

Facility Industry Trends & Trajectories



Positioning FMs for Success!

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Introduction

John Rimer, CFM

- Facility Management Since 1997
- Numerous Industries & Various Roles
- President, FM360 Consulting
- Certified Facility Manager (CFM) - IFMA
- Director, Northern Rockies Chapter of IFMA
- IFMA Qualified Instructor



Agenda



Key Trends

- Exodus of Baby Boomers
- The Forthcoming Millennial Reign
- Advancement of FM



Exodus of Baby Boomers

- ~77million (1946-1965)
- Comprised 38% of the workforce in 2010
- Recession delayed many retirements
- Estimated 10,000 retiring each day
- Faster than can be replaced...



Challenges of the Loss of a Generation

- Labor Force Shortage
 - 72% HR Professionals Concerned (Star Tribune 2012)
 - More than half are maintenance related
 - ~600,000 open skilled positions
 - 2M to 3M more coming by 2015
 - Few young people choosing skilled trades
 - Colleges/Universities trying to fill gap
 - Squeeze on Gen Xers (77M vs. 44M)
- Loss of Intellectual Capital



Turning Challenges into Opportunities

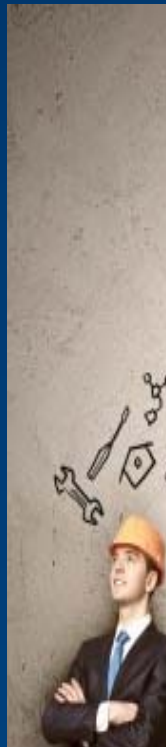


- Capture Intellectual Capital
 - Cross-Train
 - Document in Procedures, CMMS, etc.
- Train & Promote Growth Internally
 - IBOA's BOC
 - IFMA's Essentials of FM & FMP
 - Facility University
- Leverage Technology to Increase Efficiency & Effectiveness of Program



The Forthcoming Millennial Reign

The Millennials (1980-2000)

- 86M Strong (7% larger than BB)
 - "Echo Boom"
 - 25% of Workforce in 2010
 - 46% by 2020
 - Workplace Culture Shift
- Challenge & Opportunity
- Attract & Retain Staff
 - Competitive Edge
- 
- A man in a dark suit, white shirt, and blue tie, wearing an orange hard hat, stands with his arms crossed, looking up at a wall. The wall is covered in hand-drawn diagrams and sketches, including a flowchart, a gear, and a house-like shape. The background is a solid blue color.



The Forthcoming Millennial Reign

Collaborative Environments

- “Collaboration Zones”
- Community spaces
- Remove barriers to teamwork
- Flexible & Functional
- Promote “ideation”



Collaboration Zones



The Forthcoming Millennial Reign



Mobile Workforce

- Tablets/Smartphones vs PCs
- Telecommuting
- Hoteling Spaces
- Collision Points

Challenges & Opportunities

- Staying connected
- 40% workspace utilization



Collision Points



Collision Points



The Forthcoming Millennial Reign

Technology Centric

- Online Collaboration
- Cloud-Based

Challenges

- Increased network demand
- Data security
- Data rooms more critical
 - Need to manage as CE



Advancement of FM

- Growth of the Industry
 - IFMA 23,000+ members in 85 countries
 - Increasing degrees offered
- Recognition
 - 2010 Federal Buildings Personnel Training Act (FBPTA)
 - Feds largest property owner in U.S.
 - Implementation of Standards
 - ISO/TC 267
 - ANSI TAG



Positioning for Success



- Need to Raise Our Game
 - Evaluate & improve current program
 - Communicate value
 - Up-Down-Across
- Education & Training
 - IFMA – FMP/SFP/CFM
 - IBOA
 - Participate in IFMA & Chapter
 - Facility University





Thank you!

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