

NEXUS™

Elevated
Hospitality Solutions
That Attract and
Retain Skilled Labor
on Large-Scale
Builds



TABLE OF CONTENTS

EXECUTIVE SUMMARY

01 INTRODUCTION

02 THE WORKFORCE CHALLENGE

03 KEY INSIGHTS

04 ARAMARK NEXUS™

05 CONCLUSION

06 LEARN MORE

07 RESOURCES



EXECUTIVE SUMMARY

Large-scale infrastructure projects—including hyperscale AI data centers, semiconductor fabrication facilities, battery plants, energy installations, and mining operations—are expanding at unprecedented speed. Yet these projects face a critical constraint—the ability to attract, retain, and support the skilled workforce required to build and operate them.

The scale and remoteness of these environments create unique challenges. Workers often live on-site for extended rotations, far from traditional amenities, food options, and housing. Research across construction, mining, and energy sectors shows that **workplace experience—especially dining, lodging, wellness, and community spaces—is now directly correlated with retention, satisfaction, safety, and productivity.**



Aramark Nexus was created to meet this need, delivering an integrated hospitality and workforce support model designed specifically for large projects in remote environments. By elevating daily life—food, housing, wellness, recreation, transportation, and facilities management—Aramark Nexus helps clients drive employee productivity.

This white paper outlines the workforce challenge, the evidence behind hospitality-driven retention, and how Aramark Nexus delivers a scalable, turnkey solution for the world's most complex workforce communities.

01.

INTRODUCTION: STATE OF THE INDUSTRY

Large-scale infrastructure projects are in a period of historic growth.

Global data center capital expenditures are projected to **exceed \$1 trillion in 2026, rising to \$1.7 trillion by 2030**¹.

January 2026 saw \$25.2 billion in U.S. data center construction starts—the highest monthly total ever recorded².

The U.S. committed **\$2 billion to new domestic mining projects** in 2026, plus \$180 million for mining workforce development³—and one major U.S. gold mining project is now building a 1,052-person workforce community⁴.



As hyperscale campuses grow larger and more remote, workforce communities increasingly resemble small towns—requiring housing, food infrastructure, transportation, recreation, and wellness services to support thousands of workers.



THE WORKFORCE CHALLENGE

The labor shortage is severe and accelerating. Hyperscale campuses require thousands of mechanical, electrical, and plumbing (MEP) specialists, and other high skill trades—yet the labor market is structurally short.



The construction industry must **attract 349,000 net new workers in 2026 and 456,000 in 2027⁵** yet **92% of construction firms report difficulty** hiring qualified craft workers⁶.

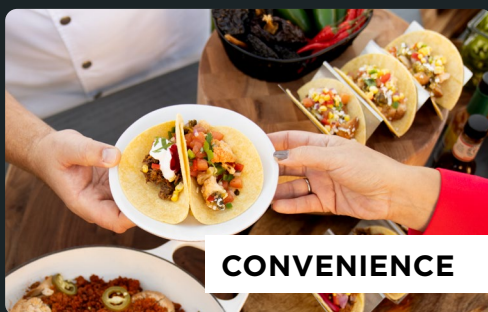
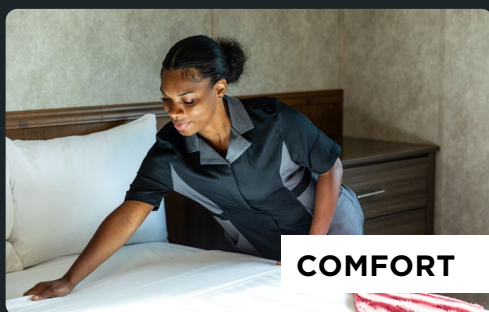
Companies struggle to find and retain skilled workers due to several factors, including an aging workforce, limited skilled labor pipeline, lack of housing and food infrastructure, long commutes, high turnover, absenteeism, and fatigue/burnout. **Remote locations further reduce applicant pools and increase attrition.**

KEY INSIGHTS:

Why Elevated Hospitality Improves Attraction, Retention, Safety, and Productivity

Across industries, employees **connect hospitality, comfort, and daily experience with job satisfaction and long-term retention**. Further, research shows that workplace experience and amenities are increasingly **important differentiators for attracting talent**⁷.

Workers in remote or rural workforce communities consistently prioritize **comfort, convenience, connection, wellness, and predictability** as a direct influence on whether they remain on the job, how they perform, and how safely they operate.



A. DINING: A PROVEN DRIVER OF SATISFACTION, RETENTION, AND PRODUCTIVITY

Dining is one of the most impactful amenities in remote workforce communities⁸. Workers rank **food as one of the most appreciated amenities in remote camps**. Quality food service **improves convenience and reduces stress**, especially where off-site options do not exist—and dining is seen as a daily touchpoint that shapes **morale, energy, and perceived quality of life**.

More than **9 in 10 employees** are more likely to stay at a company where leadership encourages real breaks, strongly supported by on-site dining.⁹

Seventy-six percent of decision makers say providing food makes employees **more likely to join and stay**. A majority of workers say free food makes them **more productive** (66%), helps them deliver **higher quality work** (60%), and call free or subsidized meals their **most appreciated perk** (54%).¹⁰



In addition to attracting and retaining employees, high quality, convenient dining programs directly **improve output, efficiency, and focus**—especially in high-demand, shift-based environments.

Research shows there is **reduced time lost** to off-site food runs, more **consistent energy and focus** during long or irregular shifts, and **improved cognitive performance and safety** when higher quality breaks are offered.



B. LODGING: COMFORT, SLEEP, SAFETY, AND PERFORMANCE

RETENTION

Across mining, oil and gas, and hyperscale construction, **lodging quality is a major determinant of worker retention**. With retention of workers now a bigger risk than cost to project completion, housing has become a key metric.

One analysis found that **losing trained workers mid-project is more damaging than weather delays or permitting issues**—and housing quality was one of the levers contractors can control to keep electricians, MEP specialists, and other trades from leaving.¹¹

PROJECT SCHEDULE STABILITY

Housing is one of the most influential factors in whether a project stays on schedule. **Lack of adequate housing disrupts timelines, workforce stability, and project execution**. Especially in remote regions that cannot absorb sudden workforce demand, making employer-provided housing is essential.¹²



SAFETY AND PRODUCTIVITY

Construction-specific studies **link poor sleep to cognitive failures, lower safety compliance, injuries, and reduced productivity**.¹³

Across a meta-analysis of 27 studies involving more than 268,000 workers, sleep problems were associated with a **62% greater risk of occupational injury**.¹⁴

One study found that remote mining workers who had no on-site housing slept about **1.2 hours less per work rotation** than those who had onsite housing.¹⁵ And fatigue has been shown to reduce reaction time, judgment, attention, and memory.¹⁶

C. ENTERTAINMENT, HEALTHY FOOD, MENTAL HEALTH, AND WELLNESS AMENITIES

Workers in remote locations value fitness centers, walking paths, access to nature, recreation rooms, structured entertainment activities, and healthy food options. Wellness amenities reduce stress, improve morale, help workers cope with isolation and long rotations, and improve their productivity.

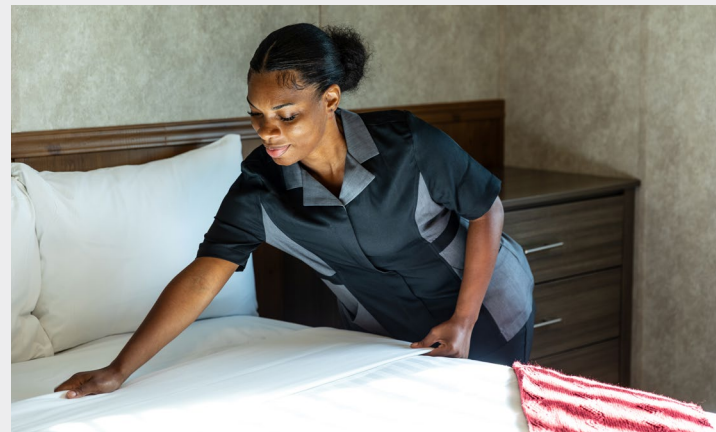
Structured employee recreation spaces and programs—including cafeterias and break areas, recreational spaces, and wellness amenities—can have a large, **positive effect on worker efficiency and productivity, satisfaction and morale, and turnover rates**. Entertainment and recreation activities **increase connection, motivation, and well-being for remote, hybrid, and on-site workforces**, which in turn **boosts productivity and reduces turnover**.^{17, 18, 19}



THE ELEVATED WORKFORCE HOSPITALITY MODEL: ARAMARK NEXUS

Aramark Nexus provides integrated hospitality, facilities, and workforce support services for hyperscale AI data centers and other large scale, remote operations where hundreds or thousands of employees live and work on site. Aramark Nexus delivers a customized structure that can include:

- Dining hubs, break rooms, and grab-and-go food options including technology innovations for speed of service
- Facilities management, including housekeeping, groundskeeping, laundry, maintenance, and employee housing amenities
- Recreation and entertainment activities designed to increase engagement, decrease stress, and promote cohesion
- Concierge services and security for resident support and safety
- Transportation coordination
- A global supply chain network
- A company-wide commitment and adherence to safety



Aramark Nexus programs and services are designed to focus on workforce communities' satisfaction, comfort, convenience, safety, efficiency, and customization by location to enhance retention, workforce wellbeing, operational efficiency, and project continuity.

Providing these workforce hospitality solutions can help clients reduce turnover and absenteeism, increase worker morale and satisfaction, influence more predictable labor costs, improve productivity and engagement, and improve safety.

05.

CONCLUSION



The future of large-scale infrastructure depends on the ability to attract, retain, and support a skilled workforce. As projects grow larger, more complex, and more remote, hospitality becomes a strategic imperative—not an optional amenity.

Aramark Nexus provides a comprehensive, scalable, and integrated model that enhances daily life, strengthens workforce stability, and improves operational outcomes in large-scale workforce communities.

LEARN MORE

About Aramark Nexus Elevating Workforce Communities



RESOURCES

1. Dell'Oro Group, [Data Center IT Capex 5-Year Forecast Report](#), February 2026
2. Construct Connect News, [Data Center Report: Year Begins with Record Construction Starts](#), March 2026
3. Mining Technology, [US Targets \\$2bn-Plus for Domestic Mining and Critical Minerals](#), August 2026
4. Modular Building Institute, [ATCO Structures Accelerates U.S. Expansion with \\$179M Worker Housing Contract for Perpetua Resources](#), October 2025
5. Associated Builders and Contractors (ABC), [Construction Industry Must Attract 349,000 Workers in 2026 Despite Macroeconomic Headwinds](#), January 2026
6. Associated General Contractors of America and National Center for Construction Education and Research (AGC/NCCER), [Construction Workforce Shortages Are Leading Cause of Project Delays as Immigration Enforcement Affects Nearly 1/3 of Firms](#), August 2025
7. EPRA Journals, [Optimizing Talent Retention Strategies to Combat Labor Shortages in the U.S. Hospitality Sector](#), July 2025
8. BOSS Magazine, [How Workplace Dining Programs Are Evolving to Meet Modern Employee Expectations](#), June 2026
9. [Fooda Workplace Lunch and Food Program Survey 2026](#), May 2026
10. ezCater, [The Benefits of an Employee Meal Program](#), December 2025
11. BOMA Properties, [Why Workforce Housing Matters for Crew Retention](#), July 2026
12. Corporate Relocation International, [From Housing Risk to Project Readiness: Why We Treat Workforce Housing as Critical Infrastructure](#), February 2026
13. NIH/National Library and Medicine, [The Effects of Sleep on Workplace Cognitive Failure and Safety](#), April 2022
14. Sleep Medicine Reviews, [Sleep Problems and Work Injuries: A Systematic Review and Meta-Analysis](#), 2021
15. NIH/National Library of Medicine, [Health and Related Behaviours of Fly-In Fly-Out Workers in the Mining Industry in Australia](#), July 2022
16. NIOSH/CDC, [Fatigue and Work](#), July 2026
17. SAGE Journals, [The Impact of Employee Recreation on Their Respective Productivity](#), September 2023
18. International Journal of Research in Multidisciplinary, [A Study on Employee Satisfaction with Workforce Facilities](#), April 2025
19. Science Direct, [The Effects of Activity-Based Workplaces on Contributors to Organizational Productivity](#), March 2023