



INDEPENDENT ELECTRICAL CONTRACTORS PRESENTS

2022 **business summit**

SAVANNAH, GA | JANUARY 24-26

CREATING OPPORTUNITIES AND PATHWAYS INTO CONSTRUCTION

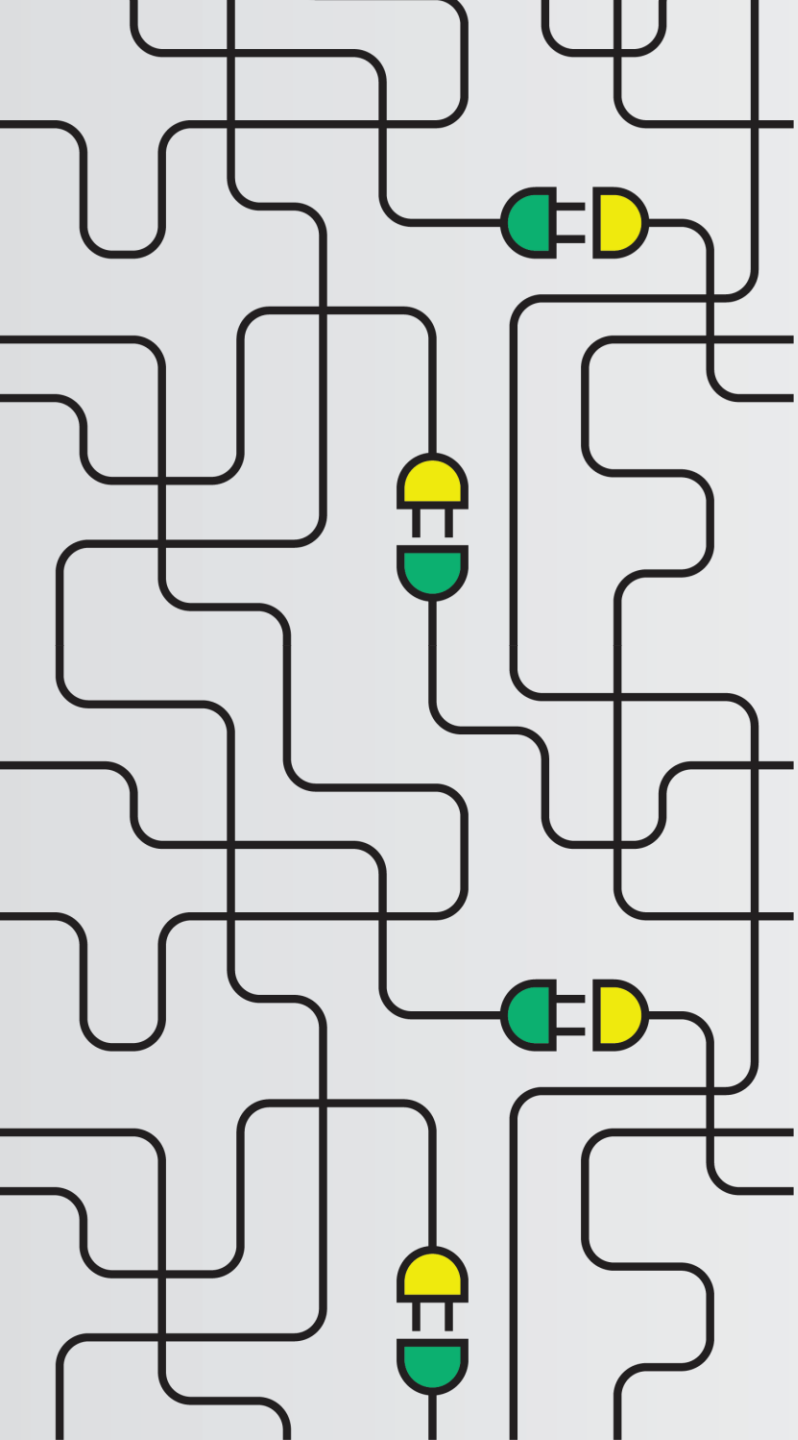
Stephane McShane | Director Maxim Consulting Group

MAXIM CONSULTING GROUP OVERVIEW

Management Consulting	Lean Transformations	Peer Groups	Corporate Finance Advisory
<ul style="list-style-type: none"> ▪ Strategic Planning ▪ Operational Excellence ▪ Technology Integration ▪ Training & Development 	<ul style="list-style-type: none"> ▪ Supply Chain Management ▪ Design Standards ▪ Enterprise Scheduling ▪ Process Standardization 	<ul style="list-style-type: none"> ▪ Electrical ▪ Mechanical ▪ Fire Protection ▪ General Contractor ▪ Heavy Civil ▪ Utility 	<ul style="list-style-type: none"> ▪ Mergers & Acquisitions Advisory ▪ Equity & Debt Financing ▪ Ownership Transition ▪ Management Succession ▪ Captive Insurance

OBJECTIVES

- Understand the need to build your organization from within
- Discuss what is required to attract today's workforce
- Review methods of community outreach/involvement to create awareness and offer opportunity
- Discuss implementation methodologies to develop, compensate, engage, and retain workforce



THE FACTS

Current and Future State of Construction

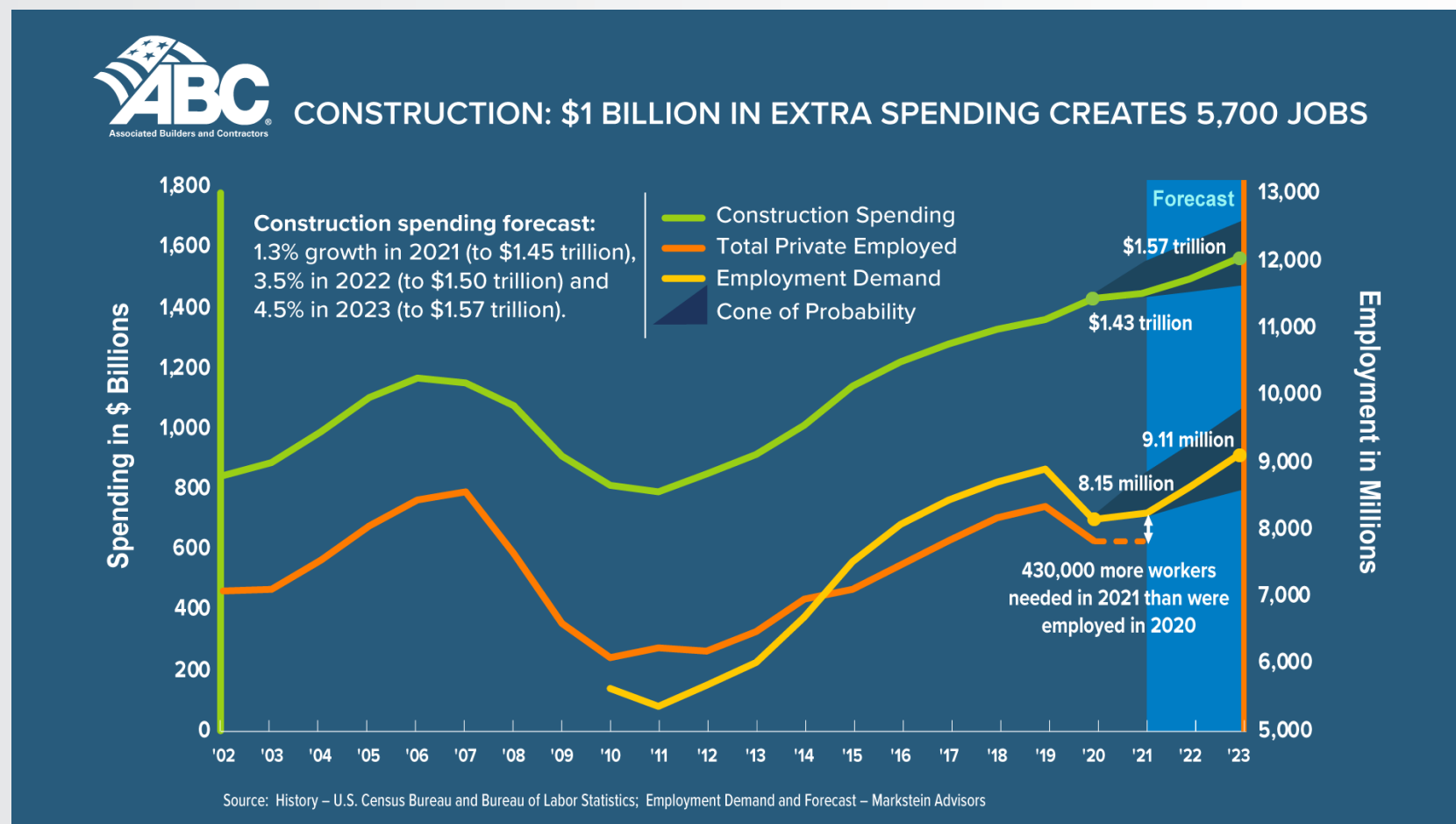
TODAY'S CHALLENGES



Who are we recruiting?

Are we as inclusive as we think?

TODAY'S CHALLENGES



TODAY'S CHALLENGES

The Great Resignation

Number of people quitting their jobs in the United States, seasonally adjusted



Source: U.S. Bureau of Labor Statistics



BUILDING FROM WITHIN

Bottom Up Versus Top Down

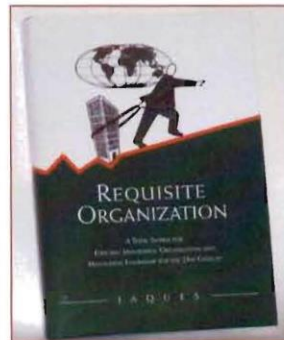
LEVELS OF RISK

Hiring:

- Executives
- Managers
- Staff
- Entry Level

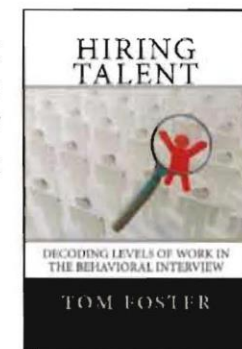
CONCEPT OF TIME SPAN

Management Myths & Time Span



The Research of Elliott Jaques Time Span Workshop

Hiring Talent
*Decoding Levels of Work in the
Behavioral Interview*
Now available at
amazon.com



Presented by
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DEFINING LEVELS OF WORK

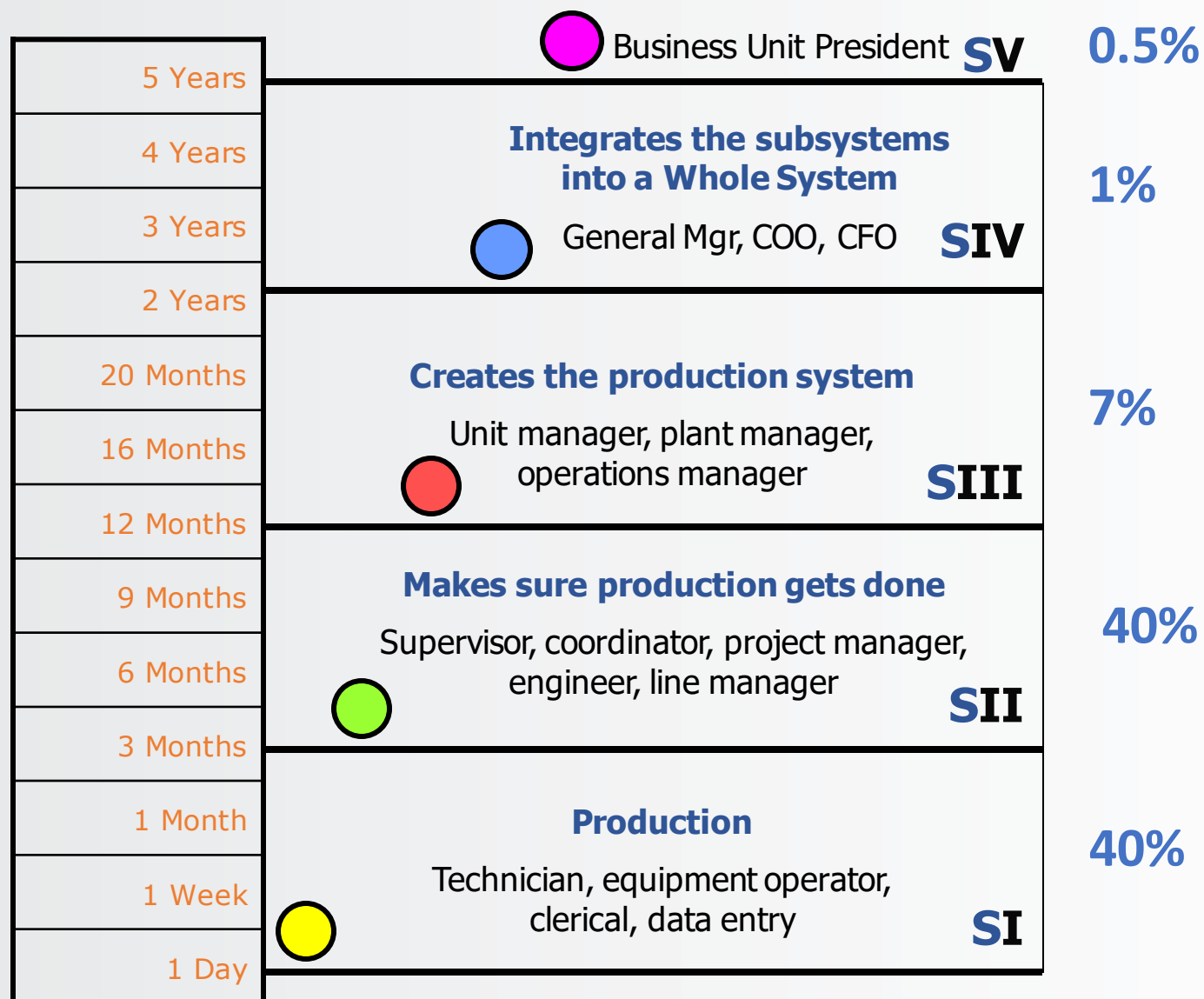
	Role Description
Stratum IV	This role in the organization is to integrate our sub-systems into a whole system.
Stratum III	This role in the organization is to create the system.
Stratum II	This role in the organization is to make sure production gets done.
Stratum I	This role in the organization is Production

MITIGATION OF RISK

Who to hire?

- Executives (Stratum 3 and up)
- Managers (Stratum 2)
- Staff (Stratum 1 to 2)
- Entry Level (Stratum 1)

TIME SPAN – LEVELS OF WORK



LEVELS OF RISK

Develop from the bottom up!



CREATING PATHWAYS TO CONSTRUCTION

Outreach and Awareness

PROACTIVITY VERSUS REACTIVITY

Do not rely on the actions of others to raise awareness of the industry and its opportunities

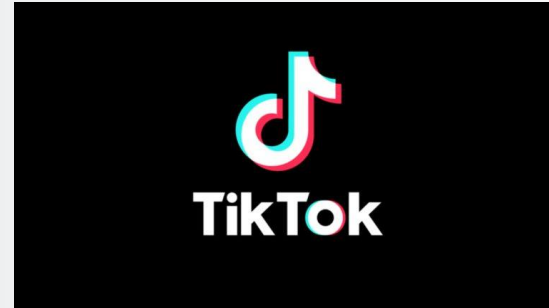
SCHOOL OUTREACH

- Elementary School
- Middle School
- High School
- Trade School
- Secondary Education

Not one, but ALL!

SOCIAL MEDIA

- LinkedIn
- Facebook
- Instagram
- TikTok
- Twitter



ACE MENTORING

- www.acementor.org



CONSTRUCTION TECHNOLOGY PROGRAMS

- <https://www.cusd.com/CareerTechnicalEducation.aspx>

Career Technical Education

Not every student learns the same way. Career Technical Education (CTE) in Clovis Unified provides an alternative approach that works to help students become college and career ready. In CTE courses, students experience a mixture of classroom instruction along with hands-on learning and industry partnership experiences.

Clovis Unified currently offers a variety of CTE courses at each of its high schools, including such pathways as Education, Construction, Agricultural Science, Patient Care, Food Services and Hospitality, and Financial Services. Students are able to take CTE classes offered at schools other than their home school site.

"The connection CTE creates for many of our students is both inspiring and infectious. When you enter a CTE classroom, it doesn't matter if you are the athlete on campus, a trumpet player in the band, a visual/arts student, or a student who is trying to identify themselves, what you are immediately drawn to is the engagement amongst a group of students with the same common interest of learning about their future."

Chuck Sandoval, Director, Career Technical Education

CONSTRUCTION TECHNOLOGY PROGRAMS

- <https://www.cusd.com/CTEPathways.aspx>



Engineering Design

The Engineering Design pathway provides learning opportunities for students interested in preparing for careers in the design and production of mechanical, electrical, and computer systems.



Residential & Commercial Construction

The Residential and Commercial Construction pathway provides learning opportunities for students interested in preparing for careers in construction and building design, performance, and sustainability. The standards focus on the manner in which residential and commercial structures are designed and built. The pathway includes instruction in the way in which these structures are built (Class B California License).

CONSTRUCTION TECHNOLOGY PROGRAMS



RESIDENTIAL & COMMERCIAL
CONSTRUCTION

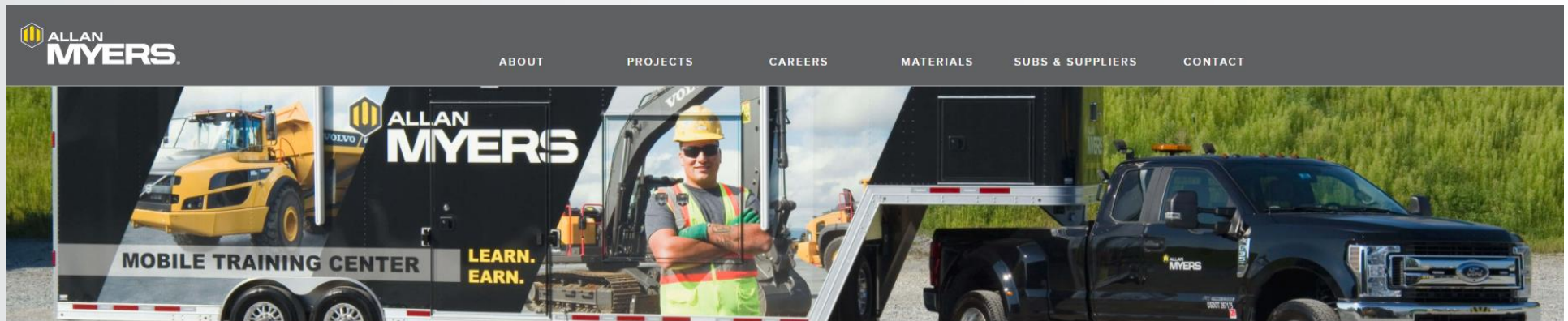
CONSTRUCTION TECHNOLOGY PROGRAMS

Funding Mechanisms

- State and Federal Workforce Development Grants
- Educational Grants
- Builders Exchanges
- Builders Associations
- Trade Associations
- Contractors



DIRECT OUTREACH



ALLAN MYERS PROMOTES STEM CAREERS WITH MOBILE TRAINING CENTER

October 24, 2018

Yesterday, Allan Myers visited Armstrong Middle School, in Bucks County, PA, to help promote Science, Technology Engineering, and Math (STEM) careers in construction. We were able to teach students about using Google Sketch Up for four dimensional models and show them what training is like on our state-of-the-art mobile training center!

"This is a great way for kids to not only learn about engineering and the different facets of engineering but to get in and test out the different simulators and see what it's really like to move that heavy equipment," said Instructional Coach Dawn Martesi.

On this visit, the training center allowed approximately 70 students to learn what it's like to operate construction equipment, spiking their interest in STEM and showing them how concepts they learn in classes are used practically in the construction industry.

"I did something like this in elementary but to this extent, nobody has ever brought it out like this," said eight grader Taurean Jewett.

DIRECT OUTREACH



<https://6abc.com/pennsylvania-fairless-hills-armstrong-middle-school-augmented-reality/4543587/>



HIRE THEM, KEEP THEM

HIRE TO RETIRE VALUE STREAM MAPPING

Hiring is **NOT** the end game

Hope does **NOT** create a predictable outcome



HIRE TO RETIRE VALUE STREAM MAPPING

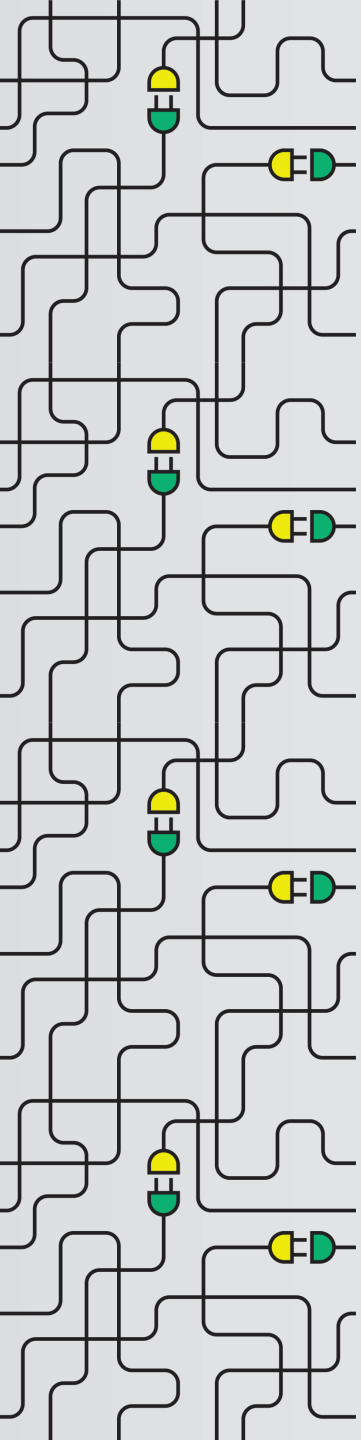
Recruiting

Onboarding

Training, Development and Engagement

Compensation and Incentive Compensation

Retirement



QUESTIONS



THANK YOU

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