HIGHWAY CONSTRUCTION WORKFORCE PILOT
A Joint Labor/Transportation Pilot

AASHTO Subcommittee on Personnel and Human Resources

Clark Martin
Center for Transportation Workforce Development
Federal Highway Administration

Mystic, Connecticut
May 9, 2017
Office of Innovative Program Delivery

Reorganized, May 2016 to include four Centers:

- Center for Accelerating Innovation
- Center for Innovative Finance Support
- Center for Local-Aid Support
- Center for Transportation Workforce Development
Mission:

Improving transportation performance by turning innovation into action through:

- Partnerships
- Technology Deployment
- Capacity Building
Center for Transportation Workforce Development

- *Virginia Tsu, Director*

- Provides national leadership, coordination, and assistance that supports initiatives to develop and expand the nation’s transportation workforce.
  - K-12 education
  - Post-secondary education
  - Professional/practitioner development

- Training and Education Programs
  - Garrett A. Morgan Transportation Technology Education
  - Eisenhower Fellowship Program

- On-the-job Training/Supportive Services
  - STIPDG
  - National Summer Transportation Institutes
  - OJT/SS

- Regional Workforce Centers

- Highway Construction Workforce Development Pilot

- Section 504(e) Core Programs for Workforce Development 100% federal funding
Regional Workforce Centers

WEST
Steve Albert
Montana State University
stevea@coe.montana.edu
(406) 994-6114
wrtwc.org

SOUTHWEST
Tom O'Brien
California State University, Long Beach
Thomas.OBrien@csulb.edu
(562) 985-2875
swtwc.org

MIDWEST
Teresa M. Adams
University of Wisconsin–Madison
teresa.adams@wisc.edu
(608) 263-3175
mtwc.org

NORTHEAST
Glenn McRae
University of Vermont
glenn.mcrae@uvm.edu
(802) 656-1317
netwc.net

SOUTHEAST
Stephanie S. Ivey
The University of Memphis
ssalyers@memphis.edu
(901) 678-3286
memphis.edu/setwc
National Transportation Career Pathway Program

- Managed by the FHWA sponsored Region Transportation Workforce Centers

- Identify new skill sets and competencies and align curriculum, experiential learning

- Planning, Environment, Safety, Engineering, Operations

- Technical Schools, Community Colleges, Universities

- Two Year Project, began October, 2016
Garrett A. Morgan Transportation Technology Education

- Provides for a Clearinghouse for State and local education agencies of K-12 transportation curriculum and education enrichment programs
- Emphasis on women and underrepresented groups
- Since 2007, over 40 projects have been funded through GAMTTEP to improve the preparation of students in transportation STEM.
- Transition from individual grants to state and local education agencies to a Clearinghouse in 2016
Dwight David Eisenhower Transportation Fellowship Program

- Provides fellowships to university undergraduate and graduate students to pursue transportation-related education and research opportunities

- 210 Eisenhower Fellowship awarded in 2016
## Federal Internship Placement Sites

<table>
<thead>
<tr>
<th>Placement Site</th>
<th>Number of Students</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>FHWA</td>
<td>38</td>
<td>37</td>
</tr>
<tr>
<td>FAA</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>OST</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>FRA</td>
<td>12</td>
<td>12</td>
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<tr>
<td>FTA</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>MARAD</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>NHTSA</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Other</td>
<td>13</td>
<td>13</td>
</tr>
</tbody>
</table>
# National Summer Transportation Institute

## FY 2017 National Summer Transportation Institute Program Project Selection Results

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Applications Received by FHWA</td>
<td>69</td>
</tr>
<tr>
<td>Number of Applicants (State DOTs)</td>
<td>44</td>
</tr>
<tr>
<td>Total Amount Requested by State DOTs</td>
<td>$2,744,620</td>
</tr>
<tr>
<td>Total Amount Available</td>
<td>$2,800,000</td>
</tr>
</tbody>
</table>
On-the-Job Training/Support Services

- Formula grants to State Departments of Transportation
- Assist with developing and enhancing job training and apprenticeship programs
- Eight State Pilot Program
Highway Construction Workforce Pilot Program

A joint Project of:

- US Department of Labor Employment and Training Administration
- Federal Highway Administration
- American Association of State and Highway Transportation Officials
- Associated General Contractors of America
- American Road and Transportation Builders Association
Pilot Project Objectives

Identify, train, and place individuals that meet OJT criteria in highway construction occupations

Explore how to more effectively link the workforce opportunities in highway construction with qualified applicants

Engage key partners to leverage resources

Establish a framework that key partners can replicate in other cities/States to institutionalize highway construction workforce development
COMMITMENT

On 9/15/2015 the AASHTO/AGC/ARTBA Joint Committee issued a joint position paper titled ‘Attracting, Developing & Training a Qualified Workforce.’

This paper noted:

Difficulty in recruiting women and minorities are challenges to transportation workforce development. Initiatives were identified around the country by either the construction industry or the State DOTs to promote transportation careers, however, there seemed to be little coordination.

It concluded:

The joint committee…recommends that AASHTO, FHWA, AGC and ARTBA look for opportunities to work cooperatively on initiatives that promote the industry…
## Highway Construction Workforce Data

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment Change 2014-2024</th>
<th>AGC Data 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number (in thousands)</td>
<td>Percent</td>
</tr>
<tr>
<td>Carpenters</td>
<td>60.4</td>
<td>6.4%</td>
</tr>
<tr>
<td>Electricians</td>
<td>85.9</td>
<td>13.7%</td>
</tr>
<tr>
<td>Equipment Operators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cement Masons</td>
<td>20.3</td>
<td>13.1%</td>
</tr>
<tr>
<td>Pipefitter/Plumbers</td>
<td>49.1</td>
<td>11.5%</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>147.4</td>
<td>12.7%</td>
</tr>
<tr>
<td>Painters</td>
<td>26.5</td>
<td>7.4%</td>
</tr>
<tr>
<td>Ironworkers/Welders</td>
<td>14.4</td>
<td>3.6%</td>
</tr>
<tr>
<td>Mechanics</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: [http://projectionscentral.com/Projections/LongTerm](http://projectionscentral.com/Projections/LongTerm)
ABILITY TO FIND A QUALIFIED WORKFORCE

Source: AGC of America
WORKFORCE SYSTEM
TRANSPORTATION PARTNERSHIP

Demand for workers in the highway industry

- FHWA analyzed data from FHWA OJT Program, Bureau of Labor Statistics, and AGC member survey
- Highway construction industry faces severe gaps in key skill set occupations

Key sources for training and job placement

- DOL supports approximately 600 WDBs and 2,500 American Job Centers in the U.S.
- WDBs and American Job Centers assist with training and job placement for unemployed and underemployed individuals
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WIBs and American Job Centers assist with training and job placement for unemployed and underemployed individuals
FIND A QUALIFIED WORKFORCE – American Job Centers

• The Department of Labor supports the public workforce system which supports the workforce needs of both job seekers and employers

• The workforce system contributes to economic growth and business expansion to ensure employers have access to a skilled workforce through nearly 2,500 American Job Centers nationwide

• American Job Centers are led by Local Boards that fund proven work-based training strategies, such as on-the-job training, Registered Apprenticeship, transitional jobs, customized training, and incumbent worker training
A Network of More than 2,500 Nationwide
Workforce Opportunity

• FAST Act provides 5 years of federal funding certainty (2016 – 2020) at $42 billion per year
• Transportation infrastructure backlog $191 billion
• New Administration includes infrastructure as a priority investment
• Construction industry is an opportunity industry
• Entry level positions, training, good pay, advancement
• Many opportunities for small business entry and success
OVERVIEW

Key partners collaborate in six cities/six States to identify, train, and place individuals in highway construction jobs

Pilot locations:

Cities: Pittsburgh, Atlanta, St. Louis, Dallas, Denver, Los Angeles

States: Connecticut, Rhode Island, Alabama, South Dakota, Arizona, Idaho

Measurable goals include number of individuals trained, hired, and retained for at least six months
Pilot Locations
Pilot Project Partners

• State and Local Workforce Development Boards (WDBs)
• Associated General Contractors of America (AGC)
• American Road & Transportation Builders Association (ARTBA)
• American Association of State Highway and Transportation Officials (AASHTO)
• US Department of Labor (DOL)
• Federal Highway Administration (FHWA)
Pilot Status

Framework
- National Partners Establish Framework

Management
- National Partners Group
- National Operations Group
- City/State Work Groups

Process
- AGC/ARTBA members identify workforce needs each location
- State DOTs provide STIPs
- State/Local WDBs train/place workers

Status/Next Steps
- City/State Work Groups Met March-May
- On-going discussion to identify, train, place
- Operations Group provide for pilot communication support S/L Working Groups
Next Steps

Key partners in pilot locations engage to participate in the Pilot Project

AGC/ARTBA member(s) or chapter(s) identify industry workforce needs for each location

State DOTs provide long-term highway construction outlook from State Transportation Improvement Program (STIP)

State and Local WDBs identify potential individuals, training programs, or providers to match needs

Develop processes to bring qualified individuals into highway construction jobs