



2009 Education Excellence Award
Chapter Winners' Best Practices

AGC's 2009 Training & Development Conference



KDOT/KCA Construction
Industry Training Program

AGC's 2009 Training & Development Conference



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KDOT/KCA CIT Program

- Public-Private partnership
- Training for the heavy, highway construction industry
- Promoting a skilled, diverse workforce
- Raising the profile of construction industry careers

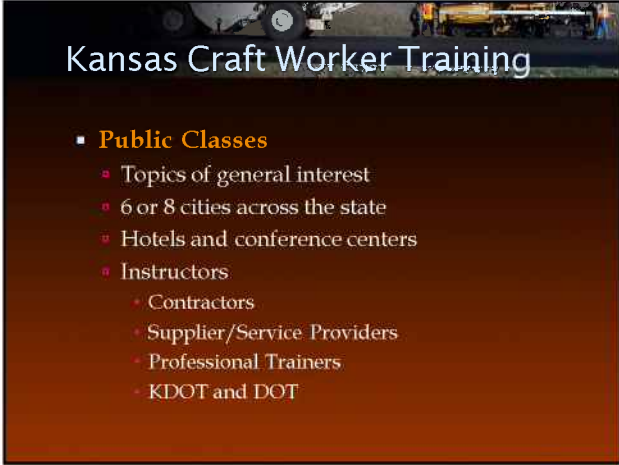
KDOT/KCA CIT Program

- Skills
- Safety
- Communications




Kansas Craft Worker Training

- Program patterned after AGC Iowa/IDOT
- Advisory Council of 25 Contractors and Suppliers
- KDOT Approves Courses
 - Public Classes
 - In-House Classes
 - Tuition Reimbursement
 - Shared Funds



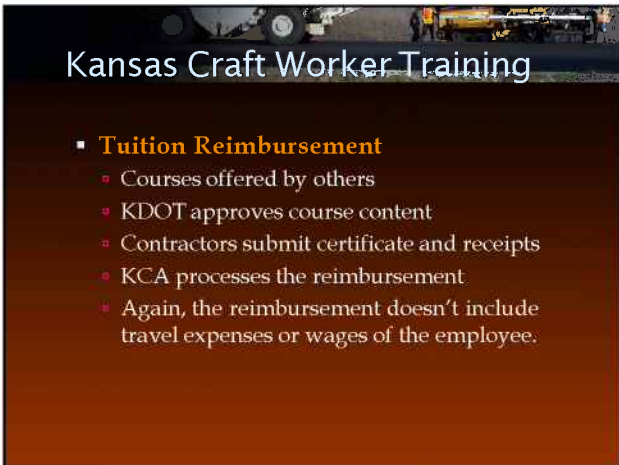
Kansas Craft Worker Training

- **Public Classes**
 - Topics of general interest
 - 6 or 8 cities across the state
 - Hotels and conference centers
 - Instructors
 - Contractors
 - Supplier/Service Providers
 - Professional Trainers
 - KDOT and DOT



Kansas Craft Worker Training

- **In-House Classes**
 - Contractors' site
 - Tailored for that company.
- **KDOT pays for**
 - Instruction, materials, lunch
- **Contractor pays for**
 - Employee wages, transportation, lodging



Kansas Craft Worker Training

- **Tuition Reimbursement**
 - Courses offered by others
 - KDOT approves course content
 - Contractors submit certificate and receipts
 - KCA processes the reimbursement
 - Again, the reimbursement doesn't include travel expenses or wages of the employee.

Kansas Craft Worker Training

- **Shared Funds**
 - Pooled funds for smaller stakeholders (under \$400)
 - Unused funds rolled forward from previous year
 - Unused funds from non-participating contractors

Funding of Kansas Program

- **Initial 3 month allocation was \$50,000**
- **Funding for Year 1 was \$300,000**
 - KDOT allocates funds proportionate to bids let to contractors and subs
 - KDOT developed database to track activity
 - KCA administers program
 - KCA maintains database and provides a static copy to KDOT with each invoice

Funding of Kansas Program

- **Year 2 funding was \$400,000**
- **Year 3 and beyond was set to be \$500,000**
 - Due to economy and need, year three funding was reduced to \$400,000.
 - We are in year three now.

Background of Kansas Program

Program Year	2006	2007	2008
# Jobs Let	374	304	289
\$ Jobs Let	\$575 M	\$354 M	433 M
Training Funds Avail (3 months)	\$50,000	\$300,000	\$438,000
Funds Used	\$39,325	\$262,000	352,192
Eligible	200	229	178
Participants	28 (14%)	74 (32%)	103 (58%)

Participation


Year	2007	2008
# Classes	155	120
# Eligible Contractors	229	178
# Participating	74 (32%)	103 (58%)
# DBEs Eligible	26	19
# DBEs Participating	6 (23%)	7 (37%)
Non DBEs Eligible	203	159
Non DBEs Participating	68 (33%)	96 (60%)

*Eligibility is based on having done KDOT work in previous year.

Examples of Course Titles

- Trenching & Excavation Awareness
- Plan Reading, Staking and Surveying
- Drilled Shaft for Contractors
- Basics of Concrete
- MSHA Refresher
- OSHA 10 Hour
- First Aid/CPR
- HAZMAT





Feedback

"The KCA/KDOT Construction Industry Training program is a significant benefit to the highway construction industry in Kansas. With the shortage of skilled labor in our state, this training program improves the skills and safety of highway craft workers..."



Feedback

"...We are very pleased that it provides a prudent use of tax dollars which helps us all produce a high quality product for KDOT and the people who rely on safe roads and bridges in Kansas."

Kip Spray
 President
 Venture Corporation, Great Bend, KS



Feedback

"KDOT's investment of funds is based on our belief that a better trained workforce is more productive. We also believe effective training produces a higher quality product..."

Feedback

"...These premises are key factors in our decision to partner with the contracting industry."

Roy Risky, Bureau Chief
KDOT Bureau of Construction
and Maintenance

Summary

- Positive Feedback
 - Contractors are aware of the program and appreciate it is serving a need
 - Increasing skills & safety
 - Encouraging minority training
- Recognized Training Leader
- Attracting new chapter members
- Generating non-dues related income
- Receiving national recognition

Questions?



Contact Information

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