

Minnesota Concrete Council (MCC)

Thursday, February 9, 2023 at 8am at Midland Hills Country Club in Roseville.

Dr. Ken Bartlett, Ph.D. University of Minnesota

Strategies to Address Workforce Retention and Recruiting Challenges.

The COVID pandemic has added a new urgency to an already existing complex labor market to recruit and retain workers. This presentation will report and then extend the results from a recently completed Local Rural Roads Board and MnDOT study that explored and examined possible causes and organizational response strategies of the workforce shortage in Minnesota's transportation industry. Data from other recent research as well as current and emerging trends on human resource planning and practice will be presented. Discussion will focus on appropriate human resource and workforce planning from strategic, financially sustainable, and developmental approaches will be highlighted.

Learning Objectives:

- 1: Understand how the COVID-19 pandemic continues to impact the labor market.
- 2: View results from a 2021 study of workforce shortages in Minnesota's public transportation industry.
- 3: Discover additional data and trends impacting the recruitment and retention of employees.
- 4: Engage in discussion on strategies for workforce planning and human resource development.

Bio

Kenneth Bartlett (Ph.D.) is Professor of Human Resource Development and Chair of the Department of Organizational Leadership, Policy, and Development at the University of Minnesota. Originally from Christchurch, New Zealand he previously worked in a variety of management positions in the public sector and tourism industry in both New Zealand and the United States. His M.Sc. and Ph.D. in human resource development are from the University of Illinois at Urbana-Champaign. For over 25 years he has engaged with an active research agenda focused on the process and outcomes of human resource development, workforce planning, and leadership development. He has considerable international experience as a consultant and adviser with organizations across the United States as well as with education institutions, not-for-profits, and government agencies in over 40 countries.