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If you're using outdated methods to track time, processing payroll is an error-prone headache.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

Your field crew will be able to record a higher volume of better quality data fast. They can share reports instantly with the office with the click of a button.

Digital tools also will publish report information into easy-to-digest formats automatically. Project managers and other office staff don't need to spend hours organizing information to gain valuable insights.


## Digital tools promote safety

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

Checklists help workers make sure they're not missing crucial safety steps during inspections.

Using a digital system, you can record who completed each checklist and when, improving accountability.

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

No matter the format, education is the ultimate growth opportunity. The business should help employees identify the skills that will increase their earning potential based on their individual goals.

For example, employees who are interested in leadership positions can complete management courses to grow their organization skills, while tradesmen who want to perfect their craft may prefer to expand their portfolio of certifications.

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

Employees see things from a different perspective than management. Organize feedback and see if you can identify any common concerns that need to be addressed.

Whether you take employee suggestions or not, it's important to acknowledge them and make your employees feel heard. If they disagree with a specific policy or issue that can't be changed, explain why calmly and clearly.

## 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.

Using digital reporting tools helps you collect and review data to use for planning more accurate bids in the future.

The more detailed the data you have to review, the better the understanding you'll develop of your team's true capabilities.

See exactly how projects progressed in the past, and better apply your resources.


## Monitoring the jobsite

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

You need to consistently monitor progress at the best of times in construction. With a smaller crew, keeping a close eye on what's happening each day is critical.

Improve visibility using digital tools that help you assess project status at a glance. Visual data like photos, videos, and live webcam feeds can make all the difference in mitigating the risks that come with working with a smaller crew.

You need real-time visibility, so any reporting tools you use should help your team communicate vital information automatically.

Dealing with the current labor shortage may make it difficult for construction companies to take advantage of new opportunities.

These strategies will help you maintain a qualified workforce and keep your projects on track.

## Raken

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


## Time tracking

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


## Safety features

Access a library of toolbox talks and safety and quality checklists


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

