



The 2024 State of Facilities

Space, Spending and Staff



Speakers



Pete Zuraw

*Vice President of
Market Strategy and
Development*

Gordian



Duncan Ketel

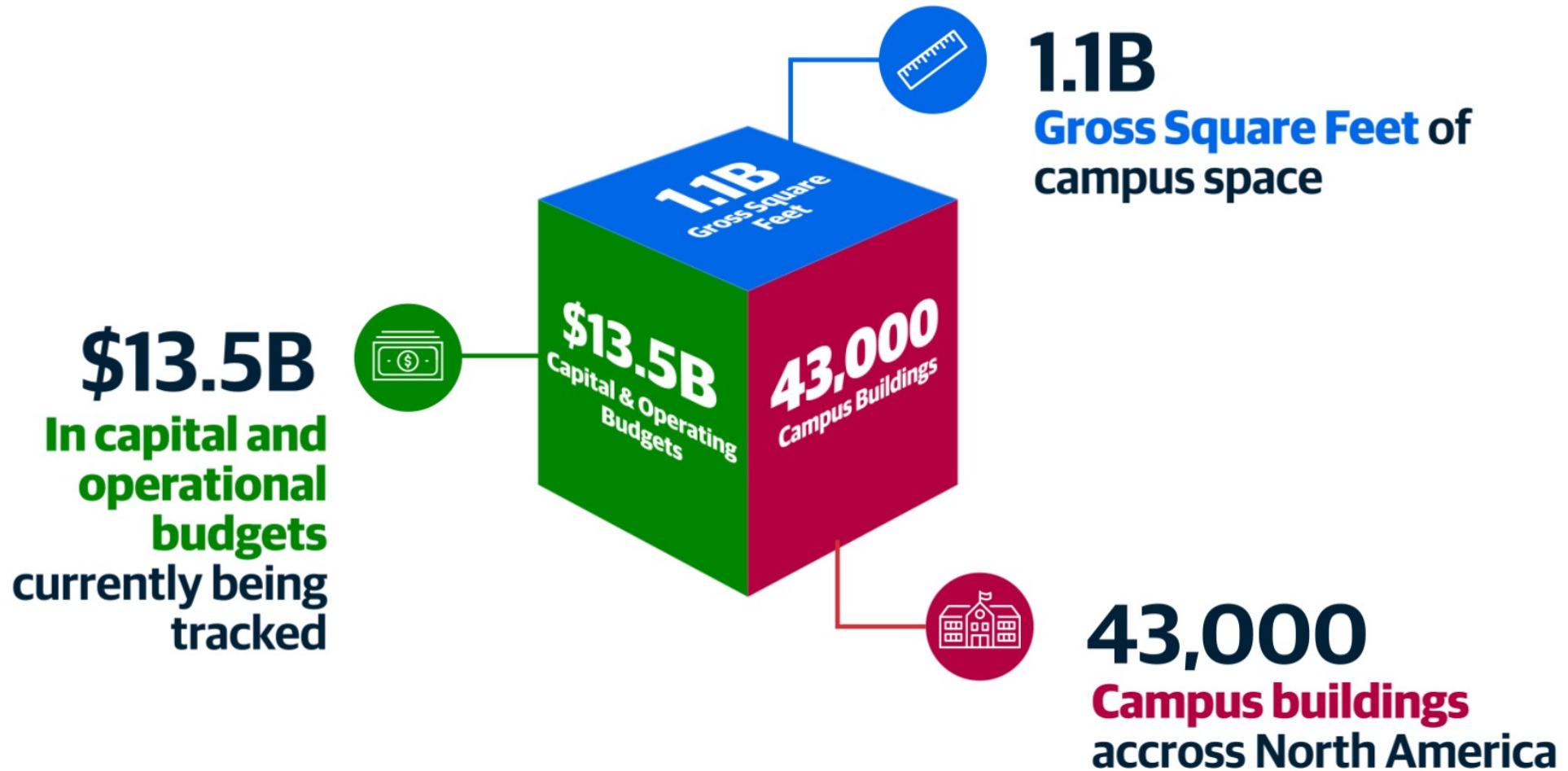
*Account Manager,
Planning Services*

Gordian

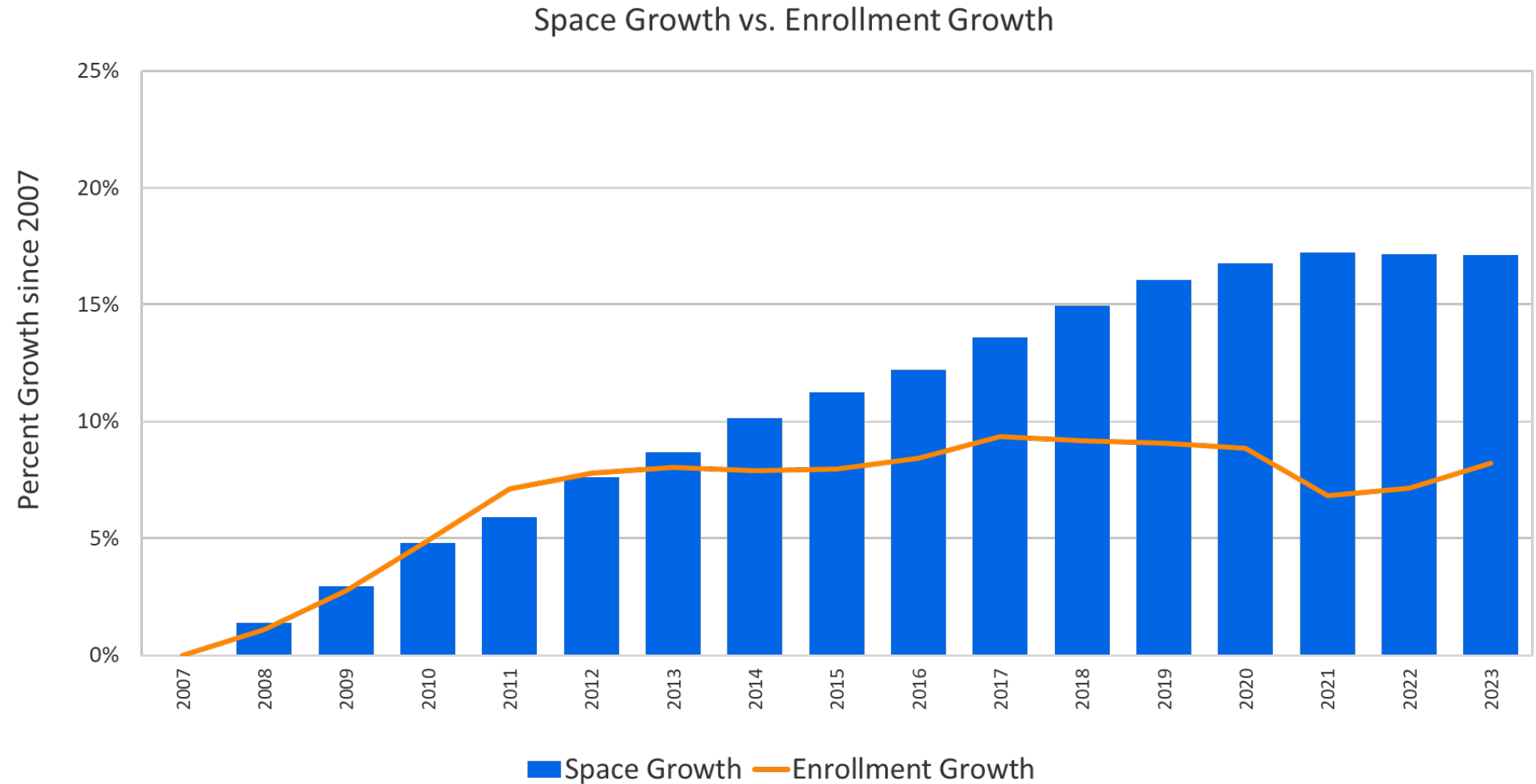
Effectively Manage the Entire **Building Lifecycle**



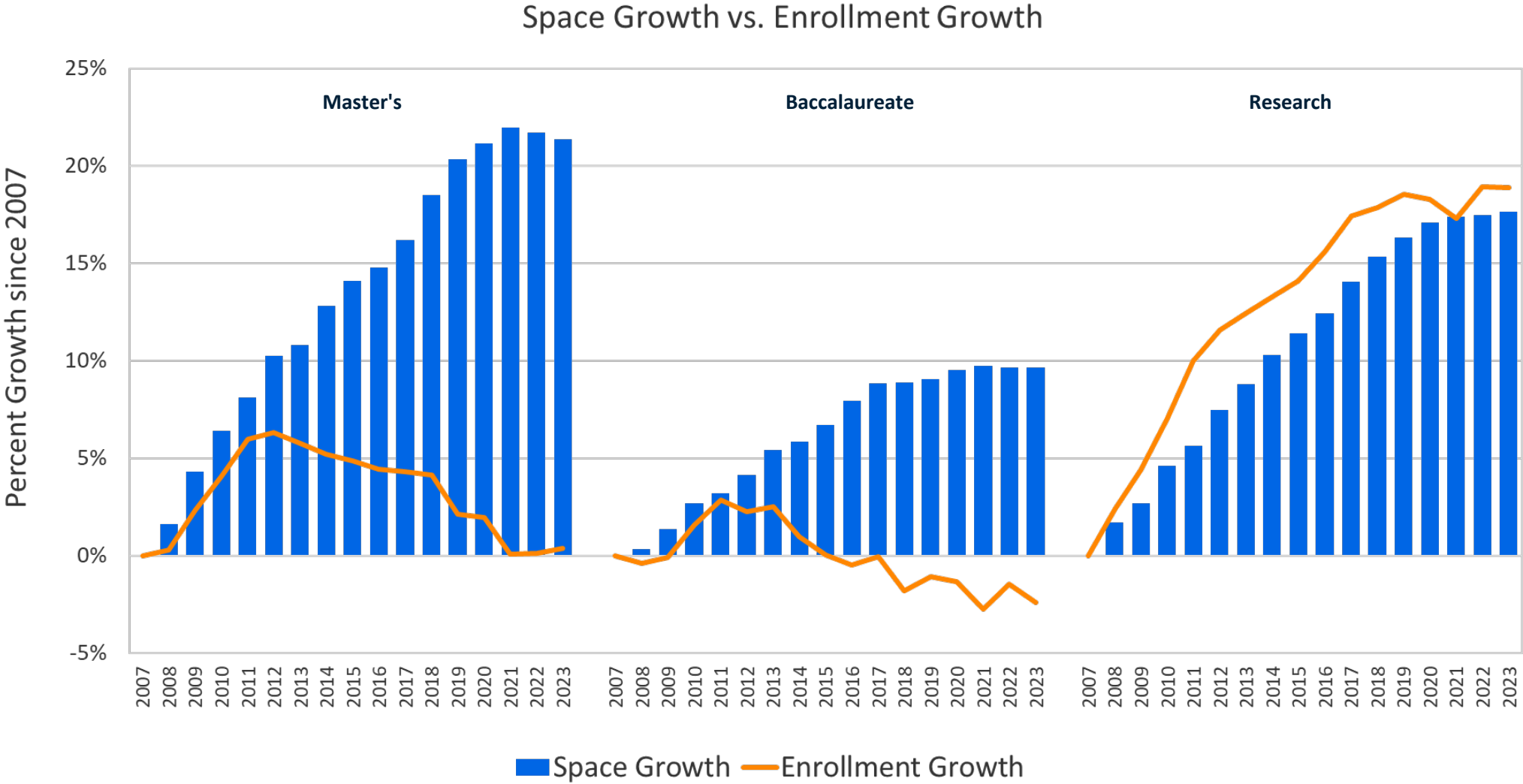
Gordian's Higher Ed Database



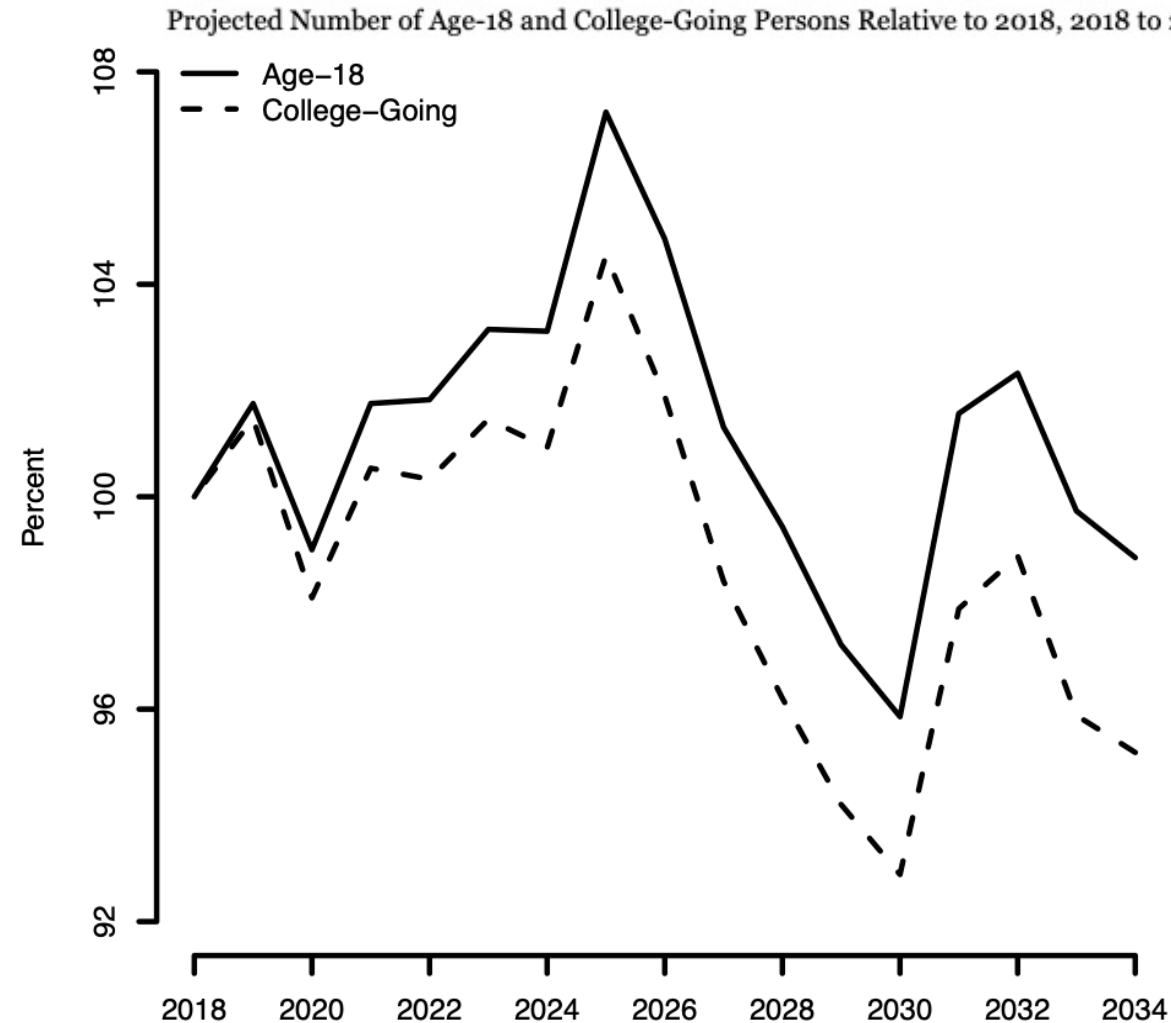
Space Stabilization Continues



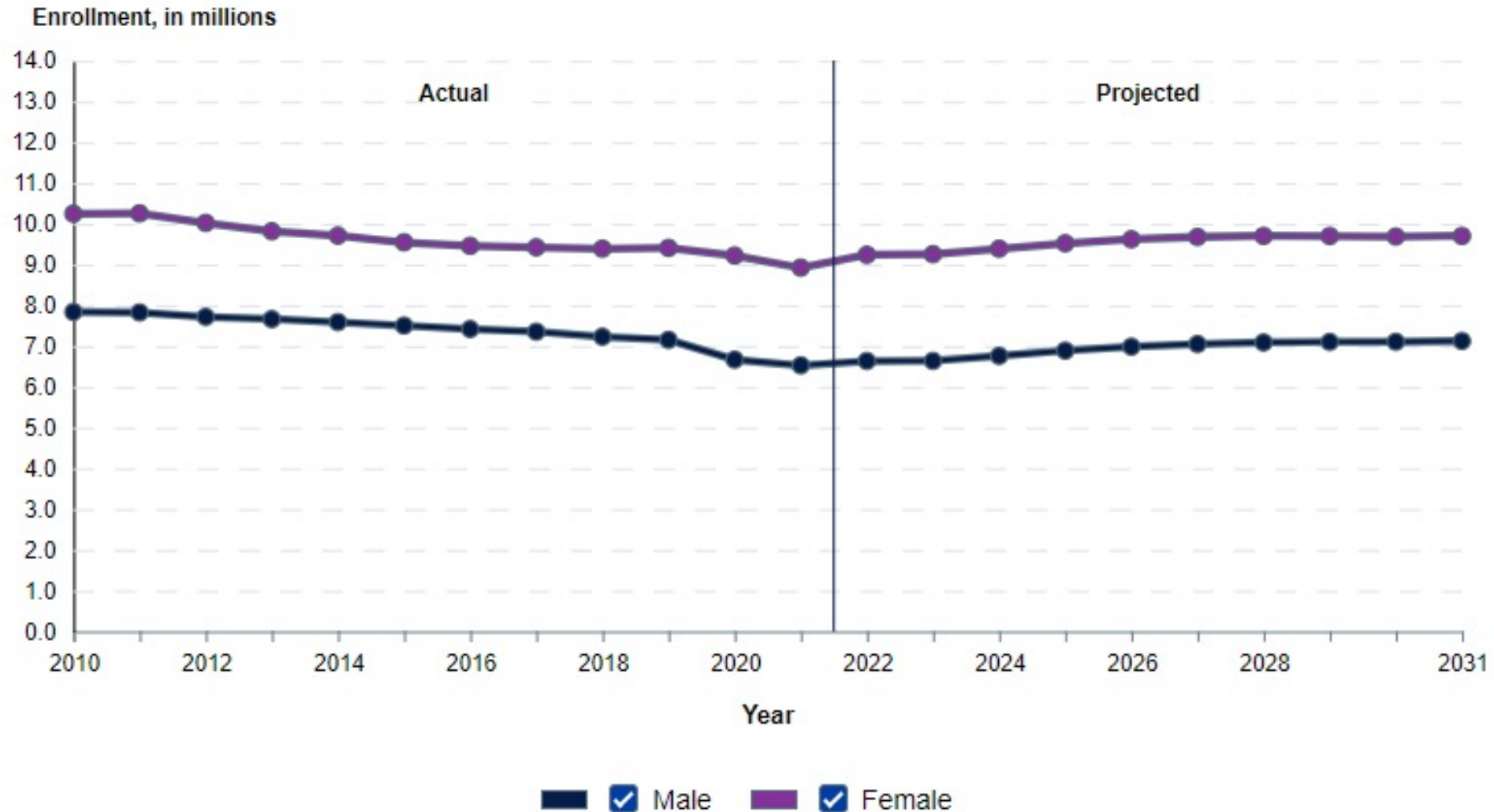
Institutional Type Still Impacts Space Challenge



The Demographic Challenge – Thinning College-Aged Population

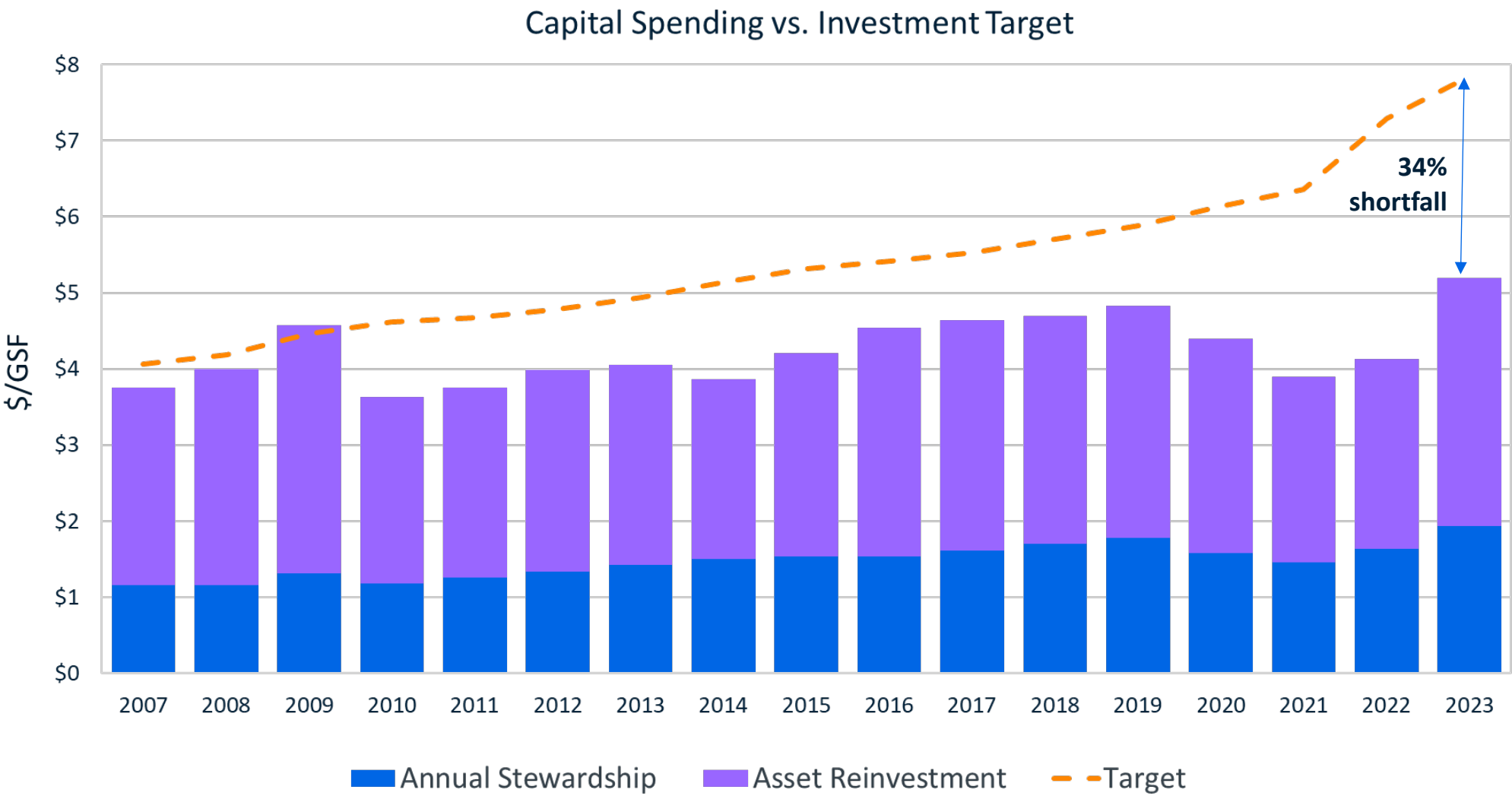


Not everyone agrees about the enrollment future

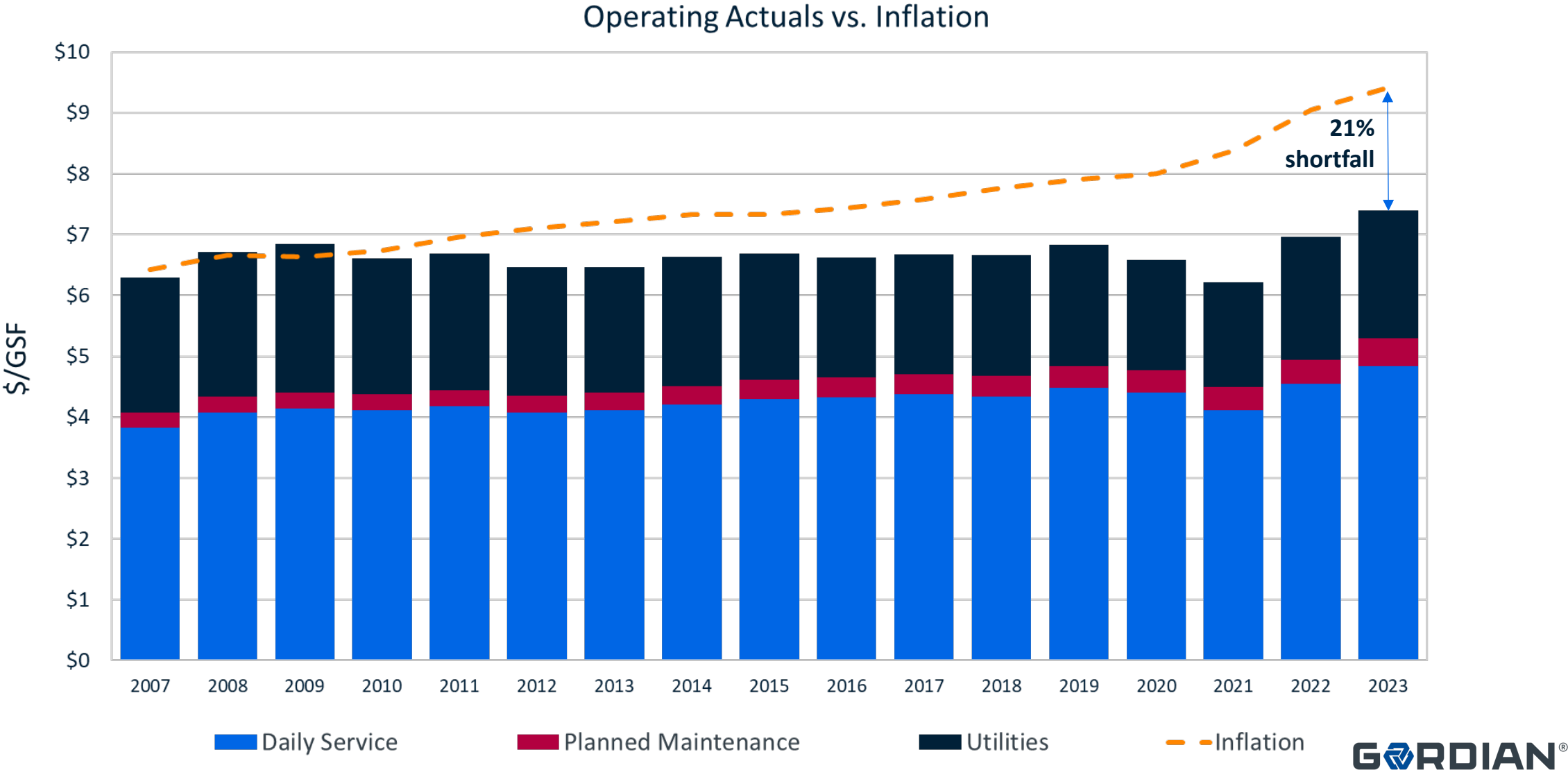


National Center for Educational Statistics

Existing Facilities Investments Rebound, but...

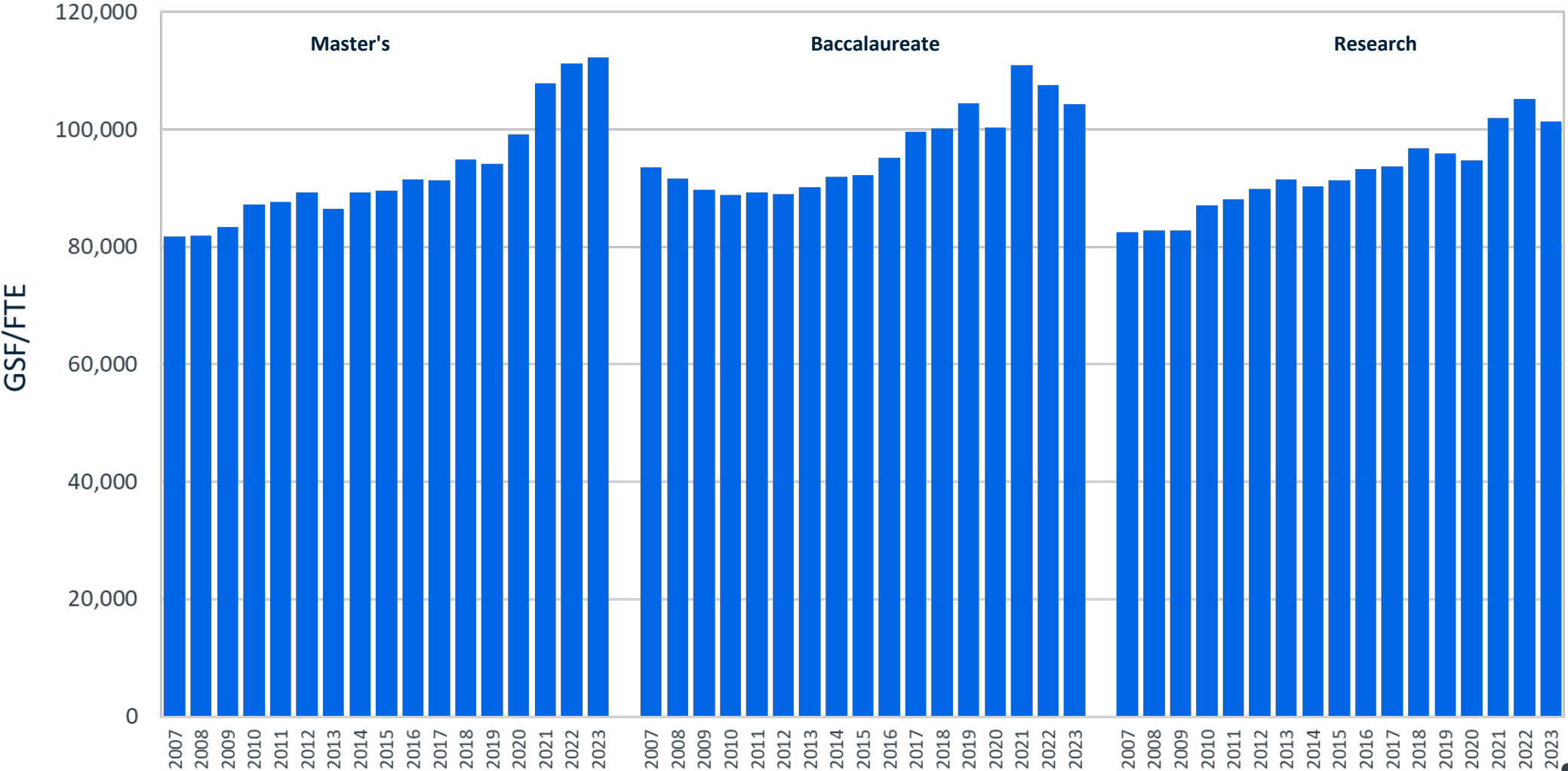


Operational Resilience Collides with Inflation

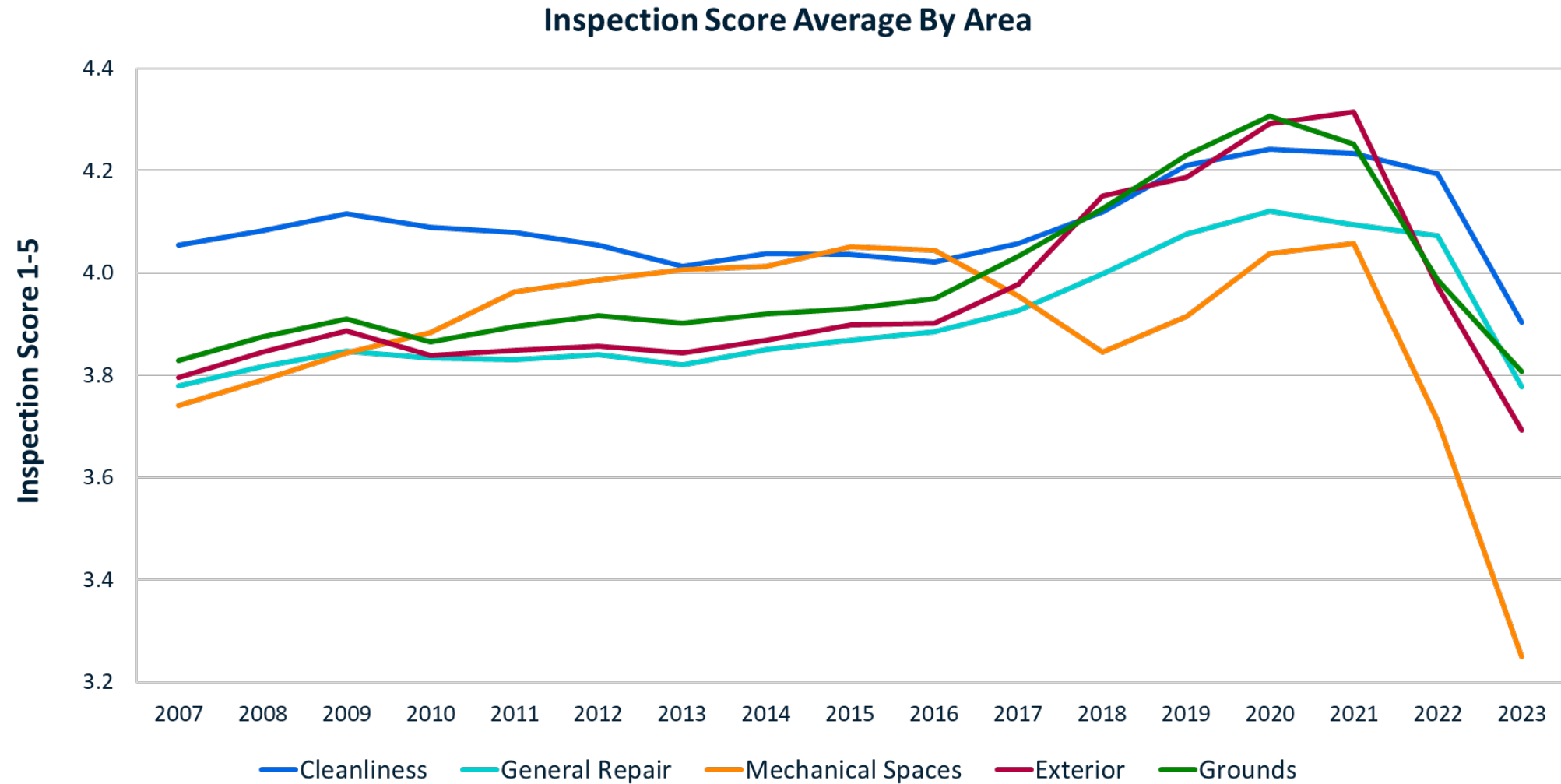


Coverage Responsibility Expansion Continues

Maintenance Staffing Coverage



A Service Outcome Decline



The Search for Talent

The background of the slide is a solid blue color. On the right side, there are several overlapping, semi-transparent geometric shapes in a lighter shade of blue. These shapes include triangles and polygons, some of which are nested within others, creating a complex, layered effect. The shapes are oriented in various directions, with some pointing towards the top right and others towards the bottom right.

It's Not Just Higher Ed



Over 40% of current building industry workers will retire in the next decade”

Julie Brown, JBBD



“The average age of someone working in skilled trade careers today is around 55, [compared with] the average age of all working Americans, which is 44.”

Nick Jones, Classet

Talent Challenges

- The work is hard
- A dwindling and aging talent pool
- Limited paths for developing new talent
- Nationwide retention gap – turnover is high
- Colleges are slow to hire
- Lack of training in "soft" skills



Resources Worth Considering



- Relationships with local vocational and high schools
- Professional associations
- Technology to empower, not replace
- Outside search firms

The Way Forward



Be prepared to **look farther and harder** to find people



Creatively **develop your own talent pool** if it is not forthcoming



Expect to invest in the technical **and social development** of your team



Time and effort will require investment

But it is all
worth it!



Q&A



Thank You for Attending!

Learn how Gordian can help you optimize the resources and practices serving your campus facilities portfolio and enable targeted action towards institutional goals at gordian.com/higher-education.

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