



CAPTURING KNOWLEDGE BEFORE RETIREMENT

Generational Toolbox Talk – Part 2

Date: _____ Jobsite: _____ Discussion Leader: _____

AGING CONSTRUCTION WORKFORCE

Nearly 25% of the construction workforce is over age 55, and it is estimated that 41 percent of the construction workforce will retire by 2031.¹

With these impending retirements comes decades of lost expertise, problem-solving instincts, and safety know-how that comes with the hands on experience of working on the jobsite. This knowledge loss increases exposure to errors and safety incidents, and project delays.

WHY IT MATTERS

Jobsites with a strong culture that supports experienced workers taking the time to teach newer workers industry skills have fewer preventable incidents because they learn how to spot problems early.

HOW IT SHOWS UP ON THE JOBSITE

- Pair experienced workers with newer employees intentionally, not randomly.
- Ask experienced workers to share one “lesson learned” or near-miss story with newer workers.
- Capture key tasks with short videos or photos, when appropriate.
- Treat mentoring as a safety responsibility, not an add-on.
- Recognize milestones, not just production – professional achievements, retirements, skill-building, progress.

DISCUSSION QUESTIONS:

For More Experienced Workers:

1. What’s one tip, shortcut, or warning you learned over the years that isn’t written down, but could prevent a mistake or injury?

For Newer Workers:

2. What’s one part of the job that took longer to understand than you expected—and what helped it finally click?

¹ National Center for Construction Education & Research, “Construction Workforce Age Progression,” NCCER, 2022, <https://www.nccer.org/fact-sheets/>.