

## Specific State Examples

[Arizona Chapter of the Associated General Contractors](#) – Provides workforce development training programs to member firms, government agencies, and individuals.

[ConnectU2Jobs \(CU2J\) Program \(txdot.gov\)](#) – CU2J is a highway construction workforce partnership pilot program created to fill a need for a skilled highway construction workforce. The focus of CU2J is to connect justice-involved young adults to job training, life skills coaching, and job placement.

[Idaho Career Opportunities-Next in Construction \(ICONIC\)](#) – Idaho Transportation Department offers an intensive five-week training program where selected applicants receive free hands-on training in heavy equipment operation and cement masonry.

[North Carolina Department of Transportation \(NCDOT\) On-the-Job Training Program](#) – The NCDOT's On-the-Job Training Program assists minorities, women, veterans, and disadvantaged individuals who have been historically under-represented in highway construction job opportunities.

[Ohio Department of Transportation \(ODOT\)](#)

[eLearning](#) – The ODOT Local Technical Assistance Program Center offers many free online courses.

[Oregon Department of Transportation \(ODOT\)-Bureau of Labor & Industries \(BOLI\)](#) – ODOT and BOLI have partnered to meet the goals of adding more diversity in hiring, increasing apprenticeship numbers, and providing resources for training. Programs include classes to prepare workers for apprenticeship, resources to pay for child care and travel costs, and training to help people keep respectful work-places.

[Vermont on the Job Training Program](#) – Training and upgrading of minorities and women toward journeyman status is a primary goal of this Equal Employment Opportunity affirmative action program.

There's so much! How Vermont Agency of Transportation and Local Roads (LTAP) are partnering to share training with locals, registered apprenticeships, and the importance of breaking down walls to build partnerships across the table.

**-Strategic Workforce Development Workshop Attendee**



## Every Day Counts-7 Strategic Workforce Development Innovation Starter Kit



*Use this guide to kick off your SWD program.*



U.S. Department of Transportation  
Federal Highway Administration

#RoadsToYourFuture



Source: FHWA.

## National Resources

### [FHWA Strategic Workforce Development Toolkit](#)

- [FHWA Playbook](#) | [FHWA 504\(e\) Guidance](#)

### [National Center for Construction Education and Research](#)

– Equip the industry with the education and resources needed to reach students, educate them about the industry, and promote careers in construction.

### [American Road & Transportation Builders Association Foundation](#)

– Offers safety training programs that are focused exclusively on eliminating the unique hazards of transportation construction.

[Tools & Tiaras](#) – Help girls learn trade skills by exposing, inspiring, and mentoring them to excel in these areas.

[Career Connections Program](#) – Works in partnership with educators to provide students with practical STEM education taught by skilled instructors. (Union related)

[Build Your Future \(BYF\)](#) – BYF helps in discovering how construction can be a good fit for the future workforce in the trades—from making the right preparations to finding training.

[Helmets to Hardhats](#) – Joint labor-management driven entity that connects transitioning active-duty military service members, veterans, National Guard, and Reservists with skilled training and quality career opportunities in the construction industry.

[Yeah, I Built That](#) – Designed to be a resource for young people exploring career paths, parents, guidance counselors, teachers, employers, union leaders, and public officials.

## Learn More

Get information and resources to improve your highway construction workforce development efforts at

[https://www.fhwa.dot.gov/innovativeprograms/centers/workforce\\_dev/hcwp/toolkit](https://www.fhwa.dot.gov/innovativeprograms/centers/workforce_dev/hcwp/toolkit)



[Crew Collaborative](#) – Shifting the stigma surrounding careers in construction through education, conversation, events, and advocacy.

[Skill Bridge](#) – Department of Defense Skill Bridge connects transitioning service members with industry partners in real-world job experiences.

[Future Road Builders Gaming App](#) – Through games, videos, imagery, and assessment tools, this free app explores a virtual highway construction project and uncovers the skills needed to be a heavy and highway construction apprentice.

[Youth Conservation Corp](#) – Youth employment program that engages young people in meaningful work experiences at national parks, forests, wildlife refuges, and fish hatcheries while developing an ethic of environmental stewardship and civic responsibility.