



Professional Construction Estimators Association

Orlando, FL



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February 2023



PRESIDENT'S LETTER



Chris Joyce

*Tharp Plumbing
Systems, Inc.*

**PCEA Orlando
Chapter 22
President**

We kicked the year off in style with the Bourbon Tasting. What a great event, and awesome venue, then we had the Clay Shoot at Black Jack. Congrats to 1st place Team Forge Co USA, 2nd place was Team Cemex, and 3rd was Team Engineered Concepts.

We have our monthly Brewery Social on Feb 9th at Deadwords Brewing, please sign up in advance.

We have a great presentation from City of Orlando DTO 2.0 for the February meeting, and working on a March speaker. Our April meeting, we will be hosting the Annual Seafood on The Pond event at Orange County Sportsman's.

The National Convention is coming up in April, this year will be held in Knoxville TN. Anyone interested in attending this, or if you have any questions, please reach out to myself or Rob Bauer to discuss. I will have the link on the website soon for those looking to sign up.

As discussed during last months Members Meeting, we have had to raise dues for the coming year as the costs for everything are going up! With that being said, we switched to plated dinners at the meetings to reduce cost, but it is **MORE IMPORTANT THAN EVER** that you please register in advance as we have to give the head count to Citrus Club the Friday before the meeting. Please help us with this and sign up early, but **ONLY** if you know you plan on attending!

As always, thanks for being a part of PCEA Orlando Chapter 22.

www.pcea-orlando.org

UPCOMING EVENTS

to register visit our website
www.pcea-orlando.org

- **February Social @ Deadwords Brewing**
9 Feb 2023 – 5:00 PM
Deadwords
23 N Orange Blossom Trl Orlando, FL 32805
- **February Membership Meeting, DTO 2.0**
21 Feb 2023 – 5:30 PM
Citrus Club, 255 S Orange Ave #1800, Orlando, FL
- **Estimating 101 Series - Electrical**
28 Feb 2023 – 5:00 PM
Maddox Electrical
710 Garden Commerce Pkwy. Winter Garden, FL

ATTENDEES MUST REGISTER IN ADVANCE FOR ALL EVENTS

Call For National Board Nominations

We are asking for your help in encouraging your chapter's members to participate on the National Level

Please pass along this Call to Action

to nominate those interested in

National Officer Roles - 2023 - 2024 term

Deadline to submit nominations is February 15th
Send your chapter's nominations to Lee Edwards
(*contact information included on the form*)

CLICK THIS AD TO DOWNLOAD THE NOMINATION FORM



THANK YOU FOR ATTENDING OUR SOCIAL EVENTS

SPORTING CLAYS TOURNAMENT



BOURBON TASTING SOCIAL



THE HARDEST CONSTRUCTION JOBS TO FILL

Construction needs to find more workers, and there are no easy-to-fill jobs in the industry.

In fact, according to an Associated General Contractors of America survey of its members, 91% of contractors had trouble filling positions last year, and experts say the labor crunch for these positions isn't going to let up anytime soon.

The number of workers in construction has failed to meet the high demand. Fewer new workers have joined the industry, and retention has remained low as experienced workers retire.

Among hourly craft positions, AGC respondents had the most trouble with staffing pipelayers; 89% of contractors had trouble filling those spots. Glaziers were the least difficult job to staff, but even so, 70% of respondents had trouble finding workers in those positions.

Salaried positions, such as architects, engineers and estimating personnel, are easier to fill, but 81% of firms still struggled to find project managers/supervisors and 77% estimating personnel. Half had trouble with vital jobs like safety personnel.

"We continue to be faced with the challenge of hiring superintendents and skilled craft labor," said Alison Tripp, national recruiting lead for Redwood City, California-based DPR Construction. "As our more seasoned superintendents are getting closer to retirement, we must double our efforts to make careers in the field attractive to younger talent."

The toughest positions to fill are some of the most vital: ones that require leadership or experience in the trades.

"There was a point in time where he who had the people hoped he got the work," said Greg Sizemore, vice president of workforce development, safety, health and environmental for Associated Builders and Contractors. "Now it's he who has the work hopes he can find the people."

Sizemore said having a secure workforce plays an important role in knowing if a contractor can deliver a project. The work is out there, he said, but contractors may not have the confidence to chase it and win it if they don't think they can find the staff.

Tripp said DPR has focused on training craft laborers in an effort to highlight longer-lasting career paths in the field.

The toughest roles to fill

When asked about which craft positions' shortages would have the biggest impact on construction in 2023, AGC Chief Economist Ken Simonson found it tough to select just a few.

Continued on back page

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THE HARDEST CONSTRUCTION JOBS TO FILL—Continued from page 3

“Every craft is important at some stage of a project,” Simonson said.

A lack of workers on any one task can slow a project to a crawl, Sizemore noted. Waiting for a concrete pour or electric wiring can prevent the next step from happening.

Sizemore said from his vantage point, the toughest jobs to fill are ones like carpenter, electrician, plumber, mechanic or millwright and project manager.

Tripp said she doesn't see the labor shortage getting better any time soon, and as the experienced workforce ages out, the industry will face a crisis with trying to find, recruit, train and retain workers and potential superintendents.

The industry will soon need even more workers. Increased spending, largely resulting from the Infrastructure Investment and Jobs Act, will mean more projects with open spots to fill. At the same time, the industry has grown dependent on foreign labor, but immigration is down, Tripp said.

Tripp said she anticipates DPR and its competitors will continue to have to raise pay and benefits for workers. Additionally the number of women in construction has jumped, which Tripp attributed to efforts to open the door wider and recruit from a broader pool. Even still, the end is not in sight.

“Currently, there are over 25% more construction opportunities available than qualified people to fill them throughout the industry,” Tripp said. “The trends for 2023 and beyond are showing that this gap will be there for several years to come.

Combating the problem

The reasons for worker hesitation around the construction

industry are many. For one, construction doesn't provide year-round employment, said Anita Grantham, head of HR at software company BambooHR, which consults with thousands of construction clients. Most construction work is done when the weather is warmest.

“Employees who seek year-round employment may change industries or move to another location where the winter weather won't impact their ability to work,” Grantham said, adding that the talent pipeline hasn't been built to support the trades long-term.

In the competitive workforce of 2023, Grantham provided three tips to employers:

- **Create a formal onboarding process:** Workers are more likely to stick around for three years or longer when there is a formal onboarding process, Grantham said. Buddy programs and check-ins for example, are investments that can pay off in the long run.

- **Offer competitive compensation:** “Employees expect to be paid what they're worth,” Grantham said. It's time to revisit rates, benefits and perks contractor's offer workers, she added, suggesting that employers survey crews on which benefits they need and which they don't use.

- **Develop a strong culture:** Keep employees happy. Jobsites aren't conventional workplaces, so contractors need to be creative about how they engage with workers about company goals and values. This can start with training managers as part of the onboarding process.