

In just the past few years We have seen Columbus, and all of Central Ohio fast becoming one of the top ranked Cities and areas in the nation as far as places to live. An affordable, cost-of-living and housing versus other major cities; many diverse, vibrant, forward-thinking communities; and the fact that Columbus is within an 8-hour drive to 60% of the US population has created a recent explosion of existing companies expanding and new companies making Columbus their home.

For the Engineering community this has translated into the most robust transportation program the region has ever seen. Almost every local engineering firm has had unprecedented growth, project backlog, and a need for hiring new employees. Although this is good news for the industry can also create a lot of difficult issues, such as employee turnover due to high competition, scarcity of qualified talent, and difficulty of retention of both new and existing employees.

Engineering firms need to focus on their business and turnover can wreak havoc on production and efficiency. It's important to offer benefits to potential hires and existing employees that go above and beyond the norm. One area of focus should be employee housing. Studies have shown that employee retention is greatly increased when they can put down roots in a community and one of the top ways to do it through a home purchase. Studies show that homeowners are more than three times more likely than renters to remain in the city they live in and to remain at their stable job.

This is where I can help. My name is Chris Shea with the Shea group at Keller Williams Consultants in Dublin Ohio. I'm a Columbus native, born and raised in the city. I was a practicing transportation engineer for 30 years, working for several local firms in Columbus. I was part owner of one firm for many years and dealt with employee hiring and retention and I have some familiarity with the issue. I semi-retired from Engineering a few years back to pursue real estate 100% of the time. Since becoming licensed in Ohio, **I have helped over 40 different engineering clients from 28 different engineering firms throughout central Ohio buy or sell homes or investment properties.**

Working with the engineering community has become my main niche that I excel in for several reasons:

- 1) I am still an engineer, I think, like an engineer, and I can relate to engineers and what is important to them.
- 2) I'm a numbers person and very good at understanding the market and valuating homes to help my clients get the best possible deal whether buying or selling.
- 3) I'm trusted in the community, having built many relationships over the past three decades. And those that don't know me directly have coworkers or peers that know me or have worked with me and are strong referrals.
- 4) I work throughout all of the Columbus area, including the suburbs versus focusing in one area. This has helped me to learn a lot about our communities, what they have to offer, and I can help employees moving from other cities and states find areas that meet their wants and needs here in Columbus.

5) I am solutions focused, like a lot of engineers, and help my clients meet their goals including homeownership and/or investments in real estate.

6) I work with many different lenders and other vendors that can offer great programs and benefits to professionals like engineers.

7) I'm a strong negotiator having spent years negotiating contracts with ODOT. I focus on getting the best deal for my client whether on buy or sell side using supporting data and knowledge of the market.

8) I have a team of agents and support staff at KW that are also investment and numbers minded that I work with adding extra support and availability to my clients to meet their often-tight schedules.

I would like to offer our services to any firms or individuals that see the benefits of home ownership as something of value to you or your employees. In this current market many hear, it's not the time to buy, the rates are too high, everyone should wait, though that may be true for some. It's not a one size fits all solution. There are many opportunities out there for homeownership in this market. And as stated above it can be a great supporting factor in employee retention. Please feel free to reach out anytime for a no obligation consultation whether you are wanting to buy, sell, or invest and let the Shea Group help you as we have done for so many of others in the industry.



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