Workforce Development

Ralph Hargrove
President & CEO
Hargrove Engineers + Constructors

JD Slaughter
Vice President
S & B Engineers and Constructors, Ltd.
Need?

CURRENT LABOR MARKET DATA

40% of the current workforce is expected to retire in the next 10 years.

For the next decade, 185,000 new craft workers will be needed in the U.S. each year.

Over 7,000 new construction job openings per year in Houston.

15% decline in new workers in formal training programs between 2005 and 2014.

Correlation between workforce shortages and key elements of project execution:

- **Safety**: Increase in OSHA TRIR rates ranging from 0.26 to 0.94.
- **Cost**: Cost escalation of more than 17% depending on the severity of labor shortages.
- **Schedule**: Increase of delays from historical norms of more than 22%.

Among all U.S. employers, 52% are having trouble filling jobs.

Most difficult jobs to fill:
- Technicians
- Skilled trades workers
- Production operators
- Laborers
Age Demographics

Sales

- 20s
- 30s
- 40s
- 50s
- >60s

Legend:
- Blue: 20s
- Orange: 30s
- Gray: 40s
- Yellow: 50s
- Purple: >60s

Age Demographics – Where’s the Cliff?
New Entrant Recruiting

GO BUILD

BYF
BUILD YOUR FUTURE

STEELTOEPRO
CONSTRUCTION. CAREERS. COMMUNITY.

UP SKILL HOUSTON
Upskilling?

NCCER Craft Level Completions in Houston

2013: 647

2014: 577
Panelists

Frank Jelercic
Executive Director
Central Gulf Industrial Alliance (Chevron retired)

Bill Boyd
General Manager,
Project Planning & Services
Southern Company
Panelists – cont'd

Dorian Cockrell  
Senior Program Manager  
United Way THRIVE

Randy Walker  
Vice President – Construction Services  
S&B Engineers and Constructors, Ltd
TODAY

Tomorrow & Beyond

LEVERAGING LEADERSHIP, DIVERSITY AND INNOVATION