

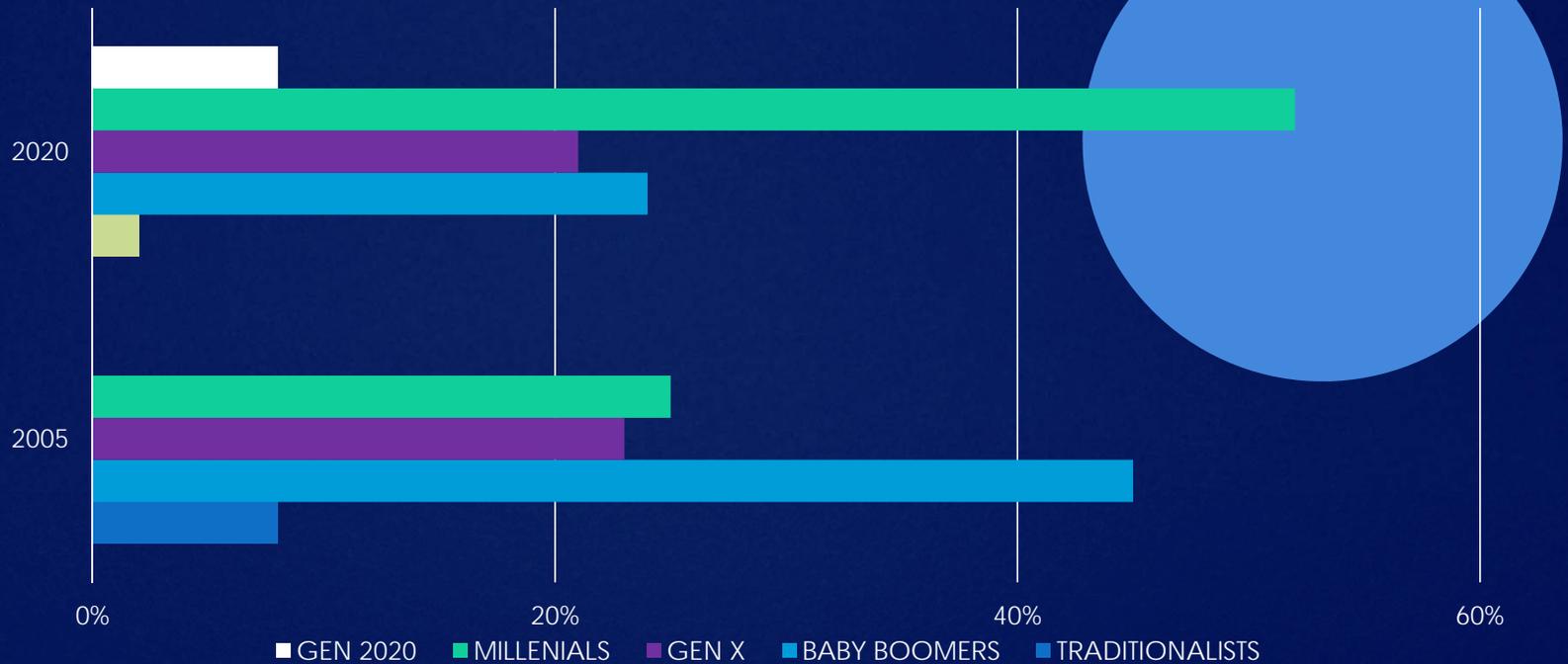
# Construction Workforce Development

AN ORGANIZATIONAL STRATEGY FOR SUSTAINABILITY



## Increasing diversity in the workplace

### Five Generations in the Workplace



# Generational Warfare.....



(BOOMER)

I invented  
the box...



(GEN-Y)

I can redefine it...  
I can move around it...  
think outside it...  
but have no time or...  
energy to get  
out of  
it!



(GEN-X)

I like to  
**KICK**  
the box.....

2006 AUG-13  
goonmail@netspace.net au  
RC



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BUSINESS  
DEVELOPMENT  
CONFERENCE





## *Strategic Workforce Development*

|                       | <b>HISTORICALLY</b>               | <b>TODAY</b>                 |
|-----------------------|-----------------------------------|------------------------------|
| Education             | Train & Pray                      | Career Pathways              |
| Economic Development  | Attract Businesses                | Attract Industry Clusters    |
| Workforce Development | Customize Training & Job Matching | Sector/Industry Partnerships |



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# **PARTNERSHIP**

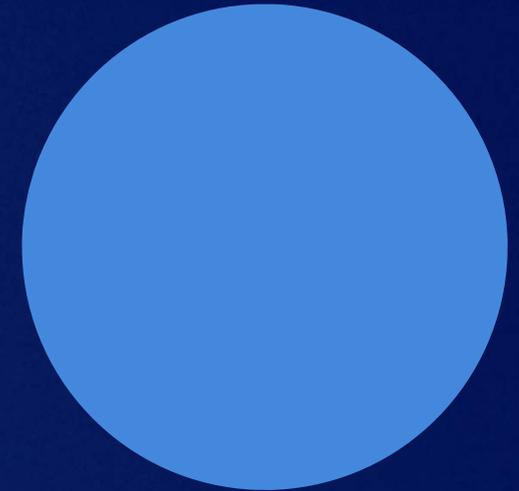
**FOR DIVERSITY AND OPPORTUNITY  
IN TRANSPORTATION**



March 20-22, 2016 | Southfield, MI | [www.michigan.gov/mdotdbe](http://www.michigan.gov/mdotdbe)

# Elevate industry from Stakeholders to STOCKholders

- ▶ <http://michiganconstruction.com/>
- ▶ <http://www.miroad2work.org/>
- ▶ <http://www.mustcareers.org/>





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# Thanks for your Participation