



## STRATEGIC WORKFORCE DEVELOPMENT

### EDC-7 State of the Practice/ Implementation Plan Form

*The below table is meant to provide a means to define the implementation stages that will be used throughout the 2-years of EDC-7 deployment. These definitions are used when capturing your baseline, progress, and final reports for each of the innovations and were developed to provide consistency between states in measuring the deployment progress of an innovation.*

<b>Innovation Implementation Stage Definitions</b> <i>*State is all-inclusive (e.g., state transportation agency, local municipalities, contractors, consultants)</i>	<b>Guidance Questions</b> Prompt questions to help assess your current state of practice.  <b>NOTE: Not all questions have to be affirmatively answered to meet any given stage; judgment is required; call the Deployment Team w/ questions.</b>
<b>Not Implemented:</b>  The State* has not started implementation planning for the Strategic Workforce Development (SWD) innovation.	The State has not implemented this innovation because: <ul style="list-style-type: none"><li>• The State doesn't believe workforce levels are at risk.</li><li>• The State lacks resources (human, financial, or technological) for implementation.</li><li>• Industry within the State has not expressed interest in participating.</li><li>• The State can't find an organization to take the lead.</li><li>• At this time, the State isn't interested in learning more.</li></ul>
<b>Development Stage:</b>  The State* is developing an implementation process and building support by participating in webinars and peer exchanges and collecting guidance and best practices.	<ul style="list-style-type: none"><li>• Does the State have an implementation champion or working group?</li><li>• Is the partnership documenting lessons learned and best practices, and/or developing a framework to address critical construction workforce needs in the State?</li><li>• Is the State developing a Memorandum of Understanding or charter between the statewide partners?</li><li>• Have partners participated in workshops, webinars, or peer exchanges on construction workforce development?</li><li>• Has the State received technical assistance from the EDC SWD team for implementing the innovation?</li><li>• Have the near-term and long-term contractor workforce needs of the State been evaluated?</li></ul>
<b>Demonstration Stage:</b>  The State is testing/piloting the Strategic Workforce Development innovation.	<ul style="list-style-type: none"><li>• Are State partners attending and/or co-sponsoring career fairs, construction career days or other similar events?</li><li>• Has the State identified a pool of candidates for its specific workforce needs?</li><li>• Has the State started recruitment, training and/or placement efforts?</li><li>• Has the State developed a program pilot to address workforce problems facing the construction contractors within your State?</li><li>• Has the State applied for, or received, grant funding (e.g. STIC, AID Demo, Highway Construction Workforce Partnership) to pilot components of its Strategic Workforce partnership?</li></ul>



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<b>Assessment Stage:</b>  The State* is assessing the performance of the innovation and adjusting any processes for full deployment.	<ul style="list-style-type: none"><li>• Is the State considering regular use of the piloted strategy?</li><li>• Does the State have an effective strategy to evaluate efforts to address contractor workforce needs?</li><li>• Has the State incorporated workforce clauses or incentives into its construction contracts? If so, can the State share examples?</li><li>• Is the State evaluating the barriers experienced when individuals are not advancing in the program?</li></ul>
<b>Institutionalized:</b>  The state has adopted the innovation as a standard practice and uses it regularly on projects.	<ul style="list-style-type: none"><li>• The State's workforce development efforts are standard programs and funded.</li><li>• The State's workforce development efforts and results are well documented and can be shared with others.</li><li>• State partners are willing to mentor others setting up similar programs.</li><li>• The State seeks to expand existing workforce programs in the near future.</li></ul>

#### Deployment Team Contact Information

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*This is the information that will be collected in the EDC-7 Baseline Report for each innovation. The deployment teams will use this information to better understand which states to focus their technical assistance efforts over the next 2 years of EDC-7 deployment.*

*If your state does not want to advance this innovation over the next 2 years, we ask you to please indicate your current level of implementation and indicate your goal as the same level of implementation with "NO Assistance Anticipated from FHWA in Deployment" selected in question 5.*

Baseline Questions (Due April 21, 2023):	
<p>1) April 2023 Baseline: What stage of implementation is the State currently at?</p> <p>Review the Implementation Stage Definitions on page 1 and select the appropriate stage for your state.</p>	<p>(Choice – Pick One)</p> <p><input type="checkbox"/> Not Implemented</p> <p><input checked="" type="checkbox"/> Development Stage</p> <p><input type="checkbox"/> Demonstration Stage</p> <p><input type="checkbox"/> Assessment Stage</p> <p><input type="checkbox"/> Institutionalized</p>
<p>2) Current Status: Provide the current state of practice to support the above selection. Please note State DOT, local agency, and transportation partners status.</p>	<p>Over the last few months, NCDOT has begun planning work on a new and innovative SWD initiative that grew out of a National Governors Association (NGA) technical assistance award provided to four states to assist them in better utilizing increased funding flexibility under the IIJA. In NC, this is particularly focused around youth and pre- and registered apprenticeship program development. The initiative involves a Transportation/Construction Summer Accelerator (TCSA) program in collaboration with high school systems around the state. Many meetings involving internal partners plus external entities [including NC Department of Public Instruction, NC Community College System and Apprenticeship NC, LEAs (Local Education Agencies), and the NC Business Committee for Education, etc.] have led to the development of plans, curricula, and agreements. Actual implementation (demonstration) is slated to begin later this spring/summer. [It is important to note that the TCSA will be deemed a Pre-Apprenticeship and graduating seniors who are at least 18 will then be candidates for the new Registered Apprenticeship opportunity within NCDOT/DOH.]</p>
<p>3) Goal: What is the State goal in two years?</p> <p>Review the Implementation Stage Definitions on page 1 and select from appropriate stage.</p>	<p>(Choice – Pick One)</p> <p><input type="checkbox"/> Not Implemented</p> <p><input type="checkbox"/> Development Stage</p> <p><input type="checkbox"/> Demonstration Stage</p> <p><input type="checkbox"/> Assessment Stage</p> <p><input checked="" type="checkbox"/> Institutionalized</p>
<p>4) Implementation Plan Activities: Provide the proposed activities the State and their partners intend to perform to attain their goal.</p>	<p>1. Internal DOT meetings to gain concurrence on final concept, curricula, funding, etc. 2. Meet again with DPI and proposed regional LEAs expressing interest. 3. Finalize scope for each LEA – Budgets; Schedules; Community College collaboration. 4. Align partner resources and procure NCDOT program coordinator. 5.</p>



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	Coordinate construction career day – Budget; Dates; Collaborators 6. Launch pilot programs.
5) Assistance Needed: What assistance can the Innovation Deployment Team provide to help the State and their partners reach its goal within two years?	<input checked="" type="checkbox"/> Training (e.g., NHI course or self-directed modules) <input checked="" type="checkbox"/> Technical Support on specific projects/issues <input checked="" type="checkbox"/> Guidance Documents (Suggest specific needs below) <input checked="" type="checkbox"/> Webinars on specific topics (Suggest specific topics below) <input checked="" type="checkbox"/> Workshops or Peer Exchanges <input checked="" type="checkbox"/> Case Studies (e.g., Successful deployments from other states) <input type="checkbox"/> <b>NO Assistance Anticipated from FHWA in Deployment</b> <input checked="" type="checkbox"/> <b>Our State is willing to assist others</b> <input type="checkbox"/> Other _____
6) FHWA Division Contact for Innovation:	



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*The discussion and use of the information in the table below is meant to provide your state with an initial framework to help meet your Innovation Goals. This information is helpful to provide to the Deployment Teams for them to better understand any activities that they could assist with in your implementation efforts (but not required to be supplied with the baseline report).*

Innovation Implementation Team Members		
State DOT: TCSA	Ebony Pittman	Ayanna Wallace
FHWA:	Lynise DeVance	
<b>State Innovation Goal (Benefit Goal):</b> In other words, after 2 years "What would success look like for your state?" (i.e. X innovation will save X time, money, or lives.) These benefits are what elected officials and the traveling public can relate to and help to support the level of resources invested in the deployment of innovations under EDC. What are the measurable targets to assess your progress?		
Success after 2 years for the TCSA program will have at least one active program in all of DPI's 14 regions across NC. Cohorts of at least 10 high school students per participating LEA each summer. Further success will be having at least some TCSA completers/HS graduates to have then also entered the new internal NCDOT apprenticeship program. [A future success perhaps beyond 2 years will be the development and institutionalization of a year-round Transportation/Construction career pathway in at least some LEA CTE (Career Technical Education) programs across the state.]		
<b>Obstacles:</b> What is perceived as hindering the State in meeting the implementation goal?		
Resources; The continued lack of interest in the skilled crafts by youth (and young/er adults); The continued 'new normal' difficulty in recruiting/retaining both students/trainees and entry-level employees		
Implementation Plan Activities		
Activity No.	Description of Activity	Target Completion Date
1.	Internal DOT meetings to gain concurrence on final concept, curricula, funding, etc.	4/28/23
2.	Meet again with DPI and proposed regional LEAs expressing interest.	5/5/23
3.	Finalize scope for each LEA – Budgets; Schedules; Community College collaboration.	5/12/23
4.	Align partner resources and procure NCDOT program coordinator	5/19/23
5.	Coordinate construction career day – Budget; Dates; Collaborators/Employers	5/26/23
6.	Launch pilot programs	6/1/23
<b>Action Items to follow up with after discussion:</b>		
Finalize NCDOT funding amount inc. 504(e) for project; Program coordinator position		



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*This is provided to show what information will be captured in future progress reports during the 2-years of EDC-7 deployment. The progress report schedule has changed from previous EDC rounds, the first 6-month progress report was dropped to allow more time to make progress on the innovation deployment. Progress Report #1 will be 1 year after the Baseline Report, Progress Report #2 will be 6 months later, with a Final Report requested 2-years after the initial baseline.*

Progress Report Questions:	
1) If there has been NO CHANGE on this innovation during this reporting period and the previous Report is still accurate, select "No Change from last Progress Report" and you do not need to complete Questions 2-5.	(Choice) <input type="checkbox"/> No Change from last Progress Report <input type="checkbox"/> Changes indicated in Progress Report Below
2) What is the State's current stage of innovation implementation?  Review your past progress report responses and the Implementation Stage Definitions on page 1.	(Choice) <input type="checkbox"/> Not Implemented <input type="checkbox"/> Development Stage <input type="checkbox"/> Demonstration Stage <input type="checkbox"/> Assessment Stage <input type="checkbox"/> Institutionalized
3) Describe the State's accomplishments for this reporting period (State DOT, local agency, and transportation partners accomplishments).  -- If advanced to the next implementation stage, consider the prompt questions in the chart and explain the advancements made to support your selection.  -- Please include benefits as part of your explanation (i.e. time/cost savings, delay/crash reductions, etc.)	(open discussion)
4) Describe any implementation challenges or lessons learned. Also, indicate if and how your state and transportation partners can assist others in their implementation of this innovation.	(open discussion)
5) Describe any additional assistance needed by your state or partners.	(open discussion)