

# GDOT Newsletter

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Volume 74



## SUPPORTIVE SERVICES

- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website
- Plan Reading



## How Construction Fleet Companies Can Combat Cost Increases

The construction industry, like most industries, is facing challenges. The biggest concerns for construction fleet companies this year continue to be related to material costs, supply chain disruption and worker shortages. In fact, contractors anticipate the cost of projects across most building segments to increase by up to 63%, according to the Associated General Contractors of America's 2022 Construction Outlook Survey.

These three components—supplies, suppliers and staff—are vital to construction fleet companies. The AGC survey notes a perfect storm of challenges in these areas, in part due to continuing conditions from the COVID-19 pandemic:

- Ongoing supply chain obstacles. In 2021, 90% of construction firms had some sort of significant supply chain problem. In response, organizations have turned to alternative suppliers (61%) and supplies (48%) or accelerated purchases after winning contracts (67%).
- Nationwide worker shortages. Although 74% of construction companies intend to increase headcount in 2022, contractors struggle to find skilled laborers—despite 88% of firms raising pay, incentives or benefits in 2021.
- Canceling or postponing projects. Last year, 65% of companies had to hold off work or stop it altogether, with almost one-third (32%) saying they have not rescheduled. Nearly half (48%) of all projects postponed or canceled in 2021 were due to rising costs.

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## 4 Tips for Improving Employee Morale & Keeping Workers Engaged

Motivating construction workers is something that concerns many project managers, especially when the lack of motivation can lead to missed deadlines. While some delays are normal, many project managers have wondered if other delays are because their workers are not motivated enough to get the job done. Many studies have indicated that construction employees require various motivational techniques to stay engaged. However, applying this knowledge can be difficult on a fast-paced, high-pressure construction site.

Managing motivation is a moving target on construction sites. It's constantly changing depending on what phase of the project you're on, but you need to be in tune with it because unmotivated workers will find another opportunity to make equal or more money elsewhere. Consider the following ways you may want to adapt your approach to motivation that can improve morale and keep workers engaged.

### 1. Maintain a Positive Attitude

Managing a construction site can be exhausting and stressful, but your attitude will rub off on your employees. If you're unhappy about being at work or are too exhausted to stay positive, your employees will pick up on this, and it can rub off on them. How project managers and foremen carry themselves on the jobsite can influence how the rest of the team carries themselves.

Displaying positivity can help improve the overall work atmosphere and help motivate your workers. Negativity is infectious, and when it spreads, people are more likely to quit. To help prevent negativity from spreading, avoid taking your frustration out on your employees. If the client is pressuring you to stick with the schedule, try not to put too much negative pressure on your team even if there was a considerable delay. If there is something you can do to help them make the deadline, do it. But keep in mind, exhausting your employees can lead to accidents. Your construction workers need to be well rested to work efficiently and safely.

### 2. Acknowledge Hard Work

Most employees never receive any recognition when they do a good job, and often the employees who do get that recognition do not get enough of it.

## About The GDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on GDOT contracts and facilitate the opportunity for DBEs to obtain contracts. The services are designed to:

- Assist established construction firms to move them from bidding as a subcontractor to bidding as a Prime Contractor to produce sound bids.
- Provide access to training increases DBE expertise in handling of daily business operations.



**CEI DBE Supportive Services**

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