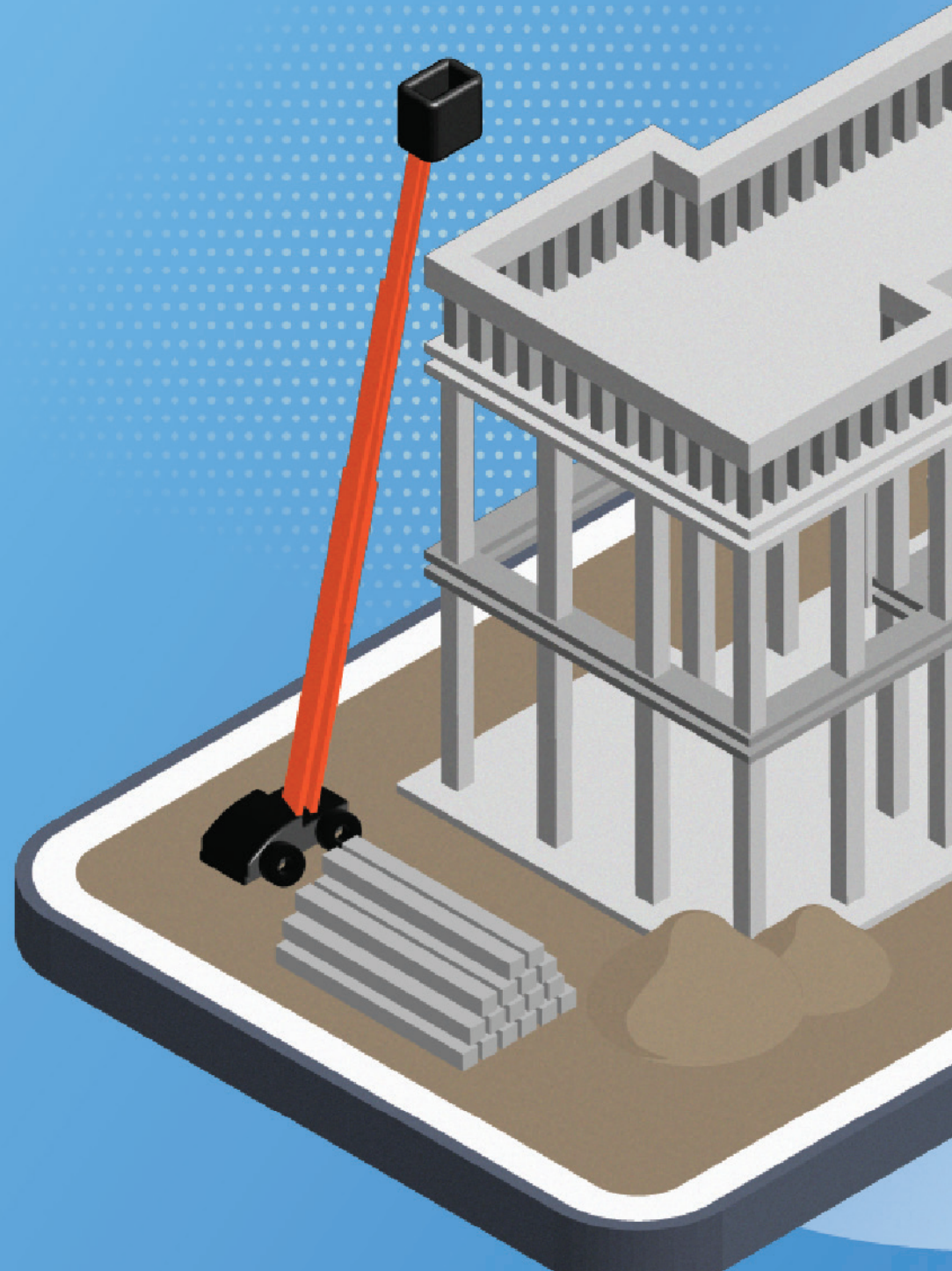




Raken

Construction Labor Shortage:

Maintaining Productivity





The construction industry has been hit particularly hard by the nationwide labor shortage that started during the COVID-19 pandemic and continues through today.

In order to stay competitive, businesses need to focus on improving employee retention and working more efficiently with the workforce they have.

Source: Associated Builders and Contractors

Improve employee retention

Good employees are hard to find, and sometimes even harder to keep.

Show your team you value their contributions and give them the tools they need to succeed to boost job satisfaction.



Invest in smart tools

Modern workers use apps and smart devices every day to easily capture and share information with their friends and family. They expect their place of work to embrace the same modern conveniences.

By using the right tools to modernize your processes, you'll make the workday easier for your employees.

Digital time cards get employees paid on time

If you're using outdated methods to track time, processing payroll is an error-prone headache.

Digital time cards are easy to complete and help your crew get paid correctly on time.

Using digital time cards, your employees easily track work hours to different cost codes, and that data can be automatically shared with your accounting software.

Integration means less duplicate data entry for your accounting team, plus improved accuracy.



Daily reporting software makes repetitive reporting tasks easier

Daily reporting can take too much time out of the work day. Using disorganized pen and paper reports or individual spreadsheets, employees will wonder why they spend so much time on tasks that don't relate to their core responsibilities.



Invest in a digital daily reporting solution that:

- Allows for mobile data capture (including voice-to-text capabilities)
- Provides standardized report templates
- Can be shared with stakeholders automatically through cloud storage
- Organizes report information into detailed production insights



Digital tools promote safety

Keep the jobsite safer with digital safety checklists, photo and video documentation, and toolbox talks.

Making **photo and video documentation** a part of your reporting process helps protect workers.

Stakeholders who are offsite and can't observe the jobsite in person each day can more closely monitor progress and identify potential violations.

Give frequent **toolbox talks** to remind your crew of proper procedures and empower them to identify safety concerns in the workplace.

Invest in a digital toolbox talk tool to always have topics on hand and digitally record attendance.

Establish growth opportunities that provide value to employees

Training and educational opportunities give employees an opportunity to grow their skill sets to better serve your business. This benefits your company **and improves job satisfaction.**

You can:

- Invest in online educational courses
- Schedule offsite training
- Bring in experts for an onsite class
- Offer reimbursement for qualified courses

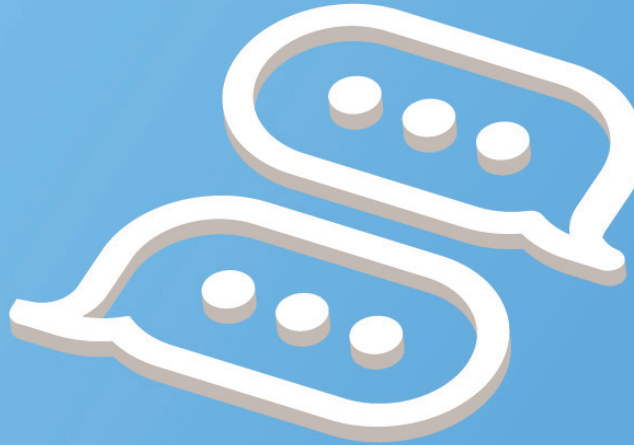
Consider establishing a formal mentorship program in addition to offering third-party training.

Providing guidelines for mentorship encourages employees to work together and share their knowledge.

Define:

- Approved mentorship topics
- Duration of the program
- Metrics for success
- The appropriate amount of work hours to dedicate to mentorship

Offer financial incentives for employees to participate.



Seek employee feedback

Show employees you value their opinions by regularly seeking feedback.

Use the format that works best for your business. That could be:

- An in-person meeting
- A physical or digital suggestion box
- Employee surveys

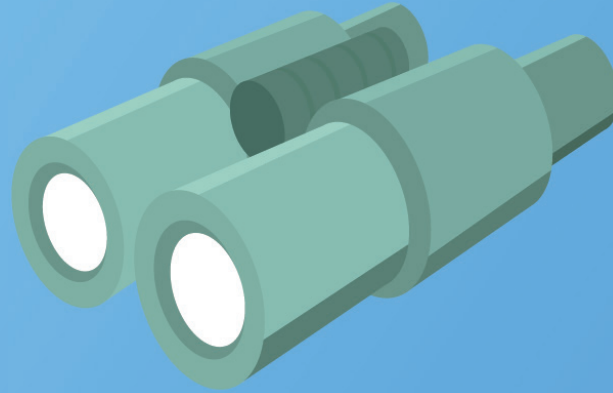
Increase efficiency

Working as efficiently as possible can help your crew stay safe and preserve profitability for your business even when you're short-staffed.



Use historical data

Without historical data, drafting bids and scheduling projects seems like a shot in the dark. And, when you're working with a less than ideal number of employees, the risks of costly mistakes and delays are higher than ever.



Monitoring the jobsite

Close monitoring of the jobsite prevents work errors and safety violations that lead to a loss of profitability.



If you'd like to see how field-first construction management software can support your business during this labor shortage, schedule a demo with Raken today.

We offer:



Daily reporting

Assign, complete, and submit details reports in real-time using mobile data capture



Safety features

Access a library of toolbox talks and safety and quality checklists



Time tracking

Add unlimited custom cost codes and integrate mobile time card data with your accounting software



Labor management

Upload worker certifications and track worker location to help schedule skilled labor

**Our easy-to-use web and mobile app help
your crew work faster and smarter.**

[Schedule a Demo](#)