

How Human Resources can improve the construction industry

Human resources (HR) can play a crucial role in improving the construction industry through various strategies and initiatives: George Mathew takes us on a deep dive into the what and the how.

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Forecasting

The construction industry is heavily project-based. HR needs to coordinate everything starting from labor needs, timelines, and responsibilities to make sure everything is done correctly.

Many aspects of the construction industry are project-based. One of HR's responsibilities is to help coordinate the details of each and everything beginning from labor requirements, project timelines, responsibilities, and everything else. They work together with managers and contractors to make sure of this.

Forecasting is an integral part here because project timelines tie to costs. Accurate forecasts help you remain under budget.

Your specific responsibilities may include:

- Working together with different departments to create a forecast for each project

- Using forecasting software to collect data and add information
- Staying up to date on the status of projects including that of delays.
- Communicating with project teams

Talent acquisition and retention

HR professionals can focus on recruiting skilled individuals with relevant experience in construction, engineering, and related fields. Implementing attractive compensation packages, career development opportunities, and a positive work culture can help retain top talent.

Training and development

Providing ongoing training programs for employees to enhance their skills and stay updated with the latest technologies and industry standards is essential. HR can collaborate with technical experts to design tailored training modules and workshops.

Safety and compliance

HRs make sure that correct safety protocols are always followed. This mitigates and lowers accident possibilities. HR also ensures that the company is in compliance with OSHA guidelines.

Ensuring compliance with safety regulations and promoting a *culture of safety* is paramount in the construction industry. HR can oversee safety training sessions, conduct regular safety audits, and implement safety incentive programs to minimise workplace accidents and injuries. Utilising tools like an *OIG checker* can further enhance compliance efforts by screening employees and subcontractors against government databases for exclusions and sanctions, ensuring a safer and more compliant workforce. Let's say the job finishes and the job crew goes to a new state for work. This means HR must maintain compliance with the local state

and federal laws paying the minimum wages and hours worked on the job.

HR must also ensure proper documentation for all its workers.

Diversity and inclusion

Encouraging diversity and inclusion within the workforce can lead to greater innovation and improved problem-solving capabilities. HR can implement policies and programs to attract and retain a diverse workforce, including women, minorities, and individuals from different cultural backgrounds.

Employee engagement

Engaged employees are more productive and committed to their work. HR can facilitate regular feedback mechanisms, organise team-building activities, and recognise and reward employees for their contributions to foster a positive work environment.

Technology adoption

Embracing technology advancements such as Building Information Modeling (BIM), drones, and construction management software can streamline processes, improve efficiency, and reduce project costs. HR can support the implementation of these technologies by providing training and resources to employees.

Succession planning

Developing a pipeline of future leaders within the organisation is crucial for long-term success. HR can identify high-potential employees, provide them with opportunities for growth and development, and create

succession plans to ensure a smooth transition of leadership roles.

Supply chain management

Collaboration with suppliers and subcontractors is essential for the success of construction projects. HR can establish strong relationships with key partners, negotiate favorable contracts, and monitor performance to ensure timely delivery of materials and services.

Hiring

As with any industry, construction companies need qualified workers overlapping multiple specialized areas. There's plenty of turnover which is a necessary aspect of construction. That means HR needs to stay on top of hiring employees.

- Track staff numbers so you need who needs to be hired
- Create specific job descriptions
- Source talent through job boards and social media
- Communicate with different candidates
- Oversee the whole interview process
- Give job offers and send rejection letters

Payroll and benefits

People work to make a living. HR can determine the hourly wage for each role by comparing them with industry benchmarks.

This always ensures that the most qualified come to the position. Another important thing is construction businesses need someone to run payroll services so that everyone can get their salary on time.

Payroll software is one of the easiest ways for you to make this happen.

Understand and offer a fully comprehensive benefit package that can help you recruit skilled employees.

- Life insurance
- Dental insurance
- Vision insurance
- Disability insurance
- Paid sick leave
- Company transport
- 401(k)

Training

Most people in construction do work that needs special skills. HR plays a pivotal role in making sure that each employee comes with the knowledge they need to do the job well. This impacts the success of what they do and ensures everybody is safe.

Such duties include:

- Understand the company's training needs
- Creating training policies
- Determine role-specific training for each employee
- Keeping track of licenses and certifications for those in roles where a license is needed
- Planning workplace safety training
- Conducting 30, 60, and 90 day reviews to understand employee training.

Finally, ensure that employee complaints are resolved on time. Ensure that you have great maternity plans for those joining after motherhood.
