

FORENSIC WORKFORCE SURVEY | MDI SYSTEM FINDINGS

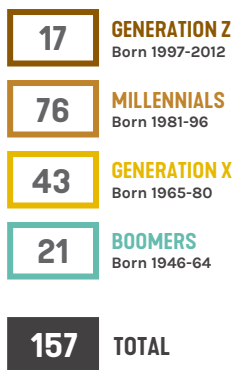
The world's population is growing and aging. These shifting demographics will leave us with a deficit of older, experienced leaders – compounded by a shortage of younger individuals with the skills to excel in Forensic Science.

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.

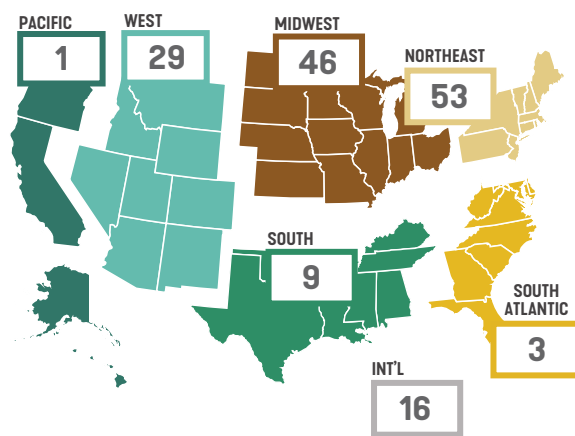
A focus on multigenerational recruitment should include an understanding of what drivers are important to the span of generations involved in a given work environment. With this goal in mind, SmithGroup conducted a survey open to current staff in the forensics field with hopes to better understand what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

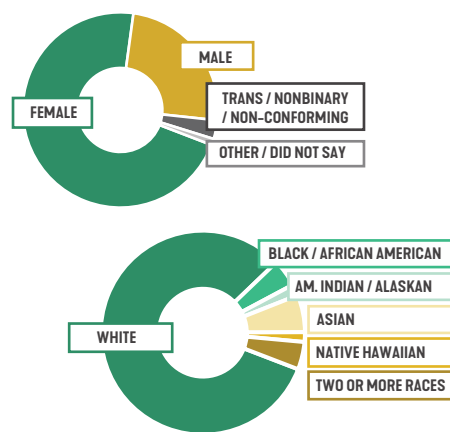
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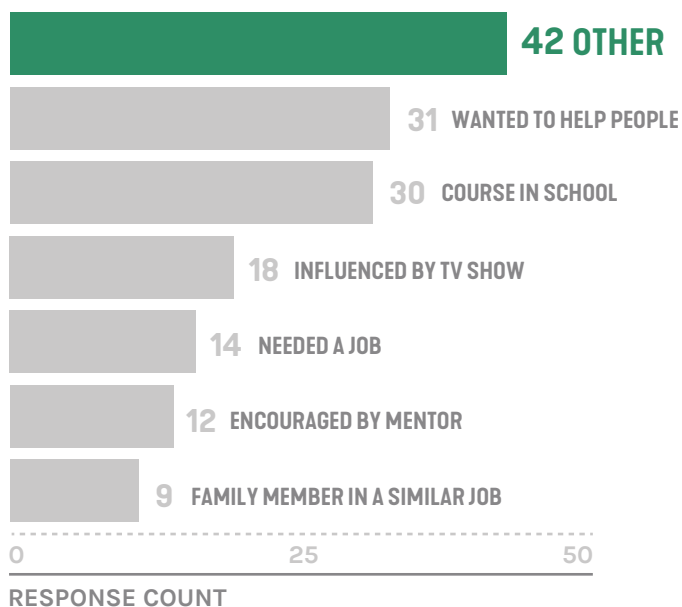
BY REGION



BY RACE & GENDER



OUR SURVEY RESPONDENTS | WHAT BROUGHT THEM TO FORENSICS?



“WORKED IN PUBLIC HEALTH FATALITY REVIEW AND THEN TRANSITIONED TO MEDICAL EXAMINER’S OFFICE.”

“I WAS ALWAYS AN INQUISITIVE CHILD. WANTING TO FIGURE THINGS OUT AND SOLVE ISSUES. I FIGURED I WOULD HEAD INTO LAW AS I ALWAYS ASKED SO MANY QUESTIONS BUT LOVED SCIENCE WAY MORE THAN WRITING ESSAYS.”

“GIVING BACK TO MY COMMUNITY.”

“BEGAN A CAREER IN MEDICINE, HELPED OUT AS AN AUTOPSY ASSISTANT, DROVE THEM TO RUN FOR CORONER.”

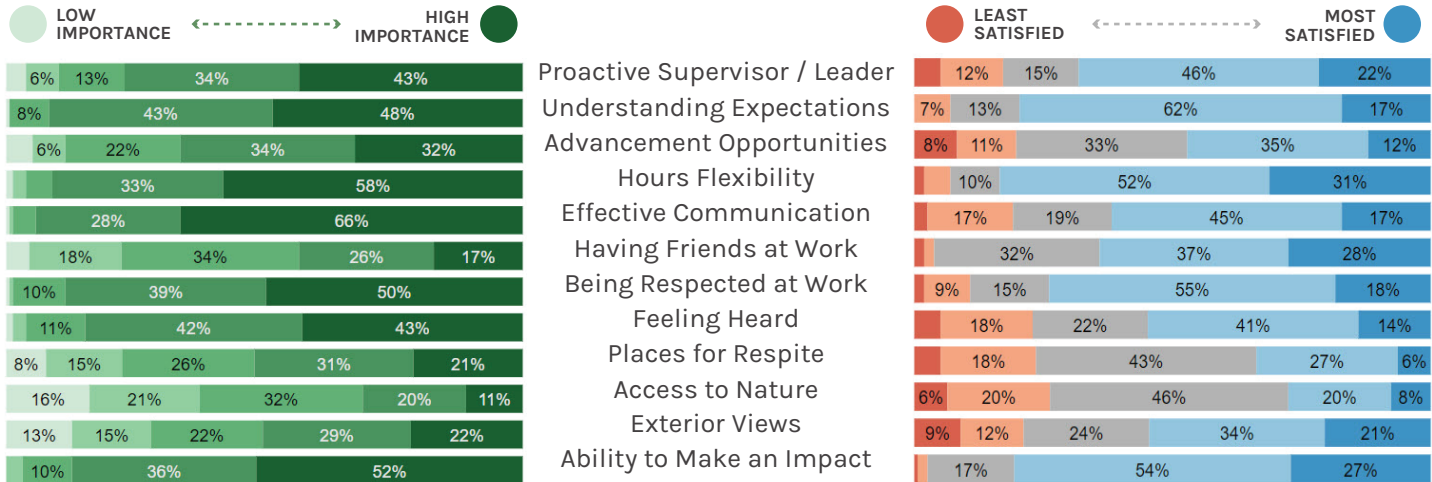
▼ SEE FLIP SIDE FOR SURVEY TAKEAWAYS

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

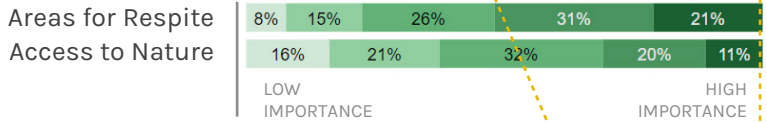


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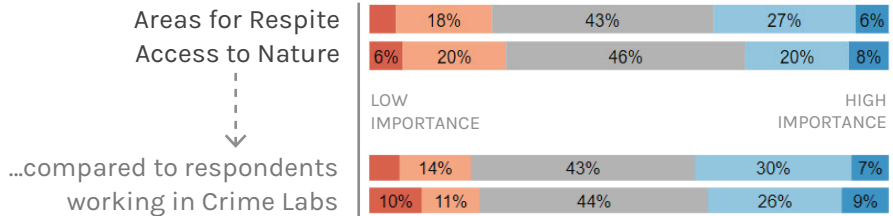
OUR SURVEY RESPONDENTS | IMPORTANCE VS. SATISFACTION



HOW IMPORTANT IS IT?



HOW SATISFIED ARE YOU?



HOW SATISFIED ARE YOU?



TAKEAWAY

GREATER ACCOMMODATION FOR DECOMPRESSION IS NEEDED

Areas for respite and access to nature showed the greatest dissatisfaction across the respondents. These values show a reduction in satisfaction by 22% below those working in crime labs, which were already the lowest areas of satisfaction.

TAKEAWAY

FLEXIBLE WORKING CONDITIONS ARE CRITICAL

Much like with those working in crime labs, having flexibility to accommodate family matters or an illness was viewed as a very high importance. However, there was a 17% decrease in those who were very satisfied with accommodations made by their place of work.



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

Design a Better Future