



Building a Stronger Workforce: A Guide to Recruiting Workers in the Construction Industry

As one of New Hampshire's major economic drivers, the construction industry has the potential to provide a myriad of job opportunities to skilled workers. The challenge facing most firms today is figuring out how to attract, recruit, and retain valuable employees in all areas across the industry. As its current workforce ages, construction companies must continuously find new ways to appeal to young people. For the future of the state's economy, it is imperative that the benefits of working for the construction industry are well communicated.

AGC of New Hampshire recognizes the importance of maintaining a sustainable workforce, and as such we've compiled this guide to help employers in the industry determine their workforce needs and reach out to the proper audiences. In this document, firms will find educational resources, contact information, and tips for connecting with potential workers.

Be Aware of Existing Educational Resources

CTE and Community College Programs

Firms can start by staying informed about the available resources. There are many Career and Technical Education (CTE) centers in New Hampshire that offer certificates in various construction-related areas. Partnering with these programs and reaching out to students can be a great way to recruit skilled employees.

CTE centers prepare students for a wide variety of industries, with upwards of fifteen programs relating to construction. These programs are more focused on general construction skills, such as welding technology, plumbing services, heavy equipment maintenance, and general engineering. The centers partner with employers in many ways, such as collaborating on field trips and job shadowing events. These programs offer industry-recognized credentials, helping students secure employment in the construction industry. The full list of classes can be found by visiting https://www.education.nh.gov/career/career/cte_programs.htm#region.

Employers should also reach out to their local community colleges, which offer a wide range of courses in the construction field. The tables on the next page show construction-related CTE and Community College programs available in the state. Contact information for each school and CTE center is included in the Appendix.

Connect with the Future Workforce

Steps to Successfully Communicating What You Have to Offer

Firms often struggle to attract skilled candidates to their open positions. Participating in job fairs and outreach to high schools, colleges, guidance counselors, and staffing agencies

are the primary ways companies can stay visible to students.

There are several long- and short-term strategies that can be implemented:

- **Participate in career days.** For example, New Hampshire Construction Career Days (NHCCD) is an annual event held by a non-profit organization. NHCCD brings students together with the construction and transportation industries to explore career options through hands-on activities. The event is open to all high school students and includes exhibits on heavy equipment, welding, small tools, plumbing, electrical wiring, surveying, waste water management, bridge construction, land clearing, underground utilities, and other construction-related jobs. Students can learn about secondary educational resources and career training pathways and are able to speak with professionals from a wide array of construction-related jobs. More information can be found on their website, <http://nhccd.weebly.com>.
- **Connect with veterans' programs.** Veterans looking to get back into the workforce can be a valuable asset to construction companies. New Hampshire Employment Services (NHES) has an outreach program for veterans to aid them in finding jobs. Employers can contact a representative from the department to find potential workers. More information on the program can be found here: <http://www.nhes.nh.gov/services/job-seekers/veterans>.
- **Expand industry programs across high school districts.** Since the level of engagement varies widely across school districts, the construction industry can develop incentives and strategies in the least active districts. Employers can work with CTE centers to increase their involvement in designing curriculum across the state, and expand the
- **Deepen outreach to teachers, guidance counselors, and coaches.** Ensure that not only students but also teachers, guidance counselors, and coaches are well informed about construction employment opportunities and programs by initiating dialogue and providing more job shadowing opportunities for these educators.
- **Explore needs for employability skills.** In addition to a technically trained workforce, consider "employability skills", such as communication and teamwork, particularly among younger students. The Community College System of NH offers WorkReadyNH, a tuition-free workforce development program to provide work readiness training and credentials to job seekers. Classes are held at locations throughout the state. Visit their website for more information: <http://www.ccsnh.edu/workforce-training/workready-nh>.

NH College & University Programs

A = Associate Degree C = Certificate B = Bachelor's M = Master's

| | Great Bay | Lakes Region | Manchester | Nashua | NHTI-Concord | River Valley | White Mountains | UNH | Keene State |
|---|-----------|--------------|------------|--------|--------------|--------------|-----------------|-----|-------------|
| Advanced Machine Tool Technology | | | | | | C | | | |
| Advanced Welding | | | | | | | A/C | | |
| Advanced Heating, Ventilation, and Air Conditioning | | | C | | | | | | |
| Air Conditioning and Refrigeration | | | C | | | | | | |
| Architectural Engineering Technology | | | | | A | | | | |
| Commercial Construction Wiring | | C | | | | | | | |
| Electrical Engineering | | | | | | | | B/M | |
| Electrical Systems Installation and Maintenance | | A/C | | | | | | | |
| Electrical Technology | | | A/C | | C | | | | |
| Electro-Mechanical Technology | | A | | | | | | | |
| Electronic Engineering Technology | | | | A | A | | | | |
| Engineering / Engineering Technology | A | | | | | A | | | |
| Environmental Engineering | | | | | | | | B | |
| Facilities Management | | | A | | | | | | |
| Heating Services | | | C | | | | | | |
| Heating, Ventilation, and Air Conditioning | | | A | | | | | | |
| Industrial Construction Wiring | | C | | | | | | | |
| Industrial Design Engineering Technology | | | | | C | | | | |
| Industrial Maintenance / Millwright | | | | | | | C | | |
| Machine Tool Technology CNC Programming | | | | C | | | | | |
| Mechanical Engineering Technology | | | | | A | | | | |
| National Electrical Code Interpretation | | C | | | | | | | |
| Pipe Welding | | | | | | | C | | |
| Safety & Occupational Health Applied Sciences | | | | | | | | | B/M |
| Welding Technology | C | | A/C | | | | | | |

APPENDIX

CTE Center contact information can be found here: https://www.education.nh.gov/career/career/documents/cte_director_list.pdf. Community College and University contact information is below.

Great Bay Community College

320 Corporate Dr, Portsmouth, NH 03801
(603) 427-7600
greatbay.edu

NHTI – Concord

31 College Drive, Concord, NH 03301
(603) 271-6484
www.nhti.edu

University of New Hampshire

105 Main St, Durham, NH 03824
(603) 862-1234
www.unh.edu

Lakes Region Community College

379 Belmont Rd, Laconia, NH 03246
(603) 524-3207
www.lrc.edu

River Valley Community College

1 College Pl, Claremont, NH 03743
(603) 542-7744
www.rivervalley.edu

Keene State College

229 Main St, Keene, NH 03435
(800) 572-1909
www.keene.edu

Manchester Community College

1066 Front St, Manchester, NH 03102
(603) 206-8000
www.mccnh.edu

White Mountains Community College

2020 Riverside Dr, Berlin, NH 03570
(603) 752-1113
www.wmcc.edu

CTE Center Contacts

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Berlin Regional Career & Technical Center

Roland Pinette, CTE Director
550 Willard Street
Berlin, NH 03570
(603) 752-4122 | rpinette@sau3.org

Cheshire Career Center

Lisa Danley, CTE Director
43 Arch Street
Keene, NH 03431
(603) 352-0640 x3464 | ldanely@sau29.org

Dover Career Technical Center

Louise Paradis, CTE Director
25 Alumni Drive
Dover, NH 03820
(603) 516-6976 | lparadis@dovert.k12.nh.us

Hugh J. Gallen Career & Technical Center

Alan Smith, Principal
105 School Street
Littleton, NH 03561
(603) 444-5186 x2216 | asmith@littletonschools.org

Lakes Region Technology Center

Bruce Farr, Principal
384 South Main St
Wolfeboro NH 03894-4414
(603) 569-4361 | bfarr@sau49.org

Milford HS & Applied Technology Center

Donald Jalbert, Director of Technical Studies
100 West Street
Milford NH 03055-4873
(603) 673-4201 | djalbert@milfordk12.org

Nashua Technology Center

Marianne Dustin, Co-CTE Director (South Building)
36 Riverside Drive
Nashua NH 03062
(603) 589-2714 | dustinm@nashua.edu

Plymouth Applied Technology Center

Randy Cleary, CTE Director
86 Old Ward Bridge Road
Plymouth NH 03264-1238
(603) 536-1444 X 2002 | rcleary@pembaker.org

R.W. Creteau Regional Technology Center

Sean Peschel, CTE Director
140 Wakefield Street
Rochester NH 03867-1305
(603) 332-0757 | peschel.s@rochesterschools.com

River Bend Career & Technical Center

Robert St. Pierre, CTE Director
36 Oxbow Drive
Bradford VT 05033-9037
(802) 222-5212 | rstpierre@rbctc.org

Salem HS Career & Technical Ed Ctr

Chris Dodge, CTE Director
44 Geremonty Drive
Salem NH 03079-3389
(603) 893-7069 x5338 | cdodge@sau57.org

Somersworth Career Technical Center

Katelyn Carrington, CTE Director
18 Cemetery Road
Somersworth NH 03878-1904
(603) 692-2242 | kcarrington@sau56.org

Sugar River Valley RTC - Newport

Dr. Bonnie Akerman, CTE Director
243 North Main Street
Newport NH 03773-3027
(603) 865-9612 | bakerman@sau43.org

Wilbur H. Palmer CTE Center

Karen Worthen, CTE Director
200 Derry Rd
Hudson NH 03051-3398
(603) 886-1260 x2569 | kworthen@sau81.org

Canaan Career Center

Chris Masson, Superintendent
PO Box 100
Canaan, VT 05903
(803) 266-8910 | crmasson@canaanschools.org

Concord Regional Technical Center

Steve Rothenberg, CTE Director
170 Warren Street
Concord, NH 03301
(603) 717-7654 | srothenberg@sau8.org

Hartford Area Career & Technology Ctr

Doug Heavisides, Career Center Director
1 Gifford Road
White River Junction, VT 05001
(802) 295-8630 x2313 | heavisides@hartfordschools.net

J. Oliva Huot Technical Center

David Warrender, CTE Director
345 Union Ave
Laconia, NH 03246
(603) 528-8693 X 5001 | dvarrender@laconiaschools.org

Manchester School of Technology

Karen Hannigan Machado, Principal
530 South Porter Street
Manchester NH 03103-3198
(603) 624-6490 X 4138 | khanniganmachado@mansd.org

Mt. Washington Valley Career Tech Ctr.

Virginia Schrader, Interim CTE Director
409 Eagles Way
North Conway NH 03860
(603) 356-4370 | v_schrader@sau9.org

Pinkerton Academy Center for CTE

Jennifer Haskins, CTE Director
5 Pinkerton Street
Derry NH 03038-1501
(603) 437-5200 x1176 | jhaskins@pinkertonacademy.org

Portsmouth Career Technical Center #19

Chris Dodge, CTE Director
44 Geremonty Drive
Salem NH 03079-3389
(603) 893-7069 x5338 | cdodge@sau57.org

Region 14 Applied Technology Center

John Reitnauer, CTE Director
182 Hancock Road
Peterborough NH 03458-2196
(603) 924-3869 x3010 | jreitnauer@conval.edu

River Valley Technical Center

Scott Farr, Superintendent/Interim Director
307 South Street
Springfield VT 05156
(802) 885-8300 | sfarr@rvtc.org

Seacoast School of Technology

Margaret Callahan, Principal
40 Linden Street
Exeter NH 03833-4198
(603) 775-8958 | mcallahan@sau16.org

Sugar River Valley RTC - Claremont

Joel Schneid, CTE Director
111 South Street
Claremont NH 03743-3106
(603) 543-4291 x224 | jschneid@sau6.org

White Mountains RHS - Arthur Paradice

Rob Scott, CTE Director
PO Box 338
Whitefield NH 03598-0338
(603) 837-2528 | robscott@sau36.org

Windham Regional Career Center

Michael Burnett, CTE Director
80 Atwood Street
Brattleboro VT 05301
(802) 451-3911 | Michael_Burnett@wsesu.org