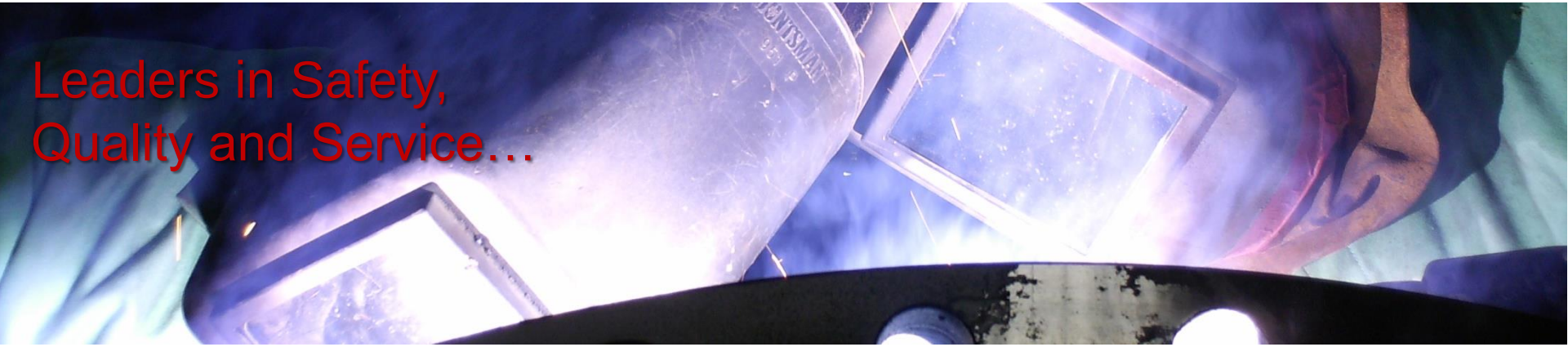


Availability Of Contract Labor-Why It Matters To RAPID

RAPID Conference

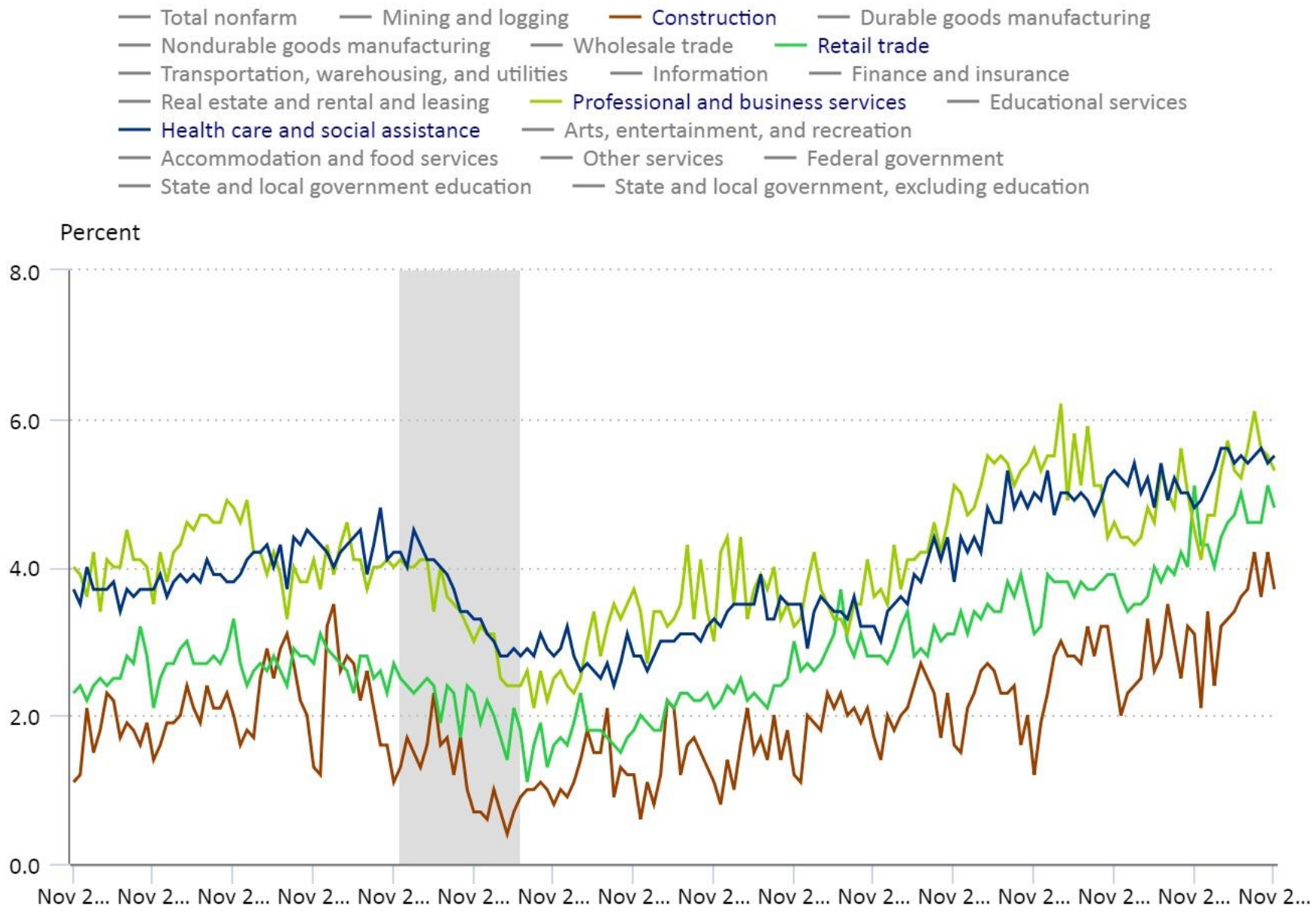
May 2019

Objectives

- Understand Trend & Impacts
  - Beveridge Curve Findings
- What Can RAPID Members Do?

Job openings rates by industry, seasonally adjusted

Click and drag within the chart to zoom in on time periods



Beveridge Curve

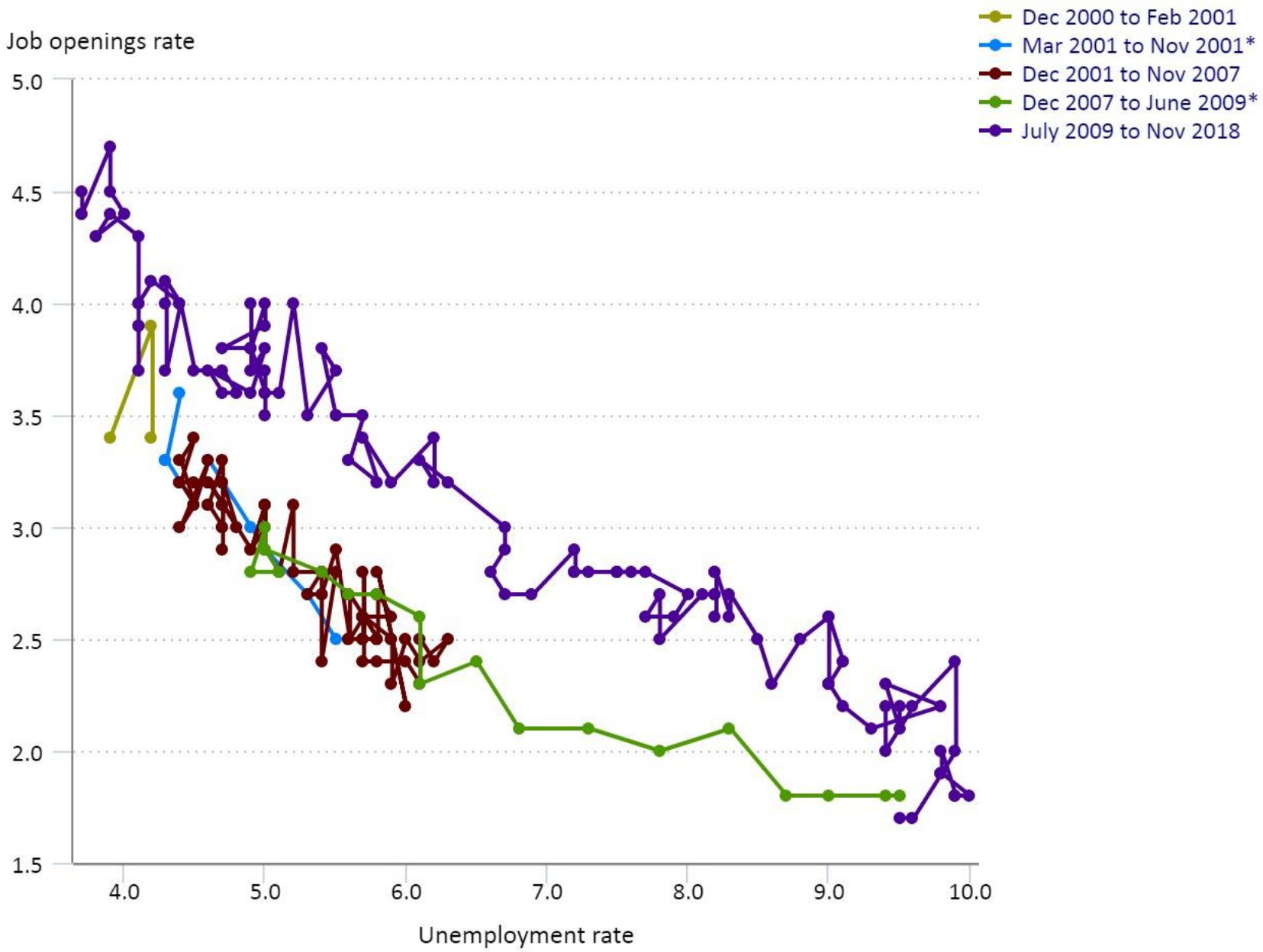
AKA: “UV Curve”: Unemployment-Vacancy

- Illustrates relationship between job vacancies and unemployment
- Right Shift = Decreased Labor Efficiency
- Left Shift = Increased Labor Efficiency

The Problem Is “Supply”

The Beveridge Curve (job openings rate vs. unemployment rate), seasonally adjusted

Click and drag within the chart to zoom in on time periods



Impact Of Trends (-) To Costs (+)

< Workforce Supply = > Wages

> Project O.T.

> Per Diem

< Site Retention

< Site Supply Services

> Delivery Time

What You Can’t Do

- Change course inside 5 years
  - -Competition to trades (easy job entry)
  - -Social acceptance of not working
  - -Breaking the “College Conspiracy”
  - -Craft education program lead times

What You Can Do

- Determine impact in “entire” supply chain
- Be the “Customer of Choice”
- Select the right contractor partner

  (We are all in this together)
- Prefab, Workforce Development, Formal Planning/Scheduling, Work Packaging, Steady Flow-Combined Services-Chain Projects
- GSA/MSA: small cap, maintenance, special

What You Can Do

- Ask workforce question in RFP
- Add supplemental bidding clause in fleet maintenance agreements…….but…….

  “Will They/Can They Do It?”
- Ask for craft education and upskilling plan
- Contingency plan for all contracts

WHAT'S NEXT?

WHO'S NEXT?

Contact Information

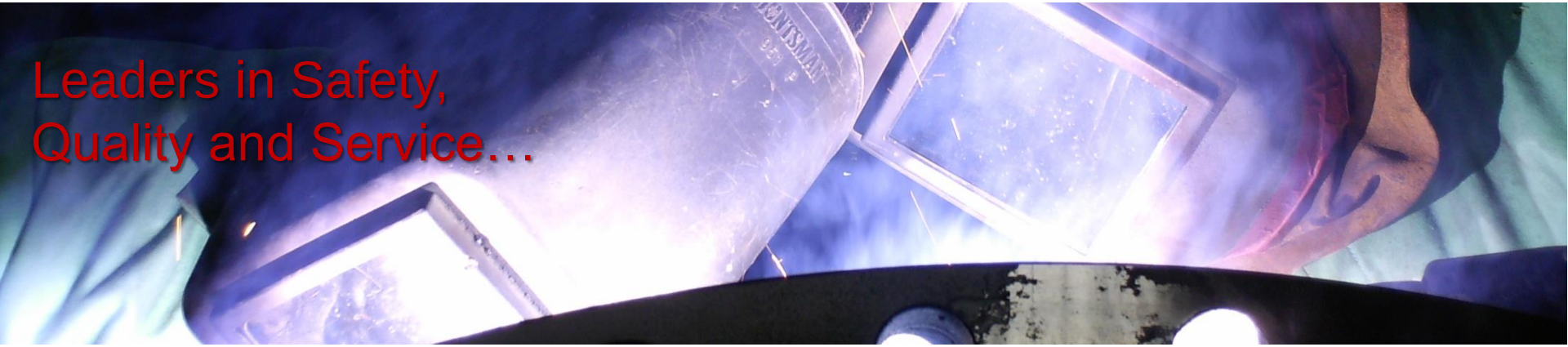
Kevin Sell

CVO

United Group Services, Inc.

ksell@united-gs.com

(513) 454-3212



Availability Of Contract Labor-Why It Matters To RAPID

RAPID Conference

May 2019