

TODAY

Tomorrow & Beyond

LEVERAGING LEADERSHIP, DIVERSITY AND INNOVATION



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

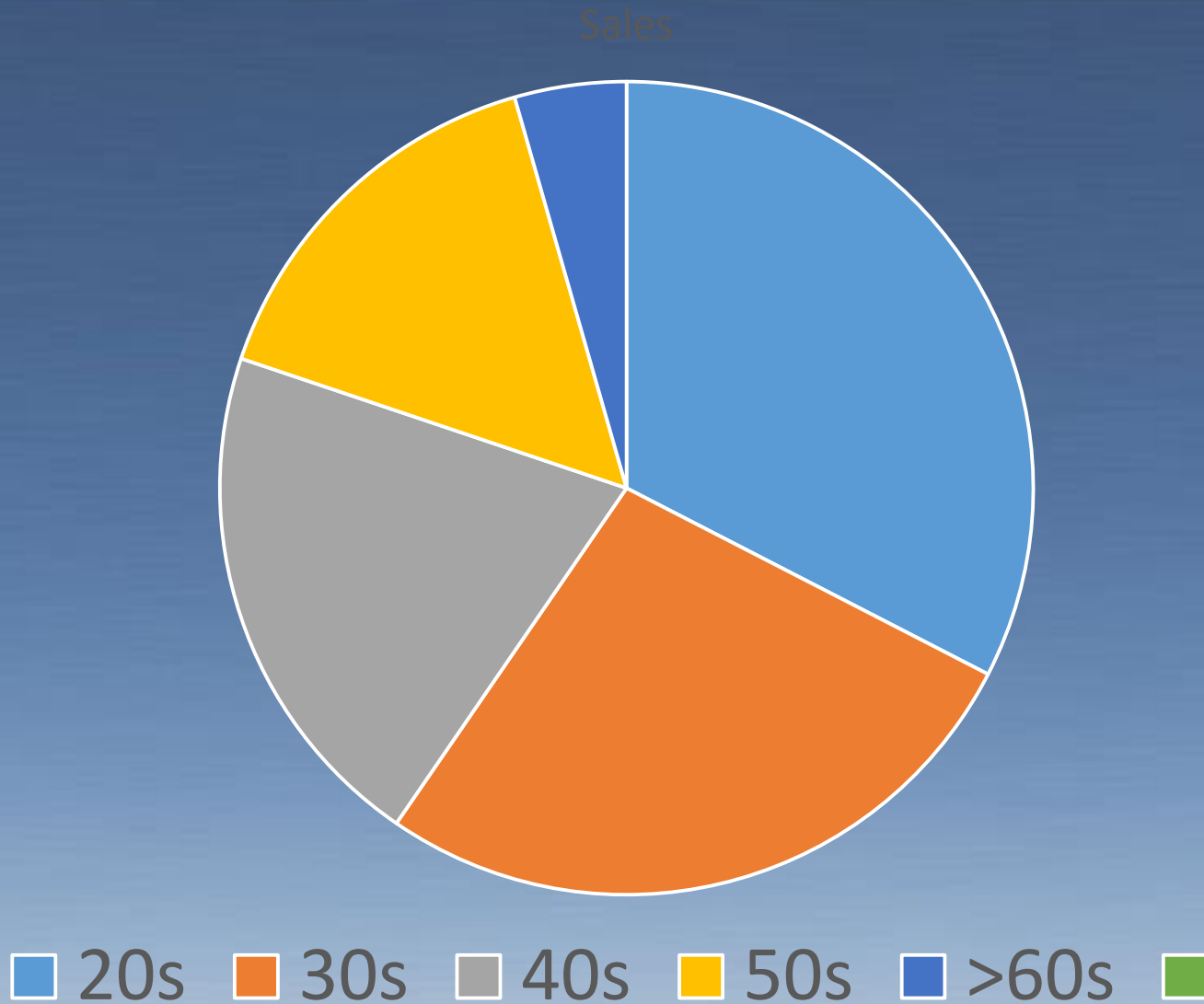
TECHNICIANS

SKILLED TRADES WORKERS

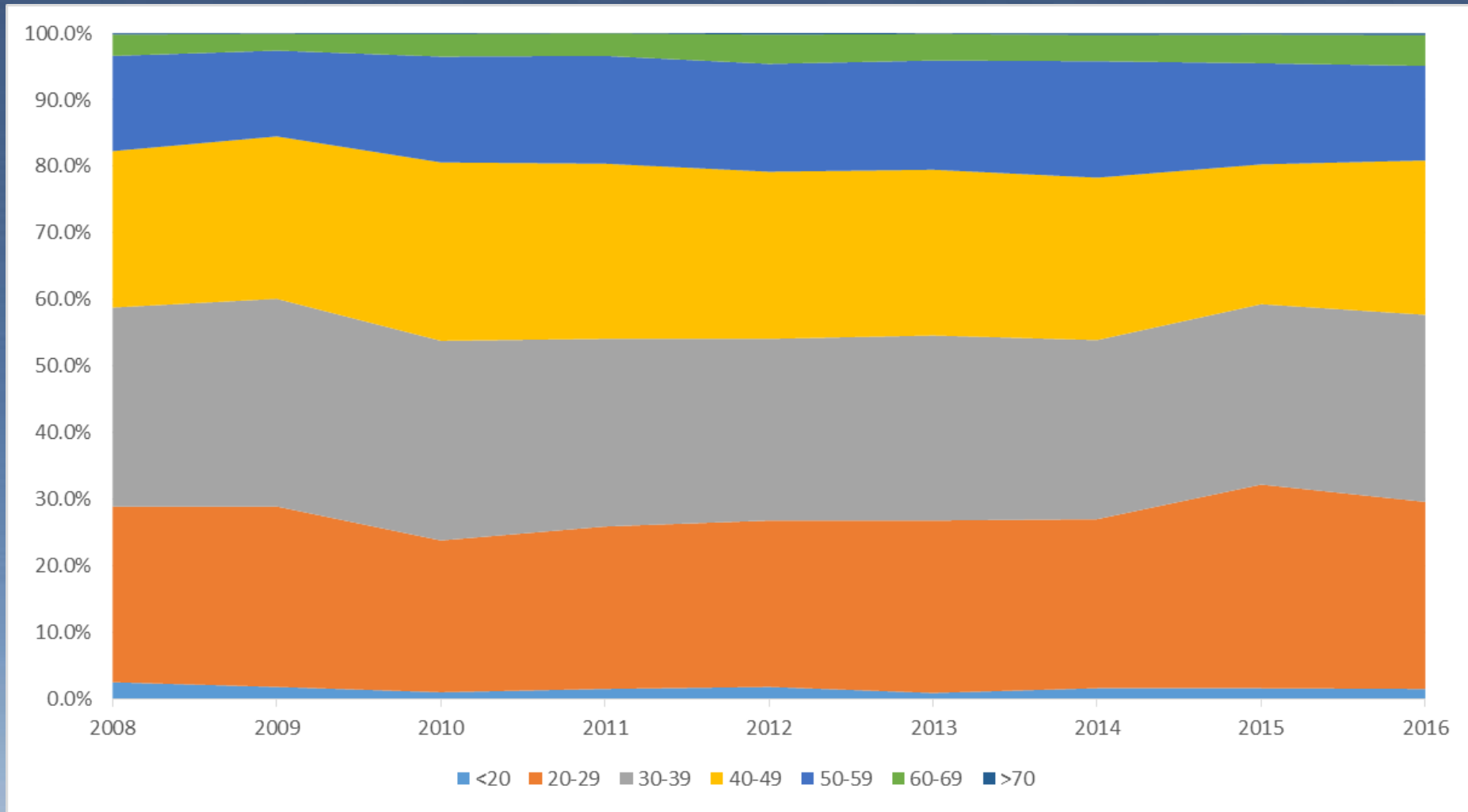
PRODUCTION OPERATORS

LABORERS

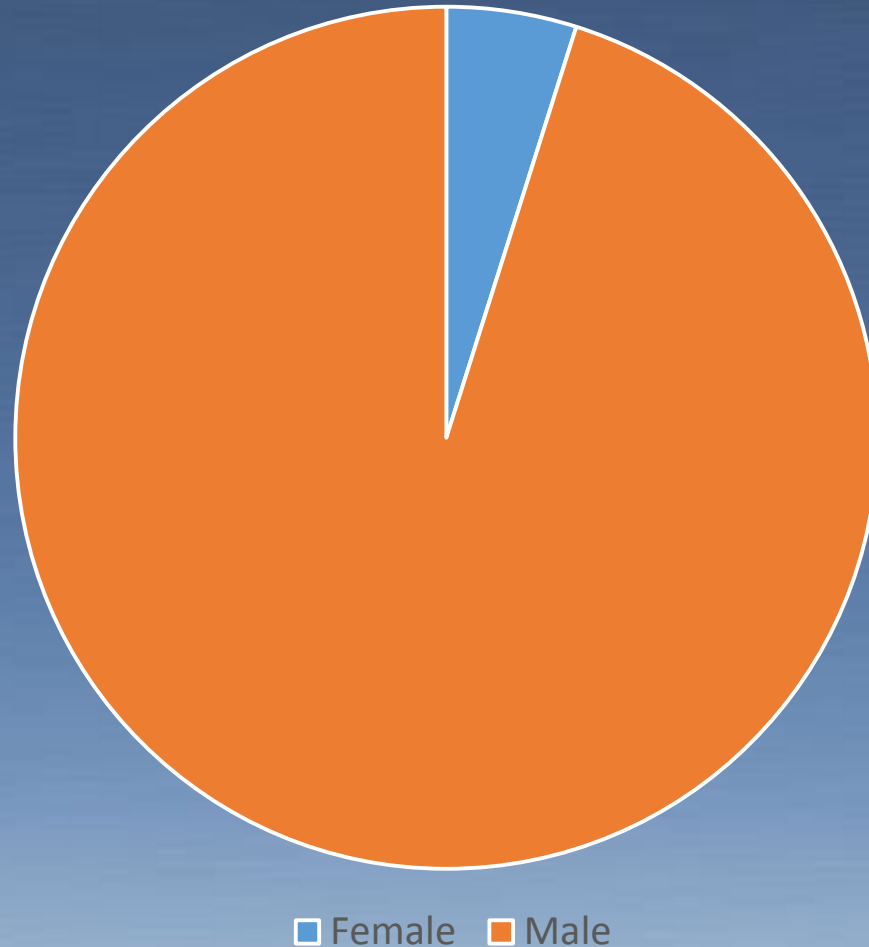
Age Demographics



Age Demographics – Where's the Cliff?



Demographics



New Entrant Recruiting



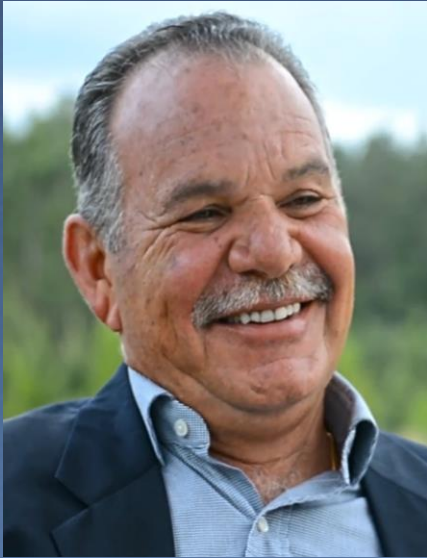
Upskilling?

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

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