



The 2009 CURT Workforce Awards were presented by CURT Workforce Awards Chairman, Gerry Sprentall, Construction Manager, Intel Corporation.

The following are the winning Workforce Development programs for 2009:

BE&K/KBR QuickTrain

Project Profile: First and foremost, QuickTrain is about training and employing locally. QuickTrain benefits the client by providing a safe, skilled workforce while reducing the cost of per diem normally associated with bringing in outside workers. For trainees, QuickTrain provides an opportunity to acquire skills needed to enter the construction industry, and sets the stage for continued development through training. The program targets individuals who have not typically found employment in Construction.



QuickTrain has twin objectives—to provide a quality workforce for every project, and to provide construction job skills for individuals who are highly motivated to build those skills into a career. In a time of economic downturn, when many employers are cutting back, QuickTrain provides a clear path to a good living for the under and unemployed. We create a training center that's readily accessible to newcomers; work with the client, community leaders, educational institutions, and high profile advertising to find individuals who want to acquire marketable skills; use NCCER curriculum to provide measurable and transferable skills; and provide a job, follow up mentoring, and continued training to all who complete the program and meet fundamental employment eligibility requirements. The program is readily transferable from project to project. To date, we have used it in seven locations, three of which are currently in progress. Two other programs are slated to begin in 2009. We implement QuickTrain in locations conducive to alliances that support the program's objectives. Recognizing the impact QuickTrain could have on the industry, we have begun tracking data on our participants so that we may study the program's long-term effectiveness on training, hiring, and retaining quality workers. We have tracked the number of locations and total number of participants since 2005. Recognizing the long term benefits the program could have to both participants and the construction industry as a whole, we have begun tracking more detailed data regarding each trainee, including numbers of modules and performance assessments completed, percentage employed, job retention, percentage going on to further training or education, job performance evaluations, promotions and advancement, and numbers entering industry skills competitions.



IMPACT's Foreman Training for Ironworkers Program

Project Profile: The primary mission of the Ironworker Management Progressive Action Cooperative Trust (IMPACT) is to expand the job opportunities for union Ironworkers and their Signatory Contractors through progressive and innovative labor/management cooperative programs and designing and implementing state of the art training and safety programs.



The primary objective of the Foreman Training for Ironworkers program is to develop skilled foremen to meet the needs of our signatory contractors. To enable IMPACT to achieve the primary objective, we developed these secondary objectives:

1. Establish a labor/management advisory group to guide the design, development and implementation of the foreman training program (including the Foreman Training for Ironworkers materials and course)
2. Market the program to local unions and signatory contractors.
3. Conduct train-the-trainer courses for local unions and signatory contractors.
4. Develop an Ironworker Foreman Pocket Guide to support the performance of Ironworker foremen.
5. Develop a Foreman Mentoring for Ironworkers program to support the transfer of training and the performance of the foremen on the job site.

Foreman Training established by International as Key Performance Indicator for all local unions (many now training all graduating apprentices in foreman training), 24 train-the-trainer courses conducted in US and Canada. Over 8,000 Foreman Training manuals shipped, approaching 20,000 pocket guides distributed and in use. Extent to which contractors embrace foreman training demonstrated by numerous requests for courses, inclusive of several collective bargaining agreements include extra pay for course completion, and contractor feedback has been very positive.

S&B and Motiva's Women's Skills Training Program

Project Profile: S&B piloted The Women's Skills Training Program to help stem the construction workforce crisis in the Port Arthur, Texas area; i.e., the severe shortage of skilled construction workers. S&B was directly affected by this shortage with the awarding of a major portion of work on Motiva Enterprises' 325,000 barrel-per-day expansion



project. The mission of this program was two-fold. First, provide skilled workforce to meet the demands of a construction schedule. Second, continue to promote diversity and inclusiveness in the construction industry. It is S&B's belief that an effective workforce is an inclusive workforce.

The Women's Skills Training Program had two prime objectives. The first objective was to increase the number of women as construction craft workers. The program accomplished this by conducting an eight-hour day, 17-week intense skills training program. Women trainees were meticulously recruited and screened. Screening included motor vehicle background checks, criminal background, and substance abuse screening. Those who were accepted into the program became employees of S&B. Their personal objectives were to complete the training program, and successfully pass skills assessment tests. The second objective of the program is that of diversity and inclusiveness. The construction industry is facing a shortage of skilled craft workers. S&B strongly feels that this shortage can be met by bringing nontraditional workers into the industry, i.e., women.

Measures used to determine success of the program were retention of trainees through the completion of the program, number of trainees who successfully passed the program, and the number of trainees who remain in the construction industry as skilled craft workers. Fifty-four of the 60 women who enrolled in the program completed training; i.e., 90%. All 54 graduates successfully passed their skills assessment tests; i.e., 100%. Upon graduation, all 54 graduates were offered employment as construction craft workers in Port Arthur, Orange, and Beaumont, Texas, and in the Baton Rouge, Louisiana area. S&B considers this a success.



San Diego Associated Builders & Contractors and North County Trade High School Partnership Program

Project Profile: Preparing and transitioning students into post-secondary education/training in the skilled trades through a blend of strong academic and workforce competencies necessary for future success.

Increase student entry into the building trades via Apprenticeship Training Program. Focused on graduating students with a strong blend of academic and workforce competencies necessary for future success in post-secondary education and in the construction industry, Trade Tech students finish high school prepared and committed to further training and a rewarding career in the construction trades.



Measurable results include:

- Literacy/numeracy gains average 2.5 years per year
- 98% of program-completing students obtains a diploma
- 100% of graduates gain employment, apprenticeship training, or continue at a post-secondary institution
- Six months post-graduation, 100% of students placed retain employment, good apprenticeship standing, or continue post-secondary activities
- Students who receive job placement receive an average income change of \$5,800.

Construction employers hire motivated graduates who have been trained in safety, basic construction skills in the trade of their choice and green building. They are familiar with job site requirements and environment through previous experience.