

HELP WANTED | COMPETING FOR TALENT IN A DYNAMIC WORKFORCE

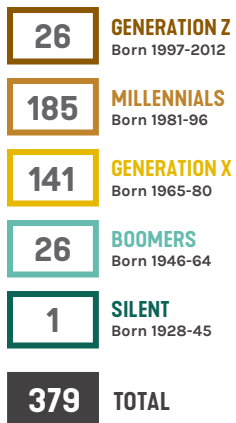
The world's population is growing and aging. These shifting demographics will leave us with a deficit of older, experienced leaders – compounded by a shortage of younger individuals with the skills to excel in Forensic Science.

How can we rethink operations and workspaces to prepare for this era of talent scarcity and shifting aspirations? The physical and cultural environments within forensics facilities can be an effective strategic tool to attract, retain and inspire talent. They can also support the needs of today and provide flexibility for the future with proper planning.

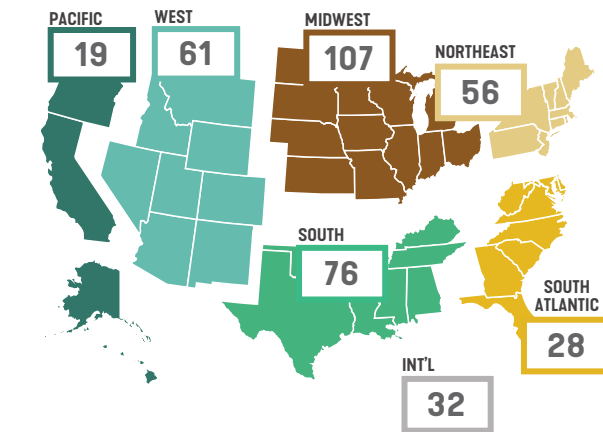
A focus on multigenerational recruitment should include an understanding of what drivers are important to the span of generations involved in a given work environment. With this goal in mind, SmithGroup conducted a survey open to current staff in the forensics field with hopes to better understand what brought them to and what is keeping them in the industry. Physical space impacts individual wellness, which in turn contributes to workforce retention. Strategies, trends, and best practices to support an engaged and collaborative culture for future professionals are at the forefront of many industries, and the forensics industry is no exception.

OUR SURVEY RESPONDENTS IN CRIME LAB FACILITIES | DEMOGRAPHIC BREAKDOWNS

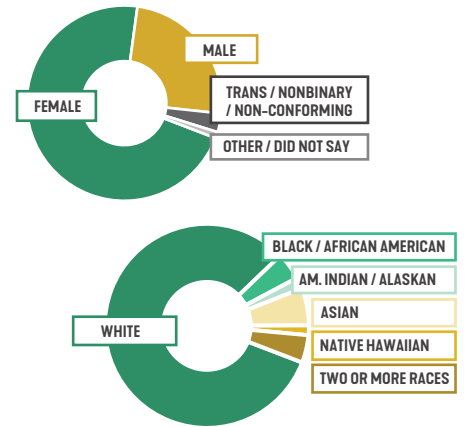
BY GENERATION



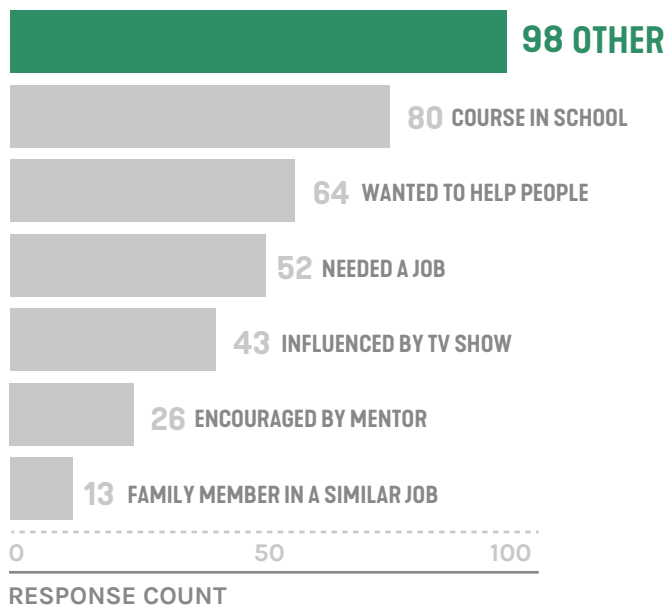
BY REGION



BY RACE & GENDER



OUR SURVEY RESPONDENTS | WHAT BROUGHT THEM TO FORENSICS?



"TAKE YOUR KID TO WORK PROGRAM"

"I HAD ALWAYS THOUGHT IT WAS INTERESTING BECAUSE OF FAMILY MEMBERS IN NURSING AND THE FIRE DEPARTMENT TELLING ME WORK STORIES."

"TRUE CRIME BOOKS"

"THE OJ TRIAL WAS BROADCAST, AND I WAS FASCINATED. I HADN'T HEARD OF THIS FIELD PRIOR TO THIS TRIAL..."

"THIS IS THE MOST INTERESTING CAREER FOR A PERSON WITH A BACHELOR OF SCIENCE DEGREE"

▼ SEE FLIP SIDE FOR SURVEY TAKEAWAYS

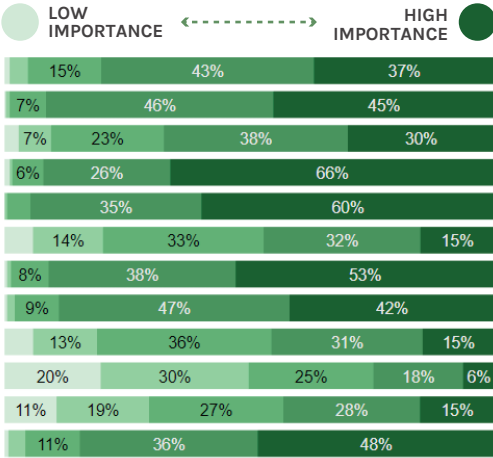
To find out more about our survey visit:
smithgroup.com/forensic-workforce-survey
 or scan this QR code



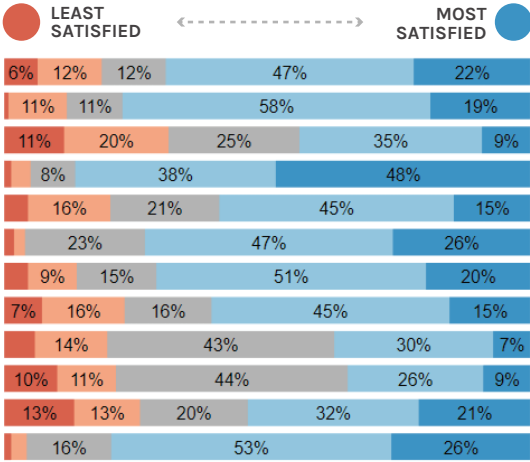
HELP WANTED

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OUR SURVEY RESPONDENTS | IMPORTANCE VS. SATISFACTION

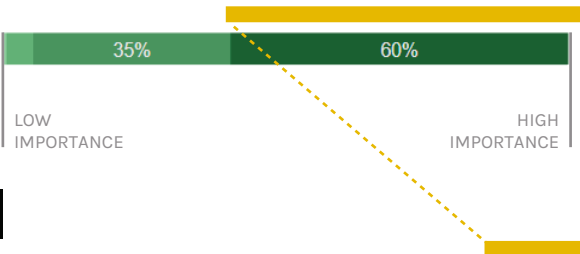


Proactive Supervisor / Leader
 Understanding Expectations
 Advancement Opportunities
 Hours Flexibility
 Effective Communication
 Having Friends at Work
 Being Respected at Work
 Feeling Heard
 Places for Respite
 Access to Nature
 Exterior Views
 Ability to Make an Impact



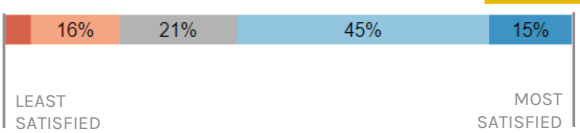
HOW IMPORTANT IS IT?

Effective Team Communication



HOW SATISFIED ARE YOU?

Effective Team Communication



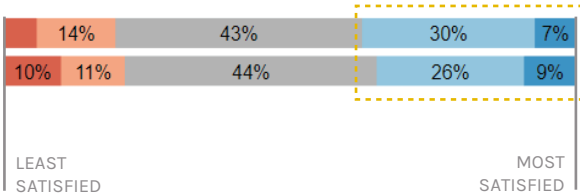
TAKEAWAY

ENHANCING TEAM COMMUNICATION IS STILL NEEDED

Effective communication was valued highest in cumulative importance, while satisfaction with communication received the 4th lowest score (tied with feeling heard)

HOW SATISFIED ARE YOU?

Having places for respite
 Accessible connections to nature



TAKEAWAY

INCREASING OPPORTUNITIES FOR DECOMPRESSION SHOULD BE A FOCUS

Respite and connections to nature garnered the lowest cumulative satisfaction levels, impacting ability for staff to relieve stress at work and potentially impacting worker retention.



To find out more about our survey visit:
smithgroup.com/forensic-workforce-survey
 or scan this QR code

Design a Better Future