



WORKFORCE DEVELOPMENT PARTNERSHIP

Earl R. Hall, Executive Director

The construction industry has been challenged recently with developing the next generation construction worker. The lack of younger employees entering the construction workforce may be tied to many factors, however, one factor for certain in the central New York region is lack of construction trade awareness by those in our school system.

Combating this problem requires a wide range of solutions, but revitalizing the construction workforce development systems should be driven by the specifications of private industry while at the same time having such specified curriculum delivered by public sector school systems via their Career and Technical Education ("CTE") programs. New approaches such as CTE programs will require a commitment to communicating career opportunities such as apprenticeship or other construction-related training programs to youth in a wide ranging scope of education programs. Exposing those students who are in 8th grade to the construction-related CTE programs will garner interest from those seeking a career in the trades upon graduating from high school.

In addition to the problems of attracting the next generation construction worker, over the past 12 months the construction industry has been exposed to enhanced levels of workforce goals as directed by local/regional municipalities, state agencies and public and private owners. While those goals are admirable, the challenges with attracting people in general into the construction industry is difficult; attracting minorities and women into the construction workforce has proven to be equally as challenging.

In an effort to address these issues, the Syracuse Builders Exchange has partnered with the Syracuse City School District's ("SCSD") Career and Technical Education ("CTE") program. Through the SCSD CTE program, for students in grades 9-12, there are currently 75 students enrolled in the Construction Technology pathway, 100 students enrolled in the Electrical Trades pathway and 20 students enrolled in the Welding pathway. SCSD will be adding new mechanical trades and plumbing pathways in the near future, along with a pre-apprenticeship program. SCSD anticipates having 400 total students engaged in one of the many construction-related pathways and/or pre-apprenticeship programs during the next year.

In addition to the construction related curriculum, SCSD will provide students with shadowing opportunities where contractors would participate by permitting students to shadow particular employees with a specific skill set. Following the shadowing experience, SCSD would like to

place students with contractors for an internship. Shadowing and internships would take place during the summer months or other breaks during the school year. SCSD would provide transportation and general liability insurance for students.

Identifying students in 8th grade who may be inclined to not attend college upon graduating from high school, and who may want a career in construction, is vitally important as they may select from various construction related pathways provided by SCSD. While SCSD can provide the construction curriculum and many safety training classes, the students and school district need the support of the construction community to help foster the students' development as they continue towards achieving a career in construction. Partnering with SCSD and engaging our contractors fits perfectly within SBE's mission as a not-for-profit trade Association.

While this initiative is only a small portion in helping solve the workforce development problems impacting construction contractors, it is an important component of the overall solution. It will remain critical that SBE member firms engage in this program to provide educational opportunities to these students as they prepare for graduation. Without the support of construction contractors, students will not be provided the shadowing and internship opportunities needed to fulfill their curriculum requirements.

THE NEED FOR CONTRACTORS TO PARTICIPATE

➤ Guest Speakers

Frequently the CTE Construction Technology and Electrical Trades pathways are looking for contractors to have one of their key employees address students. Generally the employee would meet with students from approximately 8:00 – 9:30 AM at Nottingham high school.

➤ Shadowing & Internships Opportunities

During the students' junior and senior years of high school, the construction technology, welding and electrical trades' curriculum provides students with shadowing and internship opportunities. Contractors arrange with the SCSD the specifics associated with working with a student during times of the year where the students are not in school. SCSD will provide general liability insurance and transportation for the students.

SCSD CTE Contacts

To arrange having one of your employees speak with students, or to participate in the CTE Shadowing or Internship programs, please contact:

Jim McGinty, SCSD Construction Technology Dept.
(315) 200-5890 cell
jmcginty@scsd.us

Robert Leslie, CTE Director
(315) 435-6380 office
rleslie@scsd.us

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SCSD Construction Technology Pathway

Construction Worker
Framing Carpenter
Painter/Wall Coverer
Roofer
Carpenter
Electrician
Plumber
Concrete Finisher
Drywall Finisher
Glazier & Glass Worker
Tile/Floor Installer
Window Installer

Certificates Received via SCSD Construction Technology Pathway

OSHA 10 Hour Construction Safety
Laborer Level 1 & Level 2 NCCER
Craft Laborer NCCER

I look forward to working with our member firms as SBE explores collaborative efforts to assist in developing the next generation of construction workers. It is anticipated that combined with the vocational skills and training, coupled with business related curriculum these students would also be subject to prior to graduation, that some of these students may someday own their own construction company.

As a member of the SCSD Partnership Council, representing the interest of the regional construction industry, it has been a pleasure working with CTE Director Robert Leslie and Superintendent of Schools Jamie Alicea to develop this initiative with our members. Together, as a community of industry professionals, we can make a difference!

Should you have any questions regarding SBE's participation in the SCSD CTE program, or wish to learn more about how your firm may participate with the CTE program, feel free to call me directly at (315) 437-9936 or email ehall@syrabex.com.

A handwritten signature in blue ink, appearing to read "R. Leslie".