

**Turner**



**WORKFORCE  
INVESTMENT NETWORK**

*Where Jobs and People Connect*

# ULI 2017 RegionSmart Summit

## **Memphis: A Workforce Under Construction** *Industry's Positive Impact on Workforce Development*

Presented by:

**Kevin Woods, Executive Director, Workforce Investment Network (WIN)**

**Patrick Johnston, Senior Project Manager, Turner Construction**

April 27, 2017

[www.turnerconstruction.com](http://www.turnerconstruction.com)

[www.workforceinvestmentnetwork.com](http://www.workforceinvestmentnetwork.com)

# Workforce Investment Network-*Your Local Workforce Agency*

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## 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

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- 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

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network **TENNESSEE**



# Top Fields in Demand

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*Advanced Manufacturing*



*Healthcare*



*Trucking and Logistics*



*Information Technologies (IT)*



*Construction*



*Retail*

# Current State of Employment Opportunities

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## Job Postings Regional Breakdown



County	Unique Postings (Apr 2016 - Jan 2017)
Shelby County, TN	221,380
Fayette County, TN	7,981

# Critical Partnerships

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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



A photograph of several hands of different skin tones stacked together in a circle, symbolizing teamwork and support. The image is overlaid with a blue gradient and the text 'How Can Corporations Impact the Employment Gap'.

# How Can Corporations Impact the Employment Gap



# Introduction – Turner Construction

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- **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

# National Challenges

**Turner**

**United States Senate  
Committee on Commerce, Science and Transportation**

**Testimony**

Rory DeJohn  
Senior Vice President  
Turner Construction Company

March 29, 2017

**Introduction**

Thank you for the opportunity to testify this morning about closing the skills gap in the construction industry to boost U.S. competitiveness.

I am Rory DeJohn and I represent Turner Construction Company. Turner will celebrate its 115th anniversary this year and is recognized as the largest building contractor in the United States. This year alone, we will complete approximately \$11 billion of construction on 1,500 projects located in 35 states and 400 cities across the country.

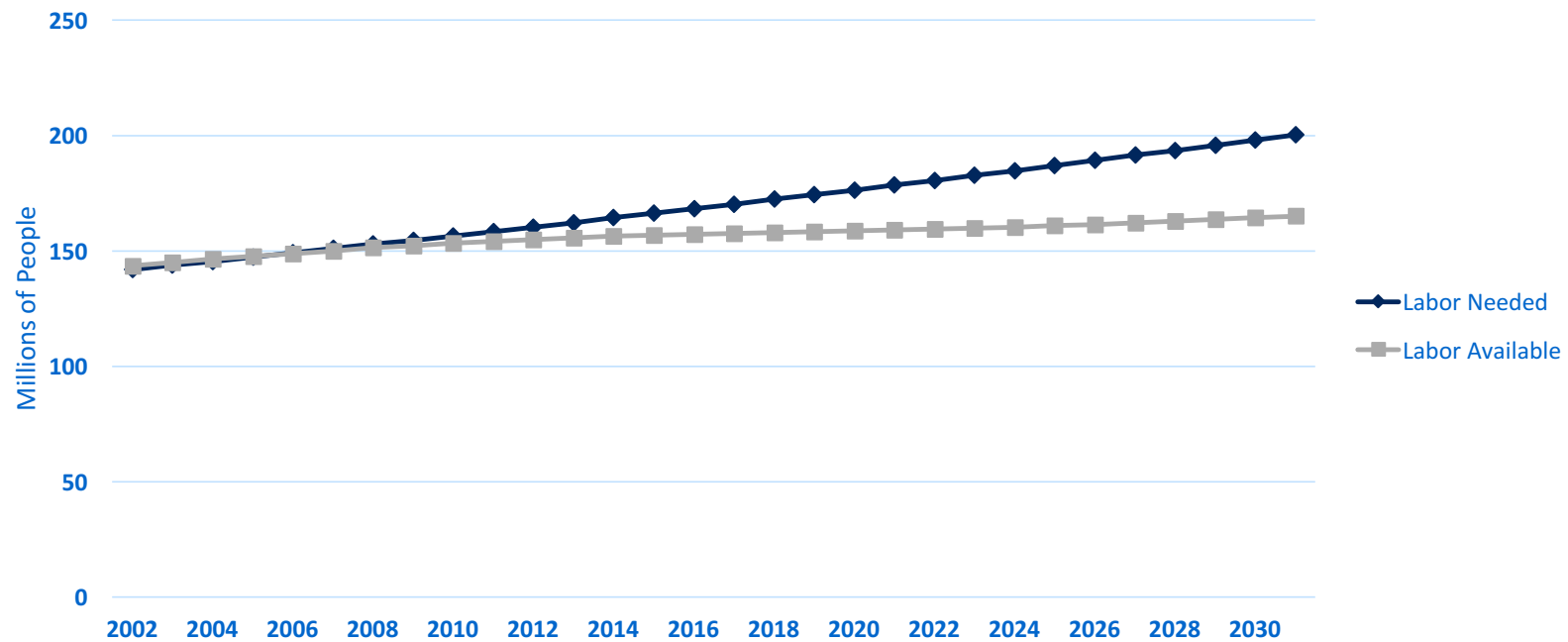
Today, I would like to provide some insight into the very real issue the construction industry is experiencing surrounding the availability of skilled labor to complete the work we have.

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



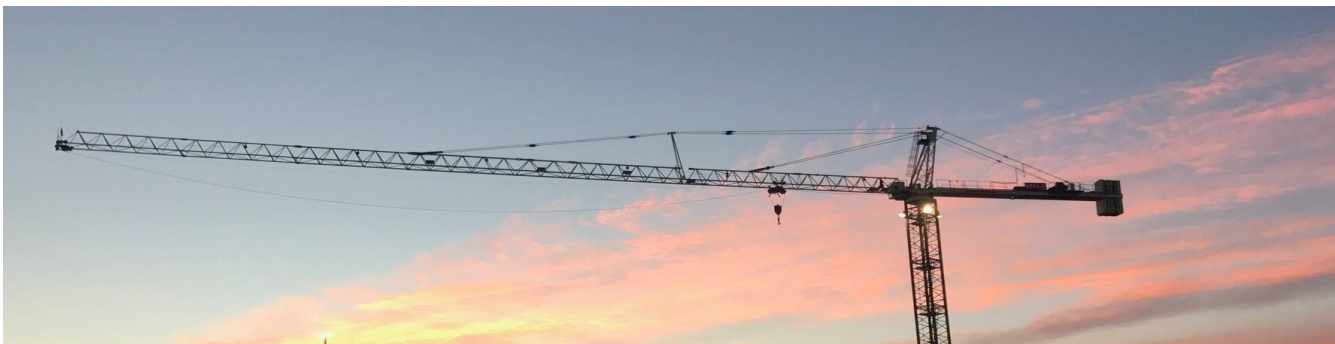
Source: "The Future of Work," Small Business Panel Occupational Safety and Health Administration by John Howard, MD, MPH, JD

# Minority Workforce Equity Program

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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)



**Turner**

**BARRON**  
TRANSITIONAL CENTER  
**HEIGHTS**

**Methodist**  
Le Bonheur Healthcare

# Minority Workforce Equity Program

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

**2016 Results**  
**1 – Career Fair**  
**30 Firms**  
**100+ Applicants**

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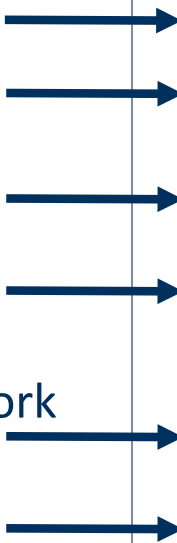


# Implementation Challenges

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## Possible Challenges

- Unskilled workers
- Lack of Transportation
- Need for having our jobs posted broadly
- New Companies may be unfamiliar with Community.
- Potential Hire may not have the “work ready” skills Day 1
- Youth unaware of the construction careers



## Proposed Solutions

- Education/Retraining Funding
- Transportation vouchers for MATA and Gas Cards offered to jobseekers
- Posting Jobs on Jobs4TN.gov
- Local Board Hosts Career Fairs/ Info Sessions
- WIN provides Soft skills training seminars and Career Readiness Certifications.
- A.C.E. Mentoring / YouthBuild-GMACW-High School Partnerships

# Suggested Next Steps

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- 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*