



# Ever Changing Labor Trends

Omar Abdallah, Chris Hutchings,  
Joe Pesci, John Koontz

**WEDNESDAY, MARCH 20, 2024**

**11:00AM – 12:30PM**

Please let us know what you thought of this session



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# Everchanging Labor Trends



Joe Pesci



Chris Hutchings



Omar Abdallah



John Koontz

# Introduction

## Panel

- Omar Abdallah – D.V. Brown and Associates, Inc.
- Joe Pesci – GEM Inc.
- Chris Hutchings – MMC Contractors

## Moderator

- John Koontz – MCAA

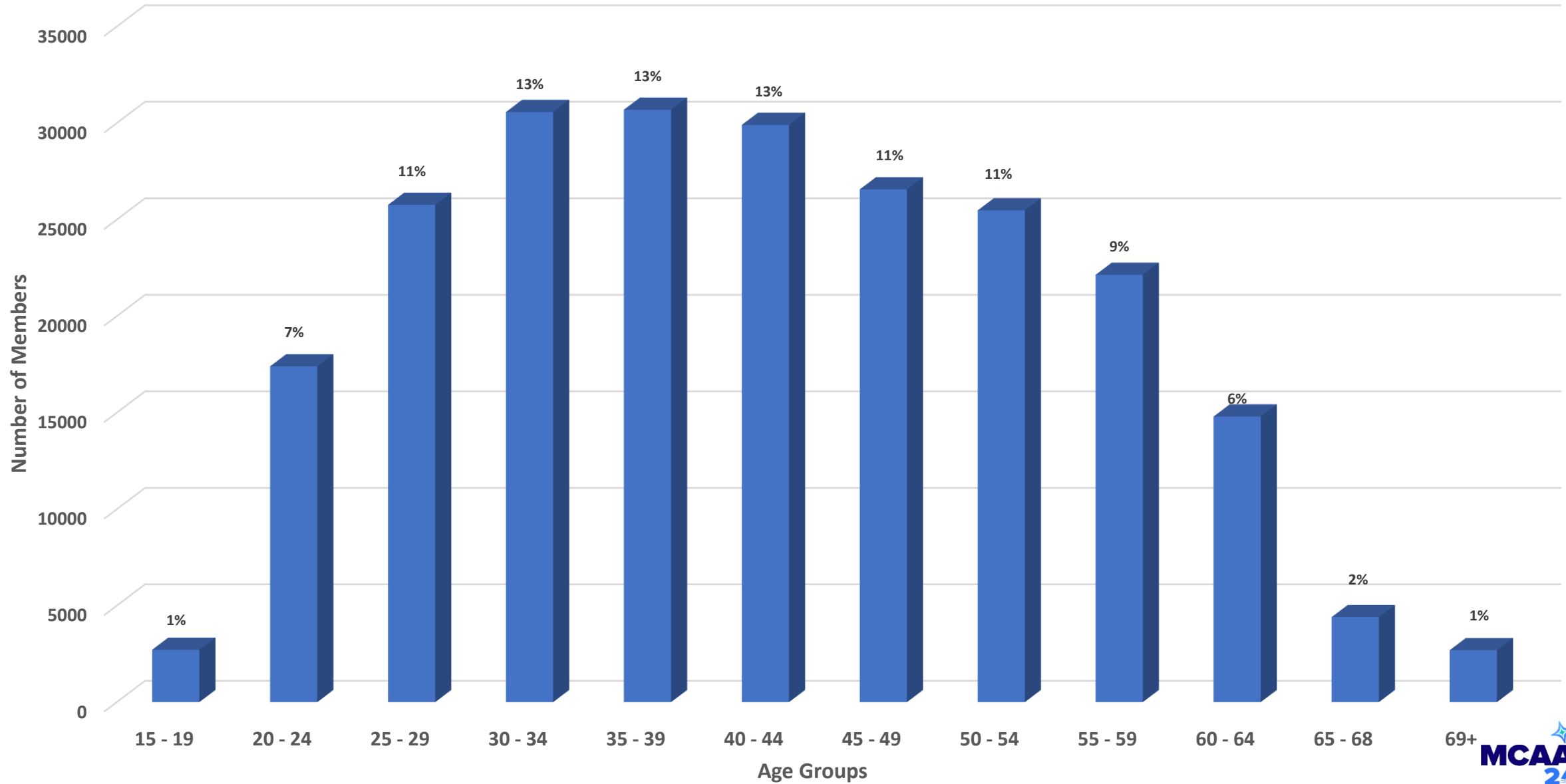
## • Notes

- Amy Harding

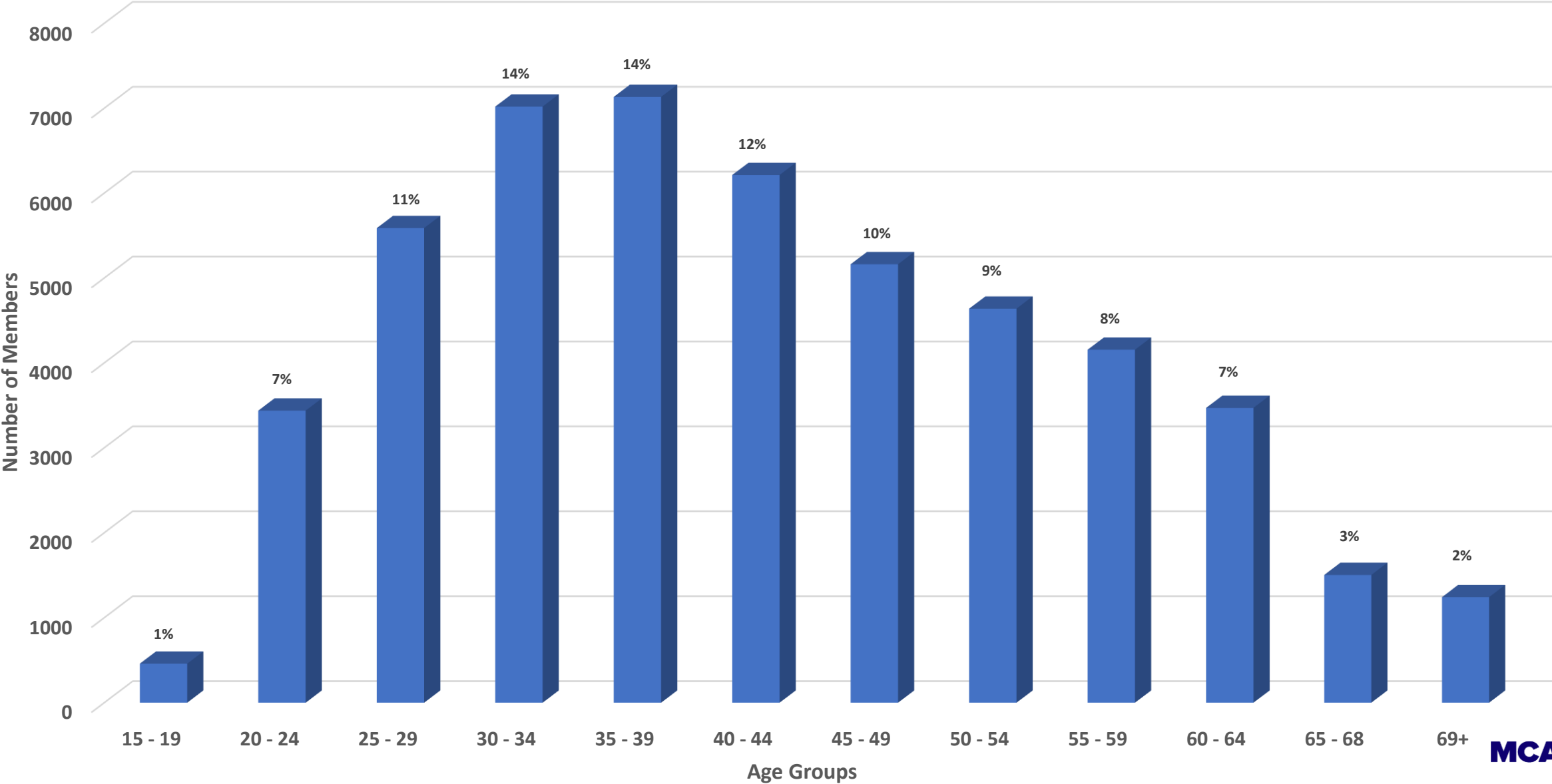
# Overview

- Current Demographics
- Motivators
- Being a Field Leader
- Technology
- Change
- Training
- Best Practices

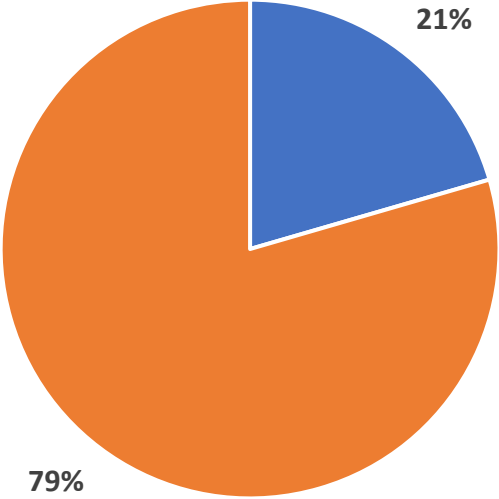
# United States - UA Active Membership Total



# Canada- UA Active Membership Total

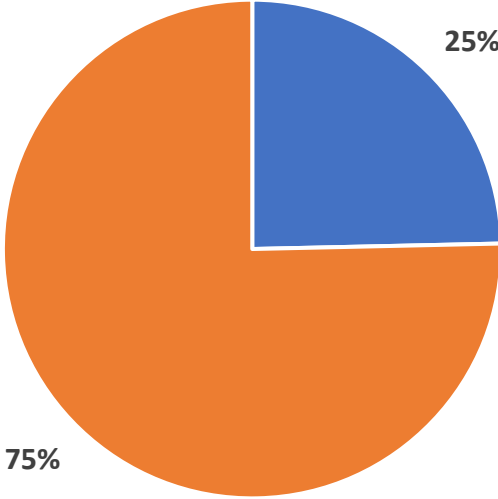


US - % of apprentices compared to membership



■ Apprentices ■ Journeyman

Canada - % of apprentices compared to membership



■ Apprentices ■ Journeyman

# Motivators – To Become a UA Member

- Parent or Friend in the trade
- Having a Career vs a Job
- Not sitting behind a desk
- Working with their hands
- No need for College and get paid while you are in school



# Motivators – Becoming a Field Leader

- Born to lead
- Doesn't want someone telling them what to do
- Problem solver
- Working for a bad foreman
- Pay
- Notoriety
- Ability to grow and lead

# Being a Field Leader

- Interaction with PM
  - Visibility to the whole picture of the Project
  - Setting up cost codes and understanding budgets
  - Being part of cost reviews
  - Working hand in hand with the PM
  - Helping to develop the schedule and manpower plan
  - Being the conduit for the PM in the field for coordination

# Being a Field Leader

- What keeps you up at night?
  - Failure – Not being prepared
  - Retiring skill set
  - Change in Scope
  - Enthusiasm/Moral of crews – Lack there of it
  - Supply Chain Issues
  - Stress
  - Frustration with the lack of collaboration with trades and CM
  - Increased customer demands and schedule

# Technology

- How does it fit?
  - Needs to be part of every job
  - Increased VDC leads to Increased Fabrication to fewer field hours
  - Field Crews want more of it
    - Invest as a recruitment tool and motivator
  - Provide adequate training

# Generational and Work Place Changes

- Distractions with phone
- Embracing technology prints on a blue beam and iPad's
- Conflict avoidance
- Communication in text form
- Dual working parents
- Very little distractions during work hours.
- Full Set of prints at every workstation
- Thicker skin
- Verbal communication
- Foreman were typically breadwinners

# Training

- How do we train based on these trends
  - Embracing Technology
  - Communication
  - Awareness
  - Conflict Management
  - Utilizing retirement experience

# Best Practices

- Recruit to the trades based on motivator changes
  - No College Debt
  - Having a Career vs having a job
  - Not being stuck at a Desk
- Early identification of talent with motivation and drive
  - Don't let it change – keep them positive and motivated (mentor)
- Mentorship between retiring talent and a new generation of Craftsmen
- Increase the use of technology for efficiencies between fabrication and field

**Thank You!**

