



Community Advisory Committee Meeting

Mobility & Infrastructure Partnership

Spring 2024

Through investments in transformative regional construction infrastructure, we can tackle affordability challenges by creating family-supporting jobs and sustainable career pathways, all while enhancing regional mobility.

What are we working towards?



A robust, skilled labor force to deliver generational construction and mobility infrastructure projects



Defining economic development opportunities in a new, different way

In 2022, 222,646 make up the region's M+I labor pool.



Operations & Supervision

64,197
employed

\$95,341
avg. ann. salary



Skilled Trades

50,029
employed

\$47,780
avg. ann. salary



General Construction

42,799
employed

\$46,974
avg. ann. salary



Fleet Repair & Maintenance

35,314
employed

\$46,717
avg. ann. salary



Frontline Mobility

30,306
employed

\$43,016
avg. ann. salary

Sources: Lightcast for employment data, as of 2022Q4; Lightcast for wage data, as of 2022Q4.

Note: The average annual salary in Austin is \$63,890 (BLS, 2023). The prevailing wage is [defined as \\$22/hr.](#) or approximately \$45,760 annually

#1

**10,000 M+I jobs
created annually.**

#2

**4,000 annual
training gap will
exacerbate skill
shortages.**

#3

**Women make-up
just 14% of the
M+I workforce.**

#4

Employers are disconnected from the skilled trade talent pool.

#5

There's no consistent standard training period for M+I training.

#6

Present day recruiting methods are limited.

Strategy and Policy Considerations



1 Incentivize

- Researched local hire policies across the country and identify key themes.
- Surveyed the full working group of the key themes.
- Develop a Local Hire policy that incentivizes recruitment from economically distressed areas.
- Create a definition to share with governmental partners.

2 Recruiting

- Created and presented the idea for an Infrastructure Academy, based on best practice city tours, research, and community conversations
- Kicked-off of the design work for the Infrastructure Academy
- Developed an Infrastructure Academy one-pager to share across platforms and partners

3 Pipeline

- Design a comprehensive marketing strategy to create a clear and unified message.
- “Make A Living Making Austin”
- Survey student populations and other target populations to understand the best platforms to reach folks.
- Develop printed materials + short videos to share at careers fairs, in our job centers and with partners.





4 Harmonize

- Harmonize certifications between state, city and county to create better end to end continuity for the workforce.
- We're building consensus for certifications for earth work, asphalt and concrete, etc.

5 Coordination

- Partnership with CIEF to establish a regional Austin + San Antonio Board that will support an annual Skilled Trades Day and Design Build Competition to engage students in the trades.
- Grant coordination – DOL Building Pathways to Infrastructure Jobs Grant Program
- Best Practice Sharing – Ready to Work Now

6 Funding

- Map out funding opportunities for workforce development, childcare and transportation that are available for major projects.

Austin Infrastructure Academy



Opportunity

Through investments in transformative regional construction infrastructure, we can tackle affordability challenges by creating family-supporting jobs and sustainable career pathways, all while enhancing regional mobility.

Purpose

Launch a one of a kind public-private infrastructure academy that integrates recruitment, a comprehensive training hub, and childcare support to connect local people to career pathways in construction and operations.

As a comprehensive, one-of-a-kind, the Academy will:



Training alignment

Align training programs with in-demand skills and job sequencing, based on real-time needs identified by both job creators and job seekers.

Wraparound services

Offer childcare and other wraparound services to eliminate participation barriers.

Placement and navigation

Facilitate the matching of trained job seekers with job creators, improving navigation from training to job placement.

Robust pipeline

Develop a robust, diverse talent pipeline with a recruitment focus on underserved Austinites.

Governance

Set up a governance structure that reflects stakeholder input and ensures accountability to funders

Impact and evaluation

Create an evaluation framework to assess the impact and outcomes of the Infrastructure Academy.

Sense of belonging

Establish a brand that fosters increased participation and funding while instilling a sense of belonging and pride.

Discussion