ULI 2017 RegionSmart Summit

Memphis: A Workforce Under Construction

*Industry’s Positive Impact on Workforce Development*

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www.turnerconstruction.com
www.workforceinvestmentnetwork.com
Workforce Investment Network—Your Local Workforce Agency

Our Mission:
The Workforce Investment Network aligns the workforce system to develop and connect skilled individuals with business and industry for the prosperity of the greater Memphis region.

Our Vision:
Greater Memphis is a prosperous and dynamic community where educated and skilled employees enjoy a high quality of life and our businesses thrive.
Introduction – Workforce Investment Network

• The Workforce Director is appointed by the Mayor
  – Industry-Led Board

• 4 Greater Memphis Offices
  – 60+ employees
  – 14,000 people served in 2016
  – Expend $8-$10 Million annually supporting job-seekers and companies

• Business Services and Career Training
  – On the Job Training and Incumbent Worker Training Grants
  – Scholarships to retrain job-seekers
  – Recruitment of qualified employee candidates
  – Posting your open jobs
  – Hosting career fairs
  – Funding Customized Training
Top Fields in Demand

- Advanced Manufacturing
- Healthcare
- Trucking and Logistics
- Information Technologies (IT)
- Construction
- Retail
Current State of Employment Opportunities

Job Postings Regional Breakdown

<table>
<thead>
<tr>
<th>County</th>
<th>Unique Postings (Apr 2016 - Jan 2017)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shelby County, TN</td>
<td>221,380</td>
</tr>
<tr>
<td>Fayette County, TN</td>
<td>7,981</td>
</tr>
</tbody>
</table>
Critical Partnerships

- PeopleFirst Partnership/Seeding Success (Drives System Changes)
- Local Chambers (Industry Partnerships)
- EDGE (Industry Partnerships)
- City and County Government (Advocacy/Funding)
- Local Colleges and Universities (Trained Talent Pipeline)
- TN Dept of Labor (Funding/Technology Platform)
- TCAT & Moore Tech (Trained Talent Pipeline)
- Apprenticeships/Labor Unions (Trained Talent Pipeline)
- GMACW (Career Pathways)
- School Districts (Career Pathways/Talent Pipeline)
Methodist Construction Site
How Can Corporations Impact the Employment Gap
Introduction – Turner Construction

• Turner Construction
  – Founded in 1902
  – 5,200 Full-Time Staff
  – 47 Total Offices
  – Annual Revenue of $10B

• Memphis Office
  – 28 Full-Time Staff
  – Projects in Memphis over last 30 years
  – Opened Office in 2006

• Business Services
  – Construction Management / General Contracting / Preconstruction Management
  – Healthcare, Education (K-12 / Higher-Ed), Commercial, Industrial, Transportation
Today, 6.8 million people show up to work on a construction project every day – in every state and every city across the country. Together, they will complete in excess of $1 trillion of construction this year. While impressive, there are approximately 100,000 fewer people working in our industry today than in 2007 when we completed approximately the same amount of work.

.....Another thing we can do is provide increased support to industry trade groups, and encourage them to develop teaching practices and a curriculum better suited to the millennial generation. High school educators and counselors should introduce more students to the wide range of occupations available to them in our industry, and then offer them pathways to receive the training they need. As technical high schools expand, our country will enjoy the benefit of a more engaged high school population that will graduate with skills to be successful.
The Challenge: Skilled Labor Shortage

Expected Labor Force and Labor Force Demand

Minority Workforce Equity Program

Turner Construction Company and Methodist Healthcare recognize the importance of equal access to economic opportunities in both business contracting and employment. Together, we have invested considerable effort and resources in promoting the development and inclusion of historically underutilized businesses into our purchasing strategies. The extension of this effort must reach beyond the ownership structure of the firms with whom we conduct business and extend to the employed labor force.

The goal of our collected efforts are to increase the participation rate of underserved individuals into the construction trades.
Minority Workforce Equity Program

Local Workforce

Employers (Subcontractors / Vendors)
Minority Workforce Equity Program

2015 Results
2 – Career Fairs
15 & 20 Firms
137 Applicants

2016 Results
1 – Career Fair
30 Firms
100+ Applicants
## Implementation Challenges

<table>
<thead>
<tr>
<th>Possible Challenges</th>
<th>Proposed Solutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Unskilled workers</td>
<td>• Education/Retraining Funding</td>
</tr>
<tr>
<td>• Lack of Transportation</td>
<td>• Transportation vouchers for MATA and Gas Cards offered to jobseekers</td>
</tr>
<tr>
<td>• Need for having our jobs posted broadly</td>
<td>• Posting Jobs on Jobs4TN.gov</td>
</tr>
<tr>
<td>• New Companies may be unfamiliar with Community.</td>
<td>• Local Board Hosts Career Fairs/ Info Sessions</td>
</tr>
<tr>
<td>• Potential Hire may not have the “work ready” skills Day 1</td>
<td>• WIN provides Soft skills training seminars and Career Readiness Certifications.</td>
</tr>
<tr>
<td>• Youth unaware of the construction careers</td>
<td>• A.C.E. Mentoring / YouthBuild-GMACW-High School Partnerships</td>
</tr>
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Suggested Next Steps

- Utilize your local workforce agency
- Partner with Industry Trade Groups to support workforce development
- Commit to Industry-Led partnerships
- Strengthen Partnerships with School Districts
- Encourage the transition of military veterans from the armed forces to the construction trades
- Partner with WIN and City of Memphis on its Annual High School Career Expo
- Develop teaching curriculum suited to the millennial generation
- Share Success Stories
ANY QUESTIONS?

“The road to success is always under construction.”

Arnold Palmer