

MCX



Member Communication Experience

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Trends for the Con Innovation to l

Key Points

The total number of people leaving their jobs each pandemic is adding to the number, and 10,000 bal
x The construction industry currentiy has 750,000 of

those wanting to retire

Alternatively, there are ample job openings for people to find another job. According to Zippia, a career planning company, the average pay increase when moving to another job is about 15 percent. Benefits are rising and even a promotion is more likely than in decades past. A career change is now welcomed and with it a change in schedule and type of work.

American workers are among the hardest working in the world. The higher quit rates may be linked to an anticipated historical

issues arose from the generator, a typical revision of scope and schedule was revealed. What is interesting is that as the industry continues to retire coal-fired generating units and as the workforce ages, there are fewer employees who are knowledgeable in terms of equipment history and who are experienced in troubleshooting.

The industry is investing in technology and innovation, but much more is needed. Only about a quarter of the companies have begun earnestly to lean into this evolving area of cost, financial, and safety incidents savings. Hard trends include:

- Artificial intelligence (AI)
- Cyber security
- High speed data analytics
- Augmented reality
- Digital twins
- Voice-enabled devices
- The internet of things
- 3-D printing
- Mobile device use
- Vision communication
- e-transfer of data and funds
- Wearable devices
- Social community communication and learning
- Drones
- Location awareness
- Distributed energy **and storage**

Technology is supplementing labor to be even more effective in efficiency and safety. Artificial Intelligence

Summary

The Covid-19 pandemic that began in early 2020 and continues today, along with the Great Resignation that has seen tens of millions of U.S. workers leave their jobs, is driving an unheralded change in the construction industry. Hundreds of thousands of job openings exist, but the industry is hard pressed to attract the Gen X's and Millennials into careers in construction. At the same time, the baby boomers who have spent their careers in construction are now approaching retirement *en masse*, leaving a void in institutional and industry-wide knowledge. The needs brought about by the pandemic must be addressed, specifically the needs of employees.

Innovation within the industry must rapidly accelerate in order to keep pace with the new realities facing both employers and employees. Among the hard trends to use are AI, cyber security, and myriad other technologies. Innovation is a must, as is the use of new technologies.

About the Author

Ron May was elected to the National Academy of Construction in 2020. He is a retired executive from DTE Energy. A consultant on leadership and industry issues, he remains involved with the Engineering Advisory Board for Oakland University and as an Executive in Residence at the University of Michigan's Ross Business School Center for Positive Organizations. He is an innovator, change agent, teacher, mentor, and leader in technology and business with extraordinary contributions to lifelong education and knowledge sharing.

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