



STRATEGIC WORKFORCE DEVELOPMENT

EDC-7 State of the Practice/ Implementation Plan Form

Below are the EDC-7 progress report questions and schedule.

Report	Reporting Period	Due from Division Offices
Baseline Report #1	Current status as of April 2023	COMPLETED!
Progress Report #2	May 2023 through April 2024 (1 year)	May 17, 2024
Progress Report #3	May 2024 through October 2024 (6 months)	November 15, 2024
Final Progress Report #4	November 2024 through April 2025 (6 months)	May 16, 2025

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 checked="" 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 checked="" 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.)	The TAP+ staff have been working with NCDOT Divisions (local divisions, Classification and Compensation and Office of Civil Rights), Office of State Human Resources, NC Community College System, local community colleges, ApprenticeshipNC and NCDPI to address possible hurdles prior to implementing the program. Have also provided outreach to local community colleges, NCDPI, NCWorks Career Centers to share what opportunities will be available to possible candidates into the TAP+ program. Implementation Timeline: The TAP+ staff continues to work with OSHR in preparing for the implementation of hiring apprentices. Looking at the current environment TAP+ looks to have available postings in 4-6 weeks (mid to late June). If that timeframe is met apprentices could be actively training/working in late summer-early fall 2024.
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.	There have been possible obstacles identified during the developmental stage. TAP+ staff have been working with local NCDOT Divisions, Office of State Human Resources and Classification/Compensation to address these possible obstacles and to identify possible solutions.



STRATEGIC WORKFORCE DEVELOPMENT

EDC-7 State of the Practice/ Implementation Plan Form

5) Describe any additional assistance needed by your state or partners.

None at this time.



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.

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



STRATEGIC WORKFORCE DEVELOPMENT

EDC-7 State of the Practice/ Implementation Plan Form

Innovation Implementation Stage Definitions <i>*State is all-inclusive (e.g., state transportation agency, local municipalities, contractors, consultants)</i>	Guidance Questions Prompt questions to help assess your current state of practice. NOTE: Not all questions have to be affirmatively answered to meet any given stage; judgment is required; call the Deployment Team w/ questions.
Assessment Stage: The State* is assessing the performance of the innovation and adjusting any processes for full deployment.	<ul style="list-style-type: none">• Is the State considering regular use of the piloted strategy?• Does the State have an effective strategy to evaluate efforts to address contractor workforce needs?• Has the State incorporated workforce clauses or incentives into its construction contracts? If so, can the State share examples?• Is the State evaluating the barriers experienced when individuals are not advancing in the program?
Institutionalized: The state has adopted the innovation as a standard practice and uses it regularly on projects.	<ul style="list-style-type: none">• The State's workforce development efforts are standard programs and funded.• The State's workforce development efforts and results are well documented and can be shared with others.• State partners are willing to mentor others setting up similar programs.• The State seeks to expand existing workforce programs in the near future.

Deployment Team Contact Information

CHRISY CURRIER 202-923-0986 Christina.Currier@dot.gov	RHONDA MOTLEY (775) 687-8584 Rhonda.Motley@dot.gov
TINA HOOPER (617) 494-2542 Tina.Hooper@dot.gov	