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Onboarding Success: Crafting the Ideal First Impression for a Multigenerational Workforce

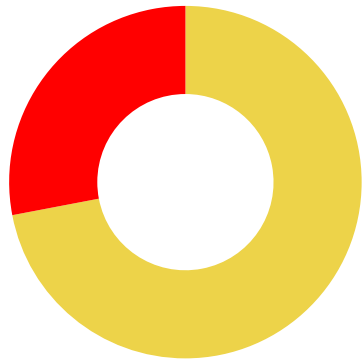


Construction Workforce

- Approximately 81% of construction workers in the United States were male, and approximately 72% were white



■ Male ■ Female



■ White ■ Non-white

U.S. Bureau of Labor Statistics (BLS) data from 2020



Changing Faces of Construction Industry

- Historically, the construction industry has had an aging workforce, with many workers nearing retirement age.
- However, there has been an increasing influx of younger workers, including Millennials and Gen Z



Changing Faces of Construction Industry

- The construction industry has traditionally been male-dominated, with men comprising the majority of the workforce.
- Efforts to promote diversity and inclusion have led to an increase in the number of women entering the construction workforce



Objective



- The Power of the First Impression
- Cultural Integration
- Effective Training Techniques
- Feedback and Continuous Improvement

The Power of First Impressions

- Psychological Impact
- Job Satisfaction
- Retention
- Productivity
- Safety
- Team Dynamics
- Company Culture
- Long-Term Commitment



Attracting Diversity in the Construction Industry

- Offer Apprenticeship and Training Programs
- Promote Career Advancement Opportunities
- Embrace Technology and Innovation
- Create a Positive Work Environment



Cultural Integration

- Site Visits
- Safety Training
- Employee Engagement Platforms
- Buddy or Mentorship Programs
- Recognition and Rewards Programs



First Impression- Training Techniques

- Hands-on Training
- Mentoring & Shadowing
- Online training
- Job Specific



Hands on Training

Involves practical learning experiences that actively engage new employees in performing tasks related to their job roles.

Benefits:

- Enhances retention and comprehension of information.
- Builds confidence and proficiency in job tasks.
- Facilitates immediate application of learned skills.



Mentoring & Shadowing

Mentorship pairs new employees with experienced colleagues who provide guidance and support throughout the onboarding process.

Benefits:

- Facilitates knowledge transfer from experienced employees to newcomers.
- Fosters a sense of belonging and camaraderie within the team.
- Allows new hires to observe best practices firsthand.

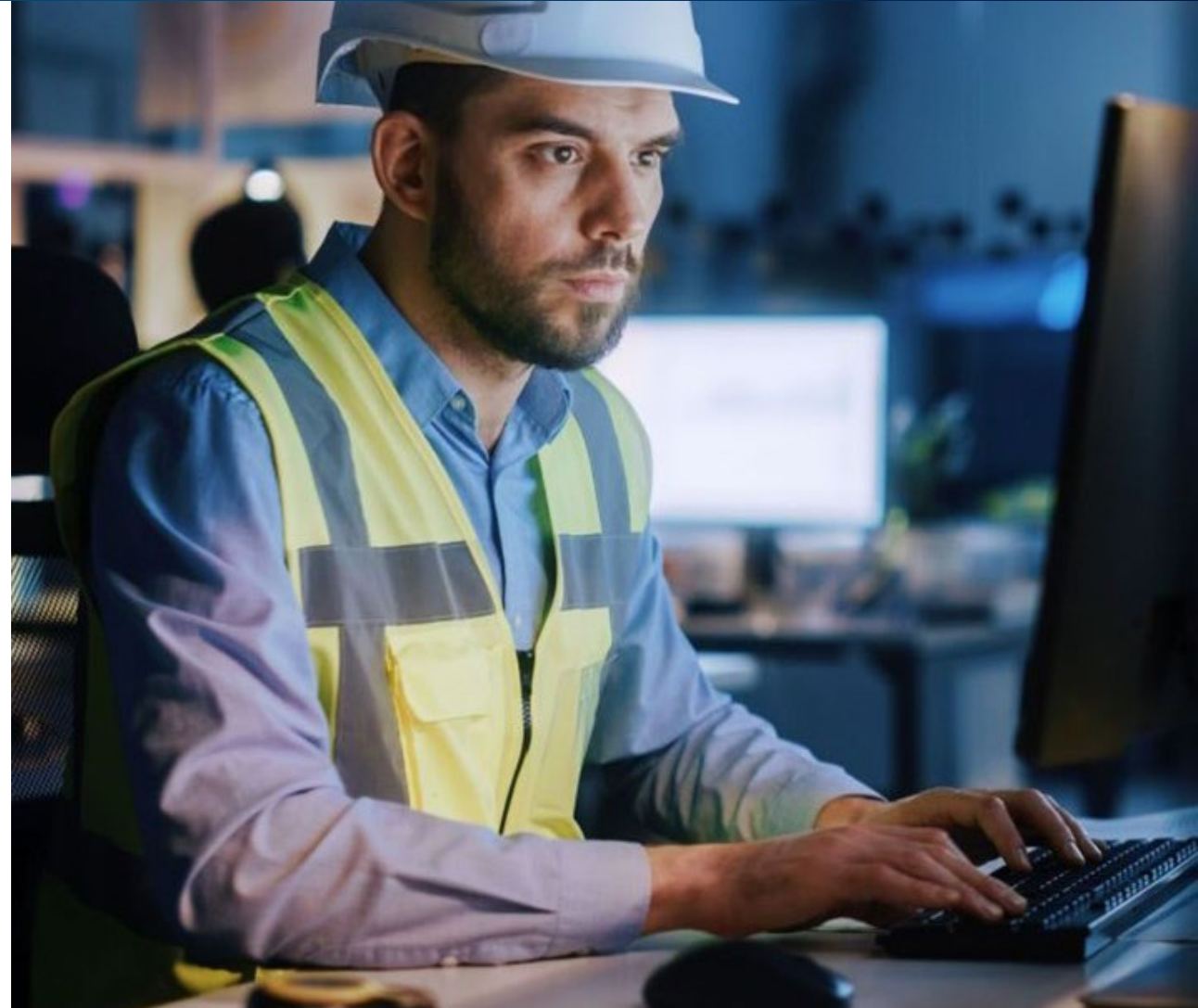


Online Training

Online learning platforms deliver training materials and courses through digital mediums accessible to new employees.

Benefits:

- Offers flexibility in learning, allowing employees to progress at their own pace.
- Provides access to a wide range of resources, including videos, tutorials, and quizzes.
- Enables tracking of progress and completion status



Job Specific Training

Tailored training modules are customized learning materials designed to meet the specific needs and skill levels of new hires.

Benefits:

- Addresses individual learning styles and preferences.
- Focuses on job-specific tasks and competencies.
- Increases engagement and retention of information.



Strategies on Gathering Feedback

- Surveys and Questionnaires
- One-on-One Feedback Sessions
- Continuous Feedback Loops
- Shadowing and Observation
- Post-Onboarding Surveys
- Focus Groups



Surveys and Questionnaires:

- Develop surveys or questionnaires to gather feedback from new hires about their onboarding experience.
- Include questions about the clarity of instructions, the effectiveness of training materials, and overall satisfaction with the onboarding process.
- Use online survey tools or paper-based forms to collect feedback anonymously and ensure honest responses.



One on One Feedback

- Provide a safe and supportive environment for new hires to share their thoughts, concerns, and suggestions for improvement.
- Use active listening techniques and ask open-ended questions to encourage honest and constructive feedback



Continuous Feedback Loops

- Implement continuous feedback loops throughout the onboarding process to gather real-time feedback from new hires.
- Encourage new hires to provide feedback at various touchpoints during their onboarding journey, such as after training sessions, orientation meetings, or team introductions
- Use feedback to make immediate adjustments and improvements to the onboarding process as needed.



Shadowing and Observation

- Assign mentors or buddy employees to new hires and encourage them to shadow and observe the onboarding process.
- Solicit feedback from mentors and buddy employees about their observations of the onboarding experience and areas for improvement.



Post-Onboarding Surveys

- Send follow-up surveys to new hires several weeks or months after the onboarding process to gather feedback on their transition into their roles and integration into the company.
- Use post-onboarding surveys to assess the long-term effectiveness of the onboarding process and identify any ongoing challenges or areas for improvement.



Focus Groups

- Organize focus group sessions with groups of new hires to facilitate discussion and brainstorming about the onboarding process.
- Use a trained facilitator to guide the discussion, encourage participation, and ensure that all voices are heard.
- Capture key insights and recommendations from focus group discussions to inform future improvements to the onboarding process.



Questions & Answers



Please ask your questions now.



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