



2/16/2022

To: Senate Committee on Transportation

RE: Workforce Development

Associated General Contractors of Vermont (AGC/VT) is the trade organization for contractors and construction workers in Vermont. We provide industry specific training, Occupational and Safety Health Administration (OSHA) and Mine Safety and Health Administration (MSHA) certifications and are home to nationally recognized safety instruction. Our members employ 15,000-20,000 in Vermont annually with careers offering wages and benefits well above Vermont's livable wage. Currently the Vermont construction workforce is approximately 16,000 persons and growing with the goal of adding 1000 new to the industry annually to meet attrition due to retirement and keep up with growing budgets.

Workforce development is one of the associations largest priorities and the pandemic only magnified the need in our ranks. Purposeful and targeted programs have begun to ensure that Vermont's contractors have the capacity to complete not only higher road budgets but enough to ensure that the new infrastructure Federal funding is spent in the time allowed. AGC/VT hired Shawn Rouleau in 2021 to implement the recruitment plans and below are some of the programs being delivered currently.

- **Online Workforce Recruiting Platform** www.vermontconstructionjobs.com
 - Job classification descriptions and wage information provided by USBLS
 - Job search page connecting recruits with employers
 - Schedule of training and recruiting events
- **Marketing**
 - Social Media
 - Technical Center and CTE Outreach
 - Conventional
 - Print, Radio, and Television
 - Press releases
- **Training**
 - 7- week Retention training starting February 1st
 - Introduction to Construction Training
- **Skills USA Competition, April 7th**
- **Superbowl of Career fairs, April 26th**
- **Construction career day, Hiring pits, May 19th**

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