



Promoting from Within

Company Training Strategies

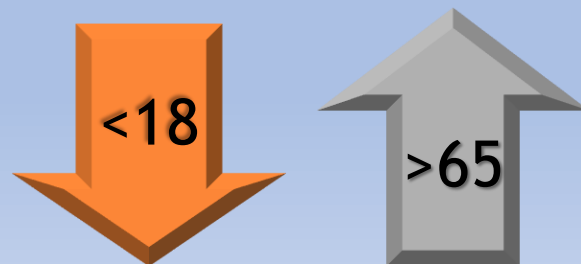
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Industry's Workforce Challenge

WHO WILL BUILD YOUR PROJECTS?

- 75 million baby boomers approaching retirement age
- For the next 19 years, 10,000 baby boomers will reach age 65 each day
- 20% of the construction workforce will retire in the next 2 - 4 years
- 2018: More than ½ of the U.S. population was over 50
- FMI predicts will need at least 1,500,000 new workers and the Construction Labor Research Council (CLRC) says 2,000,000 needed annually for the next decade
- Our workforce shortages are driven demographics. We have a third less 18-30 year old than we did 30 years ago and an increasing population of 65 year old.





Company Practices

- Who has the greatest impact on the project's schedule and costs?
- How do we promote our Foreman and other Supervisors?




Company Training Strategies

- Use construction specific training
- “Telling is not Training”
- You are not alone -Use CRMCA/CSSGA resources
- Encourage a cultural of mentoring and sharing skills
- Focus on continuous improvement
- Training ROI- 1 to 8

Return On Investment (ROI)

SUMMARY OF TRAINING BENEFITS

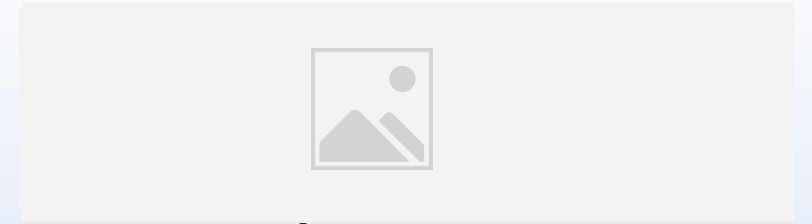
 CII RT 231 SUMMARY	AVERAGE IMPROVEMENT	
	CAPITAL PROJECT	MAINTENANCE PROJECT
Productivity	↑ 11 %	↑ 10 %
Turnover Cost	↓ 14 %	↓ 14 %
Absenteeism	↓ 15 %	↓ 15 %
Injury	↓ 26 %	↓ 27 %
Rework	↓ 23 %	↓ 26 %



Challenges To Training

(why we don't train)

- We are all busy
- We are taking on more responsibilities every year
- Client/Project Demands
- Seasonal Challenges
- Work/Life Challenges



Construction Management Certificate Program

On-Line Construction Management BS Degree

On-Line Construction Management Certificate Program

Introduction to Certificate Program



Michael A. Mincic

Department Chair & Associate Professor
Engineering Technology, Construction, Automotive Technology

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Construction Management Certificate Program

On-Line CM Program Overview

- Online Classes That Can Be Taken On The Students Schedule
- Eight Week Classes
- A Fast Track To Advancement & Skill Improvement
- Knowledge Attained Can Be Used Immediately
- Classes Designed To Develop Managers In Todays Construction Work Environment
- All Class Credits Can Be Applied Towards A BS Degree in Construction Management
- Certificates May Be Completed In One Semester Or At The Students Schedule



Construction Management Certificate Program

Who's Enrolling In The Classes/Programs

- New & Current Foremen, Superintendents, Estimators
- Engineers & Construction Professionals, Including Public Agency Employees, Who Need Additional Education In CM, Estimating & Planning
- Small Business Owners Who Wants To Bid On Larger Projects/Grow Their Companies
- Graduating Apprentices Who Desire More Education To Advance In Their Organizations
- Veterans Planning To Transition From The Military To The Construction Industry
- Persons Who Want A Career In The Construction Industry



Construction Management Certificate Program

Construction Manager Certificate

- Introduction to Construction Management
- Surveying I
- Construction Materials & Methods
- Construction Safety

- 11 Credits
- Cost: \$3,850



Construction Management Certificate Program

Estimating & Planning Construction Costs Certificate

- Building Cost Estimating
- Heavy/Highway Cost Estimating
- Construction Planning & Scheduling

- 9 Credits
- Cost: \$3,150



Construction Management Certificate Program

Advance Construction Manager Certificate

- Concrete & Asphalt Materials
- Construction Management
- Construction Law
- Construction Accounting & Finance

- 12 Credits
- Cost: \$4,200



Construction Management Certificate Program

On-Line CM Program Enrollment

- Enrollment Is Easy
- Apply On-Line

<https://apply.csupueblo.edu/online/>

- One Phone Call

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- <https://www.csupueblo.edu/online/programs/constructionmanagement/index.html>



Construction Management Certificate Program

We Are A Great Industry!

Don't Downplay What You Do

We don't place concrete, mine aggregates and perform other
infrastructure work ...

We Build Those Lifelines That Makes Colorado a Great Place to Live



Construction Management Certificate Program

? Questions

Thank You



CSU-Pueblo

On-Line Construction Management Certificate Programs

- **Construction Management Certificate**
- **Estimating & Planning Construction Costs Certificate**
- **Advance Construction Manager Certificate**