



On-the-Job Training/Supportive Services and the Highway Construction Workforce Partnership

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What are we
going to
discuss?

- Contacts
- Overview and Funding (OJT/SS)
- Changes to the Program
- The Highway Construction Workforce Partnership and the EDC-6 Strategic Workforce Development Initiative

FHWA's Innovative Workforce Development Team



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Center Director



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*Civil Rights
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Program Manager

State DOT OJT/SS Program

- Assists with developing a State DOT's own apprenticeship & job training program
 - Intended to enhance a State DOT's existing program
- Must complement the core OJT program (pipeline)
- Created to bring in qualified minority and woman workers





OJT/SS & NSTI Current Funding Methodology

Since 2012, the allocation method adjusted to the level for each State, based on the apportionment factors applied to the Federal-aid program

Scales & scopes funding to size of Federal-aid program in each State

Because of new “up to” allocation, must coordinate between OJT/SS & NSTI Programs

Example: If a state is allocated \$100,000 for OJT/SS and \$50,000 for NSTI, they can elect to move funds between the programs but not exceed the maximum of their \$150,000 allocation.

What's New?

- Complete Budget Narrative in the SOW and complete the OMB SF-424A

BUDGET INFORMATION - Non-Construction Programs

OMB Number: 4040-0006
Expiration Date: 02/28/2022

SECTION A - BUDGET SUMMARY

| | Grant Program Function or Activity (a) | Catalog of Federal Domestic Assistance Number (b) | Estimated Unobligated Funds | | New or Revised Budget | | Total (g) |
|----|---|--|-----------------------------|--------------------|-----------------------|--------------------|--------------|
| | | | Federal (c) | Non-Federal (d) | Federal (e) | Non-Federal (f) | |
| 1. | | | \$ | \$ | \$ | \$ | \$ |
| 2. | | | \$ | \$ | \$ | \$ | \$ |
| 3. | | | \$ | \$ | \$ | \$ | \$ |
| 4. | | | \$ | \$ | \$ | \$ | \$ |
| 5. | Totals | | \$ | \$ | \$ | \$ | \$ |

Standard Form 424A (Rev. 7-97)
Prescribed by OMB (Circular A-102) Page 1

Performance Measures



- The following measures are required to be in the FY21 End of Year Accomplishment Report:
 - Number of individuals enrolled in a training/supportive services program
 - Cost per individual trained
 - Type of training received (Heavy Equipment Operator, etc.)
 - Number of individuals completing the training/supportive services program



Source: Michael Caliendo

Performance Measures



- Any certification received (name of certification, type, certifying agency)
- Number of individuals hired into the construction industry within 6 months of the training and/or type and number of placement assistance services provided
- Number of individuals retained by a construction industry employer within 90 days of placement.
- Include demographic information for all measures (gender, race /ethnicity, age, veteran's status, etc.)

Roads To Your Future

A partnership to build tomorrow's
highway construction workforce

What is the Highway
Construction Workforce
Partnership/ Strategic
Workforce Development
initiative?



What do the acronyms mean?

- **OJT/SS-** On the Job Training/Supportive Services
- **HCWP-** Highway Construction Workforce Partnership
- **EDC-6-** Every Day Counts Round 6
- **SWD-** Strategic Workforce Development

HCWP=SWD

The Workforce Challenge

| Occupation | AGC % of contractors filling jobs | BLS % increase 2012-2022 | BLS Projected job needs |
|-----------------------|--|--------------------------------|-------------------------------|
| Carpenters | 65% | 8.2% | 1,095,195 |
| Electricians | 56% | 8.9% | 729,263 |
| Equipment Operators | 65% | 12.3% | 81,155 |
| Cement Masons | 65% | 28.6% | 906,045 |
| Pipefitter/Plumber | 68/66% | 21.4% | 424,967 |
| Construction Laborers | 58% | 27.0% | 707,437 |
| Painters | 49% | 28.0% | 100,144 |
| Ironworkers/Welders | 64/60% | 15.1% | 171,507 |
| Mechanics | 57% | 10.5% | 1,451,233 |

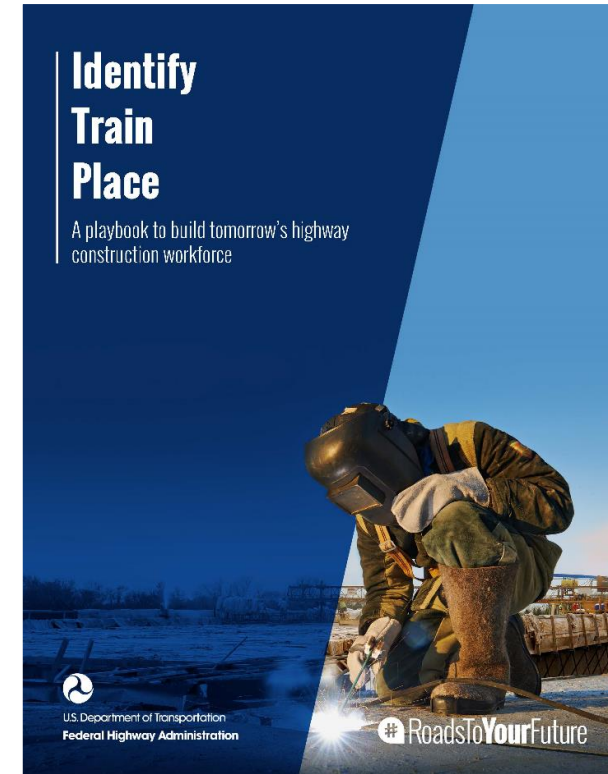
OJT/SS → HCWP

- Similar goals: Identify/Train and Place
- OJT/SS Workforce Development Board, State Departments of Labor, Contractors, Non-profits, and other state and stakeholder funds for can be used for HCWP.
- HCWP provides for greater workforce partner engagement

HCWP Pilot → National Program

Establish Working Partnerships

- ✓ Transportation Industry
- ✓ Non-profit & *Private Industry*
 - ✓ Academia
- ✓ Federal, State, Tribal & Local Government



Source: FHWA HCWP Playbook

National Partners

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



U.S. Department of Transportation
Federal Highway Administration



U.S. Department of Transportation
Federal Highway Administration

HCWP Pilot Program



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



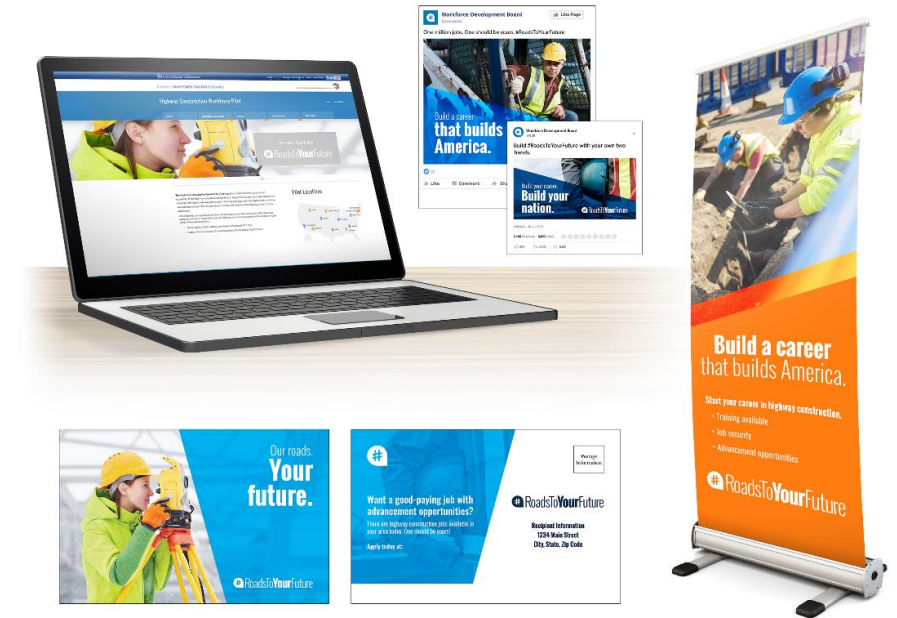
HCWP Support

HCWP Website:

https://www.fhwa.dot.gov/innovativeprograms/centers/workforce_dev/hcwp/

HCWP e-mail list:

RoadsToYourFuture@dot.gov



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Thank You!

