



# New Lean labor planning methods

for MEP Contractors

[www.rivet.work](http://www.rivet.work)

A semi-transparent mobile app interface overlay is positioned on the right side of the image. It features a header for "RIVET Work HQ" with project details: "04023 • Large Commercial", a location pin icon with the number "3", and a "Closeout" button. Below this is a summary bar showing "14 On the job", "11 Forecasted", and "0 Requests". A "Progress" section contains two horizontal progress bars. The bottom section, titled "These workers need a new", lists three workers: "Jason Mang" (Journey Worker) with a "In 5 days" indicator, "Kristin Berry" (Apprentice) with a "In 5 days" indicator, and a third worker with a "In 5 days" indicator. The background of the app interface shows a construction site with a crane and a building under construction.

RIVET Work HQ  
04023 • Large Commercial 3  
📅 5/8s • 7:00am Closeout

14	11	0
On the job	Forecasted	Requests

Progress

These workers need a new

- Jason Mang Journey Worker In 5 days
- Kristin Berry Apprentice In 5 days
- In 5 days

# Introductions

## Gary Fuchs

RIVET; Sr. Workforce Management Advisor

## Brian Witt

RIVET; VP of Customer Success



# AGENDA

1. Forecasting; A Sustainable & Systematic Approach
2. Summation of Labor Plans (& *Tools Fit to the Task*)
3. Exit Strategies (& *Tools Fit to the Task*)

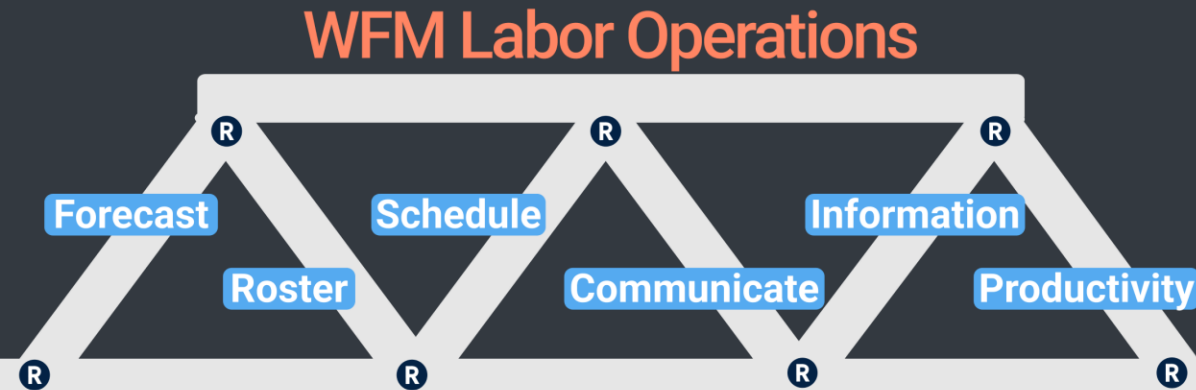
## INTENT

***"A little work on the plan saves us big in the end"***

Efforts standardizing labor planning on every job  
(*with an appropriate tool*) reduces our "workforce waste" and provides excessive returns come the back-  
end of jobs on the forecast, profit margins, and time-investment.



# The WFM Bridge



**People + Process + Technology = A Business Practice**

## TODAY'S CHALLENGES:

- *Fragmented*
- *Inconsistent*
- *Inaccurate*
- *Inefficient*
- *Inaccessible*
- *Singular v Team*
- *Risk*
- *Murky*
- *Profit Fade*

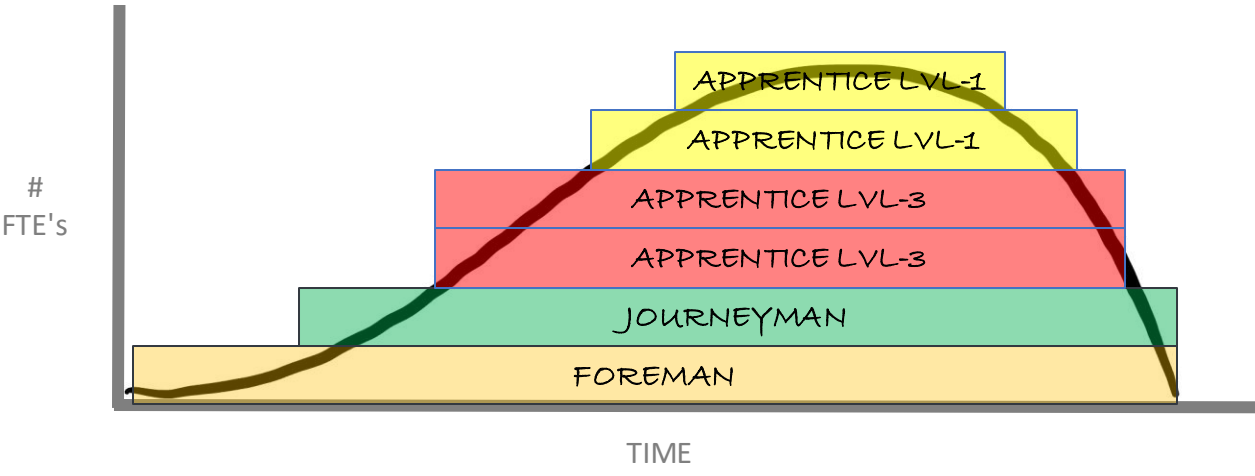
## FUTURE OF WFM:

- *Alignment*
- *Consolidation*
- *Visibility*
- *Real-Time*
- *Sustainability*
- *Foresight*
- *Do more & get more with less*
- *Efficiency*
- *Effectiveness*

**RIVET**

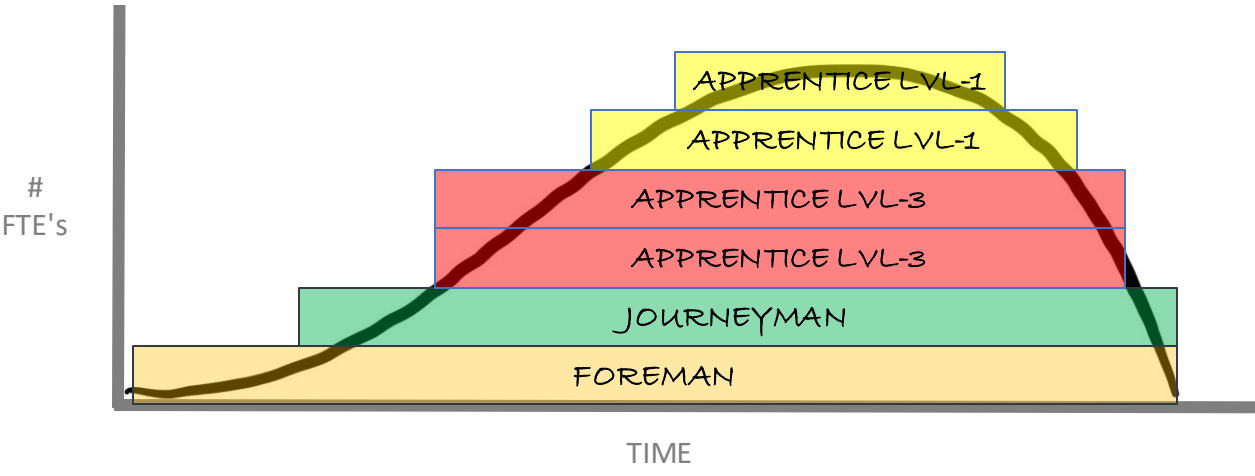
# Forecasting; A Sustainable & Systemic Approach

"LABOR PLAN A (FORECASTED)"

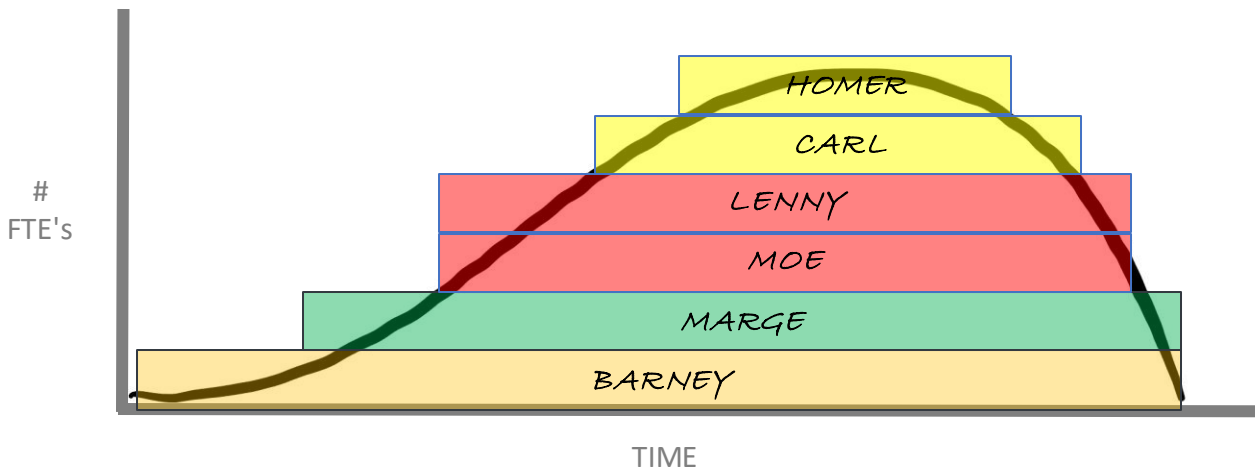


# Forecasting; A Sustainable & Systemic Approach

"LABOR PLAN A (FORECASTED)"

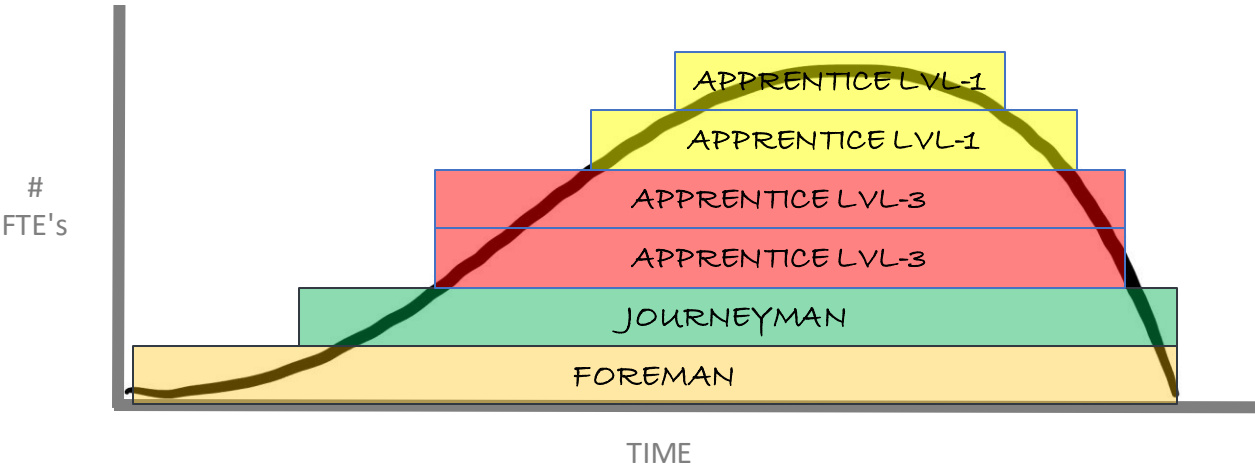


"LABOR PLAN A (SCHEDULED)"

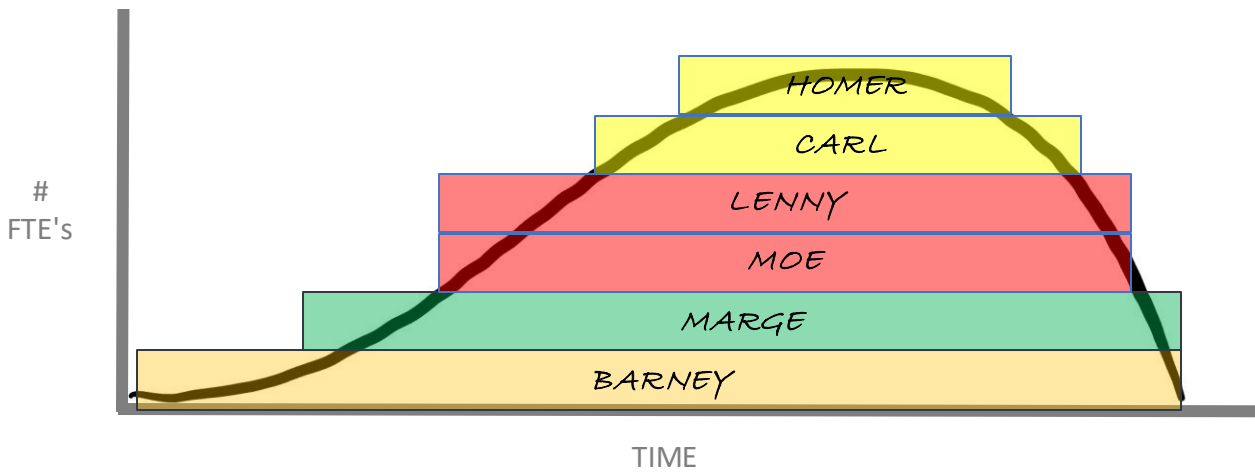


# Forecasting; A Sustainable & Systemic Approach

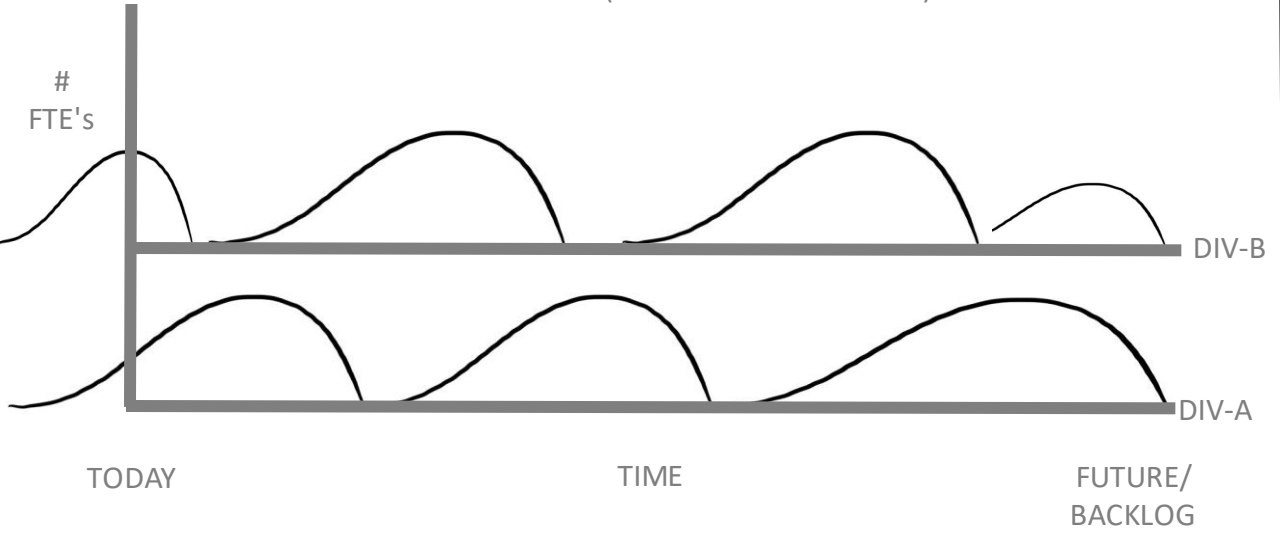
"LABOR PLAN A (FORECASTED)"



"LABOR PLAN A (SCHEDULED)"

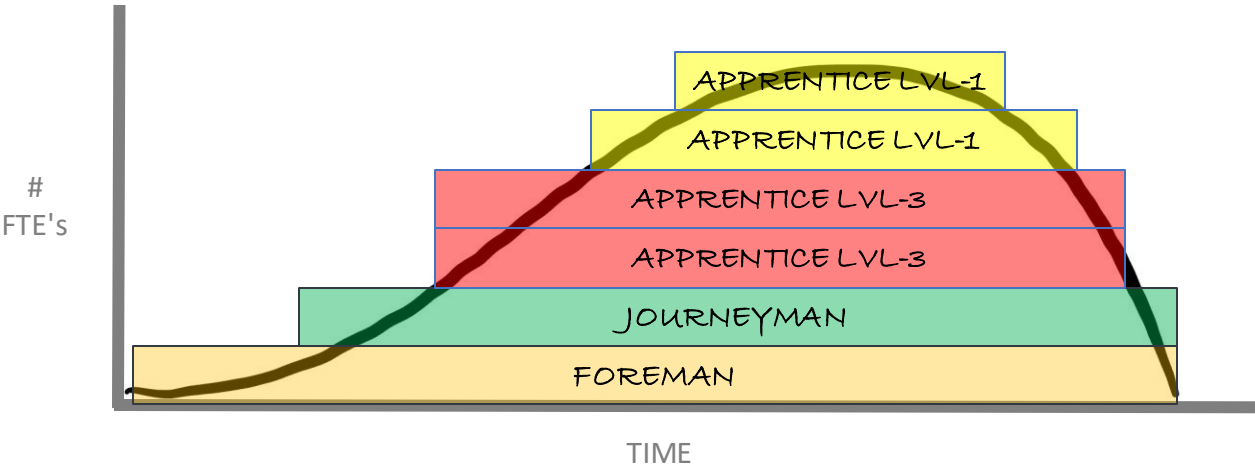


"COMPANY FORECAST A (SUMMATION OF NEEDS)"

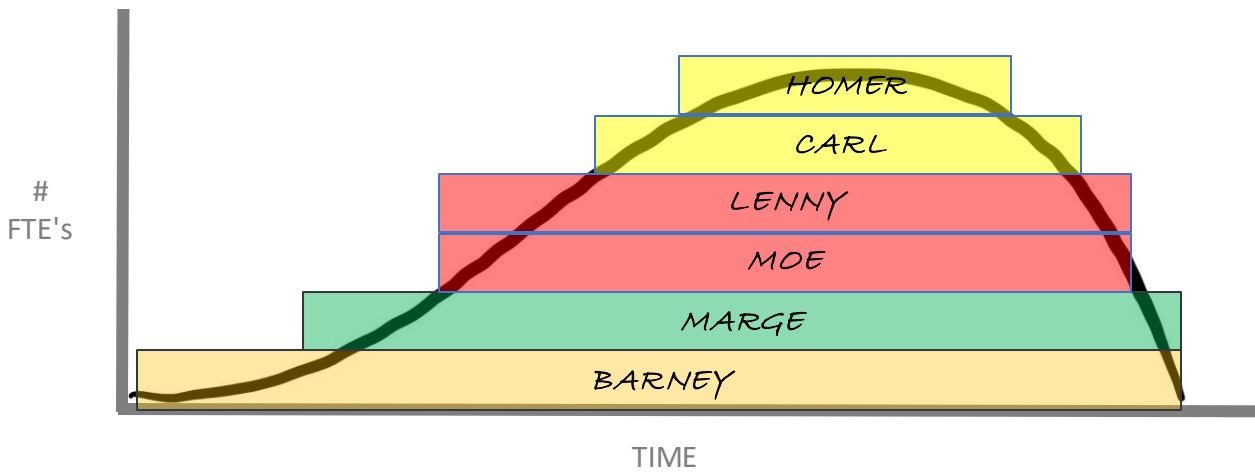


# Forecasting; A Sustainable & Systemic Approach

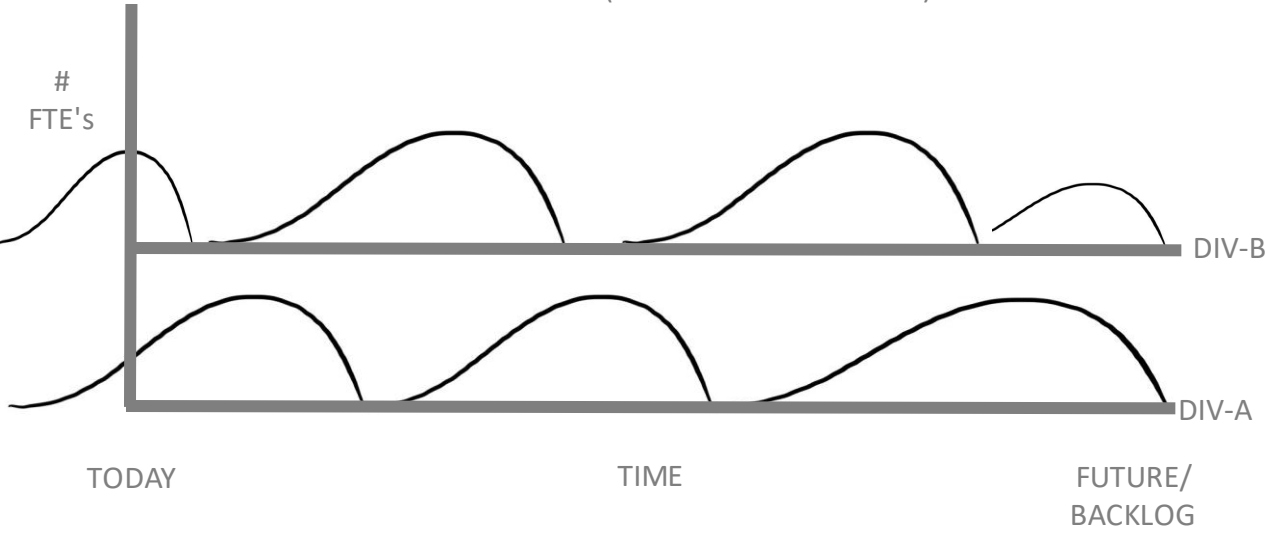
"LABOR PLAN A (FORECASTED)"



"LABOR PLAN A (SCHEDULED)"



"COMPANY FORECAST A (SUMMATION OF NEEDS)"

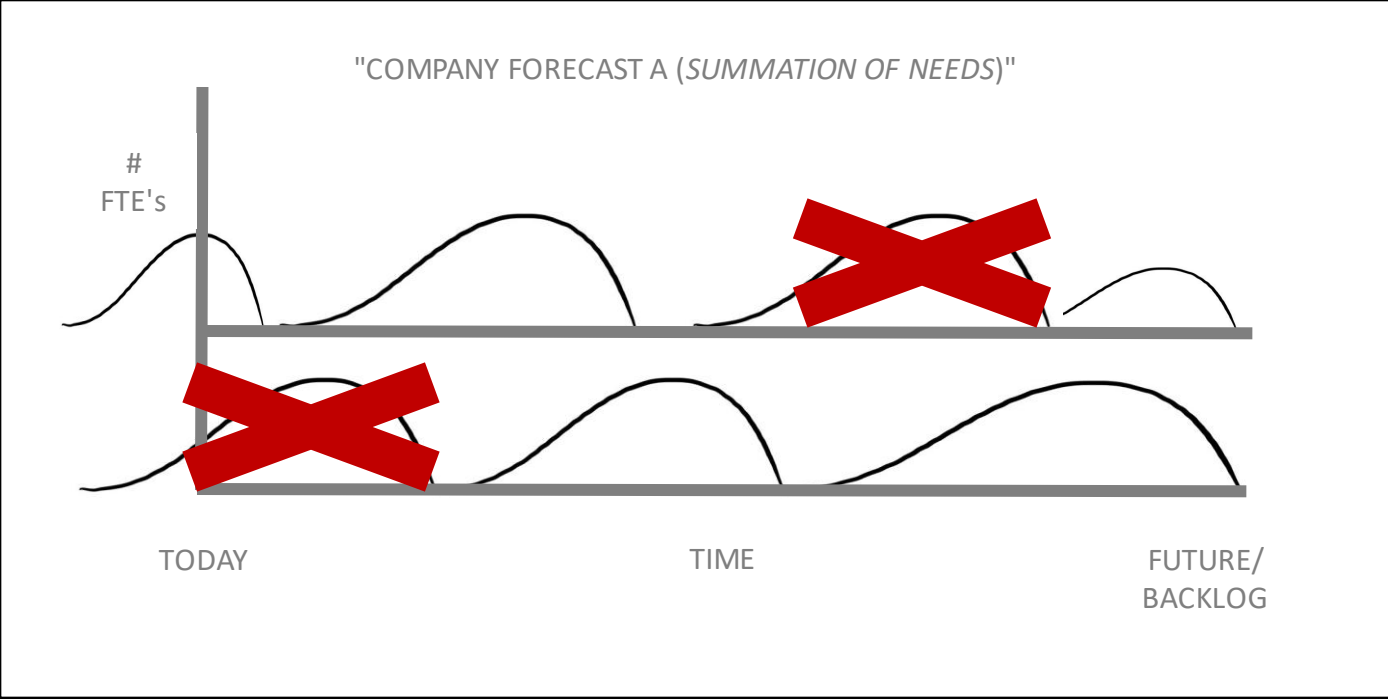


"COMPANY FORECAST A (COMPLETE)"





# Summation of Labor Plans



# Summation of Labor Plans (& *Tools Fit to the Task*)

### Build Forecast for Main Street Buildout

I know the average number of workers  I know the project duration

**Estimates**

Labor Hours to Forecast: 25,400

**Forecast dates and workers**

From Date: 08/28/2023 and Average Workers: 12

I want to replace my existing forecast  I want to merge this with my existing forecast

Build Evenly  Trapezoid

Rounding: Closest

Forecast Start: 08/28/2023 Forecast Duration: 39 weeks, 4 days Forecast End: 05/31/2024

This build uses: 23,720 hrs 93.39% of total Labor hours remaining after build: 1,568 hrs

Job Start Date: Aug 28, 2024 Job Labor Hours Bid: 25,400 hrs

[Fine Tune Trapezoid](#) [Create Forecast](#)

### Main Street Buildout

12104023 • Commercial Major Project 4

5/8s • 7:00am In-Progress

**Schedule**

M T W Th F 5/8s • 7:00am

Estimated end date: May 31, 2024

**Progress**

🕒 12,834 hrs used 77% 4,543 hrs over bid  
Actuals as of yesterday by Justin M.

💰 \$638,059 spent 84% \$124,660 to bid

📅 Aug 28 2023 77% May 31 2024

👍 Job is 78.8% complete as of yesterday by Justin M.

**This Week's Roster**

📊 Weekly blended rate: \$81.88 \$1.88 over target

12	16	0
On the job	Forecasted	Requests

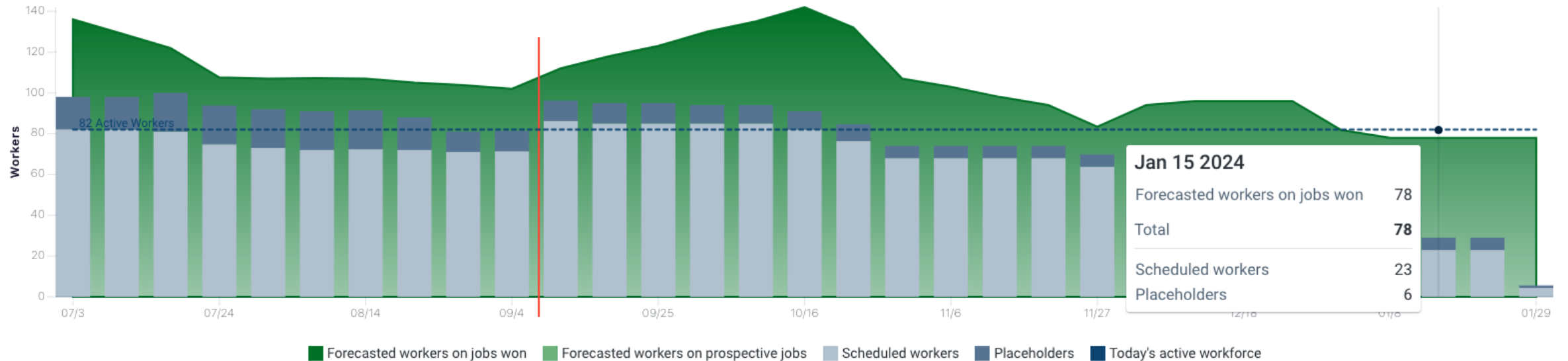
[+](#) [📅](#) [✎](#) [+](#) [📅](#)

# Summation of Labor Plans (& *Tools Fit to the Task*)

## Labor Demand

Previous 10 weeks Next 20 weeks

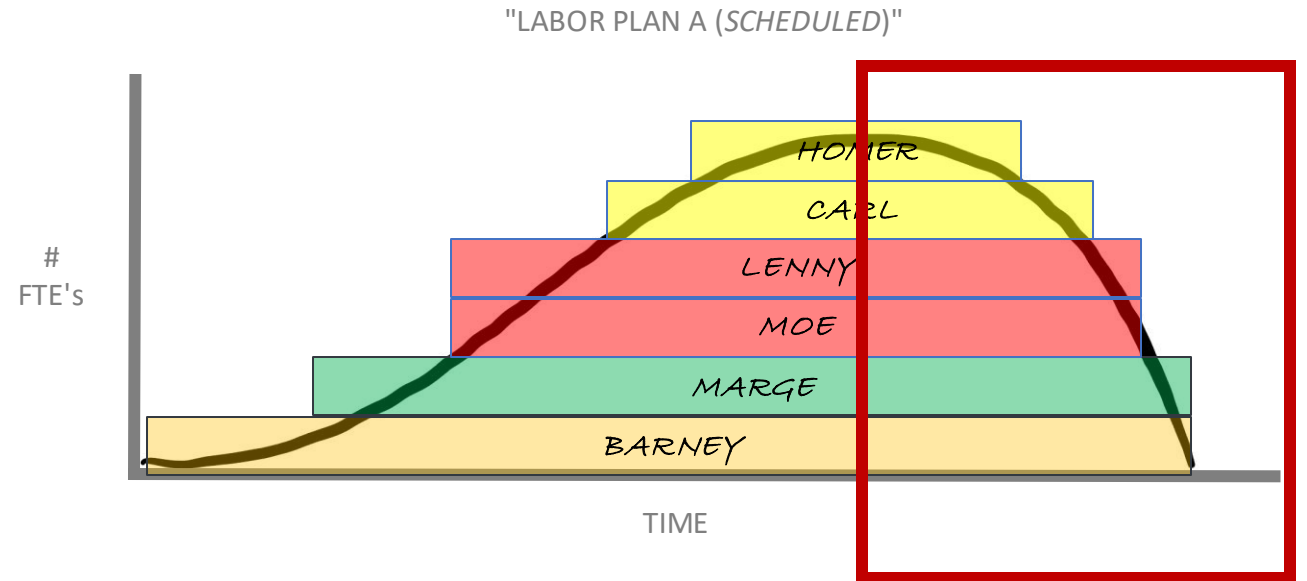
Full Screen Print Edit shared chart



# Exit Strategies

## "Profit/Margin Fade"

- Misaligned financial projections and field-look-ahead's.
- **Reactively waiting for personnel to "release" from Job A**
- **Reacting to "find them a home" instead of intentionally transitioning to Job B**



## "The Domino Affect"

MOE; JOB A [REACTIVELY DELAYED 2 DAYS]

MOE; JOB B [DELAYED 2 DAYS]

# Exit Strategies (& Tools Fit to the Task)

The screenshot displays the RIVET software interface for a project named "Main Street Buildout". The main view is a Gantt chart showing the project schedule from March 2024 to June 2024. The project is currently 0% complete and is scheduled to end on May 31, 2024. The schedule shows a "Closeout" phase lasting 82 days, ending on May 31, 2024. The project is currently in progress, with an estimated end date of May 31, 2024.

The left sidebar shows the project details, including the schedule (M T W Th F, 5/8s), phases and milestones (Closeout 03/11/24 - 05/31/24), and the active roster. The active roster includes:

- Apprentice 1 (1): JM Moore, John
- Apprentice 2 (1): Starling, Clarice
- Journey Worker (2): JK Kepler, Johannes; GI Isokov, Gregory
- Foreman (1): MS Stafford, Matt
- General Foreman (1): PC Coppo, Paul

The right sidebar shows a summary panel for the project, including the schedule (M T W Th F, 5/8s • 7:00am), progress (12,834 hrs used, 77% complete, 4,543 hrs over bid), and this week's roster (12 On the job, 16 Forecasted, 0 Requests).



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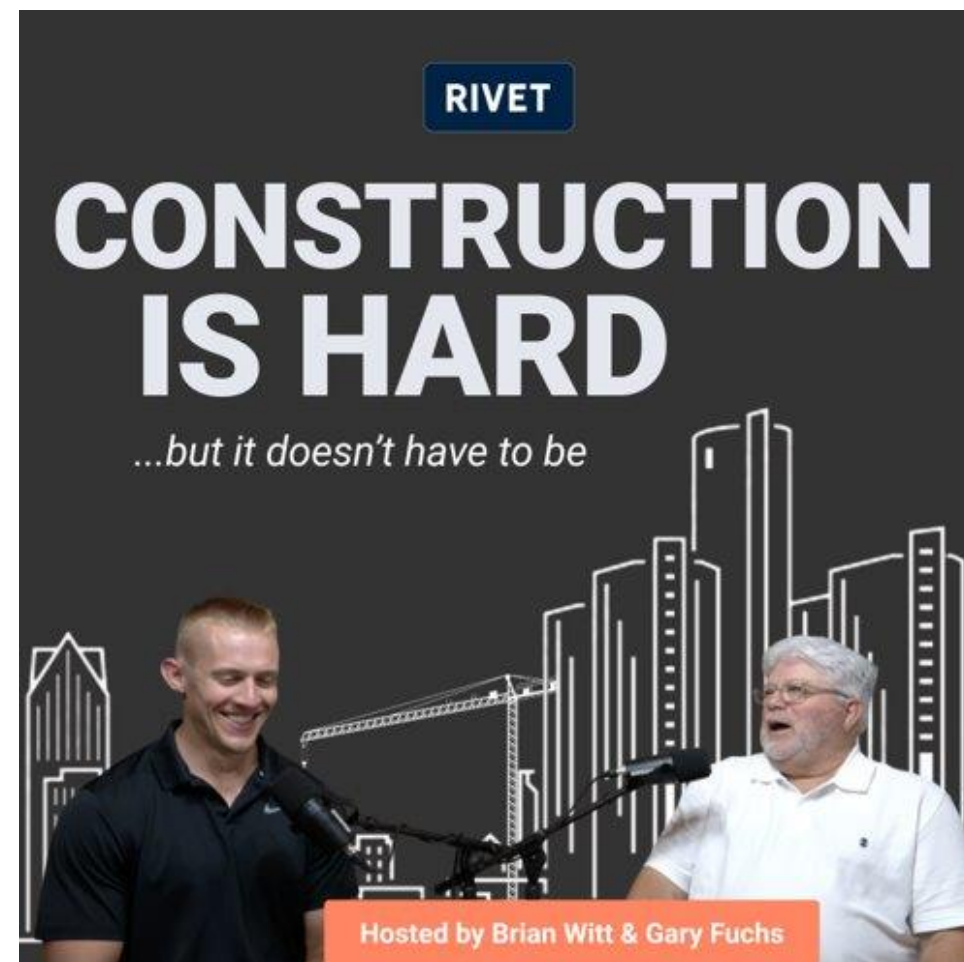
## Resources

### Join the WFM Conversation

- <https://www.rivet.work/demo/>

### Subscribe & Listen

- YouTube: <https://lnkd.in/gJ6My5Cz>
- Spotify: <https://lnkd.in/gZV6MTN8>
- Apple Podcasts: <https://lnkd.in/gEpPuc7j>
- E-newsletter:  
<https://www.rivet.work/construction-is-hard-pod/>







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# Thank you!

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