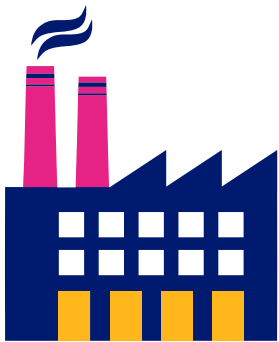


# Construction Industry Talent Challenges

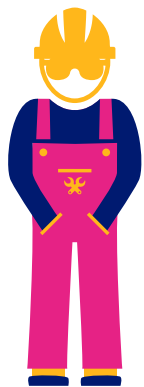
## Industry Skills Shortage



30%

**Decrease in construction workers from 2007 – 2011.**

In 2007, prior to the recession, there were over 7.7M workers in the construction industry, according to the U.S. Bureau of Labor Statistics. That number fell to 5.5M by 2011. As of January 2017, only 1.4M construction workers came back to the industry.<sup>1</sup>



42

**Average age of a construction worker in the United States.**

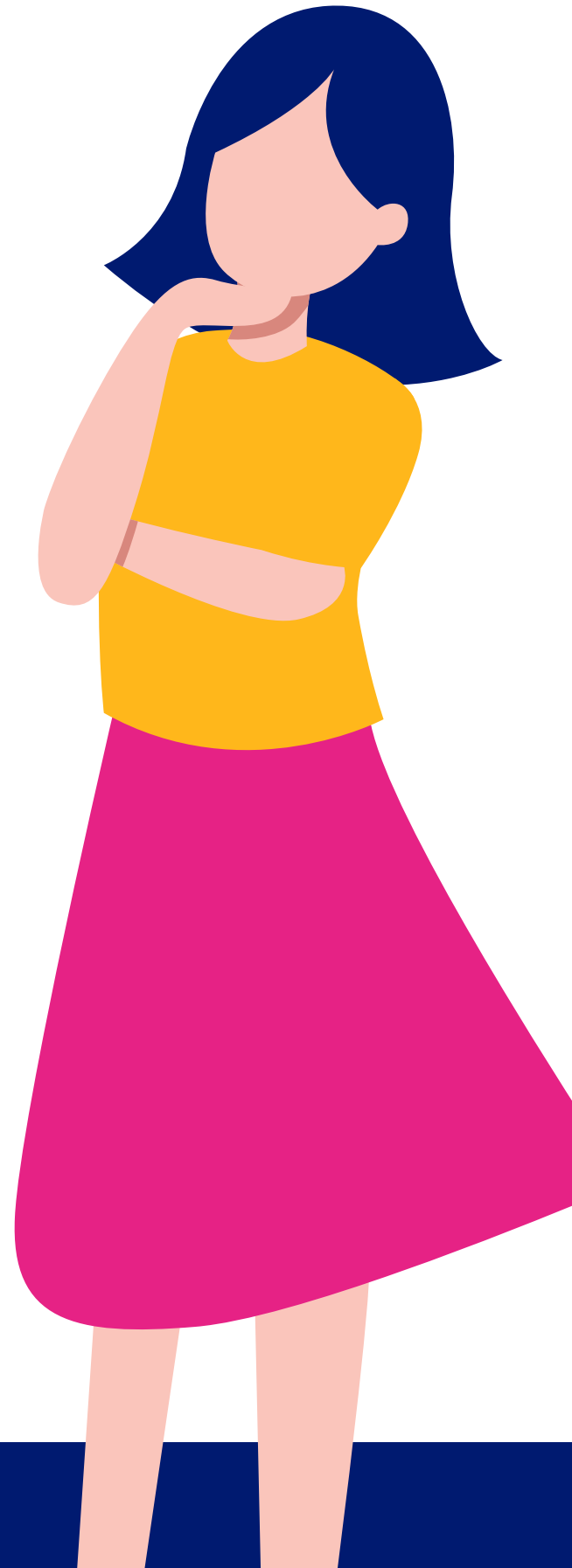
The industry faces further challenges from a high number of expected retirees in the coming years.<sup>1</sup>

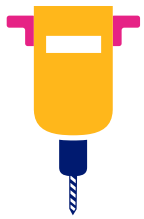


36,000

**Number of new construction and engineering workers needed annually in the UK to meet current demand.<sup>2</sup>**

A lack of skilled workers could impact 27,000 UK construction projects each year until 2019.<sup>3</sup>





# 6.3%

## Increase in construction industry spending in 2017

Estimated value for the construction industry in 2017 is \$1,234.5 billion. Improved growth should extend into 2018, where spending will likely improve by another 7.2%.<sup>4</sup>

# \$732B



## Nonresidential construction is forecast to increase 5.5% to \$732.8 billion.<sup>4</sup>

# 78%

## Increase in cost of penalties for safety violations by OSHA in 2016.



Training records are almost always reviewed during a job site inspection. Regulatory authorities need to confirm that employees have received all required training and that their certifications are current.

PeopleONE delivers modern, cloud LMS technology for the future of learning. ExpertusONE is a commercial-grade LMS with the flexibility and innovative design to handle the evolving learning needs of large, global enterprises.

The platform provides one learning system for employees, customers, partners or distributed workforces, integrates with other HR systems and supports advanced mobile, social and Salesforce connections.

### References:

<sup>1</sup>[https://data.bls.gov/timeseries/CES2000000001?data\\_tool=XGtable](https://data.bls.gov/timeseries/CES2000000001?data_tool=XGtable)

<sup>2</sup>Royal Institute of Chartered Surveyors (RICS)

<sup>3</sup>The Recruitment and Employment Confederation(REC), London

<sup>4</sup>ConstructionConnect Five Commercial Construction Trends to Watch in 2017

# Addressing the Challenge

## Forward-thinking organizations should consider these strategic tactics:

- Increase number of in-house training opportunities to grow and retain staff.
- Investment in learning technologies to better track certifications and access skills gaps.
- Partnerships with career-building programs run by educational institutions and associations.
- Remind employees when new training is available to expand their skills.
- Equip managers with knowledge and tools to measure and develop staff.
- Add virtual reality (VR) and augmented reality (AR) tools to improve safety training and speed the learning process.
- Provide workers with access to training anytime, anywhere via their mobile devices.



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