

### **Distinctive Firm Uses Distinctive Manpower Resource**

David Cartwright is responsible for all things manpower. Not only is the TDIndustries Senior Production Manager in charge of finding employees in the Dallas/Fort Worth Market, but also in assisting the different branches that TDIndustries has throughout Texas and in Phoenix, Arizona. It's a big job, especially when you consider the mechanical firm's demand for quality people.

Recently named to the Forbes 100, TDIndustries' revenue topped out at \$305 million in 2007. The firm has worked on high profile jobs, including the Dallas Cowboys and Phoenix Cardinals stadiums. High tech industrial clients, such as Motorola, Texas Instruments and Samsung are also on the TDIndustries' client roster. Divisions of TDIndustries include HVAC, Plumbing and Electrical Service, Facilities, Restaurant, Multi-Family, H.I.T. (Healthcare, Industrial, Technology), Special Projects and Major Projects.

TDIndustries employees – who are better known within the employee-owned firm's ranks as "TDPartners" – bring only the top skills and work ethic to the job. Once there, TDPartners are catered to with frequent educational and motivational opportunities and are able to say they work for one of Fortune's Best Companies to Work For.

Skilled workers with experience in sheet metal, pipe fitting and plumbing are the pros most frequently brought on at TDIndustries, which prides itself on a thorough pre-fabrication process. Cartwright looks for experienced retrofiters, plumbers, pipe fitters, welders, electricians, sheet metal mechanics, and really values those employees who have been cross-trained in other fields.

### **The Never-Ending Hunt**

Cartwright continues to search for employees even when all open positions are filled. That's because he's looking for a particular kind of person more than a particular skill set.

"We are always looking for trades people, especially those who can cross over from one skill to another," said Cartwright. "In addition, we are looking for the type of people who can serve as mentors."

Because TDIndustries is looking for distinctive people, they have a distinctive process for finding them.

To help narrow down the scope of job hunters who might fit in with TDIndustries, Cartwright employs MEP Jobs, an online job board serving the mechanical, electrical and plumbing trades.

"We've used job boards before," said Cartwright. "The drawback with those is having to weed through the onslaught of emails with all the people who even remotely match your keywords. Because of MEP Jobs' niche focus, we're only getting those candidates who truly align with our needs."

Beyond regularly searching MEP Jobs' proprietary resume bank, TDIndustries taps the job board's Talent Alerts, which sends email notices to the human resources contacts whenever an applicant posts a resume meeting the contact's specific requirements. In addition, the company posts open positions on the job board monthly.

### **The Internet Savvy Tradesman**

According to Cartwright, using the Internet to find quality people is smart because of the development of the skilled workforce in this area.



## Customer Case Study

“Tradespeople have discovered the same thing we have,” he said. “If you are online, you can broadcast yourself to more many people at a time. The economies of scale are the same whether you’re posting an open position or a resume.”

TDIndustries Superintendent Charles Baker agrees. “Not every one of my colleagues is Internet savvy,” said Baker. “But most are. As such, I recommend online job boards to anyone looking to reach a range of potential employers.”

Baker came to the firm via MEP Jobs’ Final5 program. Final5 is a turnkey sourcing solution to help companies find the best candidates for their most difficult-to-fill jobs. The program delivers five pre-screened, qualified candidates who meet or exceed five specifications. The candidates have already agreed to talk with the employer by the time MEP Jobs presents them.

MEP Jobs often goes outside its own resume database to find the most qualified person for the job. And that’s exactly what the company did when TDIndustries was looking for a superintendent to work on a 280-unit apartment building in Alexandria, Va.

Baker had been contacted by four employers before MEP Jobs reached out regarding the TDIndustries position.

### **A World of Potential Employees**

The geographic advantage of online employee searching does not escape Cartwright, who notes that a recent applicant came to him from England via MEP Jobs.

“Most of our employees come to us from the areas local to our open positions,” said Cartwright. “But it’s reassuring to know that we are reaching a national – even international – audience with each of our job posts.”

Like most firms in the mechanical contracting industry, TDIndustries faces its share of employment challenges – namely, the applicant age gap. According to Cartwright, most of the individuals applying for jobs are between 19 and 25 or over 45. It’s the Generation Xer’s he’s missing.

In addition, the young applicants are decreasing. But TDIndustries isn’t just making the observation; the company is working on a few remedies.

Coordinating with junior highs and high schools, TDIndustries is developing curriculum that will introduce students to the trades and enamor them with the idea that skilled professions can yield a fruitful living.

In addition, the firm runs its TDTech program, which admits workers with little to no experience. If they pass the required assessment and complete a formal interview process, the applicants are accepted into the program, which pays \$10/hour for a six-month probationary period. They are then taken into a two-year apprenticeship, earning \$12/hour.

“We need people with skills, but we also need leaders,” said Cartwright, whose programs stress the importance of talent pool development.

With such high standards for its applicants, its employees and even its future workers, it’s no surprise that TDIndustries demands much from its manpower resources. MEP Jobs and TDIndustries partner to make sure that quality people find rewarding jobs, and that future generations pay attention to the rich potential of mechanical contracting careers.