


Who are you?

Why take this class?

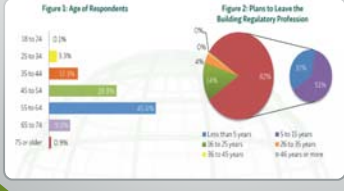
- We already know that the problem of retiring building officials is not on the horizon. It is here right now.
- "The cities are trying to have smaller building departments and trying to accomplish more work with less people," Williams says. "As a result of that, the cities aren't willing to invest in an individual who does not have the training and experience. That's where this gap has grown."



The Building Code Profession is Dying Out, and That's a Problem


More of the officials who check construction plans and inspect buildings for safety are on the verge of retirement and there's not being replaced.

By the numbers...



Age Group	Percentage
18 to 24	0.2%
25 to 34	3.7%
35 to 44	10.7%
45 to 54	22.8%
55 to 64	40.3%
65 to 74	15.9%
75 or older	5.9%

Years	Percentage
Less than 3 years	42%
3 to 10 years	35%
10 to 25 years	15%
25 to 45 years	6%
45 years or more	2%




THE FUTURE OF CODE OFFICIALS
Results and Recommendations from a Demographic Survey

NOVEMBER 2018

Why does retirement age matter?

- 42% are delaying retirement past 67.
- 27% Say that they will never retire and would choose to work until death.

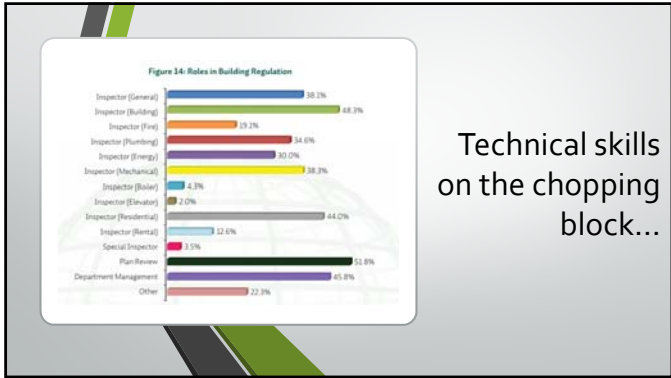


Why does age matter?

"Still, Williams is worried for the future of his industry. He believes that without returning to an employment paradigm closer to the pre-recession norm, the retirement cliff will continue to loom. It used to be that jurisdictions would hire a junior inspector to train under a senior inspector, whom they would eventually replace. Now that they want to do more with less, those junior inspectors aren't getting hired."

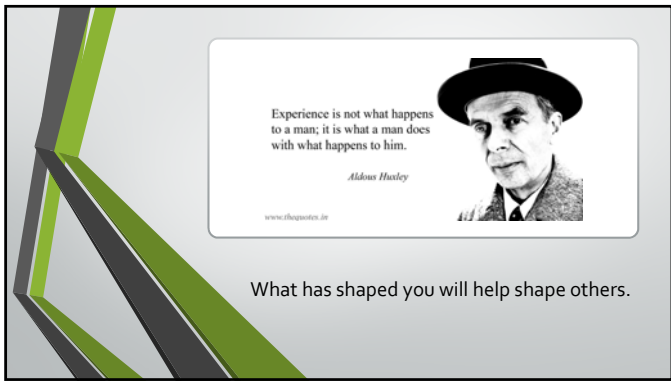
What you're really losing...

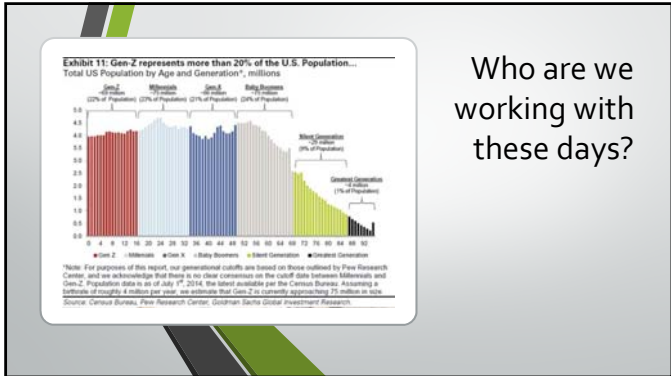




Technical skills
on the chopping
block...





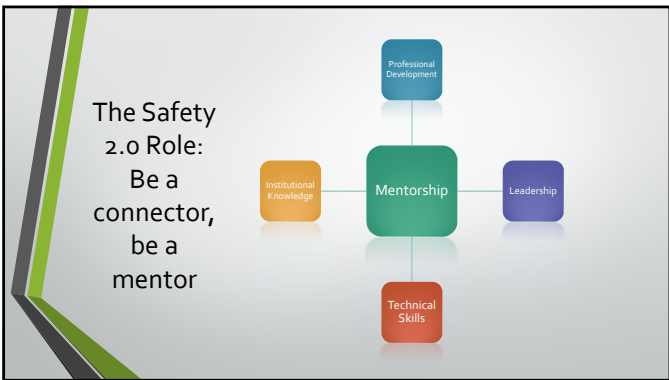


Who are we working with?

- Established, looking to leave
- Latchkey Kids, Independent
- Now in their 30's
- Generation Z

What events brought you to where you're sitting right now?





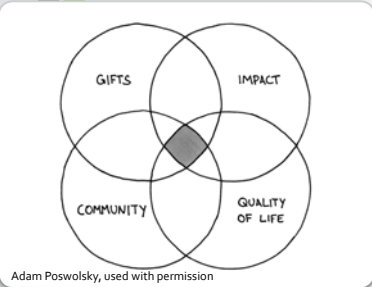
What do you mean by mentoring?

Mentoring is a brain to pick, an ear to listen and a push in the right direction.
-John Crosby

We are really good at making captains, we need to make more coaches.



Brian MacPherson / The Canadian Press
Bryan H. Smith / The Canadian Press
Candice Wain / USA Today



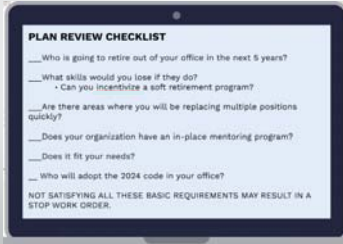
Adam Poswolsky, used with permission

What do you crave in a job?
Would it be different for someone new?

Why is ICC/professional organization participation so important for this model?

- ▶ Experimentation
- ▶ Social/Professional Networking
- ▶ Passion for their vision
- ▶ Failure without fear

Filling jobs can be done quickly. Building new leaders takes time.



PLAN REVIEW CHECKLIST

- ___ Who is going to retire out of your office in the next 5 years?
- ___ What skills would you lose if they do?
 - Can you incentivize a soft-retirement program?
- ___ Are there areas where you will be replacing multiple positions quickly?
- ___ Does your organization have an in-place mentoring program?
- ___ Does it fit your needs?
- ___ Who will adopt the 2024 code in your office?

NOT SATISFYING ALL THESE BASIC REQUIREMENTS MAY RESULT IN A STOP WORK ORDER.

Who are you and why are you here?

You clearly are doing something right.

- ✓ What is it?
- ✓ What could you be doing better?
- ✓ What guidance do you have for someone else?

Summing Up

- Skills shortage
 - What skills are going to be lost?
- Mentoring
 - Retains institutional knowledge and gaps the experience deficit
 - Your experiences changed who you are and what you may have wanted in a job. Think about that when learning how to reach the next group of young professionals.
- Plan for the next generation of your office
 - Who is your next generation of Building Officials?