

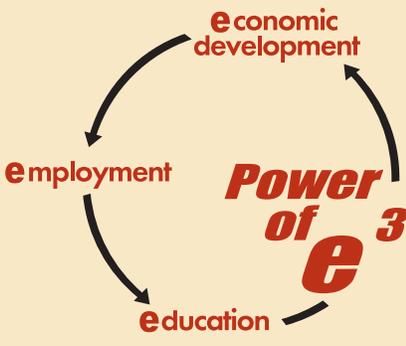


High Growth INDUSTRY PROFILE

I ndustry Snapshot

Growth Pattern

- The Gross Domestic Product (GDP) for construction in 2001 was \$480 billion, a 4.8% share of the national total. *(U.S. Bureau of Economic Analysis)*
- The construction industry is predicted to add nearly 1 million new jobs between 2002 and 2012, an increase of 15%. *(U.S. Bureau of Labor Statistics)*
- With 6.7 million wage and salary jobs in 2002, construction is one of the nation's largest industries. *(U.S. Bureau of Labor Statistics)*
- Expecting to reach an employment level of 7.8 million by 2012, the construction industry is among the economy's top 10 largest sources of job growth. *(U.S. Bureau of Labor Statistics)*
- Job opportunities are expected to be excellent in the construction industry, offering a great variety of career options for people with many different talents and educational backgrounds. *(U.S. Bureau of Labor Statistics)*



Occupational Outlook

The following construction-related occupations are expected to grow at least 10% between 2002 and 2012:

Construction-Related Occupations	Number Employed 2002 (000's)	Number Employed 2012 (000's)	Numeric Change (000's)	Change %	2002 Hourly Mean Wage	Postsecondary Education & Training
Cement masons and concrete finishers	182	229	47	26.1%	\$16.25	**Moderate on-the-job training
Electricians	659	814	155	23.4%	\$21.11	*Long-term on-the-job training
Plumbers, pipefitters, and steamfitters	492	584	92	18.7%	\$20.49	*Long-term on-the-job training
Construction Laborers	938	1070	132	14.2%	\$13.73	**Moderate on-the-job training
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	633	722	89	14.1%	\$24.50	Work experience in a related occupation
Construction and building inspectors	84	95	11	13.8%	\$20.71	Work experience in a related occupation
Construction Managers	389	435	46	12.0%	\$34.24	Bachelor's degree
Painters, Construction and Maintenance	448	500	52	11.6%	\$15.20	**Moderate on-the-job training
Operating Engineers and Other Construction Equipment Operators	353	389	36	10.4%	\$18.42	**Moderate on-the-job training
Carpenters	1,209	1,331	122	10.1%	\$17.71	*Long-term on-the-job training

* More than 12 months of on-the-job training or combined work experience and formal classroom instruction. This can include formal and informal apprenticeships that may last up to 5 years.

** Skills needed to be fully qualified can be acquired during 1 to 12 months of combined on-the-job experience and informal training.

**Employment of Wage and Salary Workers in Construction,
Selected Top 10 Occupations in Employment, 2002**
(employment in thousands)

Occupation Title	Total Employment	% of Total
All occupations	6,732	100.0%
Carpenters	685	10.2%
Construction laborers	675	10.0%
Electricians	430	6.4%
Helpers, construction trades	390	5.8%
Pipelayers, plumbers, pipefitters, and steamfitters	380	5.7%
First-line supervisors/managers of construction trades and extraction workers	378	5.6%
Construction equipment operators	253	3.8%
Secretaries and administrative assistants	204	3.0%
Painters and paperhangers	194	2.9%
Construction managers	166	2.5%
Cement masons, concrete finishers, and terrazzo workers	163	2.4%

For a complete list of construction occupations and to find more information on education requirements and salary ranges, please visit the U.S. Bureau of Labor Statistics Web page at www.bls.gov/emp/home.htm.

T types of Jobs Created

Part-time vs. Full-time:

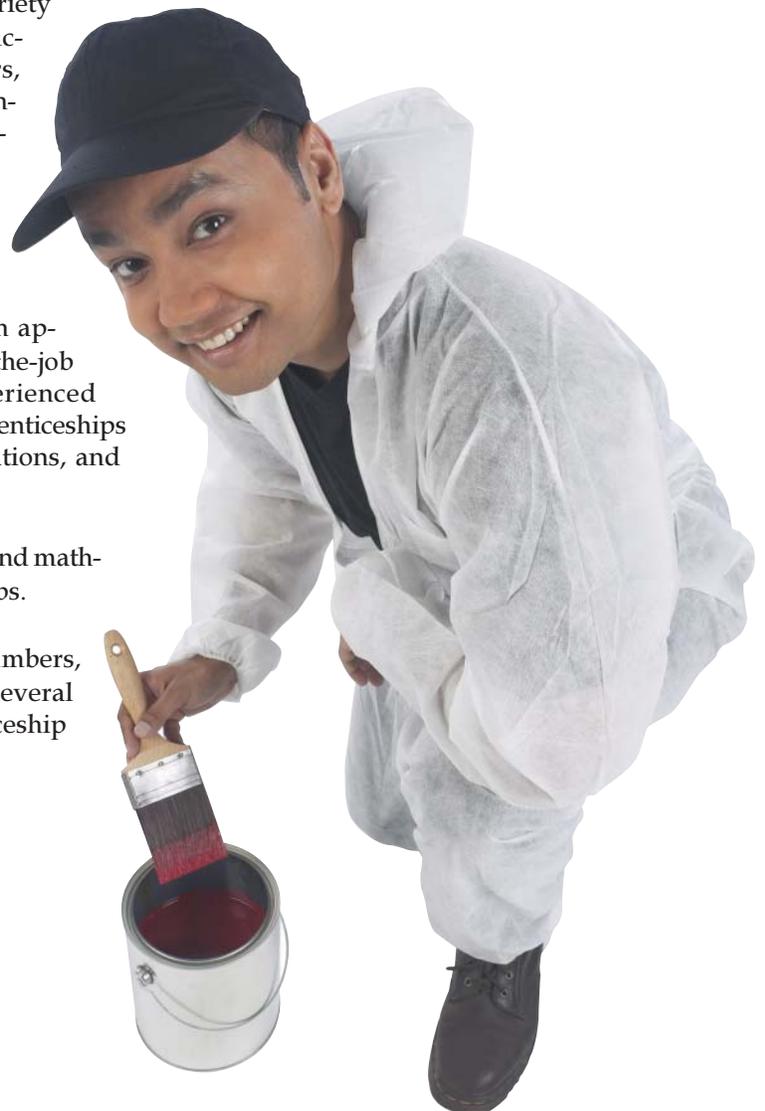
(Source: U.S. Bureau of Labor Statistics, Current Population Survey and 2002-2012 Employment Projections)

- Of the 8,407,000 total construction workers (2003 data), 7,760,000 work full-time (92.3%), while 647,000 work part-time (7.7%).
- Self-employed construction and extraction workers are projected to increase slightly. Specifically, self-employed first-line supervisors/managers of construction trades and extraction workers (mostly contractors) are projected to increase.
- Construction has a very large number of self-employed workers. Opportunities for workers to form their own firms are better in construction than in many other industries.
- About two out of three wage and salary jobs in 2002 were with specialty trade contractors, primarily plumbing, electrical, and masonry contractors.

Skill Sets:

(Source: U.S. Bureau of Labor Statistics, 2004-05 Career Guide to Industries)

- People can enter the construction industry with a variety of educational backgrounds. Those entering construction right out of high school start as laborers, helpers, or apprentices. Those who enter construction from technical or vocational schools also may go through apprenticeship training; however, they progress at a somewhat faster pace because they already have had courses such as mathematics, mechanical drawing, and woodworking.
- Many people enter the construction trades through apprenticeship programs. These programs offer on-the-job training under the close supervision of an experienced craftworker and formal classroom instruction. Apprenticeships are administered by local employers, trade associations, and trade unions.
- Most skilled craft jobs require proficiency in reading and mathematics, while safety training is required for most jobs.
- Skilled workers such as carpenters, bricklayers, plumbers, and other construction trade specialists need either several years of informal on-the-job experience or apprenticeship training.





What is the High Growth Job Training Initiative?

The President's High Growth Job Training Initiative, as implemented by the U.S. Department of Labor's Employment and Training Administration, is designed to provide national leadership for a demand-driven workforce system that ensures no worker is left behind. It is a strategic effort to prepare workers to take advantage of new and increasing job opportunities in high growth/high demand and economically vital industries and sectors of the American economy. The initiative is designed to ensure that worker training and career development resources in the public workforce system are targeted to helping workers gain the skills and competencies they need to obtain jobs and build successful careers in these industries.

The foundation of this initiative is partnerships that include the public workforce system, business and industry, education and training providers, and economic development working together to develop solutions to the workforce challenges facing these industries and to develop maximum access for American workers to gain the competencies they need to get good jobs in these industries.

H

igh Growth Job Training Initiative

Construction Industry Executive Forums

ETA conducted the first Construction Industry Executive Forum on April 5, 2004, in Washington, D.C. The forum focused on the workforce challenges experienced by employers involved in the construction of buildings. Employer members and staff from eight associations participated in the meeting: Associated Builders and Contractors, Inc.; Associated General Contractors of America; Independent Electrical Contractors, Inc.; Mechanical Contractors Association of America, Inc.; National Association of Home Builders; National Electrical Contractors Association; National Roofing Contractors Association; and Sheet Metal and Air Conditioning Contractors' National Association.

ETA and the Construction Industry Round Table sponsored a second Construction Industry Executive Forum on April 28, 2004, in Washington, D.C. The forum, which took place during the Construction Industry Round Table's

2004 Spring Conference, focused on the workforce challenges experienced by the association's members and partners; the participants represented different types of employers in the construction industry, as well as some of the industry's leading unions.

On April 29, 2004, ETA hosted a third Construction Industry Executive Forum in Washington, D.C. This forum explored the workforce challenges experienced by employers involved in heavy construction projects. Employer members and staff from the American Road & Transportation Builders Association, the National Asphalt Pavement Association, and the National Heavy & Highway Alliance participated in the forum.

ETA's fourth Construction Industry Executive Forum, held on April 30, 2004, in Washington, D.C., also explored the workforce challenges experienced by employers involved in heavy construction projects. Employer members and staff from three associations participated in the forum: American Concrete Pavement Association; Associated General Contractors of America; and National Stone, Sand and Gravel Association. (For a complete list of forum participants, please contact the BRG.)

In its efforts to meet the workforce demands of the 21st century economy, the U.S. Department of Labor's Employment and Training Administration (ETA) is conducting forums with various targeted high growth industries.

The Executive Forums are opportunities for senior industry executives to communicate the critical workforce issues facing their industry.

Background & Next Steps

ETA is addressing the workforce issues of the construction industry from a national perspective by conducting Executive Forums with different sectors of the construction industry to gather relevant information from informed groups in a disciplined manner.

These forums will provide ETA and the public workforce system with the opportunity to gain further understanding of the overall critical workforce needs of the industry. After meeting with industry leaders, ETA will develop and solidify strategic alliances with business, education, and workforce leaders who are proactively focused on the workforce issues confronting the construction industry and engage them in developing innovative approaches to address their needs.

ETA is partnering with employers and education providers to develop and model skills training solutions nationally that can be replicated and sustained throughout the state and local public workforce system. These approaches will help ensure that workers have the right skills for the right jobs at the right time.

Workforce Issues

Through a meeting with association representatives on November 25, 2003, subsequent Executive Forums, and a review of current industry research, ETA staff identified three primary types of workforce challenges currently facing the construction industry: pipeline challenges, skill development challenges, and capacity challenges. A sample of key challenges facing the industry includes the following:

- The construction industry faces a critical, and growing, shortage of workers. “The most critical issue facing the construction industry today is the growing gap between the supply of and demand for skilled construction laborers,” noted a report from the Construction Users Round Table in 2001. (*Source: Construction Users Round Table, Workforce Development Survey, November 2001*)
- The image of the construction industry could be improved. For example, some job seekers believe that construction occupations are not safe, are not aware of employment opportunities in the industry, and are not aware of the earnings potential available through a career in the industry.
- Youth entering the construction industry often lack the skills and background that the industry requires. These requirements include employability skills, such as work ethic, and academic training, such as the background in math required by certain occupations.
- The aging of the construction workforce is a significant challenge for the industry. With baby boomers retiring, the industry is losing skilled, qualified workers.
- Workers with limited English language skills comprise a significant portion of the construction workforce. Communicating with these workers can be challenging, and improving their English language skills can help these workers advance in the industry.

Contact the BRG

For more information on the activities and services of the ETA’s Business Relations Group (BRG), please contact:

U.S. Department of Labor
 Employment and Training Administration
 Business Relations Group
 200 Constitution Avenue, NW
 Room N-4643
 Washington, DC 20210
 (202) 693-3949
businessrelations@dol.gov



A dditional Resources

Online Tools

CareerOneStop
(www.CareerOneStop.org)

The CareerOneStop is a resource for businesses and job seekers. It contains links to America's Job Bank, America's Service Locator, and America's Career InfoNet.

www.careervoyages.gov
www.doleta.gov
www.doleta.gov/atels_bat
jobcorps.doleta.gov
www.onetcenter.org

Other Tools

Toll-Free Help Line
 1-877-US2-JOBS (1-877-872-5627)
 1-877-889-5627 (TTY)

The Toll-Free Help Line provides up-to-date information about the full range of workforce services for workers and businesses as well as answers to employment and training questions.

N ational Programs

Apprenticeship

There are currently 171,173 apprentices in the construction trades across the country, ranging from bricklayers and painters to electricians and heating, air conditioning, and refrigeration technicians.

Job Corps

All 118 Job Corps centers nationwide offer 1 or more training courses in the construction field. Approximately, 75% of these programs are operated by seven National Training Contractors who are affiliated with either national union or employer organizations such as the Home Builders Institute, International Masonry Institute, International Union of Operating Engineers, International Union of Painters and Allied Trades, and the United Brotherhood of Carpenters.

Training offerings in the construction field include Bricklaying, Carpentry, Cement Mason, Electrician, Facilities Maintenance, Painting, Plastering, and Plumbing. In Program Year 2002, Job Corps graduated 10,847 students from these programs and those who secured a construction job upon graduation earned an average hourly wage of \$9.03.

"Skills to Build America's Future"

"Skills to Build America's Future" is a unique initiative to promote the value of and career opportunities in skilled trades. Launched on April 6, 2004, this initiative is sponsored by the U.S. Department of Labor, the Construction Industry Round Table, National Association of Home Builders, and the National Heavy & Highway Alliance and affiliated unions. By increasing awareness of the skilled trades and the training, education, and apprenticeship opportunities that can help prepare individuals for these positions, "Skills to Build America's Future" will help ensure that youth and workers exploring new careers take advantage of employment opportunities in the construction industry. Key components of "Skills to Build America's Future" include a coordinated outreach effort with the U.S. Department of Education to schools, outreach to governors and/or state legislatures, job fairs and other events, and sponsorships with sports leagues.