Arborists Wanted: Strategies to Increase the Workforce

The Power of Trees: Building Resilient Communities

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Employers in the Tree Care Industry

- Residential and Commercial Tree Care Companies
- Municipalities
- Utility Line Maintenance Companies
- Non-profit organizations (arboretums)
Wages are highly dependent upon the region and employer. Highest paying regions are in northeastern U.S. metros, eastern cities, and Midwest metros. Arborists have full-time non-seasonal employment, and may have opportunities for overtime hours during the early spring. A high percentage of employers offer benefits including healthcare, life insurance, retirement, and profit sharing.

<table>
<thead>
<tr>
<th>Average Actual Wages (2014)</th>
<th>Entry Level Position</th>
<th>Accelerated Entry</th>
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<tbody>
<tr>
<td>$19.74—$23.85/hr.</td>
<td>Ground Operations Worker</td>
<td>Experience</td>
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<td>$17.40—$22.09/hr.</td>
<td>Aerial Lift Operator</td>
<td>Experience</td>
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<td>$18.48—$23.37/hr.</td>
<td>Tree Climber</td>
<td>Experience</td>
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<td>$17.27—$21.97/hr.</td>
<td>Tree Care Foreman</td>
<td>Experience</td>
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<td>$15.74—$19.53/hr.</td>
<td>Plant Health Care Technician</td>
<td>Experience</td>
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<tr>
<td>$13.20—$16.71/hr.</td>
<td>Manager, Executive, or Business Owner</td>
<td>Experience</td>
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TCIA Workforce Development Initiative

- Began January 2016 as a result of strategic guidance from members.
- Shortage of skilled workers in the tree care industry.
- Increase awareness of the career path through a national marketing campaign.
- Increase accessibility to education and training programs through a grassroots network of sector partnerships.
- Leverage resources of employers, educational institutions, and workforce development entities in targeted regions.
Sector Partnership Model

Establish Sector Partnership
- How do employers want to work together?
- Establish priority action areas
- Identify champions

Build Strategy
- Determine deliverables & timelines
- Explore programs and resources
- Add strategic partners

Implementation
- Deliver programs established by partners
- Provide ongoing support
- Review effectiveness periodically