

Arizona Industry Readiness Program

Program

The Arizona Chapter of the Associated General Contractors of America (AZAGC) Industry Readiness Program is a ten-week on-the-job training program for job seekers entering the heavy civil construction industry. The AZAGC Industry Readiness Program prepares job seekers for highway construction careers through two phases. The first phase is a one-week training program to introduce prospective construction workers to highway construction careers through contractor presentations about their firms, apprenticeship programs, entry-level construction skills training, and construction project visits. The second phase is nine-week on-the-job training work experience with a contractor who is committed to hiring trainees and providing apprenticeship opportunities.

Partners

AZAGC is a key driver for Arizona's HCWP. AZAGC contractor members are engaged in program development, training, and mentorship, and they provide career pathways to reach journeyman status. Other partners include the Federal Highway Administration's (FHWA) Arizona Division, U.S. Department of Labor Employment and Training Administration, Arizona Department of Transportation (ADOT), Arizona Department of Economic Security's Arizona at Work, Maricopa County Workforce Development Division, City of Phoenix Workforce Development Division, and other community-based organizations.

Results

Arizona has conducted 13 Industry Readiness Programs; 119 participants have completed the program and 91 participants have been placed in permanent highway jobs. There are two age cohorts for the program: 18–24 and 25+.

Funding

Arizona HCWP utilized \$75,000 for industry readiness training that FHWA made available to the HCWP pilot locations, and \$53,000 from ADOT On-the-Job Training Supportive Services (OJT/SS). Participants were paid \$15.00 per hour for nine weeks with funding from the Department of Labor's authorization legislation, the Workforce Innovation and Opportunity Act (WIOA).

Future

The Industry Readiness Program was deployed in Maricopa and Pima counties, and efforts are underway to expand the program to other counties. The goal is for participants to obtain gainful employment with an AZAGC contractor, identify a heavy civil construction craft, and reach journeyman status.

Contact

Corey Foster, Arizona Chapter, AGC, cfoster@azagc.org