Roads To Your Future
A partnership to build tomorrow’s highway construction workforce

Highway Construction Workforce Partnership

AGC Illinois Annual Convention

Karen Bobo
Director
Center for Transportation Workforce Development
Federal Highway Administration

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#RoadsToYourFuture
# The Challenge

% of firms having difficulty filling positions*

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenters</td>
<td>67%</td>
</tr>
<tr>
<td>Electricians</td>
<td>60%</td>
</tr>
<tr>
<td>Equipment Operators</td>
<td>64%</td>
</tr>
<tr>
<td>Cement Masons</td>
<td>66%</td>
</tr>
<tr>
<td>Pipefitter/Plumber</td>
<td>66%</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>60%</td>
</tr>
<tr>
<td>Painters</td>
<td>56%</td>
</tr>
<tr>
<td>Ironworkers/Welders</td>
<td>62%</td>
</tr>
<tr>
<td>Mechanics</td>
<td>55%</td>
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</tbody>
</table>

*AGC 2018 National Workforce Survey
The Challenge

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

- Carpenters: 1,095,195
- Electricians: 729,263
- Mechanics: 1,451,233
- Equipment Operators: 464,155
- Ironworkers/Welders: 171,507
- Pipefitters/ Plumbers: 424,967
- Construction Laborers: 707,437
- Painters: 100,114
- Cement Masons: 906,045

Change in the decade:
- 8.2%
- 8.9%
- 10.5%
- 12.3%
- 15.1%
- 21.5%
- 27.0%
- 28.0%
- 28.6%
- 30.0%

2012 vs. 2022 bars with percentages on a graph.
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
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)
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
The Playbook

• 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
The Partnership
Building for the future

U.S. Department of Transportation
Federal Highway Administration

#RoadsToYourFuture
Highway Partner Contacts

• **AGC State Chapters**
  ➢ [https://www.agc.org/connect/chapters](https://www.agc.org/connect/chapters)

• **ARTBA State Chapters**
  ➢ [https://www.artba.org/about/state-chapter-affiliates/](https://www.artba.org/about/state-chapter-affiliates/)

• **FHWA Divisions**
  ➢ [https://www.fhwa.dot.gov/about/field.cfm](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
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
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
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
The Partnership

Outreach Materials

Free downloads:
• Posters
• Social Media Graphics
• Mailer Cards
• Exhibit Banners
• All customizable with your information
HCWP Support

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