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

- **GENERATION Z** (Born 1997-2012): 26
- **MILLENIALS** (Born 1981-96): 185
- **GENERATION X** (Born 1965-80): 141
- **BOOMERS** (Born 1946-64): 26
- **SILENT** (Born 1928-45): 1

TOTAL: 379

BY REGION

- **PACIFIC**: 19
- **WEST**: 61
- **MIDWEST**: 107
- **NORTHEAST**: 56
- **SOUTH**: 76
- **SOUTH ATLANTIC**: 28
- **INT’L**: 32

BY RACE & GENDER

- **WHITE**: 266
- **BLACK / AFRICAN AMERICAN**: 18
- **AM. INDIAN / ALASKAN**: 13
- **ASIAN**: 6
- **NATIVE HAWAIIAN**: 2
- **TWO OR MORE RACES**: 1
- **OTHER / DID NOT SAY**: 3
- **MARMALADE**: 2
- **TRANS / NONBINARY / NON-CONFORMING**: 1
- **FEMALE**: 268
- **MALE**: 111

OUR SURVEY RESPONDENTS | WHAT BROUGHT THEM TO FORENSICS?

- **98 OTHER**
- **80 COURSE IN SCHOOL**
- **64 WANTED TO HELP PEOPLE**
- **52 NEEDED A JOB**
- **43 INFLUENCED BY TV SHOW**
- **26 ENCOURAGED BY MENTOR**
- **13 FAMILY MEMBER IN A SIMILAR JOB**

“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”

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

▼ SEE FLIP SIDE FOR SURVEY TAKEAWAYS
HELP WANTED | COMPETING FOR TALENT IN A DYNAMIC WORKFORCE

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

LOW IMPORTANCE HIGH IMPORTANCE

LEAST SATISFIED MOST SATISFIED

HOW SATISFIED ARE YOU?

Effective Team Communication

LOW SATISFIED MOST SATISFIED

HOW SATISFIED ARE YOU?

Having places for respite Accessible connections to nature

LOW SATISFIED MOST SATISFIED

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)

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