DIVERSIFY THE WORKFORCE: RECRUITING WOMEN AND MINORITY WORKERS

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MINORITIES AND WOMEN IN THE WORKFORCE
(AS OF DECEMBER 31, 2016)

• Minorities in the Construction Workforce
  African American  5.8%
  Asian            1.9%
  Latino          28.9%

• Women in the Construction Workforce
  Approximately 939,000 women were employed in various occupation sectors of the construction industry. Women now make up 9.1 percent of the construction industry in the United States.
BREAKDOWN OF WOMEN BY OCCUPATION SECTOR IN THE CONSTRUCTION

• Occupational sectors of the 9.1 percent of women in construction industry

<table>
<thead>
<tr>
<th>Occupation Sector</th>
<th>Number of Women</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales &amp; Office</td>
<td>423,000</td>
<td>45%</td>
</tr>
<tr>
<td>Professional &amp; Management</td>
<td>293,000</td>
<td>31%</td>
</tr>
<tr>
<td>Natural Resources, Construction &amp; Maintenance</td>
<td>196,000</td>
<td>21%</td>
</tr>
<tr>
<td>Service Occupations</td>
<td>14,000</td>
<td>1.5%</td>
</tr>
<tr>
<td>Production, Transportation &amp; Material Moving</td>
<td>13,000</td>
<td>1.4%</td>
</tr>
</tbody>
</table>
WHAT DOES A DIVERSE WORKFORCE MEAN?

- Is this something that will just happen?
- Do you need to focus on it?
EMPLOYEE RETENTION

- A diverse and inclusive workforce helps businesses avoid employee turnover costs
CREATIVITY AND INNOVATION

• Diversity fosters a more creative and innovative workforce.

• Diversity is necessary to be competitive in a globalized world.
RETURN ON INVESTMENT

- Getting a return on investment. Diversity and inclusion initiatives improve the quality of the workforce and are the catalyst for a better return on investment in human capital.
SUGGESTIONS

• For recruiting and retaining a more diverse workforce?
CONFERENCE EVALUATION

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