

## I ndustry Snapshots

- The construction industry is predicted to add approximately 1 million new jobs between 2002 and 2012, an increase of 15%. (U.S. Bureau of Labor Statistics)
- With total employment expected to reach 7.8 million by 2012, the construction industry is predicted to be among the economy's top 10 largest sources of job growth. (U.S. Bureau of Labor Statistics)
- Construction has a very large number of self-employed workers. Opportunities for workers to form their own firms are better in construction than in many other industries. (U.S. Bureau of Labor Statistics)
- Projected employment growth between 2002 and 2012 is substantial for a wide range of construction-related occupations, such as:
  - Electricians: 154,000 new jobs
  - Carpenters: 122,000 new jobs
  - Construction managers: 47,000 new jobs(U.S. Bureau of Labor Statistics)

# High Growth INDUSTRY PROFILE

## W orkforce Issues

### Image and Outreach to the Public

- Improving the image of the industry in a variety of areas, such as skill requirements, safety, career ladders
- Enhancing the image of the industry with a variety of audiences, such as youth, parents, guidance counselors/educators

### Recruitment

- Recruiting youth
- Recruiting from non-traditional and traditional labor pools

### Skill Development and Education and Training Capacity: Youth

- Increasing capacity and capability of education and training providers
- Sharing partnership information among key stakeholders

### Skill Development and Education and Training Capacity: Entry-level Workers and Incumbent Workers

- Developing leadership and management skills of incumbent workers
- Sharing partnership information among key stakeholders

## S kill Sets

(Source: U.S. Bureau of Labor Statistics, 2004-05 Career Guide to Industries)

- People can enter the construction industry with a variety of educational backgrounds. Those entering construction right out of high school often start as laborers, helpers, or apprentices. Those who enter construction from technical or vocational schools also may go through apprenticeship training; however, they may progress at a somewhat faster pace because they already have had courses such as mathematics, mechanical drawing, and woodworking.
- Many people enter the construction trades through apprenticeship programs. These programs offer on-the-job training under the close supervision of an experienced craftworker and formal classroom instruction. Apprenticeships are administered by local employers, trade associations, and trade unions.
- Most skilled craft jobs require proficiency in reading and mathematics, while safety training is required for most jobs.
- Skilled workers such as carpenters, bricklayers, plumbers, and other construction trade specialists need either several years of informal on-the-job experience or apprenticeship training.

## E TA in Action

The U.S. Department of Labor (DOL) has sought to understand and address the critical workforce needs of the construction industry. DOL held forums with employers, representatives from industry associations and labor-management organizations, and others associated with the construction industry to learn about the industry's hiring and training needs and potential solutions to those challenges.

In September 2004, U.S. Secretary of Labor Elaine L. Chao announced a series of investments totaling more than \$25 million to support comprehensive partnerships that include employers, educators, the public workforce system, labor-management organizations, and other entities. These innovative approaches address the following workforce needs of business while also effectively helping workers find good jobs with good wages and promising career pathways in the construction industry:

- expanding the pipeline of youth;
- helping alternative labor pools gain industry-defined skills and competencies;
- developing alternative training strategies;
- developing tools and curricula for enhancing skill sets;
- enhancing the capacity of educational institutions;
- developing industry-defined career ladders and lattices;
- developing strategies to retain and retrain incumbent workers; and

- assisting transitioning individuals from declining industries to high growth industries.

### "Skills to Build America's Future"

The Skills to Build America's Future Initiative is designed to build national awareness of the importance of skilled workers to our economy and nation and send the message that careers in the skilled trades are plentiful, lucrative, and fulfilling. Launched on April 6, 2004, this initiative is led by the U.S. Department of Labor in partnership with the U.S. Department of Education, the Construction Industry Round Table, the National Association of Home Builders, and the National Heavy & Highway Alliance and its affiliated unions. By increasing awareness of the skilled trades and the education, training, and apprenticeship opportunities available across the country to prepare individuals for these positions, "Skills to Build America's Future" will help ensure that youth and workers exploring new careers take advantage of employment opportunities in the skilled trades and construction industry. Key components of "Skills to Build America's Future" include outreach to governors and/or state legislatures, k-12 and community colleges, and the national workforce investment system, as well as national television and radio public service campaign featuring the skilled trades and [www.careervoyages.gov](http://www.careervoyages.gov).

## I nvestments

**Total Industry Investment is \$25,136,004**  
**Total Leveraged Resources are \$12,174,813**

### Chicago Women in Trades (IL)

*Women in Skilled Trades*

**Grant amount: \$2,092,343; Leveraged amount: \$1,172,398**

### The Home Builders Institute (Ten Sites Nationwide)

*Building Today's Workforce for Tomorrow*

**Grant amount: \$4,268,454; Leveraged amount: \$5,273,000**

### Honolulu Community College (HI)

*Rebuilding the Construction Workforce in Hawaii: Preparing Youth for High-Demand Careers*

**Grant amount: \$1,400,000; Leveraged amount: \$701,036**

### The St. Louis Carpenters Joint Apprenticeship Program (MO)

*Eastern Missouri Pathways to Careers in Advanced Manufacturing and Construction Technology*

**Grant amount: \$2,187,107; Leveraged amount: \$572,886**

### American College of the Building Arts (SC)

*Training the Masters of the Building Arts*

**Grant amount: \$2,750,000; Leveraged amount: \$2,000,000**

### Associated General Contractors of America (Ten Sites Nationwide)

*Construction Career Academies*

**Grant amount: \$235,500; Leveraged amount: \$952,500**

### YouthBuild USA (Thirty Sites Nationwide)

*YouthBuild*

**Grant amount: \$12,202,600; Leveraged amount: \$1,502,993**

## R esources

For additional background information about the industry and details on the grants, information about employment and training opportunities, and workforce development tools for employers, educators, and workforce professionals please refer to the following: [www.doleta.gov/BRG](http://www.doleta.gov/BRG), [www.careervoyages.gov](http://www.careervoyages.gov), [www.careeronestop.org](http://www.careeronestop.org), and [www.workforce3one.org](http://www.workforce3one.org).