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

ARTBA Contractors Division
May 14, 2019

U.S. Department of Transportation
Federal Highway Administration

#RoadsToYourFuture
### 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

- **Carpenters**: 2012 = 1,095,195, 2022 = 1,451,233, predicted % change = 27.0%
- **Electricians**: 2012 = 729,263, 2022 = 906,045, predicted % change = 28.6%
- **Mechanics**: 2012 = 1,151,155, 2022 = 1,200,000, predicted % change = 8.2%
- **Equipment Operators**: 2012 = 481,155, 2022 = 545,000, predicted % change = 12.3%
- **Ironworkers/Welders**: 2012 = 424,967, 2022 = 500,000, predicted % change = 15.1%
- **Pipefitters/Plumbers**: 2012 = 171,507, 2022 = 211,500, predicted % change = 21.5%
- **Construction Laborers**: 2012 = 707,437, 2022 = 775,000, predicted % change = 9.0%
- **Painters**: 2012 = 100,114, 2022 = 110,000, predicted % change = 10.0%
- **Cement Masons**: 2012 = 50,000, 2022 = 60,000, predicted % change = 20.0%

- **2012** and **2022** represent the projected numbers of workers in these occupations.
- **Predicted % change in the decade** shows the expected growth or decline in the number of workers for each occupation.
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
Building for the future

U.S. Department of Transportation
Federal Highway Administration

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The Partnership

Highway Construction Workforce Partnership

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

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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
The Playbook
Bringing it all together
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
Support
Building for the future
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
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
Outreach Materials

Free Downloads

• Posters
• Social Media Graphics
• Mailer Cards
• Exhibit Banners

All customizable with your information

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

Questions
Comments?

Email: RoadsToYourFuture@dot.gov