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ASSOCIATION

# LESC CTE discussion July 26, 2019

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# AGC New Mexico

- Statewide & national commercial construction trade association
- Services: ADVOCATE – COLLABORATE – EDUCATE
- Priorities: Contractor & industry affiliate member-driven



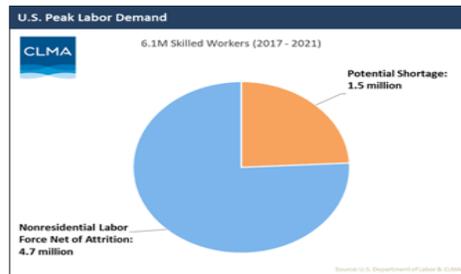
# Skilled Workforce Shortage

- Market Trends, the numbers
- Social trends, the backdrop
- Demographic trends, the future
- Education trends, the opportunity

## SKILLED LABOR SUPPLY/ DEMAND GAP



Anticipated Peak Non-Residential Labor Demand	6.1 M
Current Non-Residential Labor Force (BLS)	5.7 M
Less 5-Year Age Attrition (≈10% of Labor Force)	(1.0 M)
Non-Residential Labor Force Net of Age Attrition	4.7 M

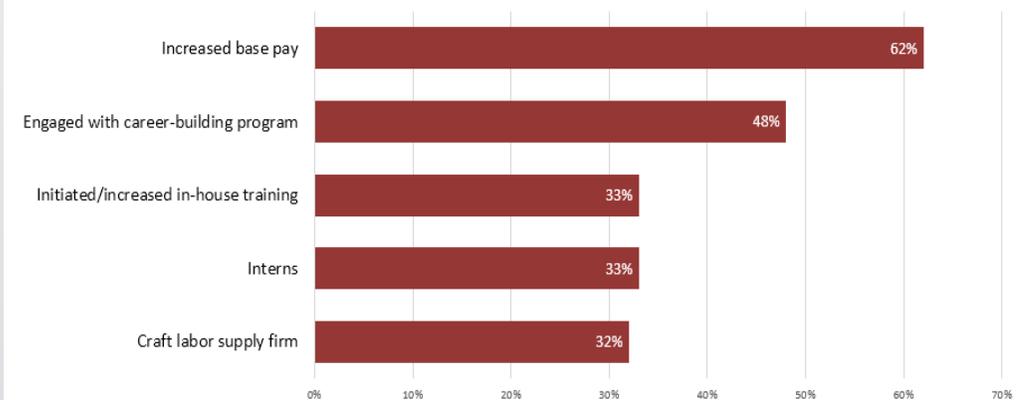


Some estimates predict **shortages of skilled Craft Professionals** to be as high as

**1,500,000 by 2021**

April 2018

## How firms are coping with craftworker shortages





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# Career Pipeline Opportunities & Challenges

- Start early, then start earlier
- Work with families and counselors
- Curriculum standards & (“pipeline”) connections
- Credentials & certifications
- Stackable certifications
- Exposure & practical experiences
- Industry partnerships





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# National Center for Construction Education & Research (NCCER)



- Multi-industry & multi-trade curriculum
- Collaboratively developed & maintained
- Starts at “critical skills”
- Internationally recognized
- Already gaining traction across New Mexico

**ABOUT NCCER**

**Mission:** To build a safe, productive and sustainable workforce of craft professionals.

**Vision for 2020:** Recognized by industry, government and education as the training, assessment, certification and career development standard for the construction and maintenance craft professional.

- Not-for-profit education foundation
- Created in 1996 as *The National Center for Construction Education and Research* (affiliated with the University of Florida)
- Support of more than 125 construction CEOs, associations, and academic leaders
- Revolutionized training for the construction industry

**2018 NCCER PARTNERS**



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# National Center for Construction Education & Research (NCCER)

## Tools for Success ("critical skills")

### Contents

Module One	
First Impressions: Getting a Job	1.1
Module Two	
Professionalism: Keeping Your Job	2.1
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Building a Strong Relationship with Your Supervisor	3.1
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Teamwork: Getting Along with Your Co-Workers	4.1
Module Five	
Diversity in the Workplace	5.1
Module Six	
Communication Skills I: Listening and Speaking	6.1
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Managing Stress on the Job	8.1
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Thinking Critically and Solving Problems	9.1
Module Ten	
Resolving Conflict	10.1
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Giving and Receiving Criticism	11.1
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Sexual Harassment	12.1
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Substance Abuse on the Job	13.1

- School Districts & NCCER Partners
  - ACE Leadership High School (ATEF)
  - Santa Fe Community College (ATEF)
  - Luna Community College (ATEF)
  - Pueblo of Laguna Utility Authority (Training Unit)
  - Albuquerque Public Schools (Training Unit)
  - Gallup McKinley County Schools (Training Unit)
  - NMSU Carlsbad (ATEF)
  - Safety Zone Credentialing (Accredited Training Unit)
  - Santa Fe High School (ATEF)
  - UNM Gallup (ATEF)
  - Carlsbad Public Schools (AGC Associate)
  - CNM (ATEF)
  - Valley High School (Accredited Training Sponsor)
  - Western New Mexico University (Accredited Training Sponsor)



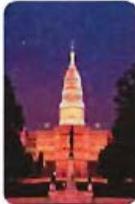
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## NCCER SCOPE

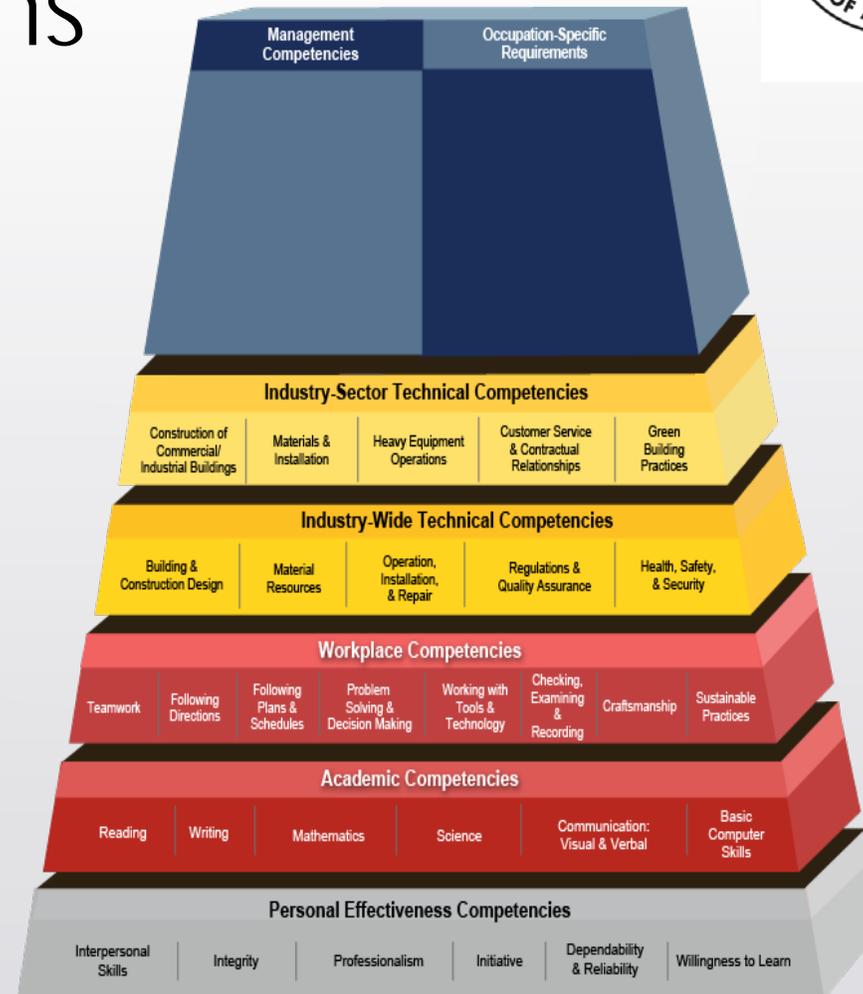


			
<b>GOVERNMENT</b>	<b>WORKFORCE</b>	<b>INDUSTRY</b>	<b>EDUCATION</b>
<ul style="list-style-type: none"><li>• Job Corps</li><li>• YouthBuild</li><li>• Corrections</li><li>• State &amp; Local Workforce Agencies</li><li>• Military</li><li>• State Licensing Agencies</li></ul>	<ul style="list-style-type: none"><li>• Owners</li><li>• Contractors</li><li>• Associations</li><li>• Organized Labor</li><li>• Leased Labor</li></ul>	<ul style="list-style-type: none"><li>• Construction</li><li>• Pipeline</li><li>• Manufacturing</li><li>• Shipbuilding</li><li>• Petrochemical</li><li>• Energy</li></ul>	<ul style="list-style-type: none"><li>• Secondary</li><li>• Community Colleges</li><li>• Career Colleges</li><li>• Propriety Schools</li><li>• Training Academies</li><li>• Employment Based</li></ul>



# Recommendations

- Connect existing resources
- Incentivize partnerships
- Adopt & adapt existing tools
- Play the long game





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# QUESTIONS?

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