

Roads To Your Future

A partnership to build tomorrow's
highway construction workforce

Highway Construction Workforce Partnership

AGC Illinois Annual Convention

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The Challenge

% of firms having difficulty filling positions*

Carpenters	67%
Electricians	60%
Equipment Operators	64%
Cement Masons	66%
Pipefitter/Plumber	66%
Construction Laborers	60%
Painters	56%
Ironworkers/Welders	62%
Mechanics	55%

*[AGC 2018 National Workforce Survey](#)

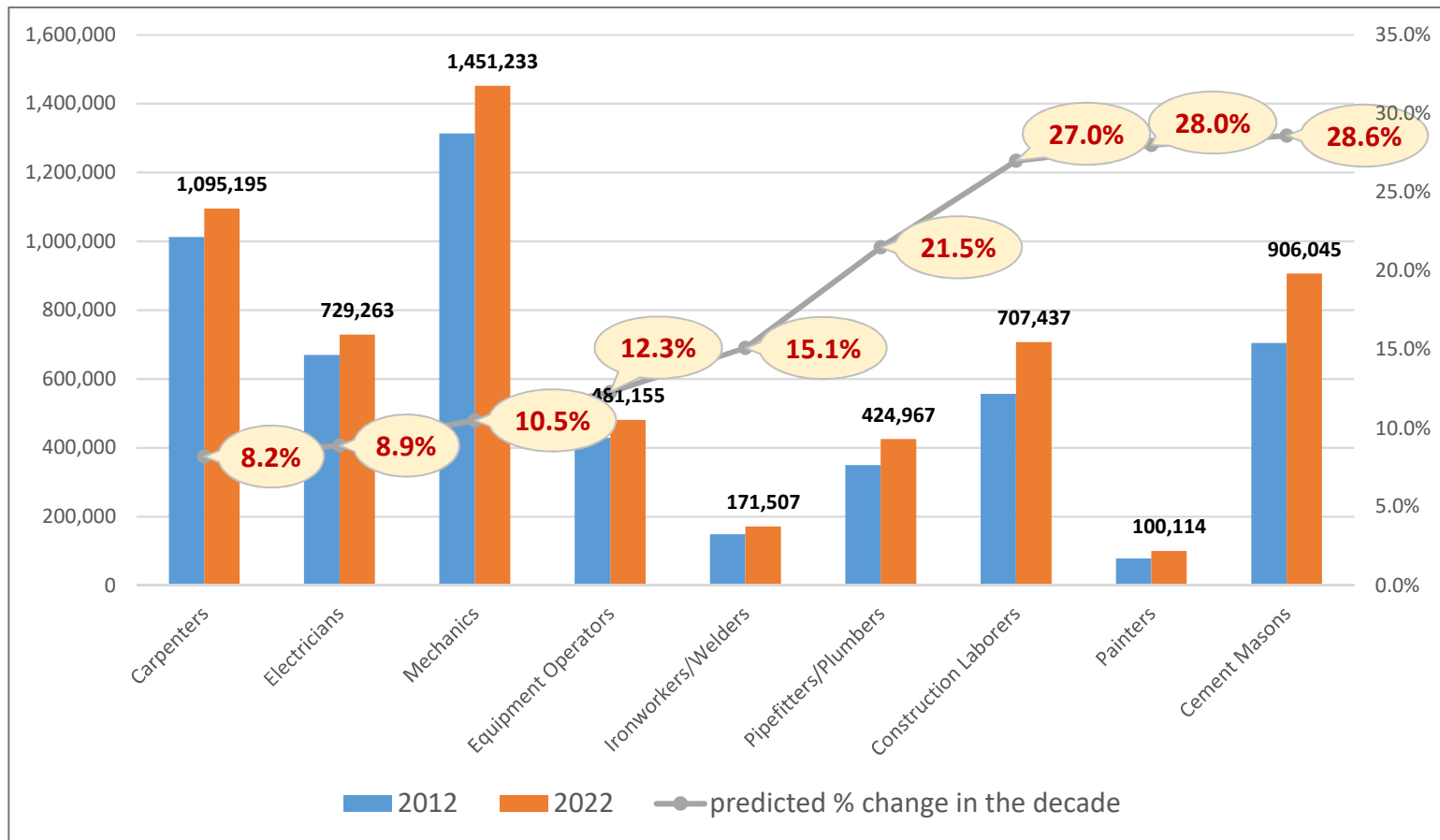


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The Challenge

Bureau of Labor Statistics (BLS) project change in demand for skill sets



The Commitment

- September, 2015: AASHTO/AGC/ARTBA Joint Committee Issued a Position Paper: *“Attracting, Developing & Training a Qualified Workforce”*
- Highlights:
 - Difficulty Recruiting Women/Minorities into Transportation Careers
 - Little Coordination for Workforce by Industry and State DOTs
 - Recommend AGC, ARTBA, AASHTO, FHWA work cooperatively to address industry workforce development
- ARTBA, AGC, AASHTO, FHWA Senior Managers met with Deputy Assistant Secretary, DOL Employment and Training Administration



The Pilot

Highway Construction Workforce Pilot

- **American Association of State Highway and Transportation Officials (AASHTO)**
- **Associated General Contractors (AGC)**
- **American Road and Transportation Builders Association (ARTBA)**
- **U.S. Department of Labor, Employment and Training Administration (ETA)**
- **U.S. Department of Transportation, Federal Highway Administration (FHWA)**



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The Pilot



Goals

- Engage State and local partners
- Identify successful practices to link jobs with qualified applicants
- Improve current workforce skills
- Identify approaches that can be replicated



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The Playbook

Identify Train Place

A playbook to build tomorrow's highway construction workforce



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- Concise set of plays to help others form working groups
- Consolidates themes found from the locations
- Game-ready examples of success
- Case studies from cities/states
- Living, growing document

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The Partnership

Building for the future



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Highway Partner Contacts

- AGC State Chapters
 - <https://www.agc.org/connect/chapters>
- ARTBA State Chapters
 - <https://www.artba.org/about/state-chapter-affiliates/>
- FHWA Divisions
 - <https://www.fhwa.dot.gov/about/field.cfm>
- State DOT Workforce Contacts
 - Contact FHWA Divisions



Public Workforce System

Highway Construction Workforce Partnership

- **State/Local Workforce System Contacts:**
- <https://www.dol.gov/general/location>
 - **State/Local Workforce Investment/Development) Boards:**
 - **American Job Centers**
 - **Job Corps Centers**
 - **Apprenticeship Offices**
 - **State Labor/Workforce Departments**



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HCWP Pilot to Partnership

Reached out to Partner Constituents

- AGC Panel Presentation
- ARTBA Webinar
- AASHTO Committee on Construction
- ETA Region Administrators Advise State Workforce Board Directors
- FHWA Division Webinar



HCWP Program Management

- Senior Managers Group: Representatives include:
 - Associated General Contractors of America
 - American Road Transportation Builders Association
 - American Association of State Highway and Transportation Officials
 - Department of Labor Employment and Training Administration
 - Federal Highway Administration
- Operations Team: Representatives include:
 - ETA and FHWA Program Managers
 - Christine Quinn; ETA Region 5 Administration, Chicago



On-going/New Activity

- 12 Original Pilot locations continuing to develop and implement HCWP
- Other States have working groups and utilizing Playbook and Website
- Florida, Indiana, Michigan, Oklahoma, Maryland
- Oregon AGC/FHWA Division Early Discussions



Measuring Success: Metrics

- Arizona: 64 Trained, 45 Placed
- Denver: 287 Trained, 55 Placed
- Idaho: 60 Trained - 2 day program, followed by
 - Job Fair, 4 hired, All 60 received resume writing
- Los Angeles: 52 Trained, 37 Placed
- Rhode Island: 5 Trained, 3 Placed
- Connecticut: 27 High School Students Completed Highway Construction Awareness Program as a pathway to highway careers.



Measuring Success: Innovation

- Alabama is working with three Community Colleges to establish a Heavy Highway Apprenticeship program
- Denver has a comprehensive workforce support program through “WorkNow”
- Pittsburgh utilizes the highway jobs computer application “Future Road Builders”
- South Dakota has conducted three outreach sessions with the most successful to tribes



Next Steps

- Communication/Marketing Plan
 - Videos/updates on HCWP Website
 - Information Exchange Webinars at least quarterly
 - Peer Exchanges, case by case
- Future Funding
 - HCWP Grants workforce data driven, contractor/workforce board participation



HCWP Webinars

- Information Exchange Webinars
 - Held at least every quarter
 - Features pilot location program overviews, successful practices for industry/ workforce system partnerships, recruitment, training, placement
- 10/31/19 webinar featured Idaho, Denver, Alabama programs
- 10/31 webinar available at:
<https://connectdot.connectsolutions.com/py7w5zwhrmdz/>
- 12/12/19: 2:00 - 4:00 p.m. Eastern Time
- Highlights Los Angeles and Arizona HCWP programs



OJT/SS and HCWP

Leverage OJT/SS for HCWP

- OJT/SS and HCWP: Same goal to support workforce development
- HCWP provides for expanded partnerships and greater public workforce system engagement
- OJT/SS funds can be used for HCWP; Must meet OJT/SS eligibility requirements and follow funds release process.
- Transportation contribution to leveraging Workforce Board funds for highway construction workforce development



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HCWP Support

HCWP Website – “Roads to Your Future”

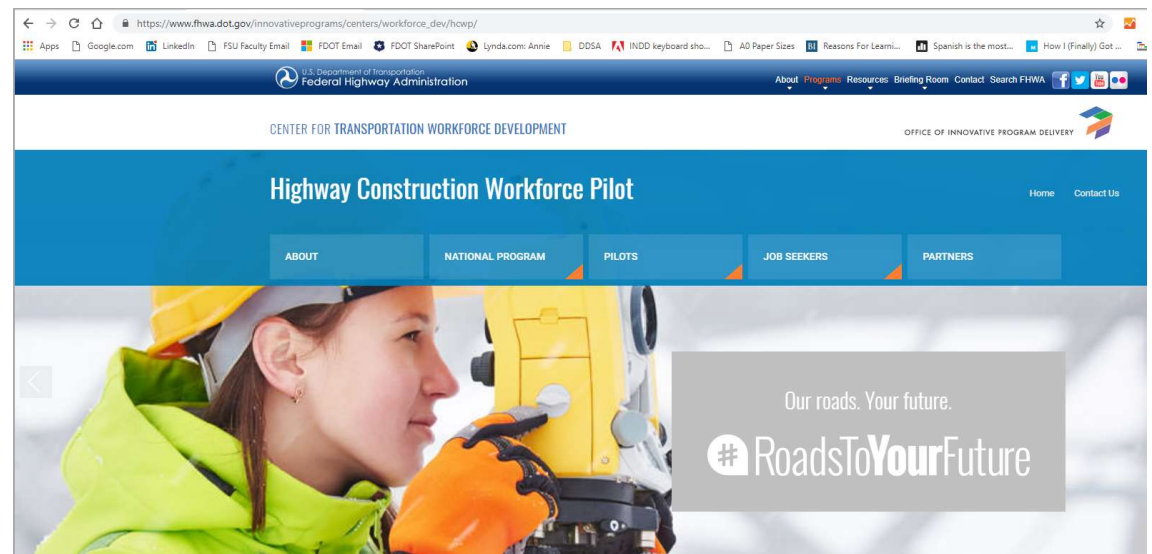
- Website: www.fhwa.dot.gov/RoadsToYourFuture
 - Includes Free Outreach Materials

Subscribe to the email list for:

- Email: RoadsToYourFuture@dot.gov

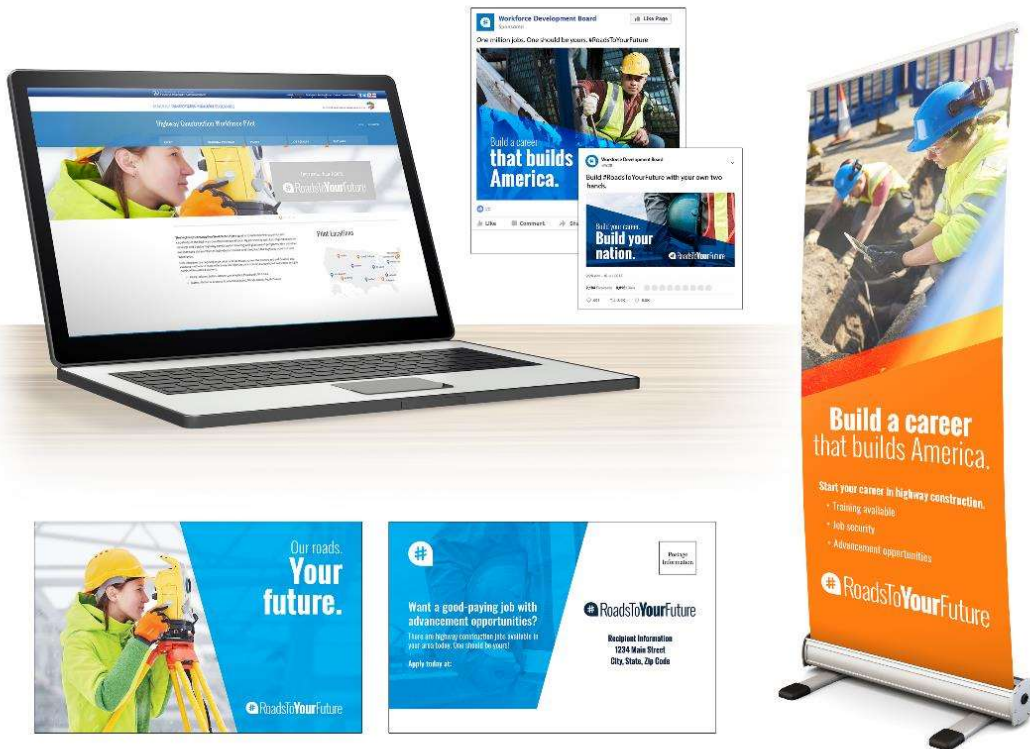


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Outreach Materials



Free downloads:

- Posters
- Social Media Graphics
- Mailer Cards
- Exhibit Banners
- *All customizable with your information*

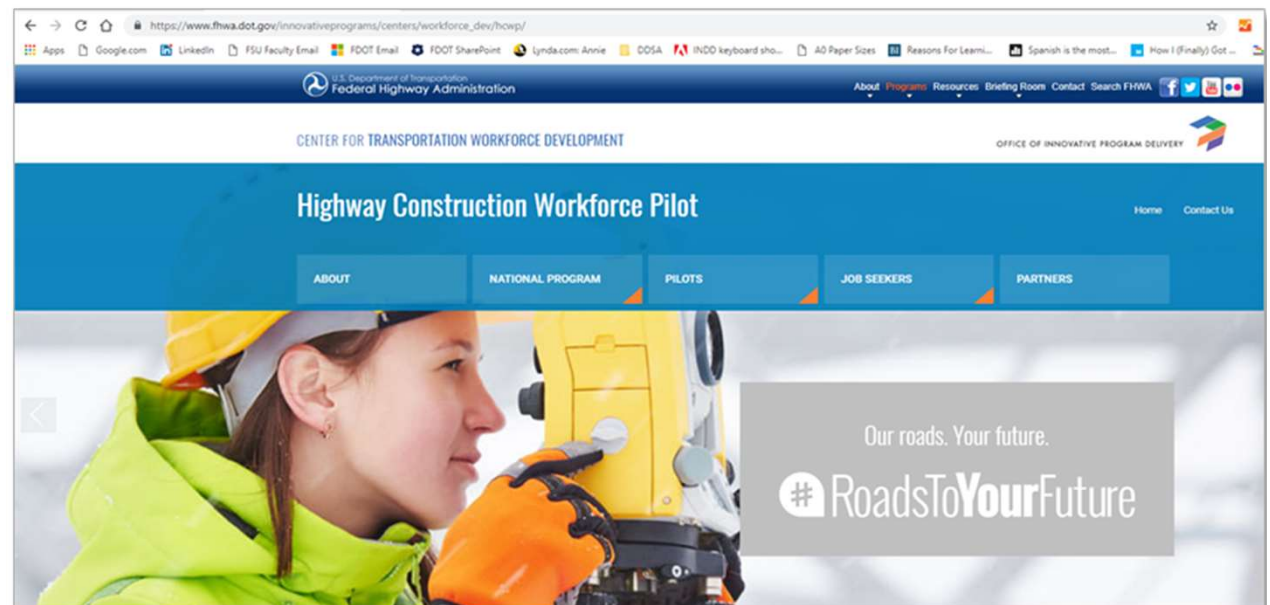


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HCWP Support

- FHWA Contact – Technical Assistance
 - Clark Martin, Center for Transportation Workforce Development
 - Email: clark.martin@dot.gov
 - Phone: (703) 235-0547



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Questions?

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