

# Talent acquisition and retention discussion

Facilitator Martin Turecky - Titan



# Antitrust law reminder

- Keep discussion general do not share specific measures or data (example pay structures or benefits)
- Do not enter any agreement regarding HR information exchange
- Interrupt the discussion if you see risk of the law violation



# Discussion format

- Shortly two discussion topics/questions will be introduced
- Tables marked A will work on Question 1 and tables marked B will work on Question 2
- Please select presenter for the table and you will have 15 minutes (till 8:25am) to prepare your ideas
- Rest of the time will be used for idea sharing



It is  
Employee's  
market and it  
changed  
dramatically

- In the industry we can't fill certain positions (maintenance is glaring example)
- High turnover between recent hires
- Lower engagement demonstrated by younger generations
- Knowledge/skills gap



Concrete is second the most consumed matter in the world and we need people to produce it

- **Q1 - What we as industry can do to acquire people with talent and skills we need?**
- Perceived as “dirty” industry, 24/7 engagement required, site presence required, perceived as low tech.....



Concrete is second the most consumed matter in the world and we need people to produce it

- **Q2 - What we as industry can do to retain people with talent and skills we need?**
- Engagement, career planning, flexibility to avoid burnout.....

