



# Highway Construction Workforce Partnership Strategic Workforce Development

Source: Amber George, iconUSA

## Learning from the Pilot Programs – Texas

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### The HCWP Pilot Survey Metrics

To increase the capacity and capability of the highway construction workforce, the Highway Construction Workforce Partnership (HCWP) has partnered with key organizations to develop and deploy highway construction training and placement programs. This initiative has increased the number of individuals trained and hired in highway construction trades and crafts. The Texas Department of Transportation (TxDOT) pilot yielded useful information, including metrics and lessons learned, that will help other organizations develop and launch similar programs.

### Texas Department of Transportation Pilot Program

The TxDOT pilot started on September 13, 2021, so it has not yet reported internal or external data. The intent is to build internal and external dashboards and quarterly and annual Federal Highway Administration (FHWA) reporting mechanisms. TxDOT's goal is to graduate ninety students and for 80 of these graduates to retain employment for 180 days. TxDOT promoted the pilot program with flyers sent out to the partners for recruiting participants. TxDOT plans to do more outreach in the future, including developing a web page on TxDOT's site that will have employer and participant handbooks.

### Metrics

TxDOT chose metrics based on the following:

- Goals and objectives of the HCWP program.
- Results reported in the Playbook by other HCWP pilot programs.
- Input from partners on what their organizations identify as success.
- TxDOT's recommendation for what could be accurately collected and reported with existing tools and resources.

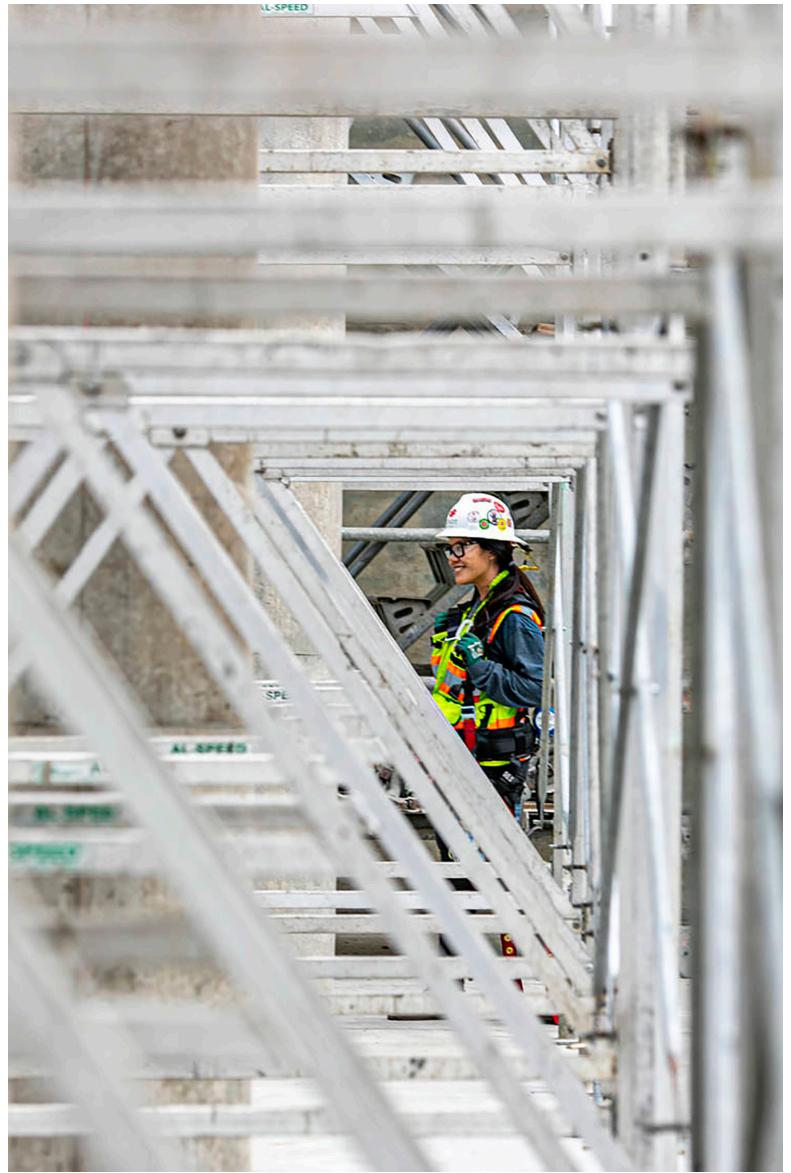
As the program grows, additional performance metrics of interest will be reported to congressional district representatives, local community service providers, and other government officials. TxDOT developed the ethnicity goals (50 percent African American, 25 percent Hispanic American, 25 percent nonminority women, and 4 percent other) to mirror the demographic data of the applicant pool in the targeted congressional districts.

### Recommendations

- Allocate funding to allow the State DOT to build shared systems for data collection.
- Hire a person whose full-time job is collecting, analyzing, and reporting data across all programs.
- Drive the data collection process and provide the system tools for the partners to submit timely and accurate data. That process must be automated and not dependent on people at every organization to double their workload by re-entering the same information across different systems.
- Build a 21st-century data collection and reporting solution to enhance the ability to provide evidence-based program results that drive future funding, future program expansion, and future successes to attract skilled workers to the transportation industry.
- Share data-sharing agreements with partners to ensure compliance with Health Insurance Portability and Accountability Act regulations.

## Looking Ahead

The TxDOT Civil Rights Division and Workforce Innovation Team intend to analyze the metrics to scale the program. It is currently looking at other TxDOT district locations that have expressed a need to mirror the Dallas ConnectU2Jobs program. The pilot team is assessing needs for additional training curricula, such as heavy equipment mechanic, on current and upcoming TxDOT projects. In order to reach under served target populations of HCWP, through the HCWP, TxDOT is reviewing additional funding sources to help build K-Adult college and career pathways. TxDOT initiated a partnership, applied for the National Science Foundation STEM-HUB grant, and requested 504(e) funds to supplement its Civil Rights Division workforce development initiatives. TxDOT also will look at grant opportunities from the U.S. Departments of Commerce, Labor, Education, and Justice to help transportation industry contractors find the skilled labor needed to meet their missions.



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## Contacts

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**Learn more.** To get information about how you can place qualified individuals into highway construction jobs that will help address workforce shortages in your region, contact Clark Martin, HCWP program manager, at [clark.martin@dot.gov](mailto:clark.martin@dot.gov).