



# INITIATIVE BRIEF

January 20, 2026

## FIELD READINESS & FORECASTING

The Field Readiness & Forecasting meeting reestablishes a long-valued industry touchpoint once served by MCA Detroit's former Superintendent meetings. Developed in partnership with Local 98 and Local 636, this quarterly forum brings together contractor representatives—regardless of title—to share manpower forecasts, discuss emerging field-readiness issues, and strengthen communication across the industry. With union leadership participating directly, the meeting creates a unified space for early coordination, faster information flow, and collaborative problem-solving. This brief outlines the purpose, structure, and value of this renewed effort to support regional preparedness and contractor success.

## Field Readiness and Forecasting Initiative Brief

For many years, MCA Detroit hosted regular Superintendent meetings as a way to keep field leaders connected, informed, and aligned on emerging industry issues. These sessions served as an important touchpoint for contractors, offering a space to share updates, discuss challenges, and maintain a sense of cohesion across the region's jobsites. Like many longstanding practices, these meetings dissolved during the COVID-19 pandemic, and the industry has felt the absence of that structured communication ever since.

As MCA Detroit considered reinstating a recurring meeting for field leadership, it was essential to ensure that the content would be meaningful, relevant, and respectful of everyone's time. Rather than simply reviving the old format, we sought to understand what topics would genuinely support contractors today and what structure would best serve the industry moving forward.

During a recent joint discussion with Local 98 and Local 636, both unions emphasized the value of establishing a quarterly meeting focused specifically on manpower forecasting and related field-readiness issues. They noted that bringing together contractor representatives—regardless of title or organizational structure—would create a shared space to anticipate workforce needs, identify emerging challenges, and coordinate early around major projects. This meeting is intentionally designed for any individual within a contractor's organization who plays a role in manpower forecasting, including but not limited to superintendents, general foremen, project managers, project executives, operations managers, directors, and vice presidents of operations. The goal is to ensure that the people closest to field deployment, staffing decisions, and project planning are in the room together.

Importantly, union leadership expressed a strong desire to participate in these meetings as well, recognizing that direct involvement would strengthen collaboration, improve communication flow, and accelerate problem-solving across all parties. Their participation also provides greater visibility into the working relationship between MCA Detroit and the locals—something that often happens behind the scenes but deserves to be seen and experienced more directly by the field and contractor community.

This initiative also creates a meaningful opportunity for greater inclusion between contractors and the association, reinforcing that MCA Detroit is not only a resource but an active partner in field-level readiness and long-range planning. While the meeting itself may seem simple, efforts like this play an important role in setting a new tone for our industry—one rooted in transparency, shared responsibility, and proactive communication.

We will begin by hosting these sessions on a quarterly basis, with the understanding that the schedule can be adjusted as industry needs dictate. MCA Detroit is committed to supporting any initiative that delivers value to our contractors and strengthens our partnership with the unions. The Field Readiness & Forecasting meeting reflects that commitment—providing a structured, recurring opportunity to share intelligence, improve manpower planning, and ensure that our region remains prepared, coordinated, and competitive.

# Meeting Logistics

## Schedule

Quarter	Month	Date	Time	Location
Q1	February	Wed, 2.18.26	8:00am – 11:00am (3 hrs.)	TBD
Q2	May	Wed, 5.20.26	4:30pm – 7:30pm (3 hrs.)	TBD
Q3	August	Wed, 8.19.26	8:00am – 11:00am (3 hrs.)	TBD
Q4	November	Wed. 11.19.26	4:30pm – 7:30pm (3 hrs.)	TBD

## Attendees

To ensure the Field Readiness & Forecasting meeting is appropriately scaled and structured, MCA Detroit will conduct an industry-wide outreach to gauge attendance. A brief email will be distributed to all signatory contractors and locals requesting the names and titles of individuals who plan to participate. Because this meeting is designed for anyone involved in manpower forecasting—such as superintendents, general foremen, project managers, project executives, operations managers, and vice presidents of operations—contractors will be encouraged to identify the individuals within their organization who are best positioned to contribute to and benefit from this forum. Collecting this information in advance allows MCA Detroit to plan effectively for room size, materials, and facilitation needs, while also ensuring that union leadership has visibility into the range of participants.

## Pre-Meeting Expectations

All pre-meeting expectations for the Field Readiness & Forecasting session will be submitted digitally through an MCA Detroit–designed platform. Contractors will be asked to provide their manpower forecasts, project intelligence, and any questions requiring union input in advance of the meeting, allowing sufficient time for MCA Detroit to compile, analyze, and prepare aggregated data for group discussion. Individual contractor submissions will remain strictly confidential and will only be used to generate collective trends, regional insights, and anonymized forecasting summaries. This digital process ensures accuracy, efficiency, and a consistent foundation for meaningful conversation during the meeting.

Requested information could include:

### 1. Manpower Forecasts (90–180 Days)

This information will allow us to identify trends, anticipate shortages, and coordinate early.

- a. Projected manpower needs for the next one to two quarters
- b. Anticipated increases or reductions in field staffing
- c. Known project start dates, completions, or major phase changes
- d. Any expected overtime requirements or shift adjustments
- e. Notes on potential bottlenecks (travel, specialty skills, certifications, etc.)

### 2. Project Intelligence & Upcoming Work

This will help us to build a shared understanding of the regional workload.

- a. Major bids recently awarded or pending
- b. Large projects entering mobilization
- c. Work that may accelerate, slow down, or change scope
- d. Any owner-driven schedule shifts that could affect manpower
- e. Regional or market-specific pressures (hospital work, data centers, industrial, etc.)

### 3. Questions, Issues, or Topics Requiring Union Input

This ensures the meeting becomes a place where problems are solved, not just reported.

- a. Clarifying questions about manpower availability
- b. Issues related to classifications, travel, or specialty skills
- c. Concerns about upcoming work that may require early coordination
- d. Topics where direct union insight would accelerate decision-making
- e. Any recurring field challenges that would benefit from joint discussion

4. Internal Notes or Updates Relevant to Field Readiness
  - a. Changes in internal staffing (new foremen, new supers, retirements)
  - b. Training needs or upcoming certification requirements
  - c. Safety or compliance updates that may affect manpower
  - d. Equipment or prefabrication considerations that influence staffing levels

## **Proposed Field Readiness & Forecasting Meeting Agenda**

Breakfast /Dinner and Networking (1 hr.)

1. Field Readiness & Forecasting Meeting (10 min)
  - a. Welcome, Purpose, and Opening Remarks
  - b. Brief overview of meeting goals
  - c. Review of pre-submitted data process
  - d. Expectations for the session
2. Trend Analysis & Regional Outlook (25 min)
  - a. Review of aggregated, anonymized submissions:
  - b. Consolidated manpower demand
  - c. Peaks and valleys
  - d. Overlapping project timelines
  - e. Skill-specific shortages or surpluses
  - f. Regional hotspots
  - g. Discussion focus:
  - h. Interpreting the data
  - i. Identifying risks early
  - j. Coordinating around major surges
3. Problem-Solving & Issue Resolution (25 min)
  - a. Joint contractor–union discussion:
  - b. Classification questions
  - c. Travel/portability issues
  - d. Specialty skill availability
  - e. Recurring field challenges
  - f. Expectations for upcoming work
  - g. Purpose:
  - h. Real-time solutions
  - i. Faster communication loops
4. Strategic Coordination Around Major Projects (20 min)
  - a. Triggered by pre-submitted data:
  - b. Major mobilizations
  - c. Simultaneous contractor peaks
  - d. Specialty skill shortages
  - e. Owner-driven schedule shifts
  - f. Coordination topics:
  - g. Sequencing
  - h. Resource planning
  - i. Early communication
  - j. Avoiding avoidable conflicts

5. Union–Contractor Alignment & Transparency (15 min)

- a. Updates from Local 98 and Local 636:
- b. Upcoming work
- c. Apprenticeship pipeline capacity
- d. Anticipated retirements/demographics
- e. Dispatching expectations
- f. Strengthening visibility and trust

6. Field Readiness Topics Beyond Manpower (15 min)

- a. Rotating quarterly topics:
- b. Training and certifications
- c. Safety or compliance updates
- d. Prefabrication impacts
- e. Technology/process changes
- f. Best practices from the field

7. Action Planning & Follow-Up (10 min)

- a. Summary of key takeaways
- b. Action items and responsibilities
- c. Follow-up expectations
- d. Items to revisit next quarter
- e. Confirm next meeting date