Workforce Sustainability in the Construction Sector

Development of a Workforce Sustainability Model for Construction


Key Findings

- Workforce sustainability is a property of a workforce that reflects the extent to which the workforce can perform its desired function over a selected period of time.
- Workforce sustainability is based on the perspective of the workforce and how the workforce feels with respect to their employment; it can be enhanced through actions by an organization.
- Eight major attributes contribute to construction workforce sustainability:
  - Nurturing: Workers must feel supported.
  - Diversity: Workers must feel welcomed and accepted, whatever their personal characteristics.
  - Equity: Workers must feel that they are treated fairly compared to other workers.
  - Health and Well-being: The workplace must be made as safe and healthy as possible.
  - Connectivity: There must be good communication linking workers to management and to one another.
  - Value: Workers must feel respected and appreciated by others and by the employer.
  - Community: Workers must feel camaraderie and see themselves as part of a team.
  - Maturity: A mature workforce is one in which all members share accountability and problem-solving responsibilities.
- By using the Workforce Sustainability Assessment Tool, organizations in the construction sector can assess their workforce sustainability and identify areas for improvement.