

Building the Workforce Pipeline

Why Workforce Development IS Infrastructure



SUPERIOR™



AMY HENNINGFIELD,
DIRECTOR OF WORKFORCE DEVELOPMENT

- Graduate of Merrillville High School
- Graduate of Purdue University Global, BS Business Administration
- Graduate of Purdue University Global, MBA
- 30+ years in construction
- Indiana & Florida focus
- Contractor-side perspective

- **Aging workforce**
- **Limited Pipeline**
- **Skills gap**
- **Low awareness of horizontal careers**

 **Short-term hiring**

 **Long-term workforce building**

Workforce Development IS Infrastructure

- Long-term
- Intentional
- Measurable
- Shared

- **Projects end – pipelines can't**
- **Workforce gaps hit schedules first**
- **Culture and access matter as much as skills**

- **Early Exposure**
- **Educators + Students**
- **Camps | Classrooms | Jobsites**



- **Internships**
- **Apprenticeships**
- **Mentorship**

- **Visibility**
- **Support**
- **Progression**

- **PPE that FITS**
- **Mentorship**
- **Culture**
- **Belonging**

Workforce Development Fails in Silos

- Contractors
- DOT's
- Education
- Associations



Construction Advancement Foundation (CAF)
Northern Indiana



Indiana Constructors (ICI)
Southern Indiana



**SUPERIOR WOMEN
IN CONSTRUCTION**



**Women In
Construction**

CAF Women in Construction



Purdue University Women in
Construction Management



ICI Women IN Roads

- **Start earlier**
- **Partner smarter**
- **Build Pathways**
- **Measure Outcomes**

The future workforce exists.

Our responsibility is to connect to it – TOGETHER!

Questions?

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