



## Shawmut Design and Construction & Wentworth Institute of Technology's College of Professional & Continuing Education

Glancing around the Boston skyline it's clear that the construction industry is booming. The strong economy is providing educational institutions, municipalities, retailers, hotels and more the resources to build and expand current facilities. The war for talent in the construction industry is on. As Shawmut's client portfolio grows and diversifies there is a constant need to hire and develop construction management and building professionals.

Shawmut Design and Construction is partnering with Wentworth's College of Professional and Continuing Education to design and deliver a construction skills curriculum. They have designed and are ready to launch a six-module workshop series that includes:

- Building Structures;
- Building Finishes;
- Mechanical, Electrical, Plumbing;
- Construction Scheduling;
- Construction Administration: and
- Project Costs and Finance.

The goal of the curriculum is to attract and develop world class construction talent so that Shawmut can exceed customer expectations on all projects. The curriculum provides existing employees an opportunity to enrich their careers and helps Shawmut attract talented graduates and experienced candidates.

The desired outcome of the curriculum is to have a pipeline of job-ready talent to take on new projects as project executives and business development professionals bring on new work. Shawmut has developed an evaluation approach that considers participants' feedback, learning results, and business impact, and addresses client service excellence metrics.

There are many lessons to be learned from partnering with Wentworth Institute of Technology and CPCE:

- **Executive sponsorship is critical to engage the organization.** The Chief of Construction Operations is actively involved and has reached out to all participants and managers to emphasize the value and benefits of participating. All employees identified for the initial series are onboard to participate.
- **Co-branding demonstrates credibility.** Co-branding the curriculum highlights the commitment of both Shawmut and Wentworth to deliver industry leading programs. Wentworth is a leader in engineering, technology, design, and management education.
- **Clearly defined roles and expectations.** Together Shawmut and Wentworth mapped out specific timelines and expectations for Shawmut subject-matter-experts and Wentworth instructors. Given the pace of work and demands of academic scheduling, they were able to prioritize this work by planning ahead and consistently communicating and reinforcing.

Shawmut Design and Construction and Wentworth College understand the value that their collaboration brings to the table. By building curricula and establishing workforce pipelines, Shawmut and Wentworth are ensuring that students are learning the right things in school to add value to their post-graduation jobs.

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