People In Construction 2019 (2020)

- Why PICR
- Yikes...
- Safety
- Things To Do
- Key Findings
- Good News
- Final Thoughts

GCAA

FireSTARTER
SPEAKING/CONSULTING
Labor shortage!? # (a)

Autodesk
AGC
FMI
What if???
Methodology
Show them the money
Autodesk

The problem is "significant and widespread," and with projects being delayed and construction costs rising, the "time to act is now,"
79% plan to expand.....but 81% of firms responded it will continue to be hard — or even get harder — to find craft workers in the short term, especially given the growing demand for construction workers.
“Our biggest hurdle in the next five years is making sure we have the right people to fill the jobs,”
PEOPLE IN CONSTRUCTION REPORT

2019

Showcasing research critical to the advancement of the construction industry.
Methodology

Nearly 500 construction professionals
My database
LinkedIn Connections
LinkedIn Groups
Q1 2019
Survey Monkey
48 questions
Follow-up interviews

Construction Materials Updates
NOW
It is not about money?

62% raised hourly wages
25% also offer bonus and incentives
80% still facing shortages...
Bill from Ohio...

*Everything here is a big secret. How hard would it be to communicate more? Who are the new employees, what jobs have we picked up? How about picking up the phone when I call you??*
Good news....and bad news....

The future is bright

We are doomed...

Gallup

Huddle Up
Good News...

There are some promising scores and a number of exemplary firms

74% said leaders live by the values
80% (89) trust their boss

Trust index 83% would NOT follow a leader they don't trust
Moss Construction 98% great place to work
Sevan Solutions 97% say management is honest and ethical
Bad News.

Industry wide results, while not bad, are simply not good enough to sustain successful growth and project execution - huge opportunity for firms willing to do the work.

- Very average results
- Pit and quarry world looking a lot better than contracting
- People really are NOT our most important asset
- Male construction workers lead in U.S. suicide rates, CDC finds
30% Engagement?
*Do we have everything that we need?
*How long should each task take?
*How much should we be able to get completed by the end of the day?
*Does anyone have any questions or ideas?
*What would make this easier?
*Does anyone see any safety issues?
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Of all respondents, happiness scores was 7.73 (8.0) out of 10

90% had materials to do the job

Referrals  You got it
Referrals and rehires

84% (92) would recommend to a friend but...do they?

83% would reapply for current job
I'll make him kill you, slowly, intimately, in every way he knows you fear! And then he'll wake just long enough to see his good work, and when he screams, I'll split his skull!

This is my bargain!
My supervisor micromanages me

10% of office
12% of field
17% of executives!!!!!!
Delegated Authority

Level 1: Get the facts; I’ll decide.
Level 2: Suggest alternatives; I’ll decide.
Level 3: Recommend an alternative; I’ll decide.
Level 4: Decide; wait for my approval.
Level 5: Decide; act unless I say no.
Level 6: Act; report results.
Level 7: Act; report if unsuccessful.
Level 8: Act, reporting not needed.
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This is really not good

63% (30) of all, 50% field not set up for success every day
attempts at change often fall short?

73% of execs - 62% of field
59% of office operations

(50 of all)

AGREE
THE CHANGE CURVE

- Emotion
  - Enthusiasm
  - Failure
  - Depression
  - Abandon
  - Determination
  - Repetition
  - Initial Success
  - Integration

- Time
<table>
<thead>
<tr>
<th>Office Ops</th>
<th>Field Supervision</th>
</tr>
</thead>
<tbody>
<tr>
<td>81% I have a close friend at work.</td>
<td>50%</td>
</tr>
<tr>
<td>83% I have confidence in leadership of this organization.</td>
<td>68%</td>
</tr>
<tr>
<td>81% Leaders live by the core values of the organization.</td>
<td>62%</td>
</tr>
<tr>
<td>89% I trust what my boss tells me.</td>
<td>75%</td>
</tr>
<tr>
<td>75% I am able to maintain a reasonable worklife balance.</td>
<td>50%</td>
</tr>
<tr>
<td>75% I like the people I work with</td>
<td>50%</td>
</tr>
</tbody>
</table>
Where is the leader?

One third of all respondents (26) "had more to give" when asked if working at full capacity

43% of office
People Fit

Not overworked, under challenged

52% of boss/employee relationships mismatched

25/27
Safety

JHA/JSA
Role Model
Values
Hazard Hunt

To be safe or not to be safe

Reality
To be safe or not to be safe... major disconnect

1. 90% (97) safety is a top priority
2. execs at 85%, office at 97% and field at 93%
3. 68% field "consistently work safely"
“YOU ARE WHAT YOU DO, NOT WHAT YOU SAY.”
New Priorities

Take the survey...

Training

Honesty/Trust/Inclusion
Safety Leadership
Change Management
Referral Programs

Put me in coach
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Final Thoughts
People are your best profit strategy
What do you do as a result of hearing this data?

www.constructionmaterials culturesurvey.com

collection
materials
culture
survey.com
For an electronic copy
wallyadamchik.com

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