



#PINP18

COMMUNICATE
COMMIT
DELIVER

2018

DIVERSIFY THE WORKFORCE: RECRUITING WOMEN AND MINORITY WORKERS

- Leah Rambo - JAC Administrator, SMART Local 28 Training Center
- Mechelle McNew - Business Manager, SMART Local Union 464
- Angela Simon – President, Western Allied Mechanical
- Moderator: Julie A. Muller-Neff, Esq., EVP, SMACNA Western Washington, Inc.

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

Occupation Sector	Number of Women	Percentage
Sales & Office	423,000	45%
Professional & Management	293,000	31%
Natural Resources, Construction & Maintenance	196,000	21%
Service Occupations	14,000	1.5%
Production, Transportation & Material Moving	13,000	1.4%

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



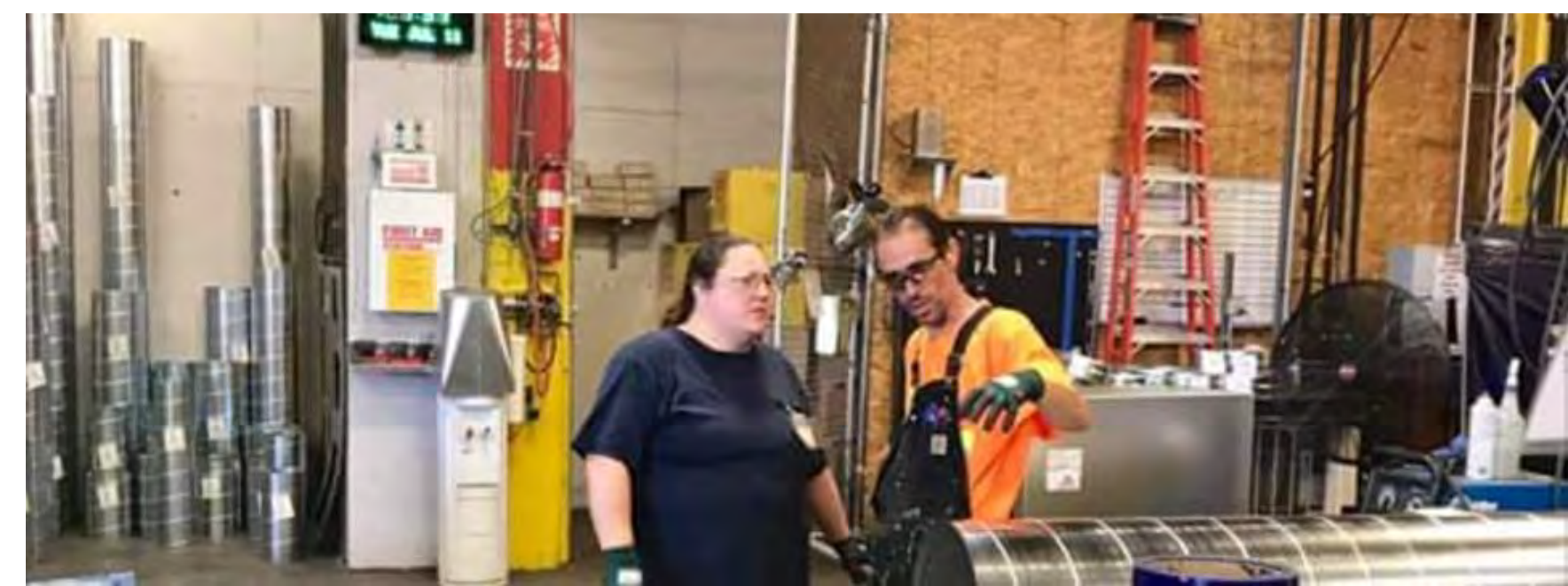
CREATIVITY AND INNOVATION

- Diversity fosters a more creative and innovative workforce.
- Diversity is necessary to be competitive in a globalized world.



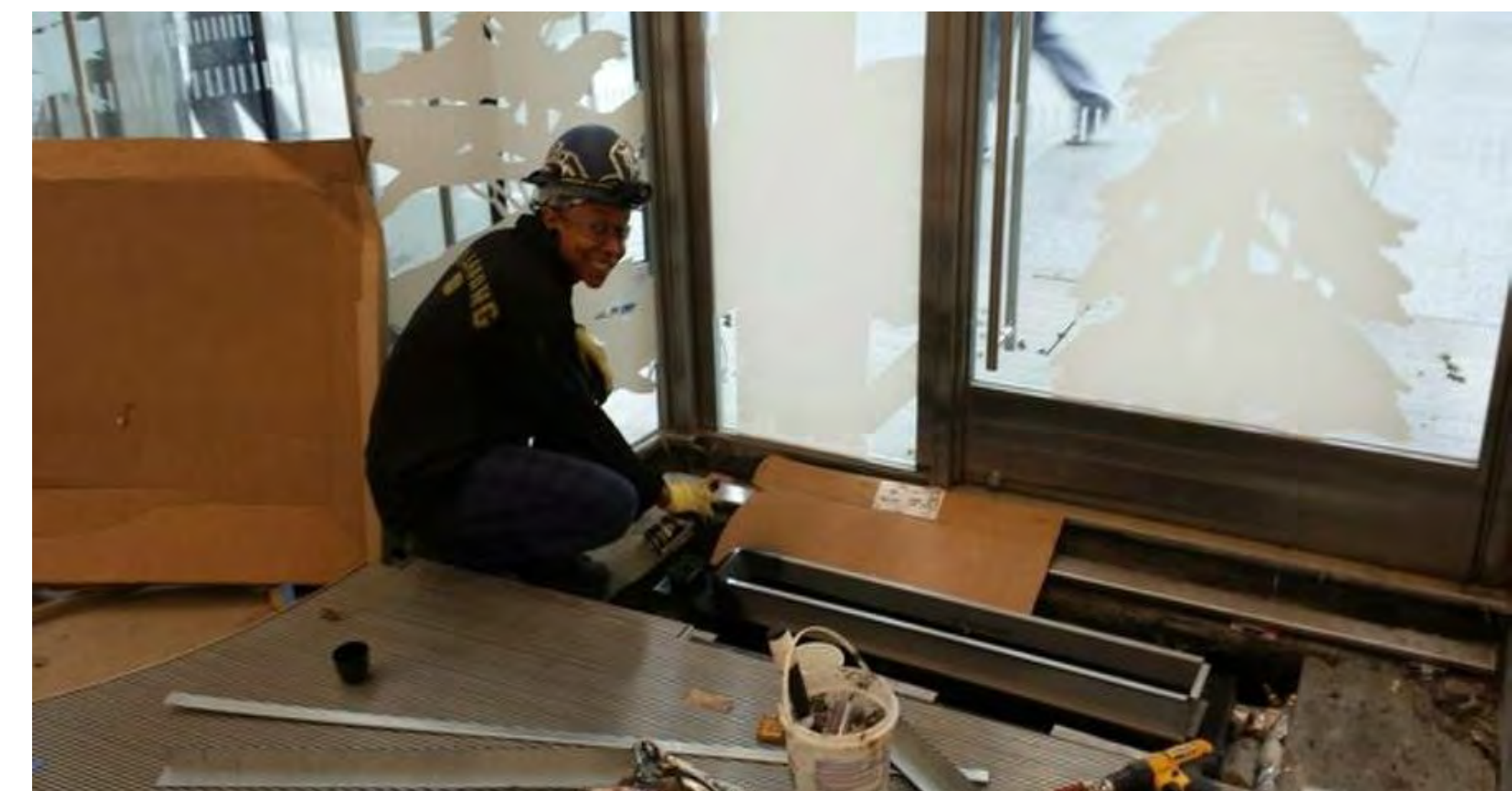
RETURN ON INVESTMENT

- 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.



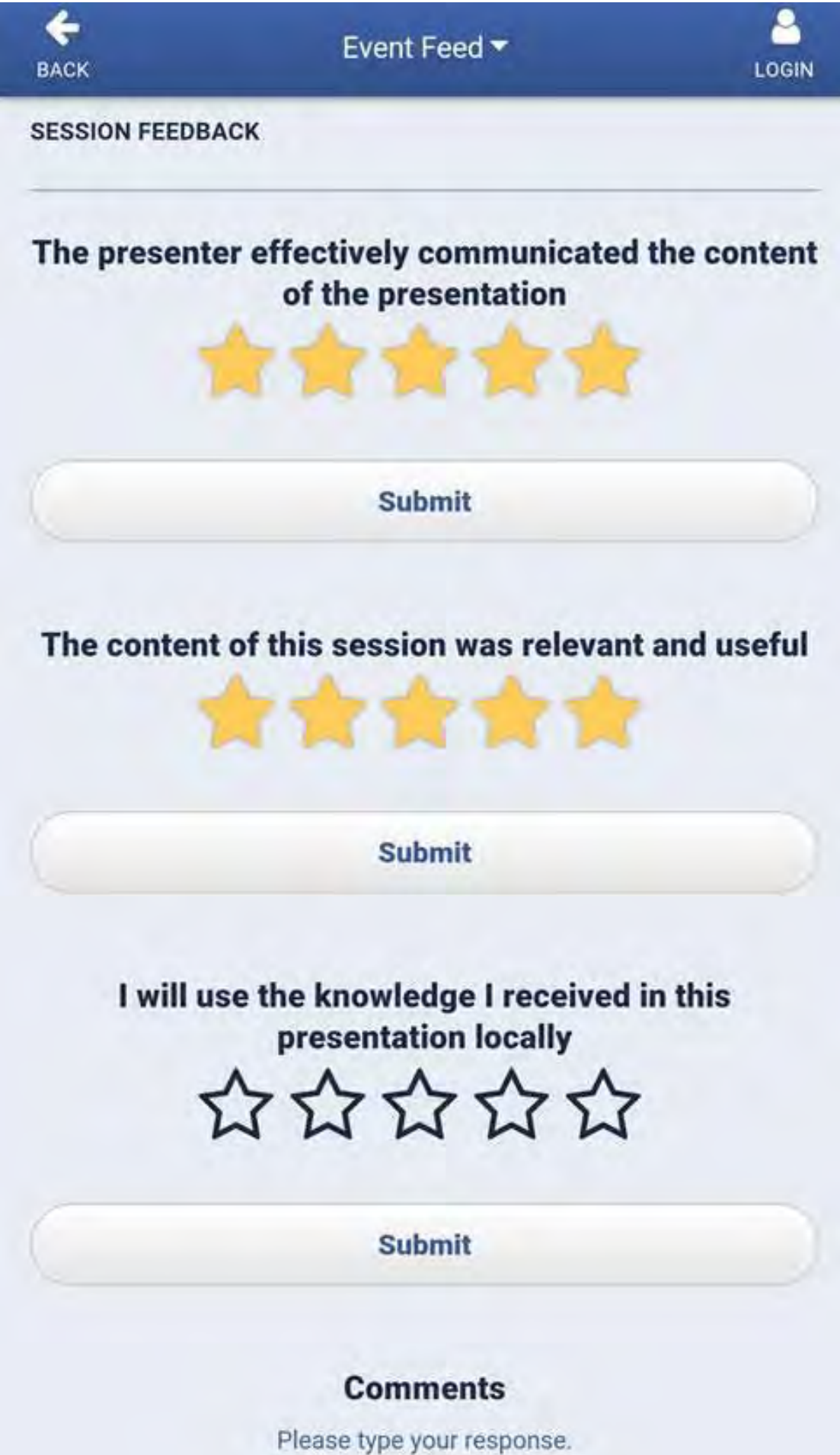
SUGGESTIONS

- For recruiting and retaining a more diverse workforce?



CONFERENCE EVALUATION

- Please complete this Breakout Session Evaluation available on the PINP Conference App
- Scroll to the bottom of each session in the Conference App to access the evaluation



The screenshot shows the 'SESSION FEEDBACK' form in the PINP Conference App. The form is titled 'SESSION FEEDBACK' and contains three evaluation questions, each with a 5-star rating system and a 'Submit' button. The first question is 'The presenter effectively communicated the content of the presentation' with 5 yellow stars. The second question is 'The content of this session was relevant and useful' with 5 yellow stars. The third question is 'I will use the knowledge I received in this presentation locally' with 5 empty stars. At the bottom, there is a 'Comments' section with the prompt 'Please type your response.'

BACK Event Feed LOGIN

SESSION FEEDBACK

The presenter effectively communicated the content of the presentation

★★★★★

Submit

The content of this session was relevant and useful

★★★★★

Submit

I will use the knowledge I received in this presentation locally

☆☆☆☆☆

Submit

Comments

Please type your response.



COMMUNICATE COMMIT DELIVER

2018