

# Today's Construction Workforce Challenges

HR Tech is Key to Meeting These Challenges Head On

The construction industry is facing new and growing challenges as the COVID-19 pandemic fades but leaves its mark on the economy and the workplace. HR technology is designed to give you an edge when managing the daily processes that affect your employees, and companies need that edge if they hope to meet those challenges and remain competitive.

## Workforce Challenges Facing the Construction Industry

Despite the fact the pandemic initially slowed new projects, the majority of construction companies are concerned they will have difficulty hiring enough workers during the next year and into the future as the economy recovers and the industry grows. This makes not only hiring, but also reskilling and retaining your existing workforce, critical HR priorities.

### Finding Skilled Workers



**54 percent**

of construction firms report difficulty finding qualified workers to hire.

Source: AGC



**There are 40%**

more open jobs in 2021 than prior to the pandemic.

Source: Lighthouse Research & Advisory

### Retaining More Employees

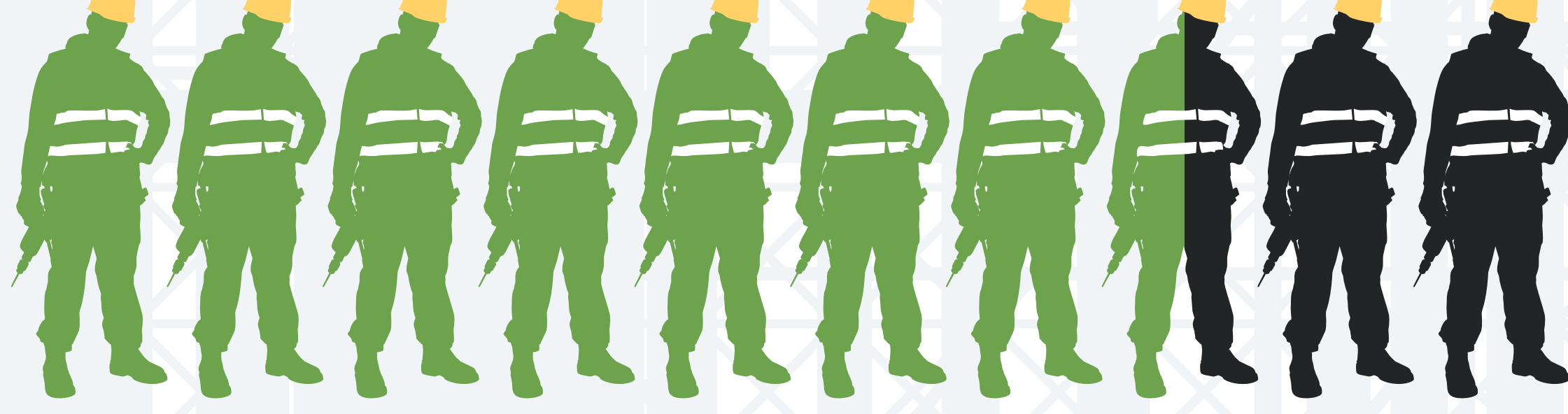


**6 out of 10 construction employees**

left a job because they didn't see any development or opportunity to advance.

Source: Lighthouse Research & Advisory

### Reskilling Current Talent



**75% of construction employees**

think their skills will be obsolete in the next 10 years.

Source: Lighthouse Research & Advisory

## HR Tech Becomes More Essential

Companies are increasingly turning to HR technology to keep up with the demands on their HR team. Organizations that don't adopt HR tech will struggle to keep pace.



**66 percent**

of companies in high turnover industries, like construction, say the number one needed skill for HR is the ability to use technology effectively.

Source: Lighthouse Research & Advisory



**Almost 70%**

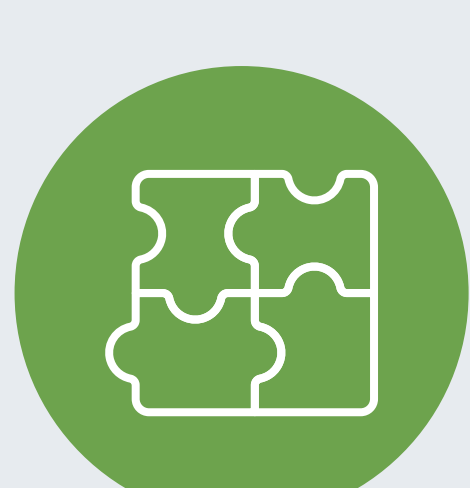
of employers say they plan to expand or replace components of their HR technology ecosystems by 2022.

Source: Gallagher's 2020 HR Technology Pulse Survey

HR software solutions gives companies the ability to address their biggest challenges in a few key ways.



Faster Hiring



Seamless Onboarding



Better insights into the workforce

## Solutions for Effective HR

Companies need to adapt solutions that address HR challenges and preferences head on.

- 1. Cast your recruitment net wide** with applicant tracking software that lets HR easily post multiple jobs to multiple job boards simultaneously. To efficiently process applications, set parameters so recruiting managers only see applications that meet your job requirements.
- 2. Invest in software that improves each step in the employee journey.** When employees have a great hiring and onboarding experience, you've laid the groundwork for loyalty, productivity and engagement. Learning and development software can simplify reskilling and upskilling and make it more convenient for your team to participate regardless of their location. Performance management tools help you and your workers plan and envision their future with your organization, inspiring them to greater productivity and commitment.
- 3. Choose software that's easy for HR and employees to use.** HR software should support the business without creating complications. Make sure your tools are cloud-based and mobile friendly, making it easy for employees to apply, onboard and train. The interface should be easy for your HR team to navigate and should put valuable reports and other insights at their fingertips.

[Learn more about the importance of strong HR tech to the construction industry in our e-book.](#)