

Actionable Steps to Overcome the Workforce Gap

Bryan May

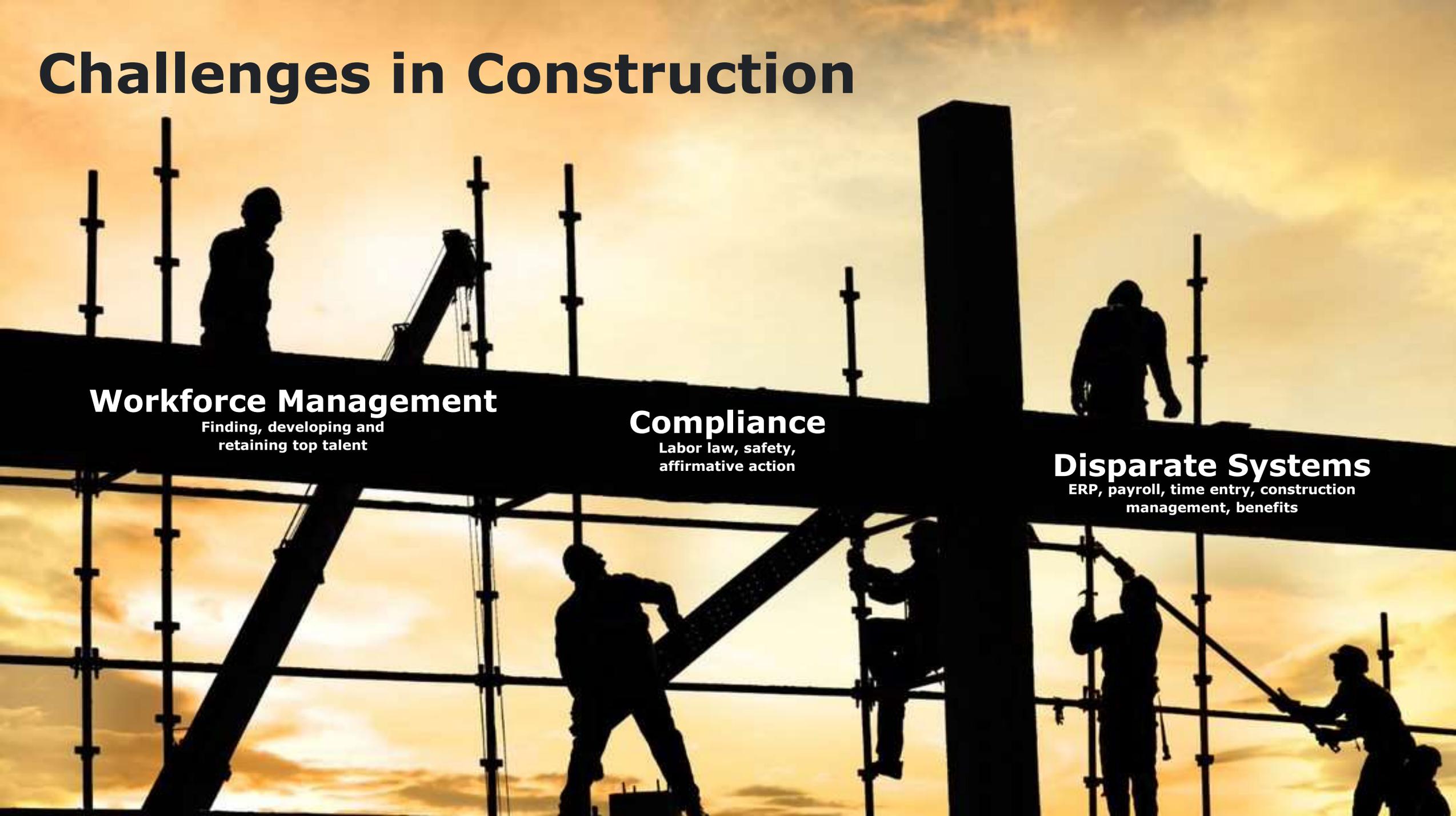
VP of Channel Development, Arcoro



The 12th Man!



Challenges in Construction

The background of the slide is a photograph of a construction site at sunset. The sky is a mix of orange, yellow, and light blue. In the foreground, several construction workers are silhouetted against the bright sky. They are working on a structure that appears to be a steel frame or scaffolding. One worker is on the left, another is in the center, and several others are on the right. The overall scene is one of active construction during the 'golden hour' of the day.

Workforce Management

Finding, developing and retaining top talent

Compliance

Labor law, safety, affirmative action

Disparate Systems

ERP, payroll, time entry, construction management, benefits

Global Skills Shortage

Contributing factors

- **Global pandemic**
- **The aging of the population**
- **Decreasing workforce participation**
- **Increasing turnover**
- **Competition**

73%

of construction firms cited worker shortages as their #1 concern

83%

of firms cited worker quality as their #1 safety and health challenge on the jobsite.



Infrastructure Investment and Jobs Act

The opportunity and risk

- By the end of 2025, the Infrastructure Investment and Jobs Act will have created 461,000 new construction jobs.
- To take advantage, contractors will need to get very serious about the workforce.

“The workforce shortage is the most acute challenge facing the construction industry despite sluggish spending growth. After accounting for inflation, construction spending has likely fallen over the past 12 months. As outlays from the infrastructure bill increase, construction spending will expand, exacerbating the chasm between supply and demand for labor.”

Anirban Basu, ABC, Chief Economist



Now What?

- **Scout**
 - Analyze supply vs. demand
- **Shape**
 - Recruit vs. develop
- **Shift**
 - Add infrastructure to scale



What can we do?

Technology and Training – People, Projects and Financials

- Remove unnecessary tasks
- Empower our teams
- Improve our productivity
- Redeploy resources



“With a lighter workforce, it’s more important than ever to identify what employees want,” said Todd Lofgren, executive vice president and general manager for Skanska USA, in an email to [Construction Dive](#).



Focus on OUR Brand and Image

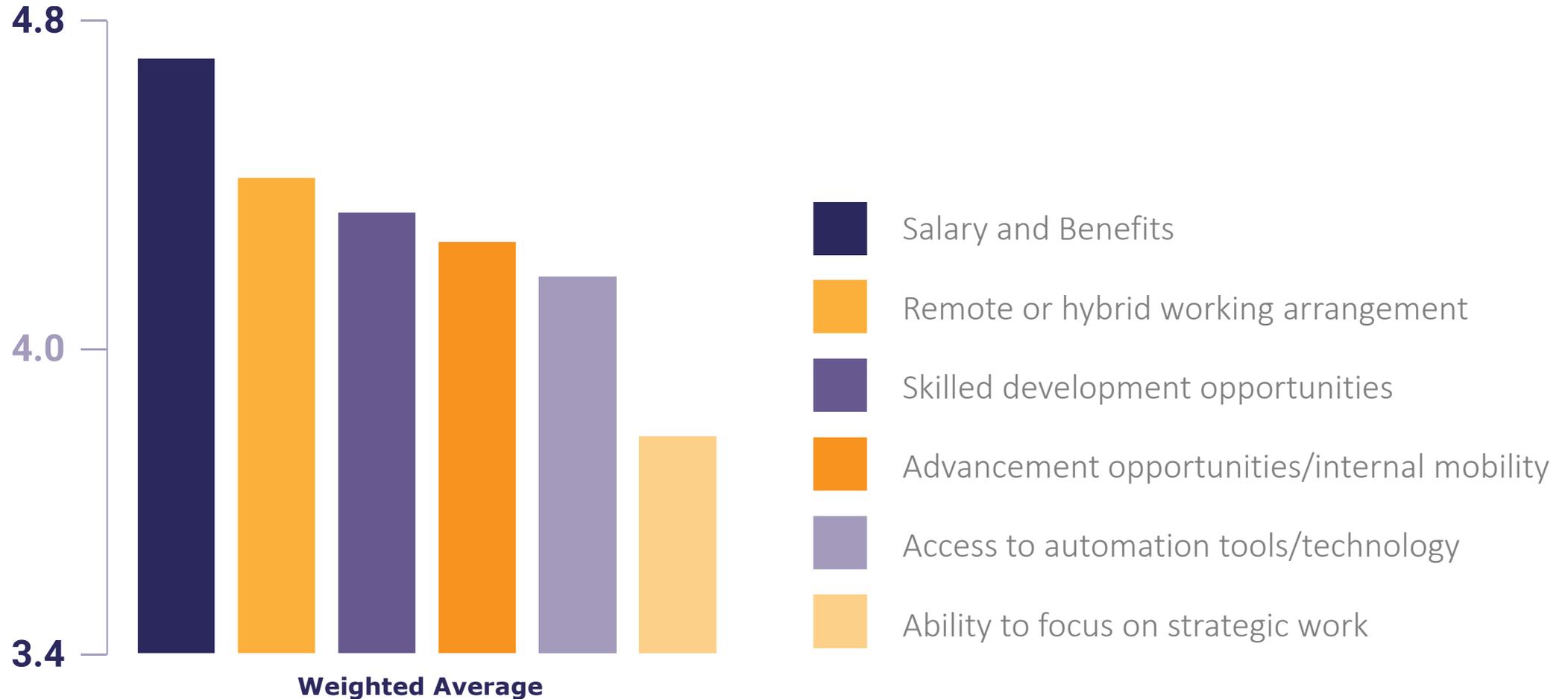
Our Company, Industry and People

- Exit interviews
- Stay interviews

Maslow's Hierarchy of Needs



How important are the following items when considering a job opportunity?



Community Involvement

Take it to the streets

- Empower our teams
 - Align
 - Incentivize the right behavior
 - Participate
- Embrace the community
 - Parents
 - Teachers/career advisors
 - Students
- Deliver
 - Follow-through



Making It Actionable

Four Items for Tuesday

- Evaluate your infrastructure
 - Where can you find scale through automation and integration?
 - Redeploy to more Strategic Tasks
- Understand your culture
 - Why do they leave, but more importantly, why do they stay!
- Prepare your approach
 - Recruit vs. develop
- Take your message to the streets



The Intangibles!



Thank You

Bryan May

VP of Channel Development

Bryan.May@Arcoro.com

