

Balancing act: industry growth and a talent shortage

More than **4 out of 5 firms** expect the construction market to grow through 2016.

44% plan to grow outside of current geographic area.

Industry will need **7.2 million workers** by 2022.

BUT:

76% report having a hard time finding qualified craft workers.

62% find it difficult to fill key professional positions.

Working age group (**ages 25-54**) is projected to decline to **63.7%** of the overall labor force in 2020.

Aging workforce

44% of construction workers in the U.S. are **45 years and older**

And **19%** are **age 55 and older**, according to the latest U.S. labor statistics

Impact of retiring population—need to fix it

Skilled people retiring faster than they can be replaced

Lack of interest in trades by younger workers

Need to attract and train younger workers now

Apprenticeship

An apprenticeship allows participants to work from day one, receive training in all aspects of the field, get paid to go to work and school, and complete the program with limited debt, according to the Associated Builders and Contractors (ABC).

What makes construction cool to:

College grads
Top ten best paying jobs (average starting salary is \$45,591)

Technical students
“60 percent of jobs are going to be for students who have two-year certificate or degree programs and technical education background,” says Don Whyte, president of National Centers for Construction Education and Research.

Tech lovers
Increasing use of sophisticated software, lasers, GPS equipment, drones, robots, and 3-D printing are all breakthrough technologies perfect to increase productivity, reduce costs, and improve safety in construction.

Ambitious workers
Construction offers opportunity for career advancement.

Environmentally conscious
Many construction firms are part of the solution to build more responsibly and sustainably to protect our environment.

How to beat the talent shortage

Now is the perfect time to optimize your workforce and maximize every dollar you invest in your employees. Automate the tedious manual tasks that pull your staff away from more meaningful work and give them the tools needed to make better decisions faster. Find out how.



Download:
The top ten time wasters

Resources:

AGC 2015 Construction Hiring and Business Outlook
 “Table 3: Employment by major industry sector, 2002, 2012, and projected 2022,” Economic News Release, Bureau of Labor Statistics, December 19, 2013
 “Careers building in construction trades,” fldreporter.com, Gannett, January 25, 2015
 “The 10 College Majors with the Highest Starting Salaries,” Peter Jacobs, Business Insider, November 10, 2014
 “Workforce trends in the construction industry,” white paper, Zurich American Insurance Corporation, 2013
 Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey, Employed persons by detailed industry and age, 2013 annual averages