



MAY 8-10
CHARLOTTE





MAY 8-10
CHARLOTTE

Teach Train Promote Retain

**Lessons-learned from the Workforce Development
webinar series from the COAA California Chapter**

PRESENTER(s)



Dale Harvey
Arcadis



Jim Carroll
UC Davis



You

PRESENTER(s)



Dale Harvey
Arcadis



Jim Carroll
UC Davis



You

AGENDA

- Review scope of **three online workshops** on workforce issues
- Review lessons-learned from **experts** across the industry
- Review hiring, training, staff growth and retention **concepts**
- Share some **key take-aways**

CEUs/PDHs/LUs



COAA is a registered provider with the American Institute of Architects (AIA) Continuing Education Systems (CES).

Credits earned upon completion of this program will be reported to CES Records for AIA members.

Certificates of Completion for non-AIA members are available on request.

LEARNING OBJECTIVES

- Share the narratives from nationwide and regional expert Owners regarding their experience in the current hiring market, including takeaways on remote and hybrid work patterns.
- Compare and take away lessons learned from the many diverse hiring practices used by these experts across the country.
- Highlight innovative training programs to promote internal culture and professional growth of your staff.
- Describe experiences regarding growth and retention in our field and offer options for immediate use to the audience members.

WEBINAR 1 – SEPTEMBER 2022



Joe Hedges
CSU Bakersfield



Traci Ferdolage
CSU San Jose



Tim Albani
McCarthy

WEBINAR 1 – SEPTEMBER 2022

Big Picture

- What is work/workplace **fulfillment**?
- Is a college degree a **critical** element in your hiring?
- Is it better to hire the first qualified person, or **wait** for the best-qualified person you can find?
- How does **training** factor into your hiring?

COAA
California Chapter

PART ONE
**Elevate Project
Performance by
Starting with
the Right Team**
(if you can find them)

09.22.22

THURSDAY
22 SEPT | 11:30 AM - 1:00 PM PT

REGISTER

For the past several years, Owners across the country have struggled to find and retain the right staff to manage their facilities and capital projects. Some Owners expect up to 70% of their executive/senior facilities staff to retire in the next 5-10 years. The pandemic and the "Great Resignation" only exacerbated this problem. What can facility/project Owners do to recruit, develop, and retain the talent needed to fill the looming workforce gap?

WEBINAR 2 – DECEMBER 2022



Ivan Caso
Kaiser Permanente



**Mick Penn
Swinerton**



Mike McCormick
Cal Poly SLO

WEBINAR 2 – DECEMBER 2022

Programs

- Kaiser Permanente **PM Navigator**
 - Don't need a **manual** instead a **dynamic** platform making resources readily available
- Swinerton **Internship Program**
 - Increase **diversity** and **work-life balance**
- Cal Poly **Remote Area Processes**
 - **Mentorship** and ability to move **between** units



WEBINAR 3 – MARCH 2023



Angela Taylor
**Construction Career
Collaborative**



Jennifer Adams
**University of Toronto
Scarborough**



Todd Barnette
Clemson University

WEBINAR 3 – MARCH 2023

Summary

- Are you **responsible** for **teaching** your workforce?
- Have you developed programs to assist your workforce in achieving a **mastery** of their craft?
- How does a healthy organization **grow**?
- What do you do to **retain** staff?





Teach Train Promote Retain

Lessons-learned from the Workforce Development
webinar series from the COAA California Chapter

QUESTIONS

- What is your reality?
- How are you making a **real** difference?
- Where is the **cliff** at your institution? **5** years? **10**? **Now**?
- Where have all the **vo-tech** programs gone? **College grads**?
- What affect does **technology** have on your program?
- What are you going to do **tomorrow**?