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## Change in Work Life

There has been a change in recent years regarding how people want to work. The rise in remote and flexible working opportunities and technological advancements mean more workers can stay home or adjust their hours. While some employers are combating this trend with guaranteed work hours, construction isn't always able to do that.

More [than two million workers](#) in the industry are self-employed, and the next job is never guaranteed. Though the world always needs construction in one form or another, the idea of an unstable income in an intensive job can be a turn-off.

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## Managing Fewer Workers

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How can you manage projects with fewer workers? In other industries, the solution could be to expand the hours your team works, but you can't in construction. Forcing workers to stay on sites longer can cause fatigue, leading to life-threatening mistakes. Being tired can lead to poor reaction time and misjudgments about what is safe.

## Keeping a Safe Work Environment

Whether you have one or 100 workers on a jobsite, it's vital to ensure their safety. Construction has one of the highest workplace fatality rates in the U.S., with around [12 work-related deaths each day](#). The most common deemed the "fatal four" are the following:

- » **Falls** : From heights or slipping and striking an object.
- » **Impalement** : Something striking the person.
- » **Electrocution** : From damaged or wet equipment, loose wires, or improperly grounded items.
- » **Getting pinned** : Getting pinned between two items or between an item in the ground.

Keeping your workers alert can help prevent these incidents and keep everyone safe and healthy.

There are other benefits to having a safe environment. When you reduce the risk of injury on a site, you also reduce the chance of a worker needing time off to recover. One study

found that [only 57% of construction workers](#) were able to identify four onsite fatal risks and only 18% were able to locate other injury risks. Regular safety training is essential in ensuring workers can avoid dangerous situations.

## Spreading Work

With limited workers, it may seem worth having all hands on deck. However, dispersing your work and employees can help you complete the project more efficiently while maintaining safety standards and your budget.

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on their tasks without worrying about potential conflict. For workers on a site, scatter their break and lunch times so that 0 71 is always some activity happening.

industry. You could provide apprenticeships to graduates from those programs, giving them the [on-the-job training necessary](#) for their success.

Research shows [that 77% of workers](#) consider company culture when deciding whether to apply for or accept a position. A culture that values diversity and inclusiveness can also attract employees. Shoot local commercials and submit print ads celebrating an attractive culture that values people of different genders, races, sexual orientations, and more traits.

Practice what you preach. If someone comes to your company because they share your values, it's vital that you actually practice them every day.

Your work reputation also matters. If you're a company with consistent work, you could get more applications since the person can count on long-term work. Offering competitive pay



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