



Building Your Business

**Presentation to Joint Legislative Workforce
Development System Reform Committee
“Industry Activities Addressing Workforce
Challenges in the Construction Industry**

April 5, 2016

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Associated General Contractors

Carolinas Associated General Contractors – Who

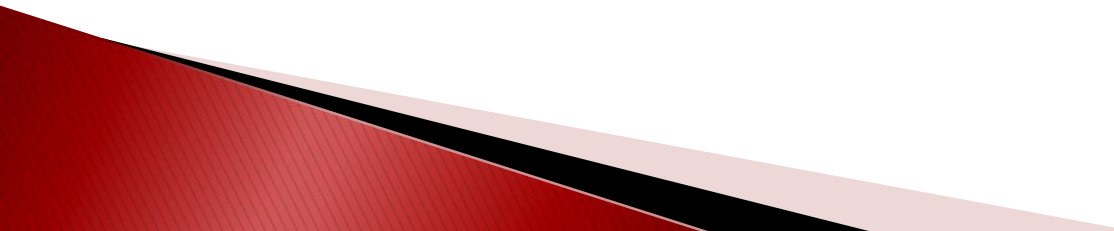
Carolinas AGC is a trade association benefitting the commercial, industrial, heavy highway, and utilities sector of the NC and SC construction industry.

CAGC has over 900 member companies.

CAGC is the largest chapter of the American General Contractor's Association


Challenges in Construction Industry Workforce

Survey Information from Dept. of Commerce

- ▶ 51% of companies surveyed cited hiring difficulties
 - ▶ 65% of experienced positions are very difficult to fill (5 or more years)
 - ▶ 57% of smaller companies and 29% of larger companies plan to hire in next 12 months
 - ▶ NC trends are very similar to national trends
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Workforce Development – What CAGC is Doing

Promote The Industry As a Career Choice:

- ▶ Joint sponsor for annual NC Construction Career Day
 - ▶ Support local career fairs
 - ▶ Promote and distribute National Center for Construction Education and Research Build Your Future information related to construction as a career choice
 - ▶ Speak at public/private schools, Chambers, civic groups, etc.
 - ▶ Support 7 University and 3 Technical/Community College Student Development Chapters
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Workforce Development – What CAGC is Doing

Training and Education Opportunities

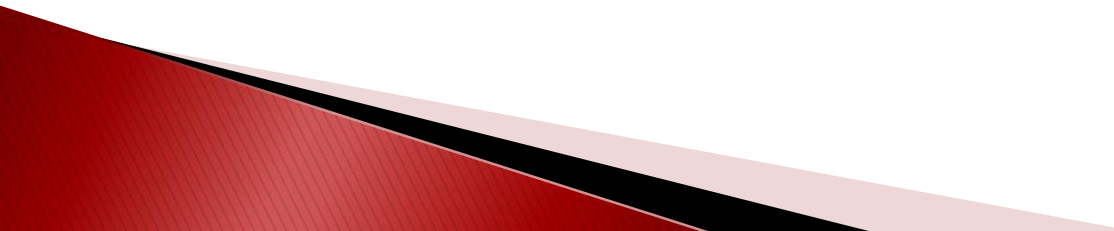
Craft Technical Trades

- ▶ Accredited NCCER National Training Sponsor
- ▶ 25 accredited training location
(Tech/Community Colleges, Construction Companies, private schools, prisons and other organizations like Goodwill and Youth Build)

Workforce Development – What CAGC is Doing

Training and Education Opportunities

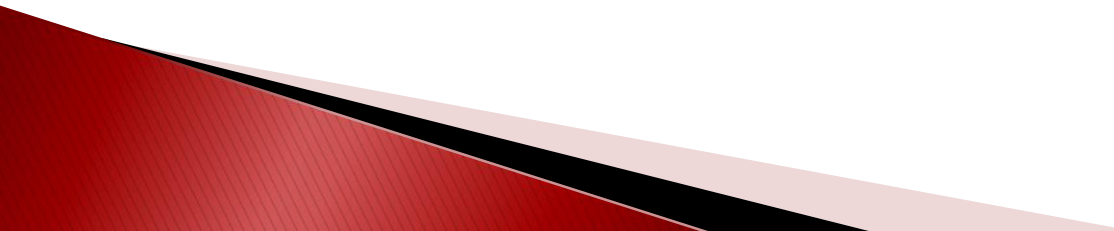
Safety

- ▶ Sponsor OSHA 500 train the trainer, OSHA 10/30, Focus Four, Confined Space, Trench and Excavation
 - ▶ NCCER accredited trainer for national crane, rigging and signal person standards
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Workforce Development – What CAGC is Doing

Training and Education Opportunities

Supervisory

- ▶ Invested in the development of Project SuperVISION curriculum (5 college level courses)
 - ▶ Developed the PSV Academy
 - ▶ Work with many NC technical and community colleges to certify instructors to teach PSV
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Workforce Development – What CAGC is Doing

Training and Education Opportunities

Management/Continuing Education

- ▶ Offer public and private classes on topics such as Construction Business Management, Corps of Engineers CQM, BIM, LEAN, LEED and HUB Business Academy

Workforce Development – What CAGC is Doing

Training and Education Opportunities

Certifications and Credentials

- ▶ Accredited Assessment Center for NCCER National Craft Certification Assessment and Crane, Rigging/Signal Program
 - ▶ USGBC LEED
 - ▶ AGC of America BIM certification
 - ▶ Pre-Apprenticeship certification through NC Department of Commerce
 - ▶ NCCER National Certification for Construction Supervisors
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Workforce Development – What CAGC is Doing

CAGC Partners With:

Craft Trades

- ▶ NCCER
- ▶ NC Department of Commerce
- ▶ Central Piedmont Community College
- ▶ Other Technical and Community Colleges certified as training locations

Safety

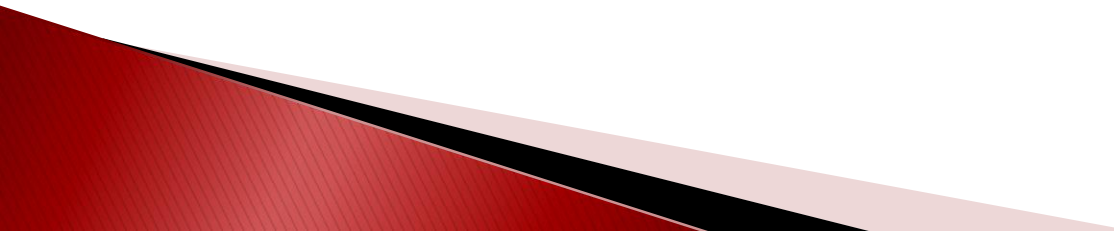
- ▶ Southeast OSHA Training Institute at NC State University
- ▶ NC Department of Labor (Alliance Agreement)
- ▶ SC DLLR (Alliance Agreement)

Management

- ▶ USGBC and AGC of America
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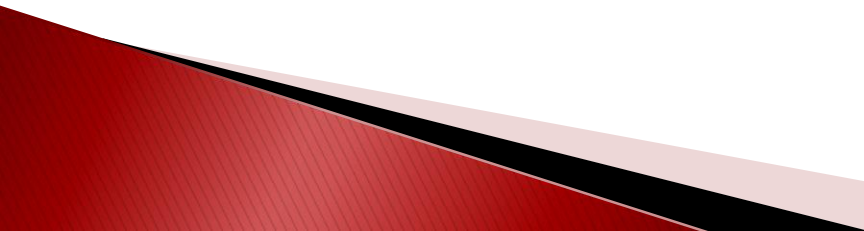
Workforce Development – What CAGC is Doing

Successes:

- ▶ Development of network of 25 certified craft training locations and several hundred instructors
 - ▶ HUB Business Academy
 - ▶ Project SuperVISION and PSV Academy
 - ▶ National recognized certification credentials
 - ▶ Trench and Excavation Competent Person course considered to be a national model
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Workforce Development In the Construction Industry

Needs:

- ▶ Coordinated effort to provide information and education on construction career opportunities
 - ▶ Focused re-education of career counselors
 - ▶ Support for Apprenticeship 2000 model
 - ▶ Support for expansion of the construction Pre-Apprenticeship program
 - ▶ Support for Middle College program
 - ▶ Focus on recently discharged veterans
 - ▶ Recruitment and Certification training for better qualified instructors
 - ▶ Better understanding and information on local Workforce Investment Boards
 - ▶ Development of an information sharing system so successful models can be replicated
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We appreciate the opportunity to provide input into this critical issue and stand ready to assist the General Assembly in any way we can.

