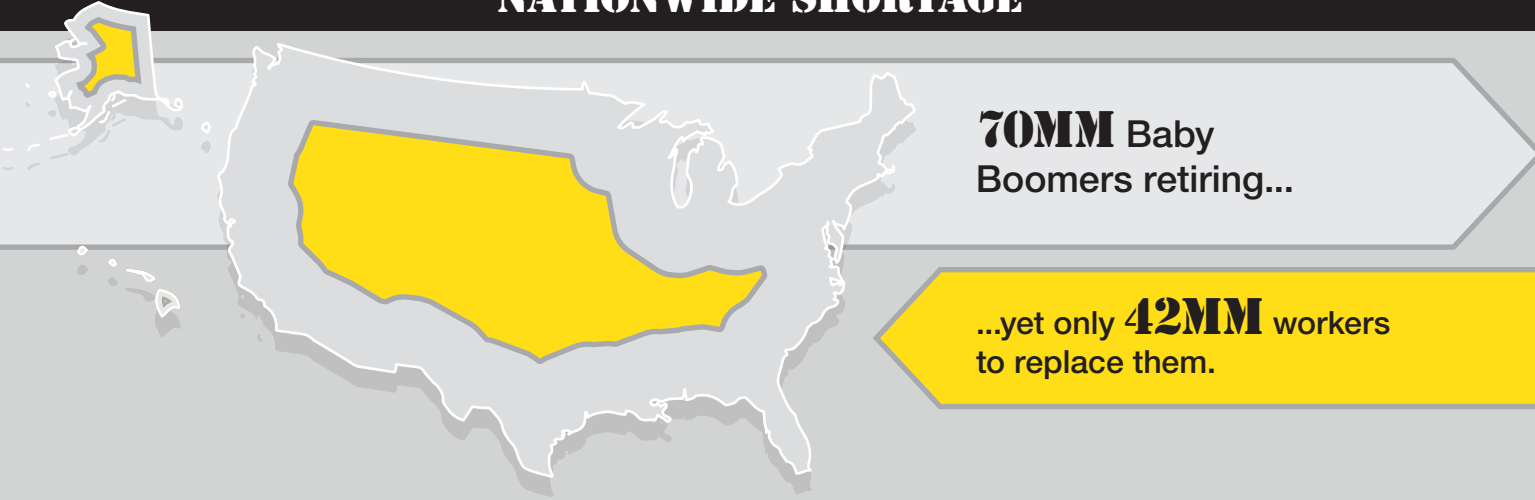


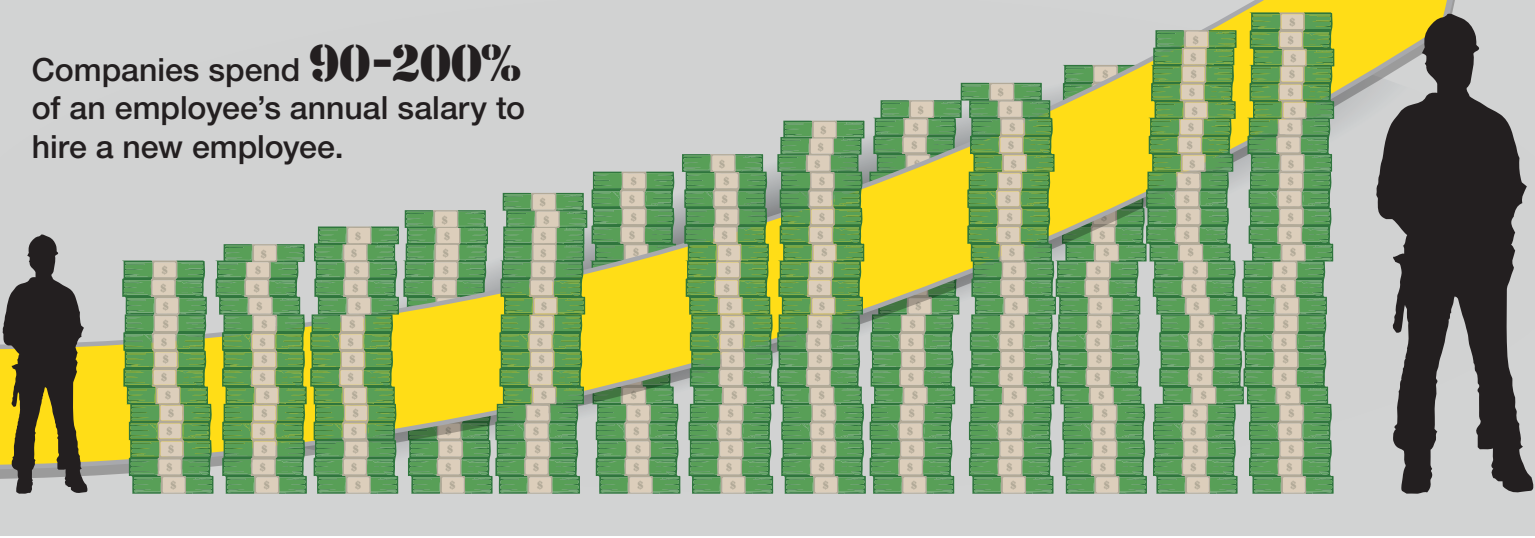
EMPLOYERS TOP CHALLENGE = FINDING QUALIFIED CANDIDATES

MACRO TRENDS

NATIONWIDE SHORTAGE



TALENT ACQUISITION CRISIS IS EXPENSIVE



SMB TRENDS

TOP TALENT ACQUISITION CHALLENGES



TOP 10 HARDEST JOBS TO FILL

- 1 Skilled Trade Workers
- 2 Sales Representatives
- 3 Engineers
- 4 Technicians
- 5 Drivers
- 6 Management/Executives
- 7 Accounting & Finance Staff
- 8 Office Support Staff
- 9 IT Staff
- 10 Production/Machine Operations

A construction company may have as many as **8 OF THE 10** hardest positions to fill

HOW DO YOUR HIRING PRACTICES COMPARE?



TOP 5 REASONS EMPLOYERS HAVE DIFFICULTY FILLING OPEN POSITIONS

47%	Lack of Technical Competencies (Hard Skills)
39%	Lack of Workplace Competencies (Soft Skills)
36%	Lack of Available Applicants/No Applicants
30%	Looking for More Pay than is Offered
25%	Lack of Experience



TOP 5 REASONS TALENT SHORTAGES/SKILLS GAPS ARE MOST LIKELY TO IMPACT EMPLOYERS

45%	Reduced Ability to Serve Clients
37%	Reduced Competitiveness/Productivity
31%	Increased Employee Turnover
31%	Lower Employee Engagement/Morale
27%	Higher Compensation Costs



OFCCP BUDGET & ENFORCEMENT GROWS

FY2016 will see a



OR \$7 MILLION

OFCCP operations increase over **FY2015**



#3 Priority for OFCCP in 2016 is eliminating gender, racial and ethnicity-based discrimination in the Construction trades

Recruiting and hiring in the construction industry is a challenge that isn't getting any easier. BirdDogHR™ can help. BirdDogHR offers comprehensive talent management software and managed services — everything you need to guide the entire employee lifecycle from recruiting to retirement. Construction companies across the nation see ROI in effective growth management, bottom line results and compliance peace of mind. If you need to improve candidate quality and quantity, shorten time to hire, centralize learning, and increase employee productivity visit us online at <http://www.birddoghr.com/core-industries/construction>.



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Sources

U.S. Department of Labor • SHRM 2011-2012 Human Capital Benchmarking Report • Sourcing Gets Smart, Aberdeen Group 2012 • ManPower 2015 Talent Shortage Whitepaper • FMI 2013 U.S. Construction Industry Talent Development Report • DOL 2016 Budget