



Strategic Workforce Development

Let's Build Tomorrow's Highway Construction Workforce



U.S. Department of Transportation
Federal Highway Administration

RoadsToYourFuture

Source: USDOT/Getty Images

Power in Partnership

It takes a strong, capable highway construction workforce to keep the Nation's transportation industry and economy moving forward, but emerging technologies continue to require new skills. The U.S. Department of Transportation Federal Highway Administration (FHWA) employed its Every Day Counts program to help answer the demand for highway construction, maintenance, and operations workers.

FHWA partnered with the American Association of State Highway and Transportation Officials, Associated General Contractors of America, American Road & Transportation Builders Association, and the U.S. Department of Labor Employment and Training Administration to establish the Highway Construction Workforce Partnership (HCWP). The HCWP explored how industry, government, education, and business representatives could work together to recruit, train, and retain qualified individuals into needed roles. The two-year pilot provided new resources and innovative strategies to address highway construction workforce development challenges.

Today's State-based model identifies and deploys proven yet underutilized innovations that make our transportation system adaptable, sustainable, equitable, and safer for all. The Every Day Counts Strategic Workforce Development initiative continues to identify, train, and place workers in highway construction jobs to support the Nation's highway system.



To successfully customize a program, you have to listen to the business and industry leaders that live in the community.

- David Felton
Alabama HCWP

Engaging peer-to-peer connections continues to help us stay close to the community. We just need to know what workforce demand is so we can find folks and give them the skills they need to succeed.

- Erika Anderson
Denver HCWP

Benefits for Employers



Effective solutions and support



Tested training programs, practices, and tools



Free customizable marketing materials

Proven Resources and Expertise

Partnership Program

Connect with over 30 State Departments of Transportation that work closely with associations and workforce boards committed to strengthening the highway construction workforce.

Identify, Train, Place

Access a workforce development playbook aimed to help identify, train, and place qualified workers into highway construction careers at

www.fhwa.dot.gov/innovativeprograms/centers/workforce_dev/hcwp/pdfs/hcwp_playbook.pdf



Roads to Your Future

Use free, customizable messaging and marketing materials to help recruit the next generation of highway construction workers.



Learn More

Get information and resources to improve your highway construction workforce development efforts at www.fhwa.dot.gov/innovativeprograms/centers/workforce_dev/hcwp/toolkit.



Source: USDOT/Getty Images