

Shortage of Field Leaders

Construction superintendents are critical to project success. Demand for experienced superintendents is high; supply is low and will decrease as more seasoned professionals approach retirement. With fewer new candidates entering the industry, contractors must have a plan to develop their current team, but they face challenges in balancing time spent in the field with time required for development.

83%

HIGH DEMAND

In 2024, a survey of CEOs reported **84% had difficulties finding field managers.**¹

45K

SHORT SUPPLY

An estimated 45,800 openings for construction managers are **projected each year.**²

9%

INCREASING DEMAND


Outpacing the average for all occupations, construction managers are **projected to grow 9% between 2023 and 2033.**²

Feeding the Shortage


Training Ideal	Reality	Results	Paradox
<ul style="list-style-type: none">On-the-job trainingFormal training in the business of constructionMentoring from seasoned professionals	<ul style="list-style-type: none">Formal training is overlooked because it impacts time in the fieldSeasoned professionals have little time to help train othersField leader development is prolonged and inconsistent	<ul style="list-style-type: none">A continued shortage of great field leadersEmployee burnout, frustration and turnoverIncreased riskHigher likelihood of project delays, unhappy clientsDecreased profitability	<ul style="list-style-type: none">Training: takes time away from current projectsNo training: threatens ongoing success

Components of a “SUPER” Training Solution


To lessen the impact of the talent shortage, it’s imperative that companies have training solutions to develop talent from within. Components of this training may include:




SCALABILITY
Adaptable program that can be implemented at any job site for multiple, concurrent learners




USABILITY
Flexible learning options that allow learners to earn while they learn



PRESCRIPTIVE
Trackable training that identifies knowledge gaps and helps develop individual learning paths



EXPERIENCE
Input from experienced superintendents who know the responsibilities and skills needed for success



READINESS
Verification of knowledge and experience once training is completed

Learn how the National Center for Construction Education and Research is providing practical solutions for training and developing superintendents.
[Click here to read more.](#)



Sources
1. AGC | 2024 Workforce Survey Results; 2. U.S. Bureau of Labor Statistics: Occupational Outlook Handbook: Construction Managers, Aug. 29, 2024.