

B Bridgit

Navigating Workforce Planning Challenges with Bridgit

A Guide for General Contractors



The **Leading** Workforce Planning Solution for Construction

In today's construction industry, effective workforce planning is essential for contractors to meet deadlines and manage resources. But challenges like labor shortages, fragmented data, and complex coordination can hinder progress. With Bridgit's workforce planning solutions, contractors can tackle these issues with tools that enhance visibility, streamline data, and improve collaboration. As the leading provider of workforce planning software for construction, Bridgit partners with the top contractors globally, to offer tailored solutions for workforce planning challenges.

Common Workforce Planning Challenges Experienced by General Contractors

STREAMLINING WORKFORCE MANAGEMENT AND OPERATIONS

Construction management is complex. With projects spread across the nation or even globally, effective organization and workforce management are essential to keep projects running smoothly and on time. Industry leaders are turning to innovative workforce planning solutions to enhance operations and boost efficiency.

Common Challenges:

- Time-consuming data maintenance
- Loss of time from bid and deliverable tracking
- No centralized database for projects and personnel
- Inefficient resource and pipeline optimization
- Challenges communicating assignments

Business Impact → Continued loss of potential projects; Idle time leads to lost revenue; Excessive time spent on planning.

BRIDGIT SUCCESS STORY

SKYGRiD

SKYGRiD CONSTRUCTION

“Bridgit Bench gives us a clearer picture of what projects are coming up, what’s ending, who is where and what position they are serving in. It houses everything in one area and gives us a point of reference.”



Grace Paladino,
Director of HR,
SKYGRiD Construction

WORKFORCE VISIBILITY & INSIGHT

Maximizing workforce effectiveness requires clear visibility into team allocation, workload distribution, and resource planning. A centralized platform can help overcome common challenges, ensuring that project managers and leadership teams have real-time workforce data to make informed decisions.

Common Challenges:

- Poor visibility into workforce allocation
- Imbalanced and reactive hiring practices
- Uneven workload distribution
- Missed opportunities for learning and development
- Failing to allocate workforce resources effectively

Business Impact → Inability to optimize workload; Lower profitability; Employee dissatisfaction and turnover.

BRIDGIT SUCCESS STORY



TC ELECTRIC

"One thing we're working on right now is bringing in all our certification data from BambooHR. We're working with our HR department to collect and verify OSHA certifications and other safety training."



Jacob Shavel,
Innovation Manager, TCE



B BRIDGIT SUCCESS STORY

/// Sellen

SELLEN

“The forecasting tools have been huge for me. The ability to forecast has been a really big deal. I don’t have to spend hours creating the spreadsheets and then telling everyone how to interpret them because it’s only in my brain.”



Jamie Miller
Director of Engineering Development,
Sellen Construction

STRATEGIC DECISION-MAKING

What are the pillars of strategic decision-making in construction? It begins with data—accurate, historical data that’s easily accessible to the team, enabling valuable insights. This information supports forecasting and resource planning, helping to scale operations while optimizing costs. Equipped with the right insights, construction leaders can plan workforce schedules, meet project demands, and strengthen financial planning.

Common Challenges:

- Lack of accurate forecasting data
- Sub-optimal staffing decisions
- Relying heavily on key personnel, risking continuity
- Limited access to historical data for planning
- Difficulties scaling operations
- Uncertainty in financial impacts of workforce planning

Business Impact → Risk of underquoting;
Mismanaged utilization tracking; Challenges scaling
for larger projects.

RISK REDUCTION & MANAGEMENT

Project outcomes often hinge on effective risk management. This includes maintaining certification compliance, preventing staff overwork, and ensuring workforce availability to meet project demands. The right tools can help proactively manage risk, enhance safety, and minimize costly disruptions.

Common Challenges:

- Certification and compliance tracking
- Safety risks due to employee overworked
- Bidding on projects without clear workforce availability

Business Impact → Fines due to non-compliance;
Increased workplace accidents.



B BRIDGIT SUCCESS STORY

COLUMBIA

COLUMBIA CONSTRUCTION CO

“With poor workforce management, company morale goes down, and employees are burnt out because they will do whatever it takes to get the job done. It affects employee retention and increases safety incidents on a project. With any safety incident, there’s a cost, but more importantly, somebody’s personal life could be impacted. You never want an unsafe site because you’re cutting a dollar on staffing. It just doesn’t make sense.”



Shawn Gallant
Chief Operating Officer,
Columbia Construction Co

B BRIDGIT SUCCESS STORY



POWER CONSTRUCTION CO

"In the past, marketing never had access to the workforce data in Excel or our PDFs. Now, Bridgit Bench has become the source of truth for all staff and their locations, replacing our previous source of truth, CMiC."



Matt Walsh
Operations Technology Manager,
Power Construction

COLLABORATION

For contractors with multiple offices and projects distributed across numerous locations, seamless collaboration is essential. Centralizing workforce data is critical for effective planning, communication, and project execution—becoming a standard for modern construction firms. With the right support, firms of all sizes can coordinate their workforce, streamline operations, and meet the evolving demands of the construction industry.

Common Challenges:

- Hindered resource sharing and visibility across offices
- No real-time data for effective collaboration
- No effective resource sharing

Business Impact → Challenges in maintaining up-to-date team capabilities overview; Over-reliance on key personnel; Delays in decision-making.

Built for Construction: **How** Bridgit Addresses Key Workforce Planning Challenges

Built for construction, Bridgit's workforce planning solutions are tailor-made to help contractors address common workforce planning challenges. Whether it's managing labor shortages, achieving better workforce visibility, streamlining data across projects, or ensuring compliance, Bridgit has the expertise and tools to meet your needs. If any of these features resonate with you, let's discuss how Bridgit can support your workforce planning process to drive efficiency and project success.

MANAGE YOUR ENTIRE TALENT POOL

Bridgit provides a single source of truth for your entire talent pool. It tracks your workforce as well as their certifications, skills, and past project experience. Contractors can meet compliance demands by staffing projects with qualified individuals while optimizing resource allocation to fit the demands of any project.

Key Features:

- Skills/experience tracking
- Certification and compliance management
- Distance to job site
- Access to historical employee experience data



B BRIDGIT SUCCESS STORY

GE JOHNSON
CONSTRUCTION COMPANY

GE JOHNSON CONSTRUCTION CO

“When we walk out of the workforce planning meeting with Bridgit Bench, everyone is clear on what is happening. The information gets put into Bridgit Bench – it’s the gospel – and we act on it that day.”



Mike Dennis,
Operations Manager, GE Johnson

EASY PROJECT ASSIGNMENTS

Maintaining your project's momentum is key to meeting tight deadlines and effective resource management. Bridgit streamlines staff assignment with a simple, easy-to-use interface. With features like real-time filtering and sorting, you can make decisions quickly and with more confidence.

Key Features:

- Intelligent suggestions for project assignments
- Availability filtering
- Quick-staffing assignment workflows
- Consolidated views of open/unfilled roles
- Communication tools



B BRIDGIT SUCCESS STORY



ANDERSEN CONSTRUCTION

"Now, when we meet across all regions, the Ops Managers can use the time for its intended purpose – talking about and making high-level decisions."



Mark Horton,
Operations Manager – Oregon,
Andersen Construction

B BRIDGIT SUCCESS STORY

RYAN

RYAN COMPANIES

“The overall impact Bridgit Bench can have on Ryan is remarkable – from immediate time-saving efficiencies for our trusted leaders to long-term talent acquisition.”



Morgan Traynor,
Senior Director of Operational
Excellence, Ryan Companies

ENTERPRISE DATA MANAGEMENT

Managing data securely and efficiently across your organization ensures you have a robust, compliant system. This is non-negotiable in the modern era, where data privacy and security regulations are enforced with strict penalties. The flip side is that trustworthy, high-integrity data management unlocks capabilities from sales integrations to HR tools. Bridgit is a leader in providing enterprise-grade data management and integrations.

Key Features:

- Fully cloud-based
- Intuitive administrative portal with roles and permissions
- SOC2 compliant
- Single Sign-on (SSO)
- GDPR compliant
- Open API and documentation
- Prebuilt integrations with best-of-breed vendors (Unanet, Salesforce, Bamboo HR, and many more)



Bridgit empowers operations leaders to shift from mundane tasks to strategic planning, enhancing their ability to drive growth and efficiency. Designed as a comprehensive solution, Bridgit supports the entire spectrum of workforce planning, from office to on-site staffing. Partnered with a significant portion of leading North American general contractors, Bridgit has proven incredibly valuable. We ensure smooth rollouts and training for every contractor, underlining our effectiveness and adaptability across various organizational sizes.

By addressing the common challenges in workforce planning, Bridgit offers a comprehensive solution that not only improves efficiency but also contributes to higher project success rates for general contractors.

To learn more about how Bridgit can help your organization – [let's talk.](#)

alston
CONSTRUCTION

SKYGRID

ANDRES

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CLAYCO

Skender

Wise
CONSTRUCTION

FORTUNE · JOHNSON

KPRS

CLUNE
CONSTRUCTION

FORTIS
CONSTRUCTION INC.

Balfour Beatty

HARPER
GENERAL CONTRACTORS

LEVEL 10
CONSTRUCTION

LEASE CRUTCHER
Lewis

SABRE

Alberici

SKANSKA

MCCARTHY

LaMACCHIA
GROUP

HP

Mortenson

BURNS
McDONNELL

BOLDT.

CAULDWELL WINGATE

Link
construction
group

DEANGELIS DIAMOND

CORE
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Gilbane

RIDGEMONT
commercial construction

WE·O'NEIL

COMPASS
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GCS | SIGAL

SUNDT

COLUMBIA

McHUGH

Commodore
Builders

KAST
CONSTRUCTION

Schimenti

ROBINS & MORTON

LEMOINE

tweed carot

DESCOR
BUILDERS

RO

BIG-D
CONSTRUCTION

Sellen

KBD
GROUP

ANDERSEN
CONSTRUCTION

HoarConstruction

KL
KAUFMAN LYNX
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DIMEO

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