Building Code Administration – The Future of the Industry
Part Two: Trend Analysis and Visioning
Program Sponsored by the Minnesota Building Permit Technicians Association
At the Annual Institute for Building Officials on Tuesday 13 January 2015

Comments Submitted by Participants

So What’s Next?

- More training
- Cross-training inspections
- More online streaming with permits
- More help in permit tech jobs
- Uniform job description and job title
- Educating the chief official
- Supportive staff
- Recognize what we contribute
- Salary to industry standard
- Participate in inspections
- Understanding what goes into the inspections
- Respect/words matter
- Our job classification changed to higher grade
- Cross train other departments
- Education
- Let other departments be responsible for their work, permits, and inspections
- Extra staff or enough staff period
- Education need to be back up so we could get education during business hours.
- Be recognized as a permit tech, not as a secretary
- Educate upper level what mid-level actually does
- Have the permit tech classes back at community colleges
- We need more support from our officials and management
- Uniform description of permit tech understood by all officials
- Permit tech program—formal education
Workforce Development

*Why did I get into city government?*

- Better wages, benefits, and stability
- Opportunity for web content and design
- Stability, pension, retirement, health insurance, structure, holidays, weekend off
- Proximity—serve the community
- Freedom of lunch hour, pay raises
- Paperwork/phones/people
- People-person
- Organizing
- Wanted a full time job, worked part-time for 13 years
- Close to home
- Benefits
- Worked in my life with my kids school schedule and location
- Qualified for job
- Job security, benefits
- Service
- Work life balance

*Strategies to attract and retain younger workers.*

- Wages, benefits
- Web work, opportunity
- Pay, hours, community work
- Internships, job shadowing
- Benefits—health insurance, recession proof
- Job share
- Work/life balance
- Show statistics on how a 4-year college education does not translate to a “better” job necessarily
- Challenge them
- Money, benefits, security
- Technology
- Bring back permit tech classes for certification
Now what do we do? (Action Plan)

- Rebranding
- Job fairs
- High school workshop or mentoring
- Get involved in community work
- Opportunity for humanitarian acts
- Volunteer opportunities
- Internships, mentorships
- Rebrand, remarketing
- Job fairs
- Certification programs
- Internships
- Pay them more money or leave
- Field trip out in the field
- HR is the only one who can do anything, hiring help
- Go into colleges, career path
- Go into high schools
- Rebrand city government
- Internships
- Make permit tech job title stronger, we do more than just permits
Best Practices

What's going on in my department?

- Busy with new SFD, TH, and remodels
- E-permits
- Deck and basement finish seminars given by our department week pm and Sat.
- E-permits
- Deck and basement seminars for public on Saturday and week evenings (Spring, sometimes Fall)
- One person/position issues permits
- Shared inspection with other cities
- Contract engineers and electrical inspector

This is what I want to do.

- Go paperless
- Offer a contracted plan review
- Lunch time learning services
- Online scheduling
- Informative videos/documents for certain topics

These are the barriers and obstacles.

- Lack of respect to the millennials who are adults.
- Most of the slideshow was an insult to the tech generations. We are the why generation because we ask why. Why would we want to work for people who view their generation as superior prior to hearing what we can do for them?