

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



U.S. Department of Transportation
Federal Highway Administration

#RoadsToYourFuture



The Challenge

% of firms having difficulty filling positions

*

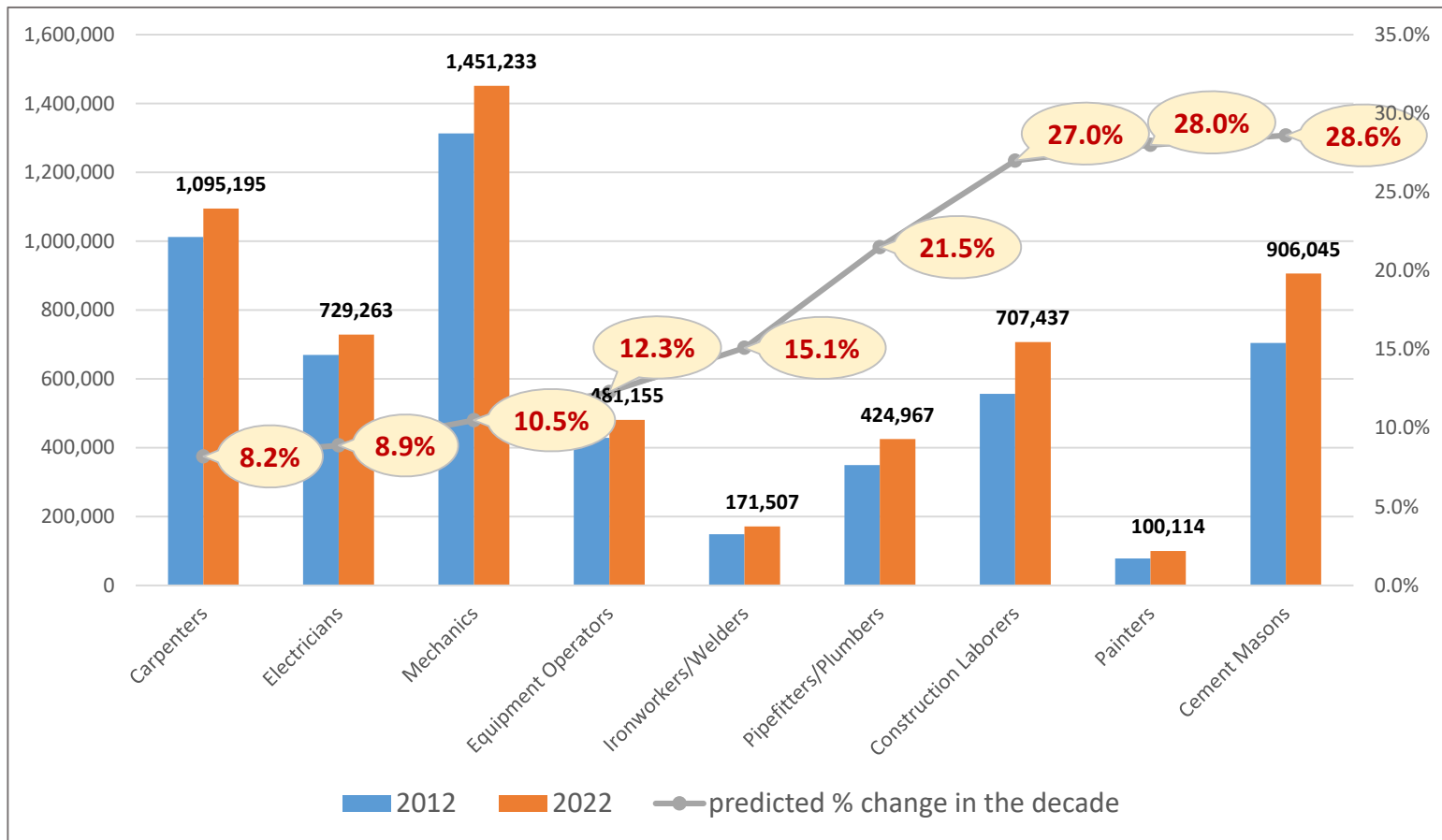
Carpenters	67%
Electricians	60%
Equipment Operators	64%
Cement Masons	66%
Pipefitter/Plumber	66%
Construction Laborers	60%
Painters	56%
Ironworkers/Welders	62%
Mechanics	55%

*[AGC 2018 National Workforce Survey](#)



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 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)



U.S. Department of Transportation
Federal Highway Administration

The Pilot



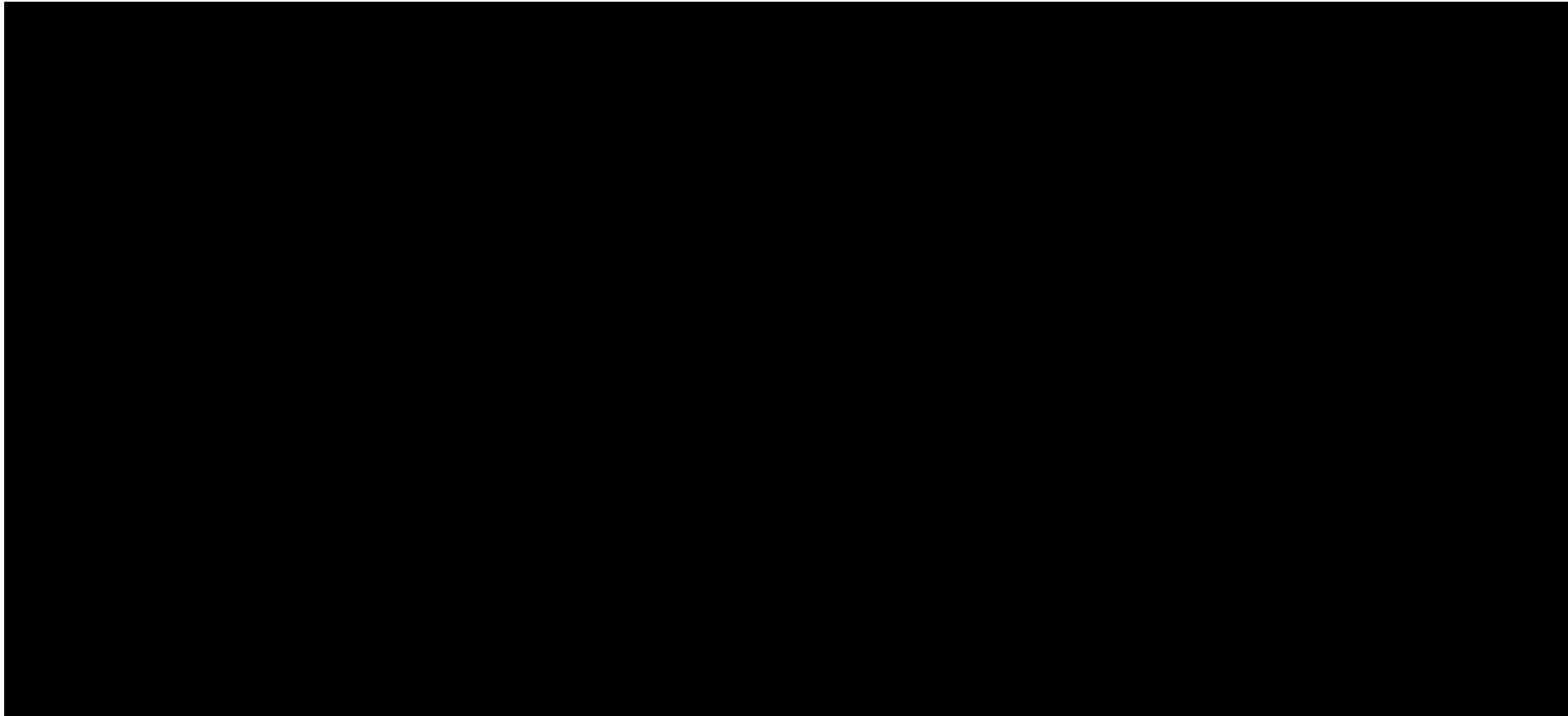
Goals

- 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



U.S. Department of Transportation
Federal Highway Administration

 **RoadsToYourFuture**

The Playbook

Identify Train Place

A playbook to build tomorrow's highway construction workforce



U.S. Department of Transportation
Federal Highway Administration

#RoadsToYourFuture

- 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

#RoadsToYourFuture

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



U.S. Department of Transportation
Federal Highway Administration

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



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



U.S. Department of Transportation
Federal Highway Administration

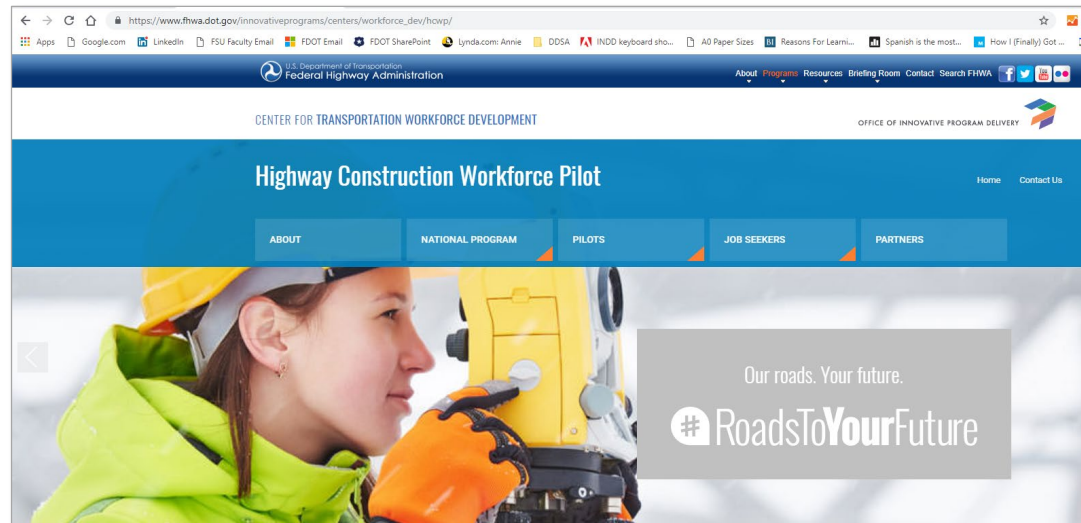
HCWP Support

HCWP Website and email list

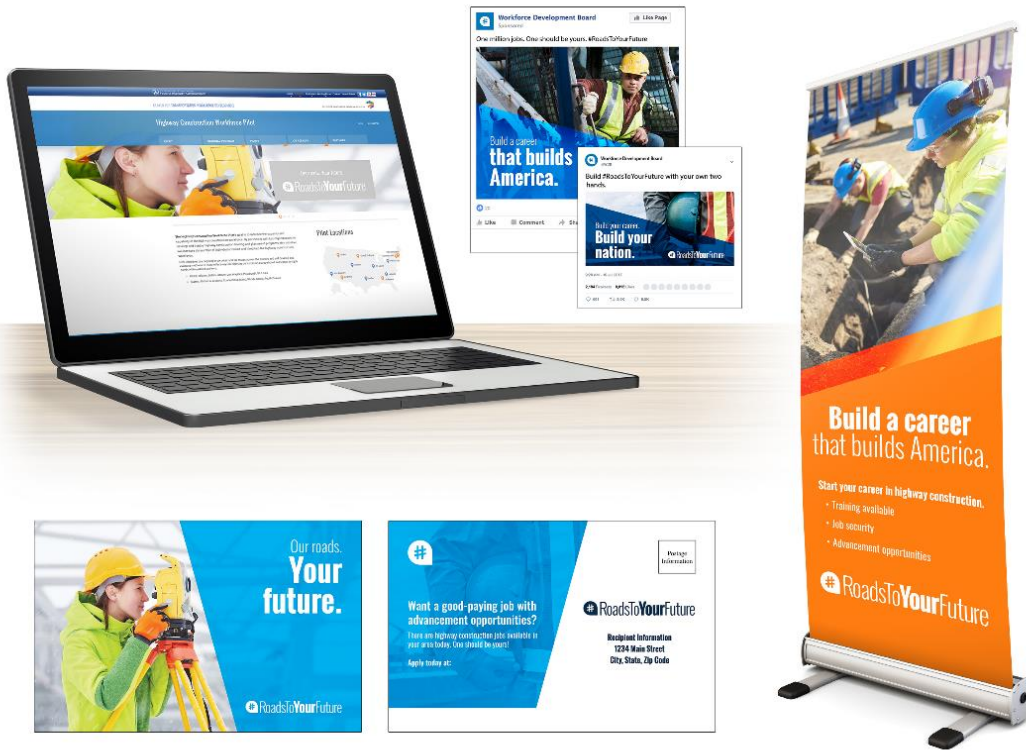
- Website: www.fhwa.dot.gov/RoadsToYourFuture
- Email: RoadsToYourFuture@dot.gov
- Free Outreach Materials

Technical Assistance

- Clark Martin, Center for Transportation Workforce Development
- Email: 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*



U.S. Department of Transportation
Federal Highway Administration

RoadsToYourFuture

Roads To Your Future

Identify Train Place

A playbook to build tomorrow's highway
construction workforce



U.S. Department of Transportation
Federal Highway Administration

#RoadsToYourFuture

Questions/ Comments?

Email: RoadsToYourFuture@dot.gov

#RoadsToYourFuture