



How Civil Firms are Using Wrap-around Services to Recruit and Retain Craft Workers

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Speakers



Moderator
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AGC



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Moderator
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FHWA

DEVELOPING YOUR OWN TALENT POOL

Jonathan Strack, CEO



OUR VALUES

BETTER EVERY DAY.

We strive to be the best by working to improve ourselves every day.

MINDFUL IN EVERYTHING.

We are able to tackle every challenge as a team by keeping our minds on what's important. We are diligent, we deliver for our partners, and we stay safe. Quality doesn't happen by mistake.

HUMBLE HEARTS, OPEN HANDS.

We are a team of servant leaders who strive to put others first, to lead with grace, and to live generously.

EVERYONE MATTERS.

Nothing is more important than our people. We look out for the person next to us as we live life together.

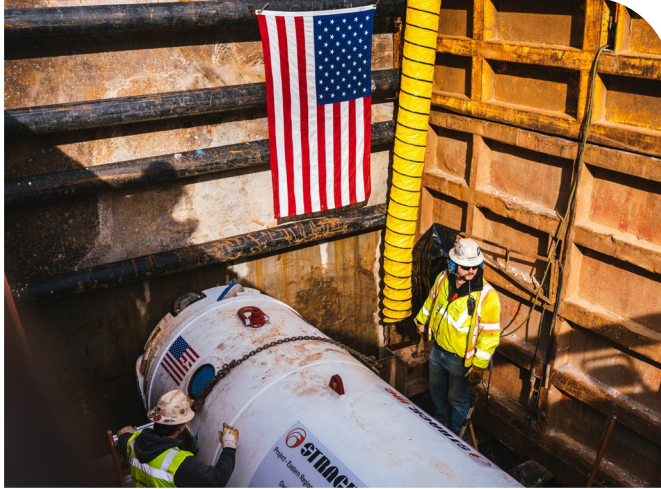
CODE OF CONDUCT



Relatable



We speak in a way that people understand and are able to engage with. We are down to earth and accessible.



Generous



We always look to see the best in others and to help those in need in any way we can.



Passionate



We are competitive, we love our work, and we don't shy away from our excitement for the work we do every day.

FRONTLINE LEADERSHIP TRAINING



 **EMPOWERED TO BUILD**

HOW TO GROW AS A TEAM?

Professional Skills

- Gain knowledge about the entire project cycle: estimating, scheduling, resource management, production tracking, cost measurement, financial reporting & closeout procedure
- Learn HR skills that are key to being a supervisor: conflict resolution, performance reviews & proper communication techniques
- Safety role viewed with acceptance instead of enforcement
- Learn about our training & recruitment
- Equipment Management
- Divisional Cooperation
- Job/Role Expectations

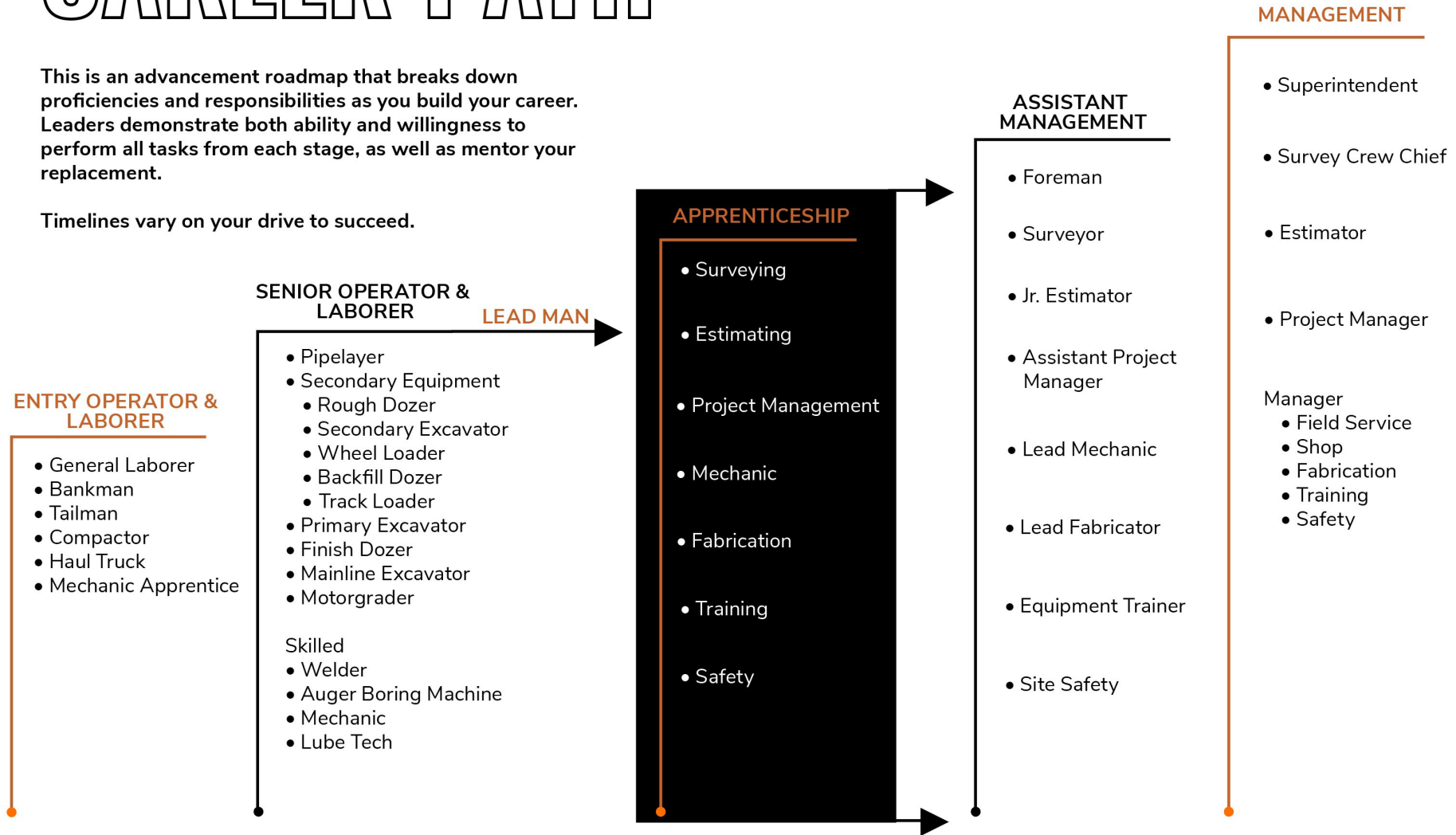
Personal Skills

- Learn the difference between leadership & management
- Being a great leader and manager means that now more than ever that you must be an effective teacher
- Delegation = Trust
- DiSC Assessments – understand leadership styles and improve teamwork
- Generational differences – learning to meet in the middle because things will not go back to the way that they used to be
- Personal & professional coaching
- Personal Finance & Household Budgeting
- Planning – financial, personal & retirement

CAREER PATH

This is an advancement roadmap that breaks down proficiencies and responsibilities as you build your career. Leaders demonstrate both ability and willingness to perform all tasks from each stage, as well as mentor your replacement.

Timelines vary on your drive to succeed.



POINT UNIVERSITY



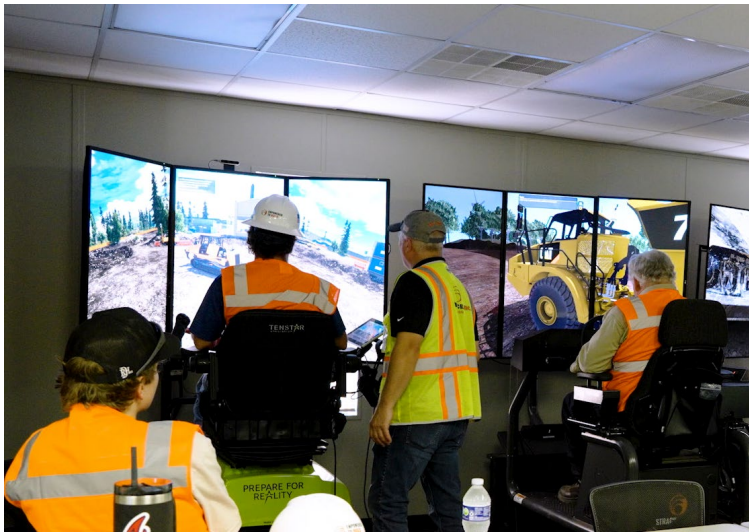
Point University has an Elevate Subscription Program for employers to provide a debt-free education option to their employees. This opportunity allows our employees to apply to the Point University Online Program to receive an Associate's or Bachelor's degree without the concerns of Standard Tuition or Fees. Their only responsibilities will be the purchase books for the classes as well as the \$100 graduation fee.

Popular Degree Programs

- Business Administration
- Human Relations
- Management and Leadership
- Information Technology
- Marketing

TRAINING

We wanted a better training experience for Strack employees than the makeshift classrooms and outdated safety videos. We have heavy equipment simulators and an 8-acre Training Area for hands-on employee development. We want to give our employees the tools they need to build future infrastructure and maintain what is already in place and aging.



8 motion-based simulators with modules for excavator, bulldozer, small wheel loader, skid steer, and articulated haul truck



8-acre Training Ground run by a Training Team equipped with 6 dedicated pieces of equipment to create mock job site scenarios

Strack has partnered with BuildWitt Training to give every Strack employee access to the industry's leading training software—hundreds of tutorials make fast learning easy.

- Training for all roles and experience levels
- Equipment training made easy
- Courses tailored for specific levels of positions
- Some Courses are specific to personal wellbeing



RECRUITING



Our state-of-the-art mobile training trailer is outfitted with high-tech training equipment ready to deliver training on-site.



This rig is taken to High Schools, Colleges, Career Fairs, and Association events to increase the knowledge of our industry among the up-and-coming generation.

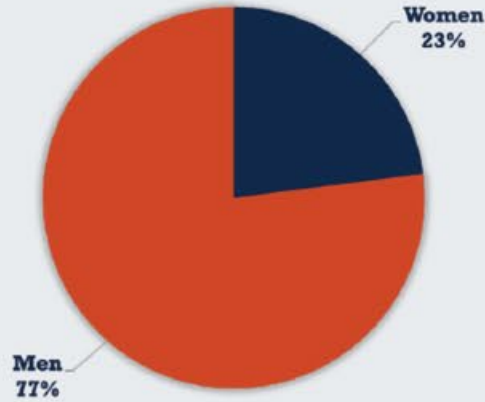


**CONSTRUCTION
ACADEMY**

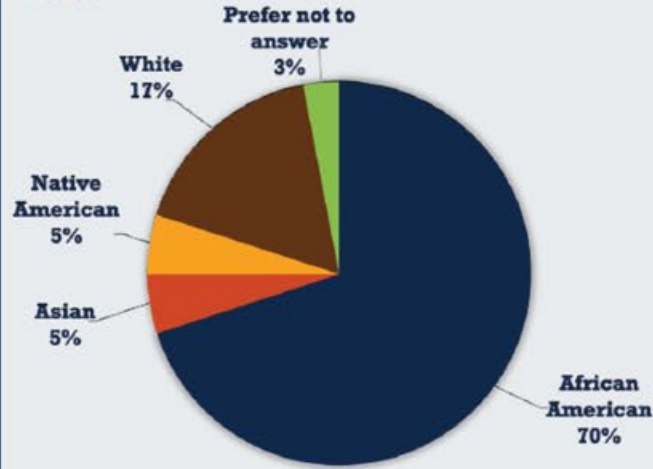


REACHING UNDERSERVED POPULATIONS

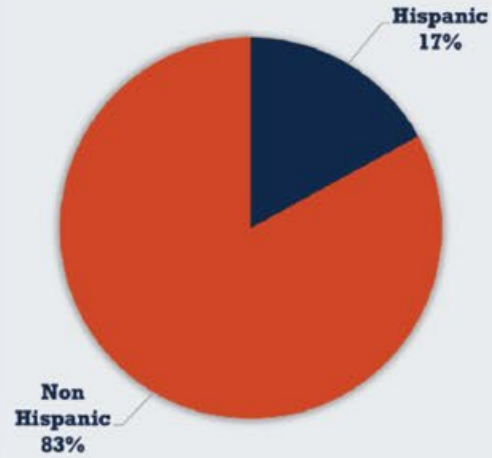
Gender



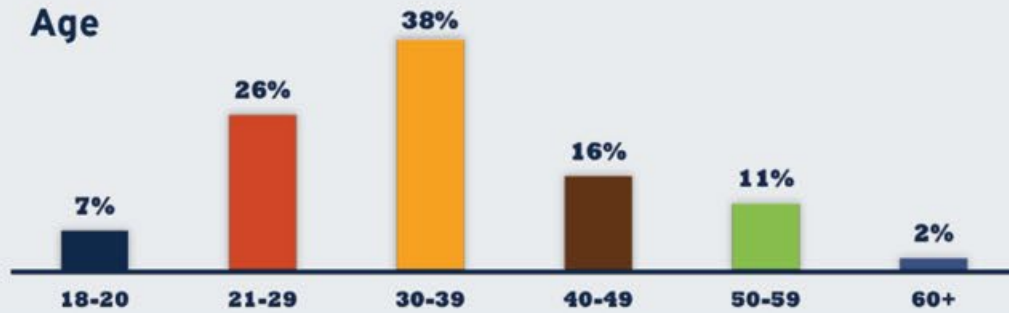
Race



Hispanic



Age



Additional Statistics

- 8% of participants were immigrants
- Participants ranged in age from 18 to 62
- The average age of all participants was 35
- 40% of participants were justice-involved



NOMINATE A ROCKSTAR



Scan QR code to recognize
the hardworking people
who make this project great





BUILD KCI

Workforce Training Program



CLARKSON

CONSTRUCTION COMPANY

- Established in 1880 in Kansas City, Missouri
- Sixth-generation, family-owned business
- Leader in delivering solutions to some of the largest infrastructure projects in the Midwest
- Specialties:
 - Highway Construction
 - Site Development and Grading
 - Bridge Construction
 - Concrete Paving
 - Airfield Paving
 - Athletic Fields
 - Data Center / Mission Critical
 - Additional Site Services



BUILD KCI

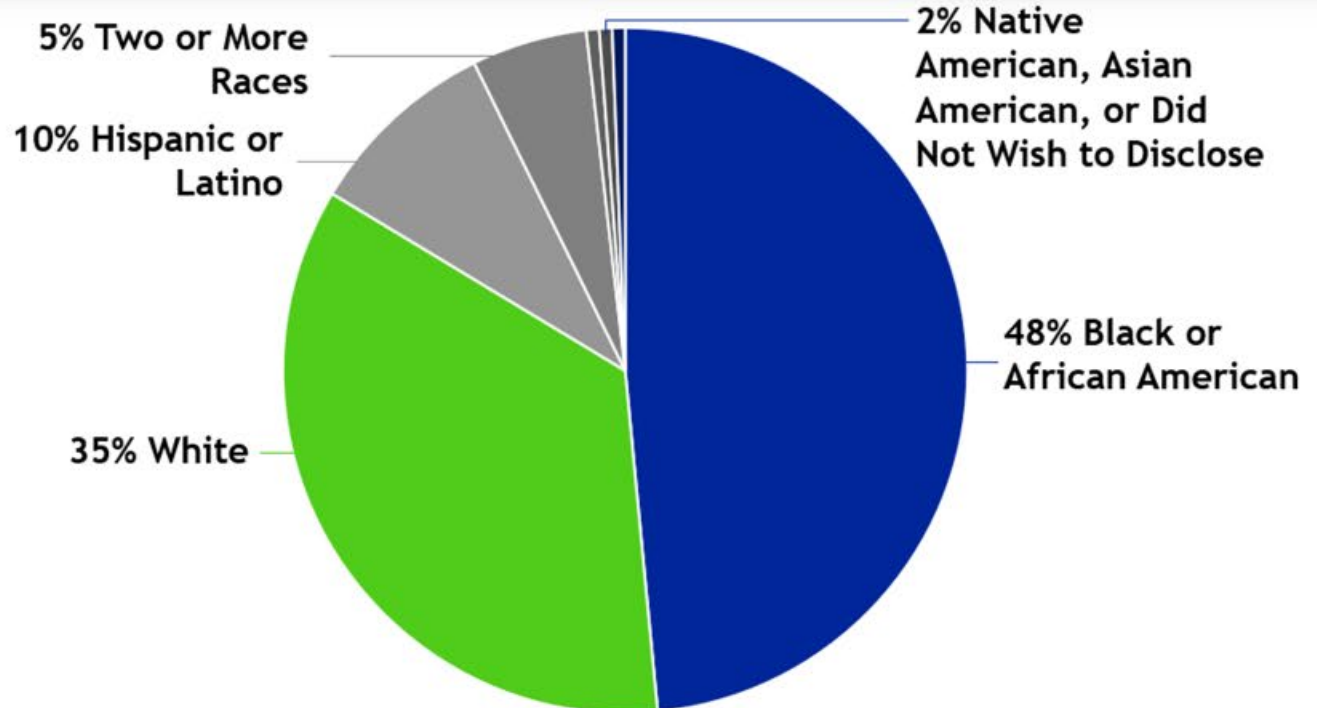




- 3-Week Classroom Training Program Included:
 - Construction Math
 - First Aid / AED / CPR Training
 - OSHA-10 Training
 - Union History & Expectations
 - Financial Literacy
 - Mental Health Awareness
 - Soft Skills Training
 - Jobsite Safety Training



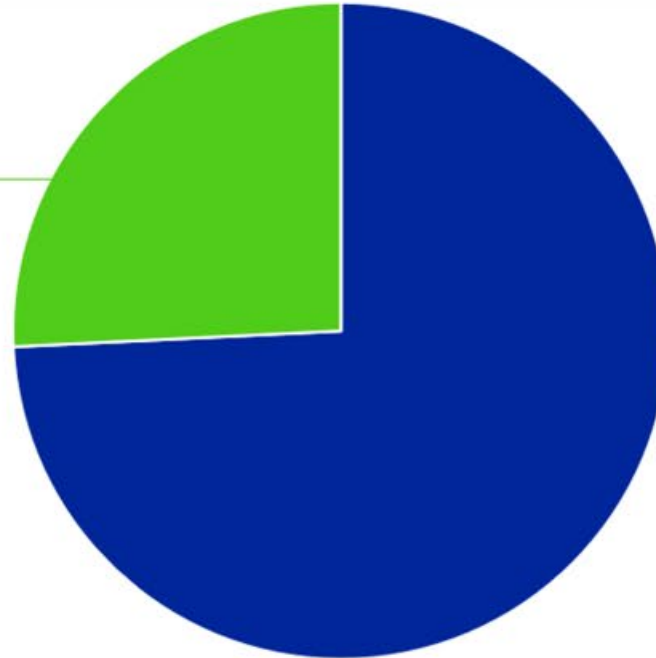
- Class 1-10
Self-Reported
Demographics





- Class 1-10
Self-Reported
Demographics

27% Female



73% Male



- How Were Workforce Support Services Selected?

- Community outreach sessions conducted to identify major barriers
- Real-time lessons learned
- Transportation
- Childcare & Extended Hours
- On-Site Healthcare
- Retention

BUILD KCI

- Total # of WTP Graduates: 167
- Total # Direct to Retention: 19
- Total # Double-Hired Grads: 14
- Total # of WTP Sponsorships: 200
- Class 1 – 10 Retention Rate: 70%



BUILD KCI

- 18 Graduate Trades
- 200,000+ Work Hours Completed on the New Terminal
- \$6.5 Million Earned in Wages & Benefits





Speaker Panel Q&A

Moderated by Brian Turmail and Chrisy Currier



Audience Q&A

Moderated by Brian Turmail and Chrisy Currier



Scan Here for More
Information & Register Now!

The program will center around three key questions:

- How do we attract and engage a diverse workforce?
- What kind of workforce do we need for the 21st century?
- What business models and tools sustainably support workforce needs?

NATIONAL
ACADEMIES *Sciences
Engineering
Medicine*

TRB TRANSPORTATION RESEARCH BOARD

TRB National Summit on the
Future of the Transportation Workforce
Westminster, CO • June 2 - 4, 2025