



INDUSTRY WORKFORCE CHALLENGES

SPPA Advanced Development Summit

MKC **MAKEE
COMPANY**

Presented by: R.Lynn Pingol, CEO

November 8, 2023

The **NEED** to address workforce

- 3,620 NEW jobs for every \$1 billion in construction
- 546k+ additional workers on top to meet the demand for labor.



LABOR SHORTAGE CONTRIBUTIONS

Reference: "Construction Labor Shortage Statistics in 2023" Accessed November 1, 2023

<https://www.workyard.com/research/construction-labor-shortage>

Bureau of Labor Statistics, Industries at a Glance, Construction: NAICS 23, Accessed on October 15, 2023
<https://www.bls.gov/iag/tgs/iag23.htm>

Pandemic

- Nearly 8 million skilled-labor jobs were lost
- Half have been filled, but about 4 million vacancies remain

Age & Retirement

- U.S. Bureau of Labor Statistics, the average age for construction workers is 42.4 years old.
 - With nearly 1 in 4 construction workers older than 55
- Over 40% of the current US construction workforce is expected to retire in the next 10 years

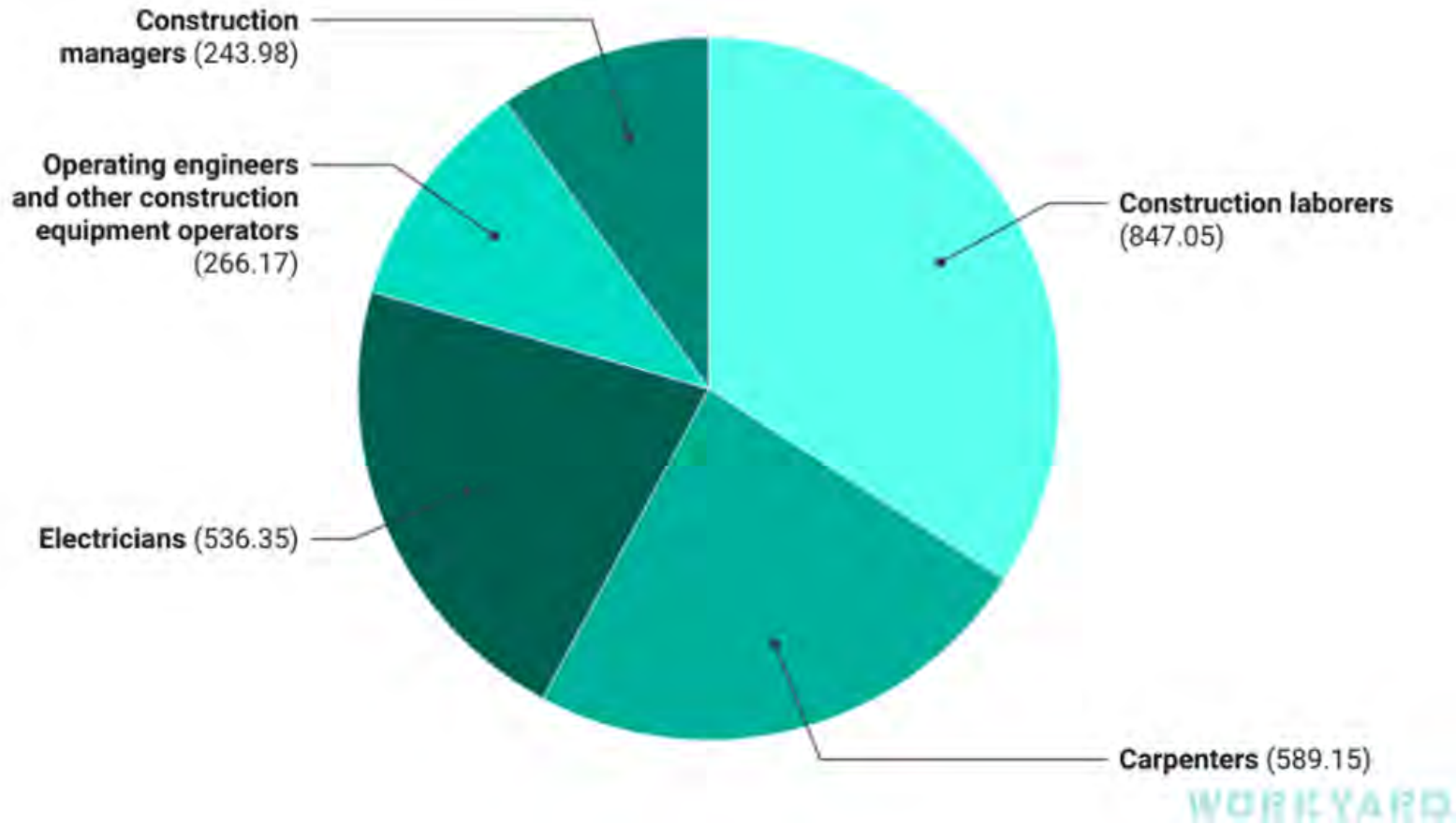
Risk

- Injuries and fatalities, which are work-related
- Targeted for ransomware attacks between January 2020 and January 2022.

Lack of Interest for the Next Generation

- 1969, there were 8 million students enrolled in postsecondary institutions
- 2019 - 19.6 million were enrolled.

CONSTRUCTION INDUSTRY EMPLOYMENT BY OCCUPATION IN THE UNITED STATES (2022, IN THOUSANDS)



WHERE THE JOBS ARE

Reference: "Construction Labor Shortage Statistics in 2023" Accessed November 1, 2023
<https://www.workyard.com/research/construction-labor-shortage>

IS IT ENOUGH?

- Wages in construction will likely continue to go up
- JLL is predicting a 5% to 7% annual increase

Construction Industry Pay:

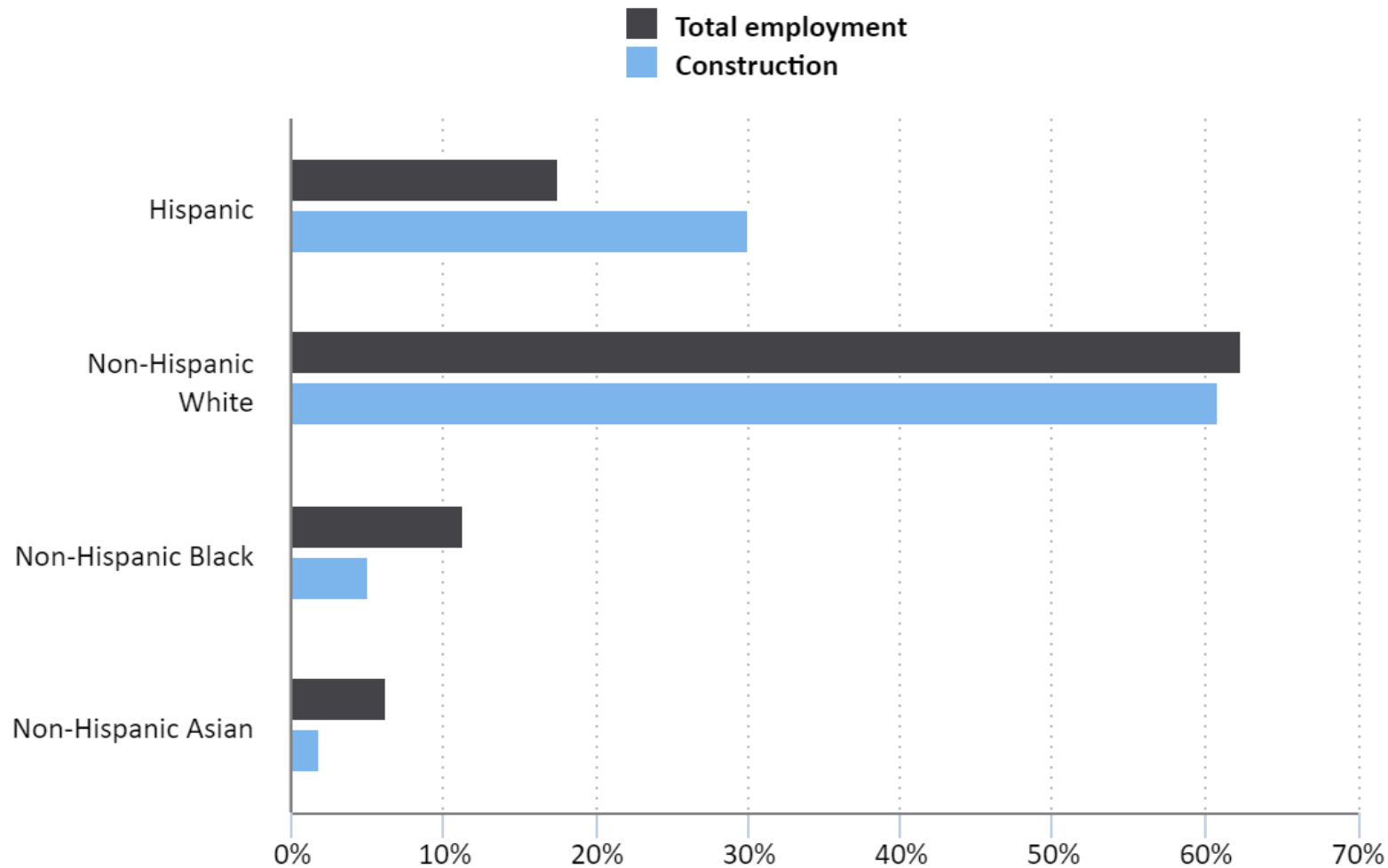
- Construction jobs pay well. In Minnesota, 4 out of the 5 most numerous construction occupations had median annual pay exceeding the median for all employees in 2022. (Half of workers earn more than the median; half earn less.)



Source: Macrina Wilkins, Senior Research Analyst, AGC of America, macrina.wilkins@agc.org, from Bureau of Economic Analysis ([GDP](#)); Census Bureau ([spending](#)); Bureau of Labor Statistics ([national](#) and [state](#) employment, [median wages](#)); AGC ([outlook survey](#)).
September 18, 2023

Reference: Bureau of Labor Statistics, Industries at a Glance, Construction: NAICS 23, Accessed on October 15, 2023 <https://www.bls.gov/iag/tgs/iag23.htm>

Construction and total employment by race and ethnicity, 2020



VIEW OF THE WORKFORCE

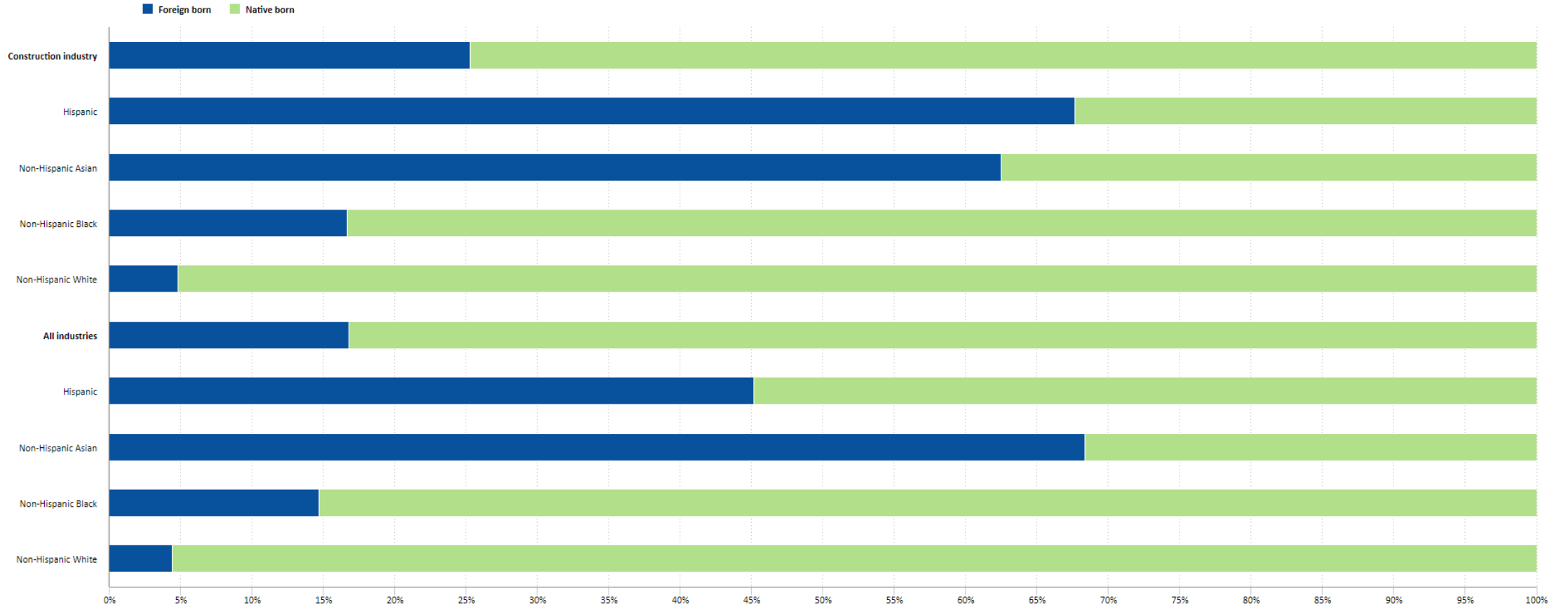
Hispanic: 30%
Non Hispanic Blacks: 5.1%
Non-Hispanic Asians: 1.8%

**Only ONE in TEN
construction workers is a
WOMAN**

Reference: Gallagher, Claire McAnaw "The Construction Industry: Characteristics of the Employed, 2003–20" April 2022 US Bureau of Statistics Bureau of Labor Statistics, Industries at a Glance, Construction: NAICS 23, Accessed on October 15, 2023
<https://www.bls.gov/spotlight/2022/the-construction-industry-labor-force-2003-to-2020/home.htm>

25.3 PERCENT OF CONSTRUCTION INDUSTRY WORKERS WERE FOREIGN BORN

Native- and foreign-born workers by industry, race, and ethnicity, 2020



Reference: Bureau of Labor Statistics, Industries at a Glance, Construction: NAICS 23, Accessed on October 15, 2023
<https://www.bls.gov/iag/tgs/iag23.htm>

WORKFORCE SOLUTIONS

- Internal training in the industry
- Work with trade schools
- Collaborate with universities on adding workforce education programs in the trades
- Encourage union conversations

OR

**you can get involved with
us!**

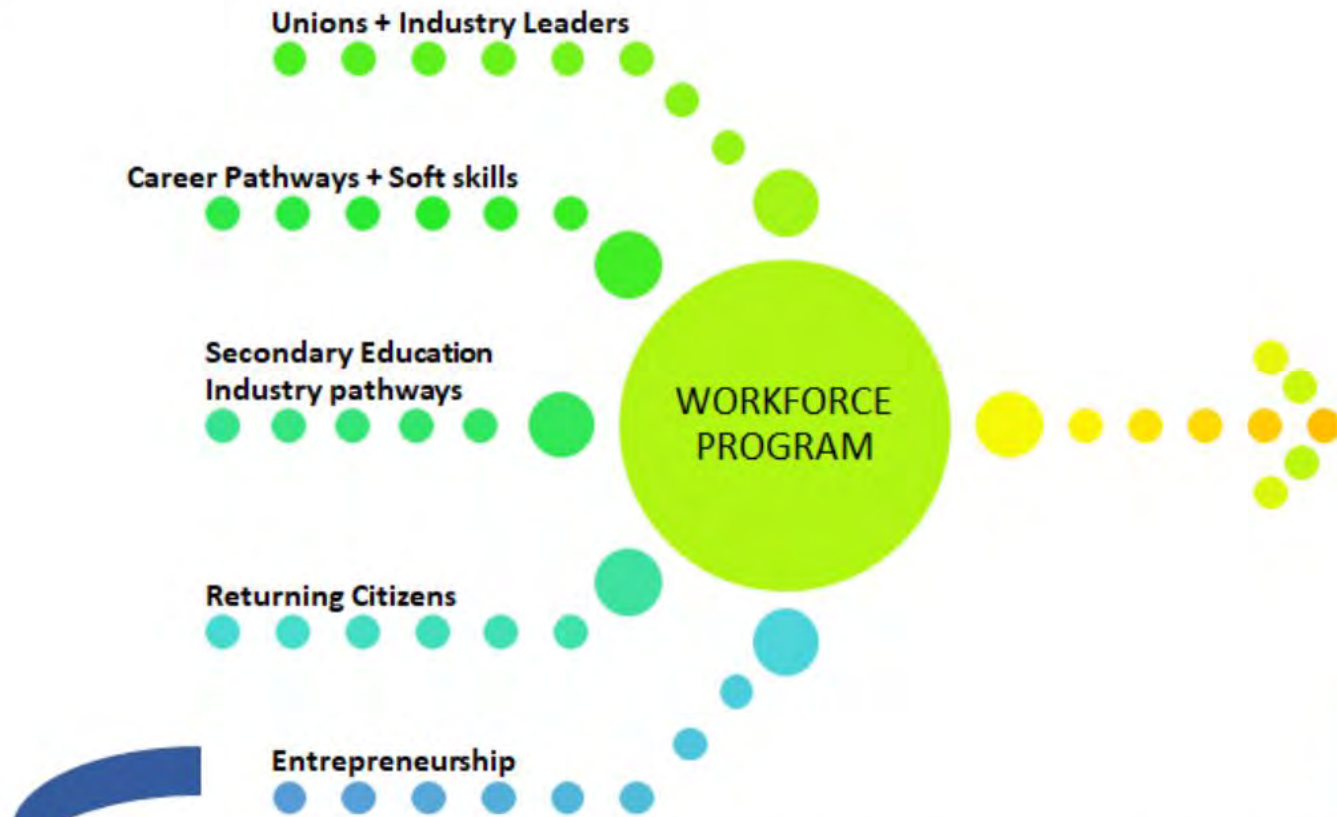
Introducing...

E O T R

**ENTREPRENEUR ON THE RISE
WORKFORCE & TRAINING CAMPUS**

2200 Larpenteur Avenue Esst | Saint Paul, Minnesota 55109

WHY IT MAKES SENSE



Born after 1996, Gen Z includes 61 million Americans — and the oldest members are entering college and the workforce. Gen Z is focused on working for themselves and only themselves

[2017-2018 Global Entrepreneurship Monitor \(GEM\) report](#)

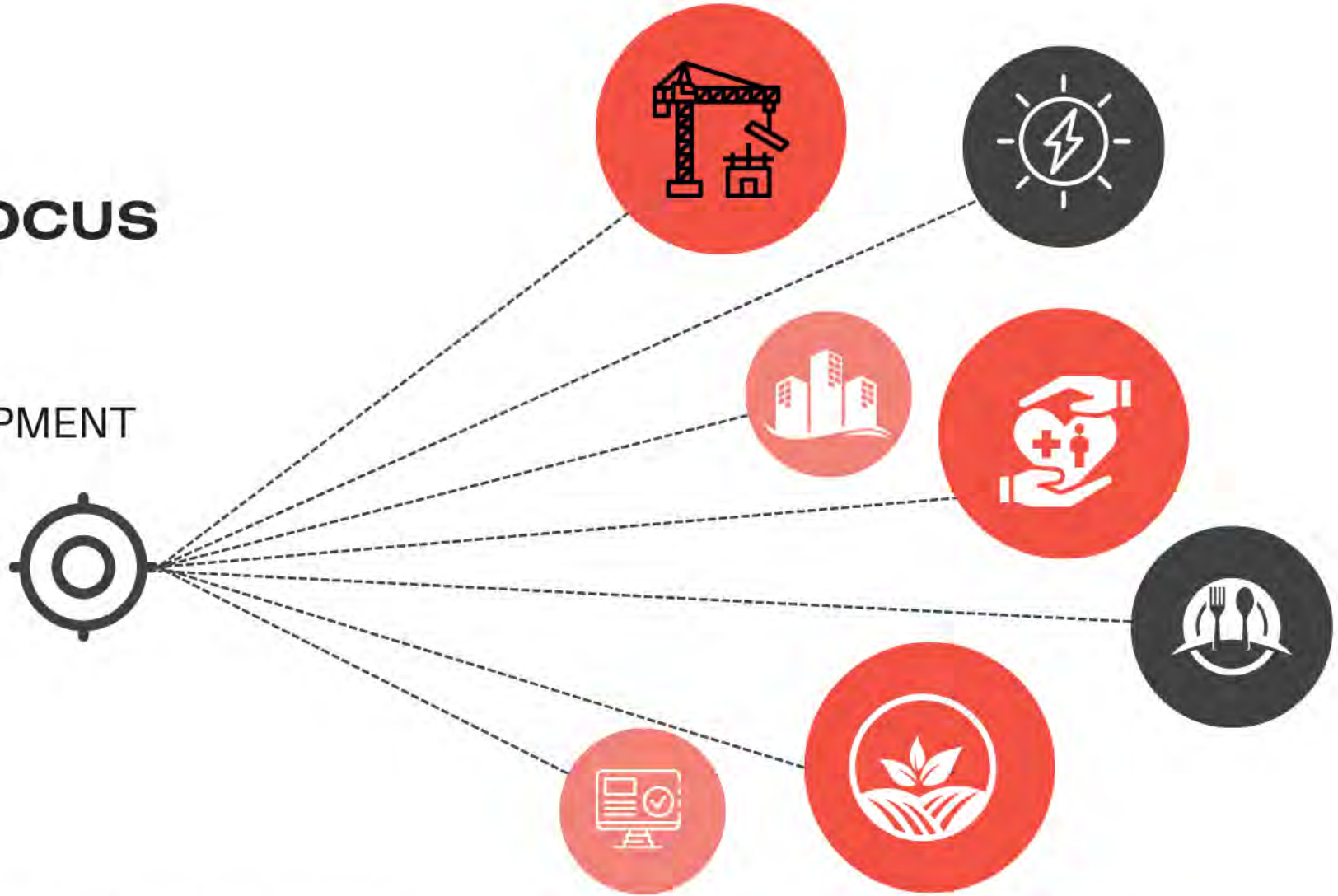
HOW WILL GEN Z APPROACH WORK?

Among today's middle and high school students

Nearly half of Gen Zers PLAN TO BECOME ENTREPRENEURS	41% plan to start their own business	45% say they will invent something world-changing
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● Our INDUSTRY FOCUS

- CONSTRUCTION
- GREEN ENERGY
- REAL ESTATE DEVELOPMENT
- MEDICAL
- HOSPITALITY
- AGRICULTURE
- TECHNOLOGY



Workforce +
ENTREPRENEURSHIP

● Our PROGRAMS



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WORKFORCE & TRAINING CAMPUS



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TRAINING & MENTORING**



**SHARED LEARNING &
NETWORKING EVENTS**



**PRIVATE OFFICES &
INCUBATION CUBBIES**



COMPUTER LABS



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COLLAB SPACE**



HOT DESKS



MAIL STOP





TRAINING IN THE TRADES



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VERTICAL FARMING CENTRE



FARMERS MARKET PROGRAM



DEDICATED LEARNING HUBS





 **THE WRHS**
TECHNOLOGY TRAINING &
DISTRIBUTION WAREHOUSE



**TECH INDUSTRY
TRAINING CENTRE**



**DEDICATED MEETING
ROOMS**



**LEASE OR SHARED OWNERSHIP
IN WAREHOUSE OR
WAREHOUSE+OFFICE**



LOADING DOCKS

THANK YOU!

LEARN MORE!

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