Highway Construction Workforce Partnership
A partnership to build tomorrow’s highway construction workforce

AASHTO Committee on Construction
Annual Meeting
Franklin, Tennessee

Karen Bobo
Director
Center for Transportation Workforce Development
Federal Highway Administration

August 13, 2019
The Challenge

% of firms having difficulty filling positions

<table>
<thead>
<tr>
<th>Occupation</th>
<th>% Difficulty</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>
</tr>
</tbody>
</table>

*AGC 2018 National Workforce Survey
The Challenge

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

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2012</th>
<th>2022</th>
<th>Predicted % Change in the Decade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenters</td>
<td>1,095,195</td>
<td></td>
<td>8.2%</td>
</tr>
<tr>
<td>Electricians</td>
<td></td>
<td>729,263</td>
<td>8.9%</td>
</tr>
<tr>
<td>Mechanics</td>
<td></td>
<td>1,451,233</td>
<td>10.5%</td>
</tr>
<tr>
<td>Equipment Operators</td>
<td>451,155</td>
<td></td>
<td>12.3%</td>
</tr>
<tr>
<td>Ironworkers/Welders</td>
<td>171,507</td>
<td></td>
<td>15.1%</td>
</tr>
<tr>
<td>Pipelayers/Plumbers</td>
<td></td>
<td>424,967</td>
<td>21.5%</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>707,437</td>
<td></td>
<td>27.0%</td>
</tr>
<tr>
<td>Painters</td>
<td>100,114</td>
<td></td>
<td>28.0%</td>
</tr>
<tr>
<td>Cement Masons</td>
<td></td>
<td>906,045</td>
<td>28.6%</td>
</tr>
</tbody>
</table>
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 Partnership

Highway Construction Workforce Partnership

- 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
Opportunity

“Roads To Your Future” Video
The Playbook

Identify
Train
Place
A playbook to build tomorrow’s highway construction workforce

- 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
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
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
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 and email list

• Website: [www.fhwa.dot.gov/RoadsToYourFuture](http://www.fhwa.dot.gov/RoadsToYourFuture)
• Email: [RoadsToYourFuture@dot.gov](mailto:RoadsToYourFuture@dot.gov)
• Free Outreach Materials

Technical Assistance

• Clark Martin, Center for Transportation Workforce Development
• Email: [clark.martin@dot.gov](mailto:clark.martin@dot.gov)
• Phone: 703-235-0547
Outreach Materials

Free Downloads

- Posters
- Social Media Graphics
- Mailer Cards
- Exhibit Banners
- All customizable with your information
Identify
Train
Place
A playbook to build tomorrow’s highway construction workforce

Questions/
Comments?

Email: RoadsToYourFuture@dot.gov