

UKG Ready for Construction

Find and keep the critical talent you need to drive project success

The state of the industry

The construction industry is finding itself in the same position as many other industries today: more work coming in but not enough workers to do it. The 2021 Infrastructure Investment and Jobs Act infused a large amount of funding into the U.S. construction industry, but the resulting boom in new projects only intensified the industry's labor shortage — causing expensive project delays, increased costs, and quality control issues.

Even in the best of times, the construction industry has had high turnover rates. During labor shortages such as what the U.S. is currently experiencing, this has only increased, with slow recruitment and an aging workforce among the biggest contributing factors. In addition, many large construction projects now underway are happening in close proximity, causing a significant drain on local labor pools.

Roles within construction have changed as well. As technology has evolved, so have the roles construction companies need to fill. In addition to filling manual labor needs, companies now need a growing number of professionals like project managers, engineers, and architects.



Building a more successful business future

To successfully attract a new generation of talent to these positions and retain their existing employees, construction companies need to change their approach and update what they offer as employers, including a supportive work culture focused on safety, technology, and wellness. Persistent outdated perceptions, such as that construction jobs are strictly manual, don't pay well, or are for men only, need to be replaced with a strong message — particularly to younger workers — that a career in the construction industry is a good option.

Filling all your vacant roles may seem daunting right now, but these are ways to rise to the challenge. Upskilling existing workers, offering on-the-job training and flexible scheduling, and opening your recruitment to attract women and other underrepresented groups are great places to start. Implementing advanced digital technology, such as the people-centric solutions offered by UKG, is an excellent way to develop and maintain these kinds of initiatives — and can set you on a path to long-term success.

"Today, construction [needs] to make a technology leap. Technology evolution can drive efficiencies and scale impact while also tackling labor retention and engagement challenges. As fewer jobs rely on pencil and clipboard technology, more people are shifting toward jobs that lead to promising careers with forward-thinking organizations and companies."

Replenishing the Construction Labor Shortfall,
[Forbes](#) (August 2022)



HR, payroll, and workforce management that grows with your business

UKG Ready®, our all-in-one HR, payroll, talent, and time solution for leaner teams, delivers purposeful HR tools through technology, support, and proprietary data that help you create a great place to work for all. Employees are empowered through a modern user experience that makes their day-to-day easier and more productive. And people processes are streamlined through deep, automated compliance and payroll functionality designed to scale and grow with you.

For construction organizations, this adds up to **increased efficiency, improved safety, greater cost savings, enhanced quality control, streamlined documentation**, and a more appealing work environment for attracting much-needed talent — ultimately contributing to the overall success of your projects.

Create a great workplace where people want to work

UKG Ready purposeful HR provides unmatched business and people insights for making informed decisions that build trust and:

- Automatically delivers employee data and analytics for ongoing business improvement
- Captures, analyzes, and understands the employee experience with valuable culture guidance based on 30 years of data
- Leverages Generative AI to anticipate and provide valuable insights at key moments to illuminate the best path forward

Empower your people with solutions centered on them

Employees love our easy-to-use modern platform because it helps them feel supported and more connected to their work and your business with:

- Mobile-first capabilities with seamless transition between devices
- UKG Wallet earned wage access
- UKG Partner for Life support and services to help ensure solution success and adoption

Simplify processes so you can focus on the job at hand

Scalable, comprehensive HR, payroll, talent, time, and scheduling help streamline processes and deliver real-time access and control for managing in the moment:

- Multi-schedule view options provide more holistic shift management
- Enhanced absence and accruals tracking ensures accuracy and compliance wherever your people work
- UKG Screen leverages 250+ global screening offerings to help you find the best candidates and reduce time-to-hire

UKG Ready: Key Benefits for Construction

- Manage all people processes in one solution that includes system-wide analytics, AI-driven insights, and personalized experiences
- Attract and retain best-fit talent more effectively; better manage contract employees
- Apply complex pay rules automatically to avoid compliance issues
- Track employee skills and credentials such as OSHA and equipment operator certifications to help keep workers safe
- Gain real-time visibility into costly labor trends such as fatigue, absence, and overtime
- Improve accuracy of job costing by tracking true labor costs for each job (coming in 2024)
- Track time at remote work sites with convenient mobile punch in/out

Learn more about
UKG Ready for
Construction at
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