

# HELP WANTED | COMPETING FOR TALENT IN A DYNAMIC WORKFORCE

2023 ASCLD SYMPOSIUM

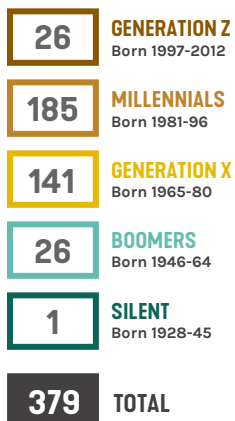
The world's population is growing and aging. These shifting demographics will leave us with a deficit of older, experienced leaders – compounded by a shortage of younger individuals with the skills to excel in Forensic Science.

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.

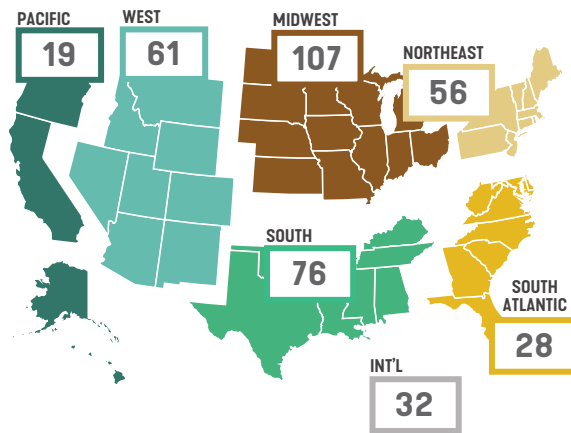
A focus on multigenerational recruitment should include an understanding of what drivers are important to the span of generations involved in a given work environment. With this goal in mind, SmithGroup conducted a survey open to current staff in the forensics field with hopes to better understand what 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 BREAKDOWN

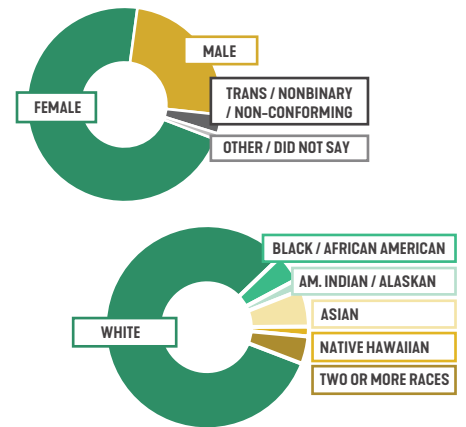
### BY GENERATION



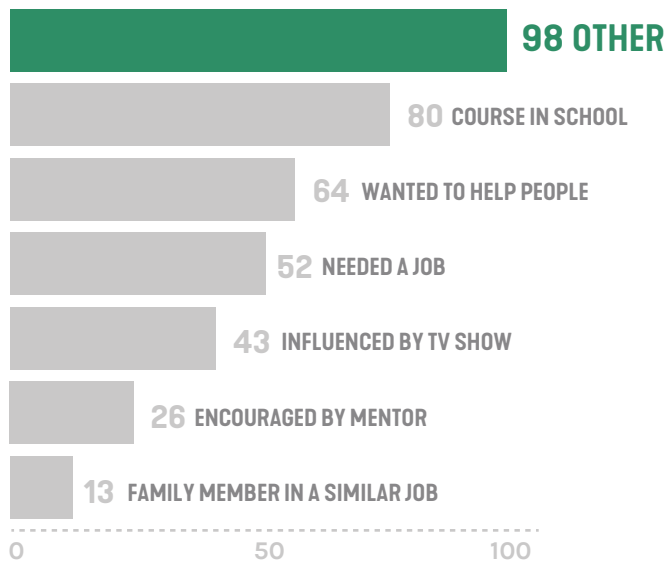
### BY REGION



### 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”

RESPONSE COUNT

▼ SEE FLIP SIDE FOR SURVEY TAKEAWAYS

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

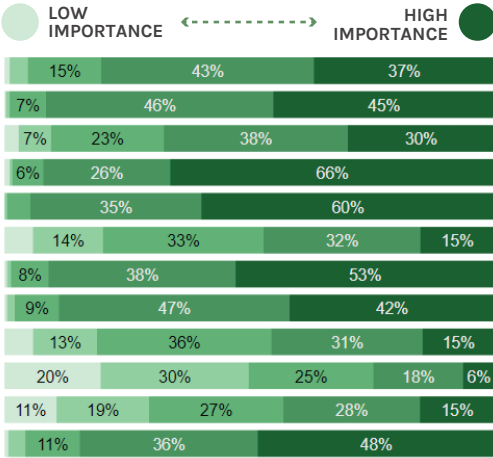


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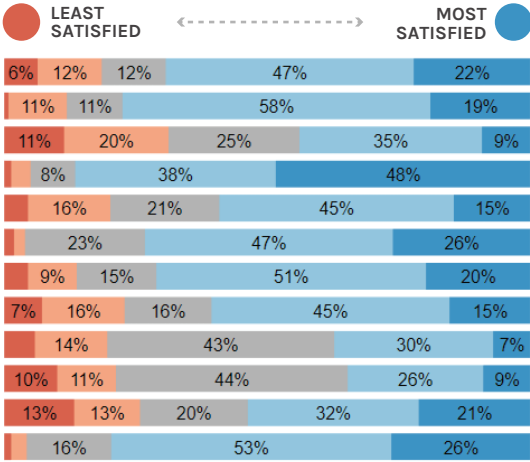
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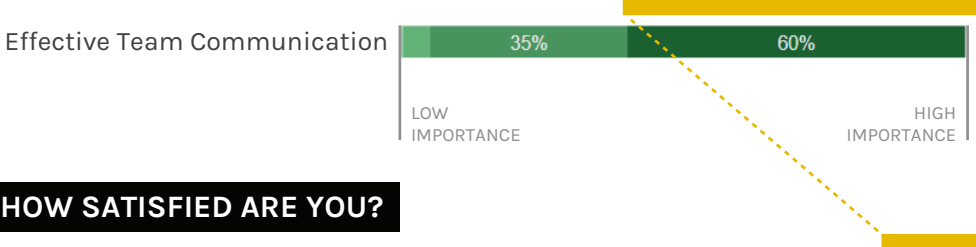
### OUR SURVEY RESPONDENTS | IMPORTANCE VS. SATISFACTION



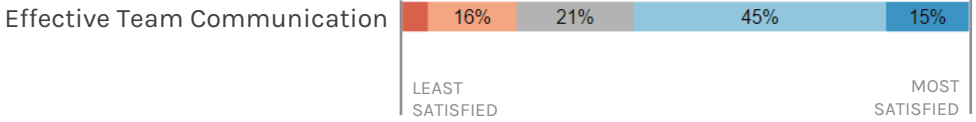
Proactive Supervisor / Leader  
 Understanding Expectations  
 Advancement Opportunities  
 Hours Flexibility  
 Effective Communication  
 Having Friends at Work  
 Being Respected at Work  
 Feeling Heard  
 Places for Respite  
 Access to Nature  
 Exterior Views  
 Ability to Make an Impact



#### HOW IMPORTANT IS IT?



#### HOW SATISFIED ARE YOU?

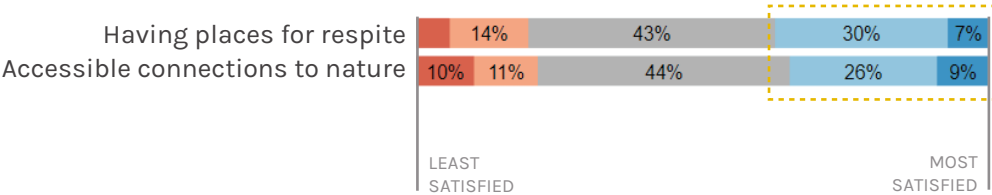


#### TAKEAWAY

##### 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?



#### 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](https://smithgroup.com/forensic-workforce-survey)  
 or scan this QR code

Design a Better Future