

Using Construction Tech to Attract Younger Workers



Photo by www.constructconnect.com

[Article was originally posted on
www.constructconnect.com]

By Conley Smith,

The construction industry gets perennially dinged for being too slow to innovate and adapt to new technology. This trend appears to be changing as more construction firms are realizing the value and benefit of adopting new technology. Not only is it a great way to step up their tech game, but it can also help them to attract and retain the next generation of workers.

Instead of viewing the younger generation's lack of interest in swinging a hammer as a negative, they've begun to see it as an opportunity. By highlighting technology use—from drones to tablets to wearables—they can start to draw more attention to high-paying construction jobs.

With construction backlogs now averaging more than eight months, there is a strong demand for all positions—from craft workers to project managers and estimators. Whether trying to attract Gen Z-ers (born after 1999) and millennials (born between 1981–1998) or retain Gen Xers (born between 1965–1980), more and more contractors are embracing construction tech as their secret weapon when hiring at all levels.

Older Workers Dominate Industry

Let's take a closer look at why construction companies of all stripes—from roofing to concrete—are struggling to interest a generation of workers they desperately need to hire, train, and retain for the future.

Today's skilled labor shortage can trace its roots back a decade to when the bubble burst. As a result, the industry lost roughly 2 million workers. Even as the market has rebounded, it has been difficult to attract new workers, particularly younger ones, to replace those reaching retirement age.

According to the U.S. Bureau of Labor Statistics, there are now more than 11 million employed in the construction industry. Of those, a scant 1 million are under age 25, meaning the other 10 million are over age 25. The median age of a worker in the construction industry today is 42.5 years.

Many experts place the blame squarely on high schools who cut vocational training programs or promoted the myth that the only high-income career path requires a four-year degree. Others say builders are partly responsible as rising costs and thin profit margins equate to fewer dollars invested in training the next generation of construction workers.

Stakes Are High for Talent Shortage

With baby boomers representing more than 40% of today's construction workforce, it's no surprise that the current shortage can be linked directly to the high number of boomers retiring daily. At this rate, the construction industry could lose between 14% and 20% of specific employee groups, including executives, senior managers, field managers, and project managers, over the next five years.

According to an AGC/FMI Risk Study, 88% of engineering and construction companies are facing real risks due to the lack of skilled craft workers available. Of those, 67% report having a limited number of available field supervisors. Such a significant loss of industry experience and knowledge will likely have a dramatic impact on construction in the coming years.

This is especially concerning when you consider that the Associated Builders and Contractors (ABC) has predicted construction could add another 300,000 to 500,000 jobs right now. If an infrastructure package of \$100 billion over 10 years is approved, this number could go as high as 700,000 jobs.



California Sub-Bid Request Ads



431 Payran Street, Petaluma, CA 94952
Phone: 707-835-2900 • Fax: 707-835-2994
Contact: Kelsey Godfrey
Email: bid@arntzbuilders.com

REQUESTS QUOTATIONS FROM ALL STATE OF CALIFORNIA DGS CERTIFIED DVBE SUBCONTRACTORS & SUPPLIERS and ALL QUALIFIED SUBCONTRACTORS & SUPPLIERS FOR ALL TRADES FOR THE FOLLOWING PROJECT:

**HARVEY MILK ELEMENTARY SCHOOL MODERNIZATION
SAN FRANCISCO, CA
SFUSD Project #11892**

**BID DATE: April 23, 2019 @ 2:00pm
ESTIMATE: \$11,000,000**

Trades needed but not limited to: Cast-in-place Drilled Piers, Selective Demo, Cast-in-place Concrete, Polished Concrete Finishing, Shotcrete, Structural Steel Framing, Metal Fabrications, Steel Decking, Casework, Plastic Paneling, Waterproofing, Thermal Insulation, Sheet Metal Flashing and Trim, Roof Accessories, Fireproofing, Joint Sealants, Hollow Metal Doors and Frames, Access Doors and Frames, Aluminum-Framed Entrances and Storefronts, Glazing, Door Hardware, Cement Plastering, Gypboard, Ceramic Tiling, Acoustical Panel Ceilings, Resinous Flooring, Painting, Signage, Toilet Compartments and Accessories, Fire Extinguishers and Cabinets, Food Service Equipment, Stage Curtains, Roller Window Shades, Fire Suppression, Plumbing, HVAC, Electrical, Earthwork, Asphalt Paving, Chain Link Fences, Hazmat

CONTACT:

Kelsey Godfrey bid@arntzbuilders.com

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

WE ARE SIGNATORY TO THE CARPENTER'S AND LABORER'S COLLECTIVE BARGAINING AGREEMENTS
AN EQUAL OPPORTUNITY EMPLOYER



431 Payran Street, Petaluma, CA 94952
Phone: 707-835-2900 • Fax: 707-835-2994
Contact: Kelsey Godfrey
Email: bid@arntzbuilders.com

REQUESTS QUOTATIONS FROM ALL STATE OF CALIFORNIA DGS CERTIFIED DVBE SUBCONTRACTORS & SUPPLIERS and ALL QUALIFIED SUBCONTRACTORS & SUPPLIERS FOR ALL TRADES FOR THE FOLLOWING PROJECT:

**LAZEAR CHARTER ACADEMY MODERNIZATION
OAKLAND, CA**

BID DATE: APRIL 17, 2019 @ 2:00pm

Trades needed but not limited to: Selective Site Demo, Concrete, Structural Steel, Steel Decking, Metal Railings, Decorative Metal Railings and Fences, Play Structures, Site Furnishings, Electrical, Earthwork, Site Clearing, Stone Paving, Chain Link Fences and Gates, Planting Irrigation, Landscape Planting, Turf Planting, Piped Utilities, Storm Drainage Utilities, Hazmat, Waterproofing, Sheet Metal Flashing and Trim, Joint Sealants, Hollow Metal Doors and Frames, Access Doors and Frames, Overhead Doors, Door Hardware, Glazing, Gyp Board, Acoustical Panel Ceilings, Resilient Tile Flooring, Epoxy Flooring, Painting, Toilet Compartments and Accessories, Fire Extinguishers, Roller Window Shades, Plumbing, HVAC

CONTACT:

Kelsey Godfrey bid@arntzbuilders.com

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

WE ARE SIGNATORY TO THE CARPENTER'S AND LABORER'S COLLECTIVE BARGAINING AGREEMENTS
AN EQUAL OPPORTUNITY EMPLOYER

Request For Qualified MBE/WBE/OBE/SBE/LBE & DVBE Subcontractors, Consultants, Suppliers, Manufacturers & Truckers For:

**Contra Costa County Public Works Department
Project No. 0662-6U4134
Jersey Island Road Bridge Repair
In Oakley, CA**

Bid Date: April 16, 2019 at 2:00 PM

Requesting quotes for but not limited to: Lead Compliance Plan, Construction Area Signs, Temporary Fence (Type ESA), Fiberglass Jacket, Hydroseed, Bar Reinforcing Steel, Miscellaneous Metal (Bridge)

CEC is willing to breakout any portion of work to encourage MBE/WBE/OBE/SBE/LBE & DVBE participation.

Plans and specs are available for viewing at our Pleasanton office or at the Contra Costa Public Works Department 255 Glacier Dr. Martinez, CA 94553 or they are available for purchase online at www.cccounty.us/pwprojects.

If you are interested in bidding on this project, please contact Jeff Hollfelder at The contact information below

100 % Payment & Performance Bonds will be required from a single, treasury-listed surety subject to our approval. CEC will pay bond premiums up to 1.5%. Subcontractors awarded on any project will be on CEC's standard form for subcontract without any modifications. Please call for assistance in bonding, insurance, lines of credit, technical info, equipment and supplies or if any other assistance is needed.

California Engineering Contractors, Inc.
20 Happy Valley Road, Pleasanton, CA 94566
Phone (925) 461-1500 Fax (925) 461-0510
Email: estimator@cecmain.com
Estimator-Jeff Hollfelder

AN EQUAL OPPORTUNITY EMPLOYER

SBE OUTREACH SERVICES

With 1.5 million businesses in our database, SBE is California's #1 source for diversity outreach.

Advertisements

Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at www.sbeinc.com

Faxed and Eblast Solicitations

Targeted mailings sent to businesses per your criteria.

Telemarketing

Telephone follow-up calls that follow a script of 5 questions you create.

Computer Generated Reports

Will fit right into your proposal, along with a list of interested firms to contact.

Contact Info:

795 Folsom Street, 1st Flr, Room 1124

San Francisco, CA 94107

Email: sbe@sbeinc.com

Website: www.sbeinc.com

Phone: (415) 778-6250, (800) 800-8534

Fax: (415) 778-6255

**Publisher of
Small Business Exchange
weekly newspaper**



California Sub-Bid Request Ads



Graniterock

5225 Hellyer Avenue, Suite #220
 San Jose, CA 95138
 Phone (408) 574-1400 Fax (408) 365-9548
 Contact: Bryan Jones
 Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED DBE FIRMS SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:

Rebid –
 Light Rail Track Intrusion Prevention
 Contract C19003F
 Owner: Santa Clara Valley Transportation Authority
 Engineers' Estimate: \$3,500,000.

**REVISED BID DATE:
 April 9, 2019 @ 1:00 PM**

Items of work include but are not limited to: Traffic Control, Remove Striping & Markings, Concrete Barrier Wall, Slurry Seal, Chain Link Fence & Swing Gate, Metal Picket Fence & Sliding Gate, Signs, Striping & Markings, Electrical, Irrigation and Trucking. Granite Rock Company 'Graniterock' is signatory to Operating Engineers, Laborers, Teamsters, Carpenters and Cement Masons unions. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the sub-contract price. Bonding assistance is available. Graniterock will pay bond premium up to 1.5%. In addition to bonding assistance, subcontractors are encouraged to contact Graniterock Estimating with questions regarding obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, DIR number, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. Graniterock intends to work cooperatively with all qualified firms seeking work on this project.

We are an Equal Opportunity Employer

CAHILL CONTRACTORS LLC
 requests bids from Certified SBE Subcontractors and Suppliers for the following SELECT trades:

Driven Piles / Elevators / Solar Hot Water (Design-Build) / Photo Voltaic (Design-Build) / Fire Sprinklers (Design-Build) / Fire Alarm (Design Only) / Exterior Building Maintenance (Design-Build)

MISSION BAY SOUTH BLOCK 9 - EARLY TRADES
 410 China Basin Street, San Francisco, CA 94158

This is an OCII project with prevailing wage and construction workforce requirements.

BID DATE: 4/19/19 @ 12 PM

BID DOCUMENTS:

Please contact Colby for access to documents on BuildingConnected.

CONTACT:

Colby Smith at estimating@cahill-sf.com,
 (415) 677-0611.

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909
 Dublin, CA 94568-2909
 (925) 829-9220 / FAX (925) 803-4263
 Estimator: VICTOR LE

Website: www.desilvagates.com
 An Equal Opportunity/Affirmative Action Employer

DeSilva Gates Construction (DGC) is preparing a bid as a Prime Contractor for the project listed below:

CALTRANS ROUTE 70 – CONSTRUCTION ON STATE HIGHWAY IN BUTTE COUNTY NEAR OROVILLE FROM 0.1 MILE SOUTH OF PALERMO ROAD TO 0.6 MILE NORTH OF OPHIR ROAD
 Contract No. 03-3H71U4,
 Federal Aid Project No. ACNH-P070(135)E
 Disadvantaged Business Enterprise Goal Assigned is 14%

OWNER

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
 1727 30th Street, Bidder's Exchange, MS 26,
 Sacramento, CA 95816

BID DATE: APRIL 18, 2019 @ 2:00 P.M.

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

AC DIKE, BIOLOGIST CONSULTANT, CLEARING AND GRUBBING/DEMOLITION, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EROSION CONTROL, FENCING, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, RUMBLE STRIP, STRIPING, SURVEY/STAKING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, IMPORTED BORROW, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (OPEN GRADE) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is ftp@desilvagates.com and password is [f7pa55wd](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php)) or from the Owner's site at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php

Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: www.dir.ca.gov/Public-Works/Public-Works.html

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SBTRCs). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.

Zolman Construction & Development, Inc. as a "GENERAL CONTRACTOR"

is requesting quotations on "ALL TRADES" from all qualified subcontractors & suppliers, including LBE, DBE, SBE, MBE, WBE firms for the following project:

PROJECT TITLE: CCSF OCEAN CAMPUS DEMOLITION PROJECT INVITATION FOR BID #243

PROJECT LOCATION: 50 FRIDA KAHLO WAY, SAN FRANCISCO, CA

ESTIMATED CONSTRUCTION VALUE OF THE WORK: \$ 220,000.00

OWNER: CITY COLLEGE OF SAN FRANCISCO

BID DATE/TIME: April 11, 2019 AT 2:00 PM

ZOLMAN CONSTRUCTION & DEVELOPMENT, INC. (Signatory to the Carpenters & Laborers Union) 90 GLENN WAY, UNIT 2, SAN CARLOS, CA. 94070

Please Submit & Fax all proposals to 650-802-9902

For more information, please call Milu Magsombol at (650) 802-9901



Proven Management, Inc.
 225 3rd Street, Oakland, CA 94607
 Phone: 510-671-0000 • Fax: 510-671-1000

PMI requests proposals/quotes from all qualified and certified Disadvantaged Business Enterprise (DBE) suppliers and subcontractors for the following project:

SANTA CLARA VALLEY TRANSPORTATION AUTHORITY MONTAGUE EXPRESSWAY PEDESTRIAN OVERCROSSING CONTRACT NO. C18231F Bids Due: 04/11/19 @ 2 PM DBE GOAL – 5.57%

SURVEY/STAKING; SWPPP; TRAFFIC CONTROL; PAVEMENT MARKING; STREET SWEEPING; CONCRETE DEMOLITION; CLEARING AND GRUBBING; GRADING; DEWATERING; ROADWAY EXCAVATION; STRUCTURE EXCAVATION; BACKFILL; IRRIGATION; TREE REMOVAL; CIDH PILES; PAVING; CONCRETE CURBS/SIDEWALKS; STRUCTURAL CONCRETE; REBAR; STRUCTURAL STEEL; METAL DECKING; METAL DOORS AND FRAMES; MISCELLANEOUS METALS; PAINTING; COATINGS; UNDERGROUND UTILITIES; ELECTRICAL; COMMUNICATIONS; CCTV; FIRE PROTECTION; FIRE ALARM; GUARDRAILS; HANDRAILS; GLAZING; WATER-PROOFING; ELEVATOR; PLUMBING; HVAC

Bonding, insurance, lines of credit and any technical assistance or information related to the plans & specifications & requirements for the work will be made available to interested DBE certified suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered to interested DBE certified suppliers, subcontractors, truckers. PMI is a signatory to the Operating Engineers, Carpenters and Laborers Collective Bargaining Agreements.

PMI will provide assistance in obtaining necessary bonding, insurance, equipment, supplies, materials or other related services. 100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PMI's approval. PMI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PMI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call 510-671-0000.

We are an Equal Opportunity Employer



California Sub-Bid Request Ads



O.C. Jones & Sons, Inc.

1520 Fourth Street • Berkeley, CA 94710 • Phone: 510-526-3424 • FAX: 510-526-0990

Contact: Greg Souder

REQUEST FOR DBE mSUBCONTRACTORS AND SUPPLIERS FOR:

Roadway Excavation and Minor Concrete Paving

Hwy 680 San Jose/Milpitas • Santa Clara County • Caltrans #04-0J6604

BID DATE: April 9, 2019 @ 2:00 PM

We are soliciting quotes for (including but not limited to): Trucking, Lead Compliance Plan, Temporary and Permanent Erosion, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Temporary Crash Cushion, Portable Changeable Message Sign, SWPPP, Rain Event Action Plan, Storm Water Sampling & Analysis, Sweeping, Treated Wood Waste, Clearing & Grubbing, Roadway Excavation (Aerially Deposited Lead), Haul & Dispose Type Com, Z-2, & Z-3 ADL, Check and Test Existing Irrigation Facilities, AC Dike, Minor Concrete, Roadside Signs, Maintain Traffic Management Systems, and Construction Materials

An Equal Opportunity Employer

100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.

Visit www.sbeinc.com to download the latest SBE Newspaper and SBE E-Newsletter



SMALL BUSINESS EXCHANGE

Using Construction Tech to Attract Younger Workers

Continued from page 1

Wanted: Tech-Savvy Workers

No doubt, investing in technology—from estimating tools to integrated accounting software—can improve speed, accuracy, and efficiency. Whether contractors are ready to add drones and BIM may be a whole other matter. However, adopting the right technology and hiring tech-savvy workers is essential for surviving this tight labor market.

With large numbers of boomers retiring daily, there is also urgency for adding diversity to the workforce to keep contractors from relying too heavily on one generation or another. Adopting new tech tools will not only help any contractor with hiring, but it will also ensure they have a skilled workforce that can help them thrive in a rapidly transforming industry.

This situation could be a golden opportunity for millennials. The more whiz-bang tech like drones, robots, artificial intelligence, augmented reality/virtual reality, smartphone apps, tablets, and wearables are proving a strong draw for this hiring demographic. Contractors and owners should also remember that these digital natives—millennials and Gen Z-ers—bring with them an expectation they will be using the latest-and-greatest technology. One of their most compelling recruiting tools may be openness for trying and adopting new technology.

If a firm's veterans are nearing retirement and hesitant about learning new construction tech, hiring tech-savvy younger workers can make for a happy way to balance tech with real-world

experience. As Chad Hollingsworth, co-founder and CEO of Triax Technologies, explains: “Millennials have grown up attached to technology. Jobsites today are so far removed from what millennials have come to expect in their daily lives. They expect new solutions to do their job better, to get rid of manual processes.”

Rising Wages Part of the Solution

Rising wages are also helping when it comes to making construction more attractive for younger workers. The average hourly wage in construction exceeded \$30 an hour for the first time in September 2018, according to the Bureau of Labor Statistics. In February 2019, average hourly earnings in construction—a measure of all wages and salaries—increased 3.1 percent over the year to \$30.45. That figure was more than 10% higher than the private-sector average of \$27.66.

As such, rising wages are proving a boon for many younger workers, who may struggle to pay off student loans—especially when compared to a job market saturated with low-paying service positions.

Spreading this good news of plentiful, well-paying construction jobs is a wide array of groups. Construction organizations, high schools, and community colleges have begun to answer the call. For example, in Duluth, Minnesota, the trades association held an outreach event—“Construct Tomorrow”—designed to generate excitement around the building industry. The hands-on demonstrations provided young people with another option for a career after high school, particularly in a region with a high demand for construction professionals.

Contractors are also starting to understand that younger workers want flexible schedules, prefer to work independently, and require lots of upward mobility. While this may stand in stark contrast to the boomer generation, automation and digital tools are a great way to guarantee these perks to millennials.

Outlook is Bright for Younger Workers

Despite some signs of an economic slowdown, the labor squeeze is expected to continue well into 2019. An AGC survey released in January showed that nearly 80% of construction firms expect to add workers this year. Also, nearly as many anticipate it could get harder, not easier, to fill positions.

While many criticize the lack of vocational training at the high school level, it would appear college grads could be filling many of these tech-savvy jobs. Construction trades had the largest jump in enrollment at four-year institutions between 2016 and 2017 (26.4%). This includes a growing interest in trades like carpentry, but also management degrees for students who like building, but not getting their hands dirty, according to the National Student Clearinghouse Research Center.

SOURCE:

<https://www.constructconnect.com/blog/operating-insights/using-construction-tech-attract-younger-workers%e2%80%af>

How to increase the productivity of your estimating team

[Article was originally posted on <https://blog.buildingconnected.com>]

By Darlene Bereznicki,

The goal of any estimating team is to win more work and make more money. The problem is, there's only so much time in a given week, and deadlines always approach faster than you'd like. That means you can't bid on every request that crosses your desk, so estimators need to make decisions quickly and manage their workload to be successful.

Here are three tips to increase the productivity of your estimating team and send out as many proposals as possible with the highest hit rate.

1. Track proposal information in one place

Many subcontractors waste a lot of time finding the correct information before they even begin working on a bid. Usually, teams store bid updates and files in email and desktop folders, calendars, whiteboards, and notebooks. This results in data being stored in multiple silos, with no easy way to view all of the data in one place. If you also track bids on a spreadsheet, that's one more place for you to manually enter and update info when addenda or changes occur, and necessary steps can get missed — costing you time and money.

You know how you put your car keys in the same place every day, and then one day, you don't? You

usually lose a lot of time retracing your steps to find those keys! This happens in the bidding process all the time.

If you keep all necessary bid requirements, files, due dates, and team communication in one place, it will prevent information from slipping through the cracks or ending up in the wrong place. Even though you can eventually find what you're looking for, you lose valuable time that could be spent on winning more bids.

2. Focus your efforts on high probability jobs

You can't respond to every single bid invite you receive, so you need to prioritize jobs that will produce the most money for your time. If you only have time to submit one out of every five bid invites, then you need to recognize the proven characteristics of a quality bid invite to know it's the best option.

Once you're tracking bid information in one place, it becomes easier to consistently track key pieces of information like trade, general contractor, and building size so you can make decisions on your bid history. From your bid history, you can identify trends, key areas of success, and where you can improve so you can decide where to invest more resources or cut altogether. Teams that focus on the right jobs win more.

3. Minimize manual error with technology

Bidding as a subcontractor is fast-paced and dif-

ficult, with a ton of information to keep track of. We all make mistakes, but the difference between May 15th and May 12th is a missed bid submission. The less information you need to manually update, the lower the chance you'll have for manual error.

Technology is designed to support teams and increase efficiency by automating manual processes. Automating manual entry and connecting your tracking tools like calendar, files, and bid log in one place helps ensure information isn't missed or incorrect. The goal is to be efficient so you can bid better and faster.

You're already keeping track of your bid information somewhere. All you need to do is connect the dots and leverage the right tools. Identifying where you might be wasting time gives you the opportunity to improve your team's productivity so you can get in front of more clients and win more bids.

As a Renewals Manager at BuildingConnected, Darlene Bereznicki works with the best estimators in the business, helping them become efficient in their bidding process so they can focus on bidding and increasing their win rates.

SOURCE:

<https://blog.buildingconnected.com/how-to-increase-the-productivity-of-your-estimating-team/>



California Sub-Bid Request Ads

American Pavement Systems, Inc.

1012 11th Street #1000, Modesto, CA 95354

Phone: 209-275-7031 • FAX: 209-408-0427

Email: dpimley@americanpavementsystems.com

CA License # 943792

An Equal Opportunity Affirmative Action Employer

REQUESTING BIDS FROM DBE/MBE/WBE/SBE/LBE/DVBE/OBE Subcontractors and Vendors

Project: 2019 Asphalt Rubber Cape Seal & Micro-surface Seal Project,

Contra Costa Co., CA

Reference #: 0672-6U2184/2183

Owner: County of Contra Costa

Bid date: May 7, 2019

American Pavement Systems, Inc. (APS) is bidding the above referenced project as a Prime Contractor and is requesting bids for the following trades and/or material suppliers: Lead Compliance Plan, Traffic Control, Portable Changeable Message Signs, Sweeping, Tree Trimming, Trucking (Haul Slurry Aggregate to Stockpile), Trucking (Transfers with Chip Bars), Asphaltic Emulsion, Slurry Aggregate, Chip Seal Screenings, PG 64-16 Asphalt, Trucking (Tankers hauling Asphalt and/or Emulsion), Adjusting of Monument Covers, Set New Survey Monuments, Thermoplastic Striping Removal and Installation.

Plans and specifications can be obtained from County of Contra Costa by calling (925) 313-2338. Alternatively, please contact David Pimley at American Pavement Systems, Inc. at (209) 275-7031 or email dpimley@americanpavementsystems.com to make an appointment for viewing or for assistance.

American Pavement Systems, Inc. (APS) is signatory to Operating Engineers and Laborers Unions, and will assist with obtaining bonds, line of credit and/or insurance if requested. Please submit quotes at least one day prior to bid date and include any certification document(s) you may have. Please contact David Pimley at 209-275-7031 or email dpimley@americanpavementsystems.com with any questions or for assistance. APS intends to work cooperatively with all qualified responders for this project. Quantities of work can be broken down into economically feasible units and delivery schedules will be accommodated to facilitate maximum participation. Quotations must be valid for the same duration as specified by Owner for contract award.