



## Roads To Your Future - February 2023 Newsletter

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## Events Hosted

The Federal Highway Administration (FHWA) hosted ten events throughout 2022, including three workshops, four webinars, and three virtual peer exchanges.



*Credit: FHWA*

## Workshops

The workshops brought FHWA and representatives from various States together to Arizona, North Carolina, and Texas to discuss crucial landmarks in specific programs concerning strategic workforce development. Arizona Department of Transportation representatives discussed their program's strides in diversity initiatives to bolster their workforce. The North Carolina Department of Transportation focuses on evolving its workforce program to attract a new generation and compete with other industries that have updated their recruitment programs. Finally, the Texas Department of Transportation works directly with workforce boards using updated best practices to connect program graduates with long-term careers.



*Credit: FHWA*

## **Webinars**



In March, the webinar topic was recruiting and retaining our highway construction workforce. At its peak, 224 people from throughout the country, across multiple agencies and organizations, and businesses tuned in and participated in the webinar. Discussions covered recruiting, partnerships, expanding applicant networks, and identifying program weaknesses to ensure program retention and continuing success.

In June, the webinar topic was building partnerships to provide support services. Participation in the webinar reached 188 attendees at its peak. Attendees heard presentations by representatives from the Idaho Transportation Department, the Indiana Department of Transportation, and the President of the Indiana Construction Roundtable and the Indiana Construction Roundtable Foundation. They discussed the success of their programs in connecting career construction workers with jobs in their States.



In November, the webinar topic was building your workforce team, which focused on utilizing personnel resources in the most effective way to get State strategic workforce development programs operating efficiently by initiating actionable change. Attendees numbering 199 people, listened to and discussed the presentations that covered job training programs, partnership programs, benefits, and new recruitment tactics from Michigan, highlighting the importance of looking to the veteran community for skilled and dedicated potential.

The final webinar topic of 2022 was advocating for your construction workforce in collaboration with the National Skills Coalition, highlighting the benefits of building partnership networks. There were 120 attendees who were accompanied by presenters, including representatives from Lone Star College, Pittsburgh's Partner4Work, The Builders Guild of Western Pennsylvania, Oregon Tradeswomen, Oregon Bureau of Labor & Industries, and the Oregon Department of Transportation. Participants were encouraged to learn from the opportunities that other States gained from establishing organizational, community, and agency networks to build a better strategic workforce development program.



*Credit: FHWA*

## **Peer Exchanges**

The three virtual peer exchanges were more intimate events bringing together select attendees from States who have well-established workforce development programs and sharing their ideas, lessons, and plans with DOT representatives from States without workforce development programs or fledgling programs needing direction. Topics for the peer exchanges included how to get your highway construction workforce partnership (HCWP) started, supporting your workforce, and working with Federal and State agencies. The HCWP peer exchange was dedicated to working through questions and challenges with North Dakota's workforce development program. The supporting workforce peer exchange concentrated on attending States' retention benefits and recruitment packages that are succeeding in drawing in and keeping their construction

workforce happy. The peer exchange focused on partnerships with Federal and State agencies. It highlighted the focus of many programs on diversification, benefits for trainees and employees going through workforce development programs, and where potential recruits are coming from. Check out the pictures of all those events!



*Credit: FHWA*

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## Newest Additions to the Strategic Workforce Development (SWD) Toolkit

Check out the [SWD toolkit's](#) newest resources and innovative strategies to engage organizations that are looking to identify, train, place, and retain individuals in the workforce to fill construction jobs that support the development of the Nation's highway system.

You can find resources like:

- Performance Metrics and Retention from Pilot States:

- [Idaho case study](#)
- [Texas case study](#)
- [Strategic Workforce Development Speaking Points](#)
- [ConnectU2Jobs Graduation Case Study](#)
- Strategic Workforce Development [Brochure](#) and [Postcard](#)

Published Works:

- [Article Published in the FHWA Innovator](#), Nov/Dec 2022 Issue, ConnectU2Jobs Graduate Shares Program Experience to Inspire Others
- [Article Published in the Community College Daily](#), July 2022, Building, Maintaining Tomorrow's Highway Construction Workforce

New materials added to the Toolkit in February include a High School Guidance Counselor flyer, updated Speaking Points, and a case study on Diversity in Workforce Development.

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## SWD on Your Screen

Several videos were produced by FHWA in 2022 that highlight topics including Contractor Engagement in SWD Initiatives and the unveiling of the Every Day Counts (EDC)-7 Program. Follow the links below to watch some of initiatives.

- EDC-7 SWD initiative:
  - [https://www.youtube.com/watch?v=Nk-h6FgWEm8&list=PL5\\_sm9g9d4T139eVo0-62zs-BVXJtZbRH&index=9](https://www.youtube.com/watch?v=Nk-h6FgWEm8&list=PL5_sm9g9d4T139eVo0-62zs-BVXJtZbRH&index=9)
- Contractor Engagement in SWD Initiatives:
  - <https://www.youtube.com/watch?v=UJrjoQrTUYM&t=8s>

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## What to Expect in 2023



FHWA is working to produce new resources, cultivate new partnerships, and create new learning experiences for and with interested organizations throughout 2023. New resources and collaboration opportunities through EDC-7 selection are a priority. FHWA is planning several live and virtual events we hope you will find illuminating and instructive as you work to build partnerships, develop strategies, and improve your workforce development programs. Let us know if you're interested in pitching a topic, and we look forward to meeting you in 2023!

FHWA also has resources dedicated to topics that address Local Technical Assistance Programs and Tribal Technical Assistance Programs. FHWA is happy to hear and share the stories of the graduates you train. The success of graduates from workforce development programs and their continued success in the construction workforce is a big part of why we do what we do, and we trust you will find the stories of graduates from 2023 just as inspiring.

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## **For More Information on Strategic Workforce Development**

To learn how you can identify, train, place, and retain qualified individuals into highway construction jobs, contact Chrisy Currier at [Christina.Currier@dot.gov](mailto:Christina.Currier@dot.gov) or use the QR codes below.

# 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, Retain

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

[www.fhwa.dot.gov/innovativeprograms/centers/workforce\\_dev/hcwp/pdfs/hcwp\\_playbook.pdf](http://www.fhwa.dot.gov/innovativeprograms/centers/workforce_dev/hcwp/pdfs/hcwp_playbook.pdf)



## 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](http://www.fhwa.dot.gov/innovativeprograms/centers/workforce_dev/hcwp/toolkit).



Source: USDOT/Getty Images

Credit: FHWA

Sign up for the newsletter

Visit the [Strategic Workforce Development Toolkit](#) for free resources and strategies.

**SIGN UP**

For more information, contact [Chrisy Currier](#),  
Co-Chair, Strategic Workforce Development

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