside!

3/22-World Water Day: Chug some H2O!

