

## Construction Industry Reports Skilled Labor Shortage



The “2013 U.S. Construction Industry Talent Development Report” shows a shortage of skilled labor in the construction industry. The report comes from FMI, a leading provider of management consulting and investment banking to the engineering and construction industry. The report is based on responses across the country from a mix of general contractors and construction managers at firms of all sizes and specialties, including mechanical/plumbing and heavy/highway/civil.

More than half of respondents report a shortage in skilled labor. In addition, as baby boomers retire, more than 75 percent of those surveyed said they were preparing for a leadership transition in three ways:

1. Promoting internally
2. Training to improve performance
3. Providing internship and co-op programs

Also, more than half of those surveyed said they were looking at the following items:

1. Identifying gaps in core competencies
2. Increasing recruiting efforts at schools and universities
3. Employing “best practices” to retain key talent

FMI recommends that construction experts evolve their methodology of searching for the best and smartest employees. First, construction careers must be made more appealing to women and minorities. Second, there must be an appeal to today’s youth through career counselors, career fairs and utilization of social media channels.

The report includes additional details on steps construction companies can take now to bolster their workforce.

To download a copy of the full report, use the url below:  
<http://www.fminet.com/visitor/download/freeDownload/id/545/>