

Workforce Development

RECRUITING, RETAINING AND DEVELOPING TALENT IN TODAY'S ECONOMY

ROB WIGHT

AASHTO SUBCOMMITTEE ON CONSTRUCTION

AUGUST 17, 2017

A Perfect Storm or....

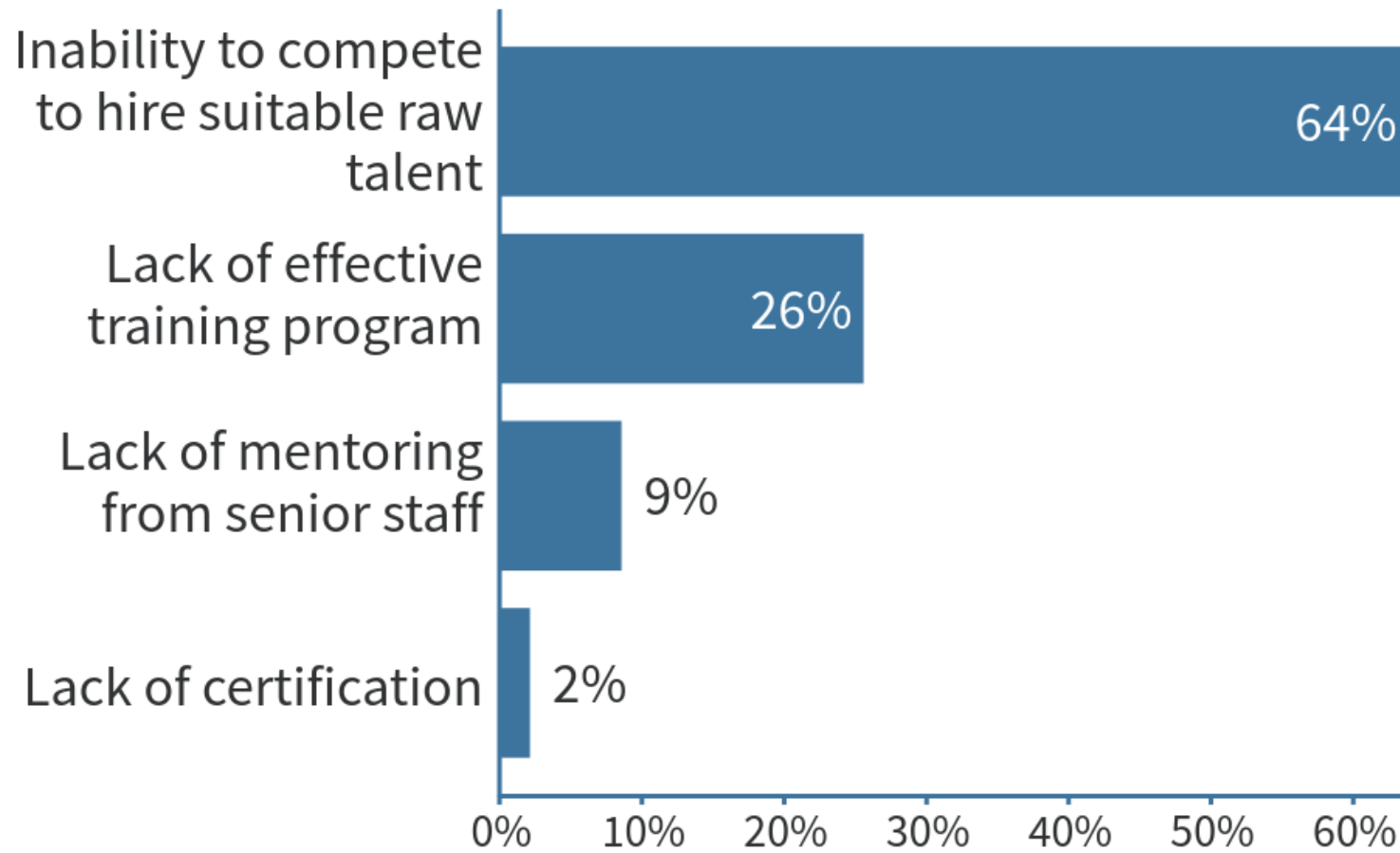


An Opportunity?

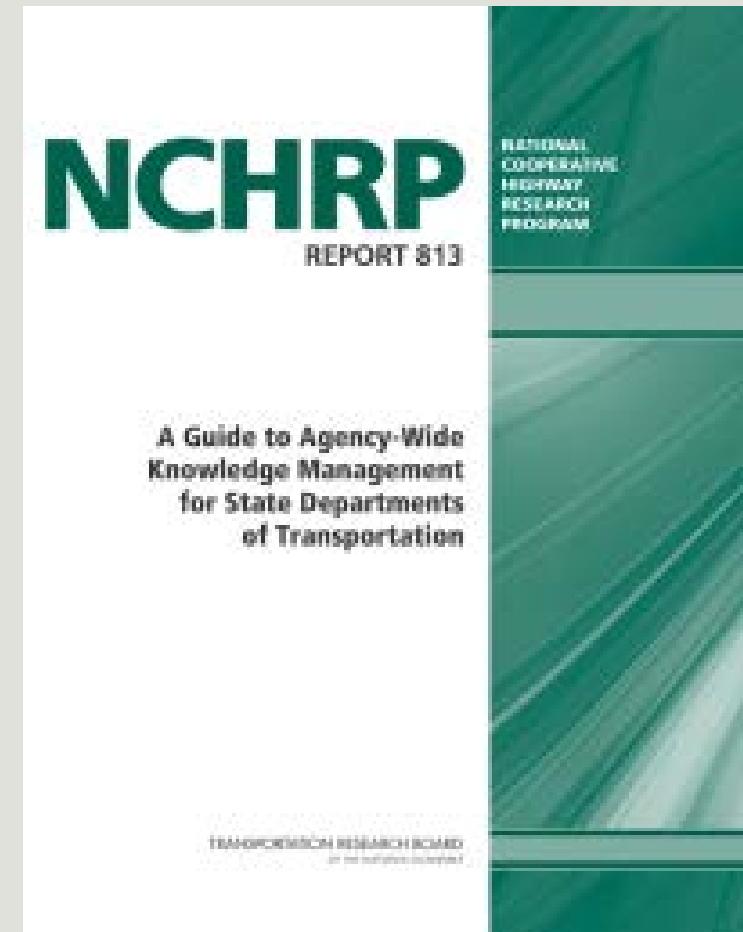
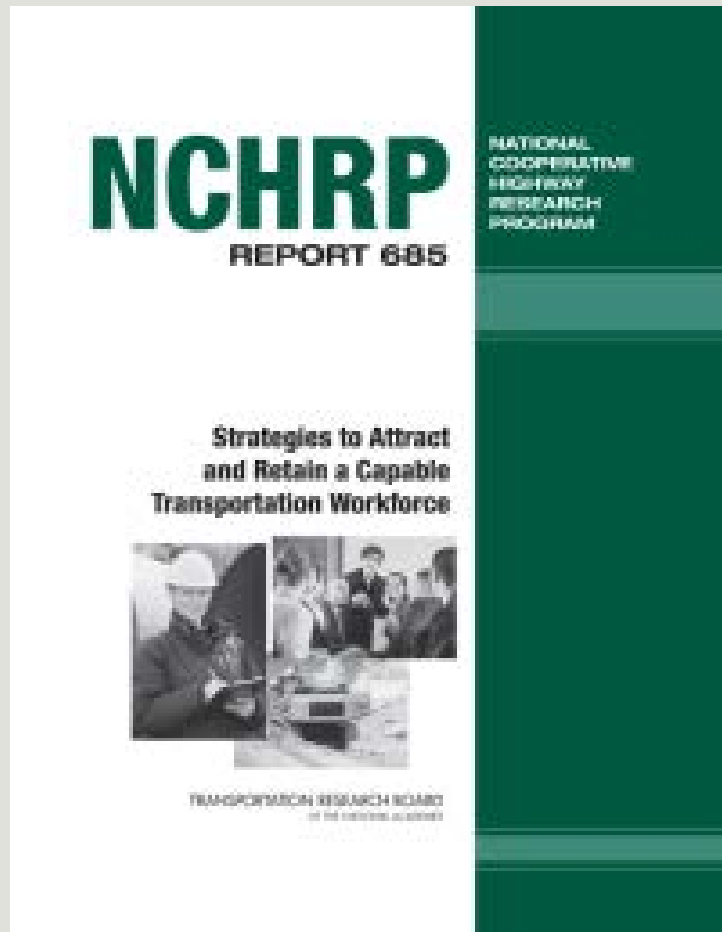


What are your agency's biggest challenges to developing competent construction inspectors?

 **Poll locked.** Responses not accepted.



What Work Has Already been done?



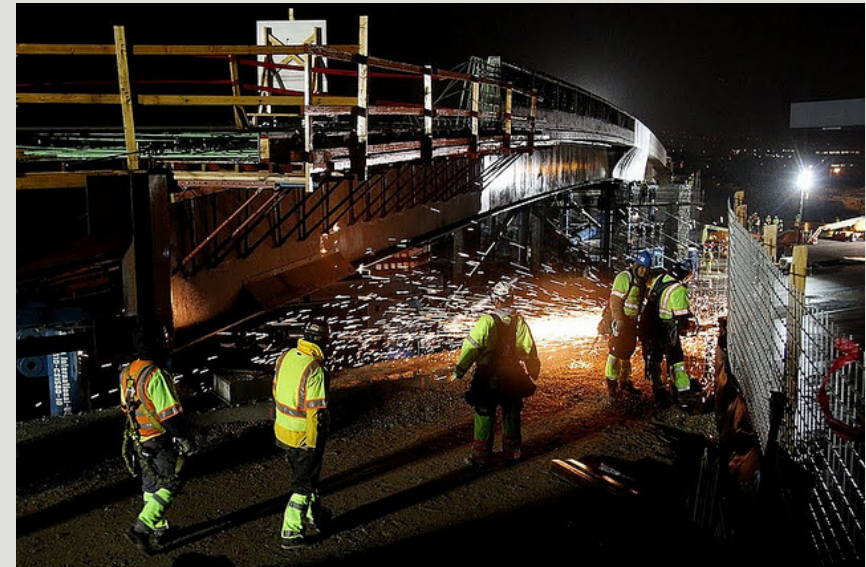
Challenges to hiring

Perception of DOT work

Compensation

Long, odd work hours (construction)

Fewer people choosing technical degrees, certifications



What do millennials think of Construction as a Career?

PROS

Good Pay

Good Benefits

Job Security

Overtime

Advancement Opportunities

Pride in a job well done

CONS

Negative Stigma

Hard work, long hours

Takes Toll physically

Language Barriers with other workers

Negative Environment, (Potential for Harassment)

Undervalued

How are Millennials Finding Jobs and Choosing Careers?

Word of Mouth

Online through job sites, social media

Parents and friends helpful in career choices

HS counselors?

Mentor as influential to career choice

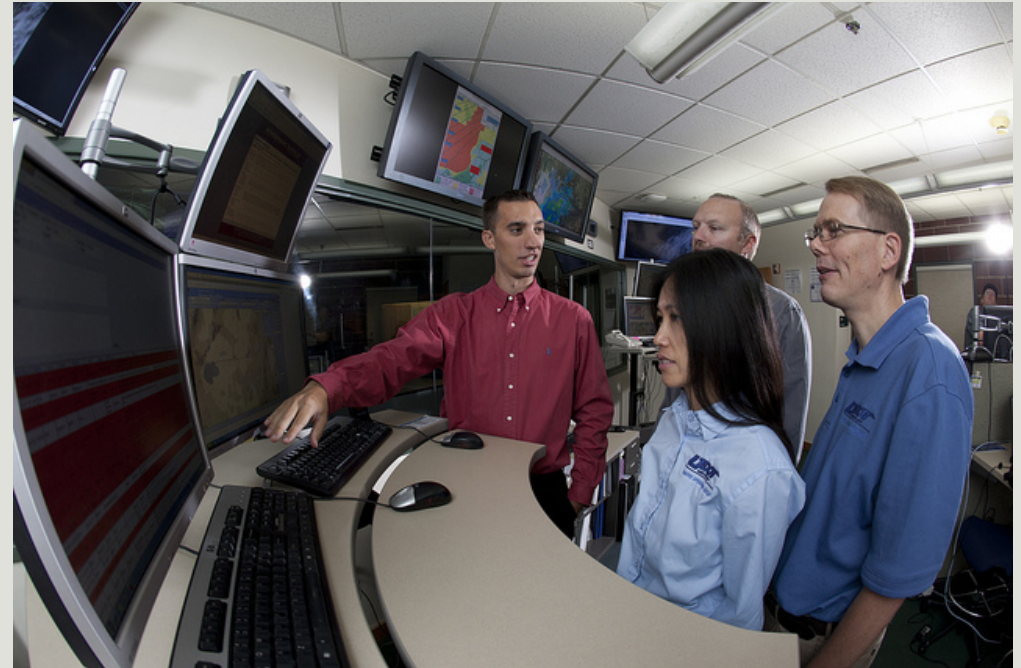


How to Attract Millennials to Construction

Emphasize making a difference in the community

Emphasize use of Technology in the workplace

Look long term – Internships, career days etc.



How to Get More Applicants*

Word of Mouth – ASCE Young Member Forums (Engineers)

Online sites (Monster.com, etc.)

“Cast a Wider Net”

Job Aggregator Websites (Indeed.com, LinkUp.com)

Employee Referral programs

Tailoring Job descriptions for quick reads



*NCHRP 685, Hiring and Retaining a Qualified Transportation Workforce

How to Retain Employees

Help them Grow, or Watch them Go*

Remove Obstacles to Growth Provide Opportunities to Growth

Reward Employees

Take Care of Employees

*Beverly Kaye (Author) Julie Winkle Giulioni (Author)



Open discussion

What are you doing to attract and retain employees in your agency?

