



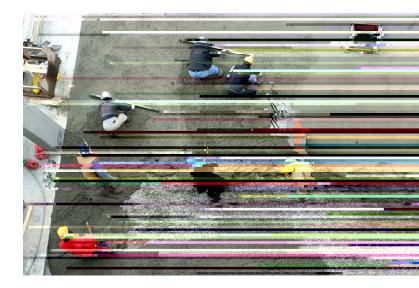
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This case study examines the challenges posed by skill shortages in the construction industry and investigates strategies to enhance construction project performance despite these limitations. The study delves into the impact of skill shortages on project timelines, labor costs, and quality and safety concerns. It presents a comprehensive analysis of various approaches, including training and upskilling programs, collaboration with educational institutions, technology adoption, innovative project management techniques, and YZ VWbhfygci fW U`cWhjcb. H\Y bX]b[g\][\`][\hgi WWgg\]` outcomes achieved by companies that have implemented these strategies to overcome skill shortages and improve project performance.

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The construction industry in the United States faces g|[b] Wbhg\_]``g\cftU[Yg `YUX]b[hc j Uf]ci g W(U `Yb[Yg]b project execution and performance. This case study aims to explore how construction companies overcome skill shortages to enhance project performance. Skill shortages in the construction industry are a pressing issue, with 80% of Wbgfti Wbc Wa dUb]Yg gfti [[`]b[hc ``g\_]`YX dcg|hcb ClQ



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Skill shortages have tangible effects on construction projects, including delayed project timelines, increased labor costs, and compromised quality and safety. Skill shortages contribute to project delays in the construction industry, with an average XY`UmcZ20% Wta dUfYX hc dfc^YWtg k ]h\ gi Z VJYbhg\_]``YX`UVcf C2QH\YgY g\cfhU[YgUgc fYgi `h]b]bWfYUgYX`UVcf Wtghg Xi Y hc competition for a limited pool of skilled workers, leading to an Uj YfU[Y 10-15%]bVfYUgY]b`UVcf Yl dYbgYg C3QFi fh\Yfa cfY, skill shortages have a negative impact on project quality UbX gUZYhmf]g\_g k ]h\ Ug][b] WJbh]bWfYUgY]b ]bVJXYbhg UbX UWJXYbhg Q4Q

## $D_{p_{1},p_{2},p_{3},p_{4},p_{4},p_{4},p_{4},p_{4},p_{4},p_{4},p_{4},p_{4}} = A_{p_{1},p_{3},p_{4},p_{4}} \left( -B_{p_{1},p_{4}$

In the competitive landscape of hiring, relying solely on the "highest payer" approach may not yield optimal results. Therefore, it becomes crucial for construction companies to explore diverse strategies that enable access to a broader talent pool. This can involve considering the recruitment of less experienced individuals and providing comprehensive HUJb]b[ dfc[flag@Q]a d`Ya Ybh]b[ gi WWgg]cb d`Ubb]b[ ]b]h]Uh]j Yg @QYgHU`]g\]b[ Ub Ybh]VIb[ Ya d`cnYY VYbY hg dfc[fla Q'QUbX UXcdh]b[ ]bbcj Uh]j Y k cf\_a Yh\cXgh\Uh

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Greg Belpomme is a Consultant at <u>Heron Wolf</u>. He is an experienced construction consulting partner with close to a decade of expertise in heavy civil and marine construction consulting support. Throughout his career, Greg has demonstrated a deep understanding of the industry's unique challenges UbX gdYVJU ]nYg ]b dUffbYf]b[ k ]h\ Wtbgffi WJcb fa ghc gi ddcfhh\Ya k ]h\ regards to their recruiting, retention, and social media presence strategies. His dedication to assisting companies in completing projects on time and on