



**STATEWIDE  
WORKFORCE**  
— — — — **DEVELOPMENT**

**FISCAL YEAR 2023  
SUMMARY REPORT**

FLORIDA DEPARTMENT OF TRANSPORTATION  
STATEWIDE WORKFORCE DEVELOPMENT PROGRAM

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# PROGRAM INTRODUCTION

The Statewide Workforce Development Program, instituted and operated by the Florida Department of Transportation (FDOT) since late 2019, is a culmination of key initiatives with the goal of providing opportunities for experienced and entry-level workers - to build successful careers in Florida's road and bridge construction industry.

The Florida Department of Transportation created and implemented a road and bridge workforce development construction program that was accompanied with an appropriation of \$2.5 million for Fiscal Years 2020 and 2021, as set forth in Chapter 2019-43, Laws of Florida. The FDOT was given the responsibility to oversee and deliver the program, which involves working with community partners to identify and connect qualified workers with contractors for gainful employment on road and bridge construction designated in the Department's work program.

The Florida Department of Transportation is dedicated to continuing to implement the Statewide Workforce Development Program authorized by the Florida Legislature and signed into law by Governor Ron DeSantis in 2019.

The focus of the Statewide Workforce Development Program is to ensure the successful delivery of the Department's work program by providing pathways to successful careers in road and bridge construction.

## **The objectives of the program are:**

- Attracting adult workers and students to a career in road and bridge construction
- Recruiting workforce to meet the current and future needs of the transportation construction industry
- Training the construction workforce in traditional and emerging construction methods and techniques
- Providing support services to remove barriers for workers to be successful in pursuing a career in road and bridge construction

# PROGRAM SUMMARY

## FLORIDA'S ROAD AND BRIDGE CONSTRUCTION INDUSTRY OFFERS VIABLE CAREER PATHS

Florida's road and bridge construction industry offers numerous fields to complement every level of experience, background, and area of interest. From entry-level to professional and management positions, there are many different career paths to explore, all to ensure a safe and efficient transportation system. Changing the trajectory of hundreds of Floridians' lives, the Florida Department of Transportation Statewide Workforce Development Program has highlighted paths to potential careers in road and bridge construction for thousands of others.

**Build More Than a Job.  
Build a Life.**

### Moving Careers Forward

The Florida Department of Transportation (FDOT) continues to build upon critical enhancements and innovations for Florida's multimodal transportation system. Governor DeSantis' Florida Framework for Freedom Budget includes \$14.8 billion for transportation investments and an additional \$4 billion to accelerate major capacity projects, with funding allocations for highway construction to include 118 new lane miles, resurfacing to include 2,632 lane miles, and bridge maintenance repairs and replacements.

Queuing up a future talent pipeline is a crucial step toward ensuring workforce to recruit, interview, hire, and train for the road construction industry. This year the program team actively engaged high school students, colleges and technical schools, military transition offices, correctional programs, and community initiatives, enhancing awareness about possibilities for a future career in this industry. Statewide Workforce Program accomplishments include:



**570** construction interns, providing the opportunity to gain work experience in the road and bridge industry.



**1,177** people have been hired through Contractor Job-Readiness Hiring and Training initiative.



**220** people have been hired by contractors throughout the state referred through the OnBoard4Jobs Construction Careers component.



**38** Veterans were placed by program staff connected with transitioning military service members and Veterans.



**20** people participating through the Correctional Transition Academy were selected as hires by FDOT contractors.



In all, a combined **2,025** people were hired or interned by FDOT contractors throughout Florida.



## FUTURE PROGRAM REFINEMENTS: THE 2024 FOCUS

The Statewide Workforce Development Program in 2024 will leverage successes and build on its foundation by seeking even more effective ways to continue connecting road and bridge builders with a diverse and qualified workforce. We will continue to broaden the network of complementary agencies and community partners to bring economic prosperity to many. Future program refinements include:

KEY INTENDED OUTCOMES	KEY PERFORMANCE INDICATORS
Increase brand recognition.	Social Media Analytics (likes, shares, follows, mentions, engagement, impressions, etc.).
Increased positive perception of Statewide Workforce Development Program.	Website Analytics (page visitors, referrals).
Increase use/user experience of the Statewide Workforce Development Program website/portal; job seeker, contractor, and partner registrations.	Digital Media Analytics (impressions, completions, click-through rates, viewability, total actions, creative performance, top targeting tactics).
Active engagement and participation in Statewide Workforce Development Program activities.	E-blast Analytics (opens, clicks, successful deliveries, subscription changes).
Consistent and well-orchestrated Statewide Workforce Development Program communication and marketing.	Feedback on social media, direct messages, calls, and emails.
Increase contractor participation and engagement, placement of interns, and successfully executed events.	Statewide Workforce Development Program metrics (monitor through the website portal, registrations, contact us forms, event attendance, placements).
The effectiveness of Statewide Workforce Development communication is routinely assessed, and the strategy is revised, as needed.	Statewide Workforce Development Program refreshed brand rollout and brand awareness – surveys.
Collaborate with industry partners to hold Statewide Group Construction Training Course Workshops.	Conduct road and bridge construction skills training resulting in employment sustainability, community engagement, and longevity in a career.
Increased number of qualified applicants from major work program regions.	Hosting of direct hiring and recruiting events.
Build and foster workforce development relationships with other state agencies.	Facilitation of industry forums/roundtables to share best practices and innovative strategies.

# PROGRAM RESULTS AND KEY METRICS FOR FY 2023

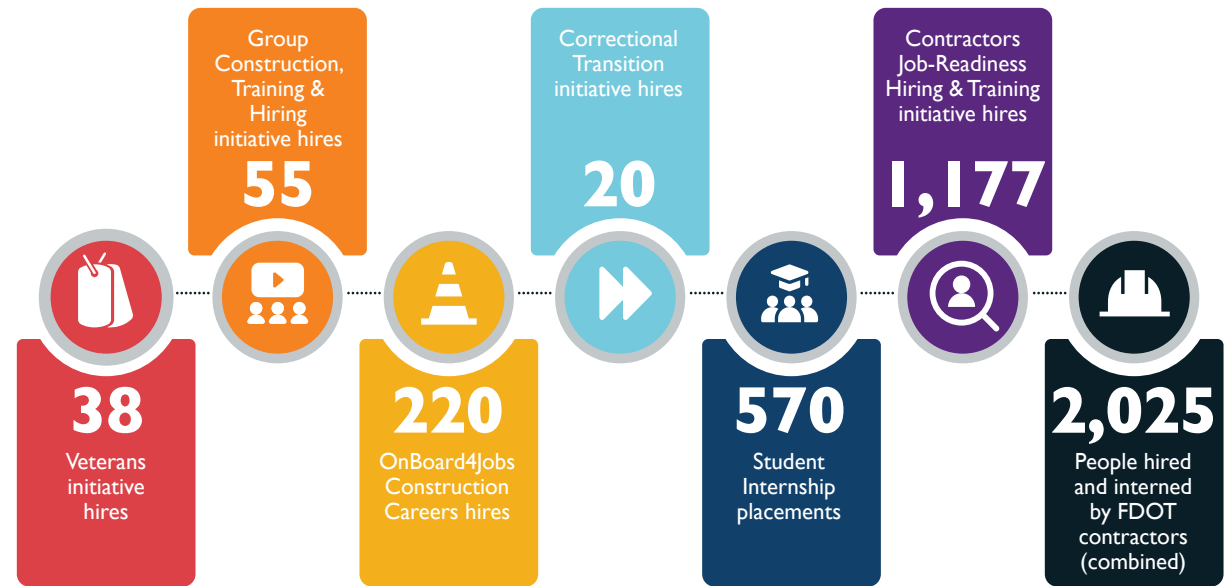
This program involves targeted activities to connect adult job seekers with contractors that are hiring, as well as initiatives that inform students about pathways to transportation industry careers:

### Adult-Targeted Activities:

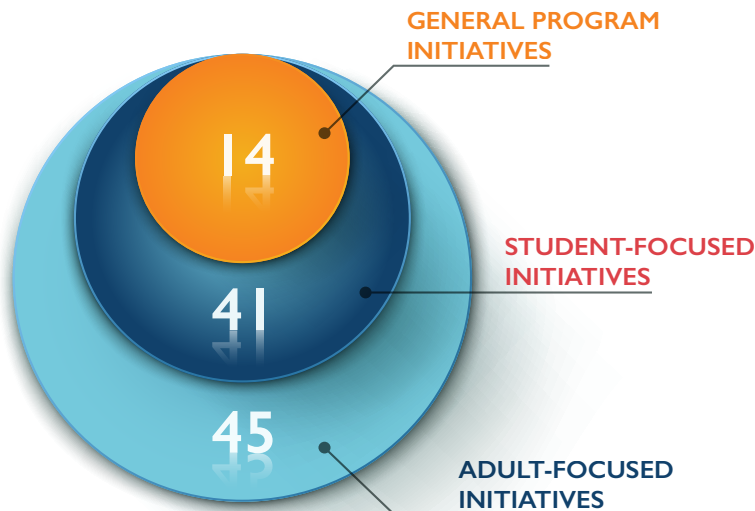
- Group Recruitment, Training and Hiring
- Contractors Job-Readiness Hiring and Training
- Correctional Transition Academy
- Military Veterans Recruitment
- Women Building Florida
- OnBoard4Jobs Construction Careers

### Student-Targeted Activities:

- Construction Career Days Participation
- Student Construction Careers Academy
- Student Construction Internship



### DISTRIBUTION OF INITIATIVES:



PROGRAM PARTNERS ENGAGED		181
	Agency Partners	7
	Community Partners	59
	Industry Partners	71
	School Districts	44

# BRIDGING THE GAP – ADULT-TARGETED INITIATIVES

## **RECRUIT. HIRE. TRAIN. RETAIN.**

With a focus on supporting its contractors in recruiting, hiring, training, and retaining workforce, FDOT leverages the Statewide Workforce Development Program to also create a pipeline of workers to meet the construction industry's needs today and for the future, and provides a robust career path for interested individuals.

**The Statewide Workforce Development Program features two types of job-readiness training and hiring for construction workers:**

- Instructor-led Group Recruitment, Training, and Hiring
- Contractor-led Job-Readiness Hiring and Training

**“ The FDOT Statewide Workforce Development Program is a great program.**

***They reach out to people that we as a contractor can't potentially reach, and having them as a resource is a great thing. ”***

**– Brian Crabtree, Vice President of Operations  
Shelby Erectors**

## INSTRUCTOR-LED GROUP RECRUITMENT, TRAINING, AND HIRING

This important initiative included the hosting of instructor-led Group Recruitment, Training, and Hiring events. The Statewide Workforce Development team collaborated with the contractors to advance this intensive classroom and field training which provided interested candidates the opportunity to become familiar with road and bridge construction job duties while contractors leveraged the opportunity to get to know the candidates, their work ethic, and skills.

*An instructor-led group course in Sarasota, hosted by Superior Asphalt, provided participants with two certification tracks: Advanced Maintenance of Traffic (MOT) and Heavy Equipment Operator Level I. After the five-day training, job seekers were interviewed with selected candidates hired.*

## CONTRACTOR-LED JOB-READINESS HIRING AND TRAINING

The Contractor Job-Readiness Hiring and Training initiative empowers contractors that receive reimbursement for recruiting, hiring, training, and retaining new employees to work on FDOT-bid construction projects. Created for contractors to hire employees and to provide tailored job-readiness training to those employees to meet their multi-faceted, entry-level labor needs, this program element is versatile to adapt to changes in the road and bridge industry workforce needs.

The five key elements of the Contractor Job-Readiness Hiring and Training initiative include:

- **Recruiting** – Contractors directly recruit, or partner with program staff or local community partners, to recruit program candidates
- **Hiring** – Contractors hire candidates that meet their basic employment criteria
- **Training** – Contractors provide up to 320 hours of individual job-readiness training to prepare their new employee for a career in construction
- **Retaining** – Contractors to provide career path opportunities for entry-level employees hired under this initiative
- **Reporting** – Contractors are required to submit monthly program reports tracking the progress of employees' training and retention record



# 2,025

**Have been hired and interned by  
FDOT road and bridge contractors**



## CONTRACTOR JOB-READINESS HIRING AND TRAINING

A multi-disciplined team is focused on this key initiative to successfully attract and recruit candidates and connect workforce with FDOT road and bridge construction contractors statewide. The commitment from industry contractors to provide paid, hands-on job skills training means collaborating with construction firms to identify current open positions within their organization, and projecting what the workforce needs will be in the short-term and long-term future. This nod to the future allows the industry to determine what training will be required, to develop classroom and field curriculum specific to these needs, and to develop partnerships that will provide a pipeline of talent.

**“ This Statewide Workforce Development Program is a game changer. I can see the benefits of how this program garners interest from our young people. I encourage our young people to tap into this program and work with these professionals to build better roads, bridges, seaports, and more. They are our future. ”**

**– Janella Newsome, Public Information Director  
Florida Department of Transportation, Southwest Florida**



**PROGRESSIONS: 80** people were hired through the Contractor Job-Readiness Hiring and Training initiative in FY 2023. That brings the total number of people getting a chance to work in the industry to 1,177 through the inception of this initiative in 2020.

## CORRECTIONAL TRANSITION ACADEMY

### Addressing Industry Workforce Needs While Providing Second Chances

The focus in 2023 was to provide vetted, pre-selected Re-Entry candidates, with a detailed, informative, and engaging three-day workshop with partnering community-based agencies and FDOT contractors. The Correctional Transition Academy provided career seeking candidates with a comprehensive overview of opportunities within the road and bridge construction industry.

“*People hired from the Re-entry or Second Chances initiative are some of the hardest workers.*

*We hire them and train them, provide safety training and leadership training. When people are willing to learn something new, we'll find a way to teach them.*

*We're glad to be partnering with the Statewide Workforce Development Program team. At Shelby Erectors, we think it's a great program altogether.*”

– *Brian Crabtree, Vice President of Operations  
Shelby Erectors, Inc.*



FDOT's Statewide Workforce Program partnered with Ring Power's St. Augustine training facility to host a Heavy Equipment Operator course where nine participants successfully completed their certification during National Second Chance Month. The class consisted of five women and four men, including three military Veterans.

## MILITARY VETERANS TRAINING ACADEMY

The Statewide Workforce Veterans Training Academy collaborated with Veteran-serving agencies and community partners to provide a three-day introductory course to road and bridge construction.

The initiative provided employability skills training and construction introduction courses to Veterans re-entering the workforce with a strong desire to work in road construction. It focused on empowering and equipping individuals with the confidence, professional development, and financial awareness for a career in the road and bridge industry.

The Military Veterans Training Academy served to identify service members before they separated or transitioned out of the service, introduced them to the industry, determined transferrable skills, and helped former service members find work in road and bridge construction.

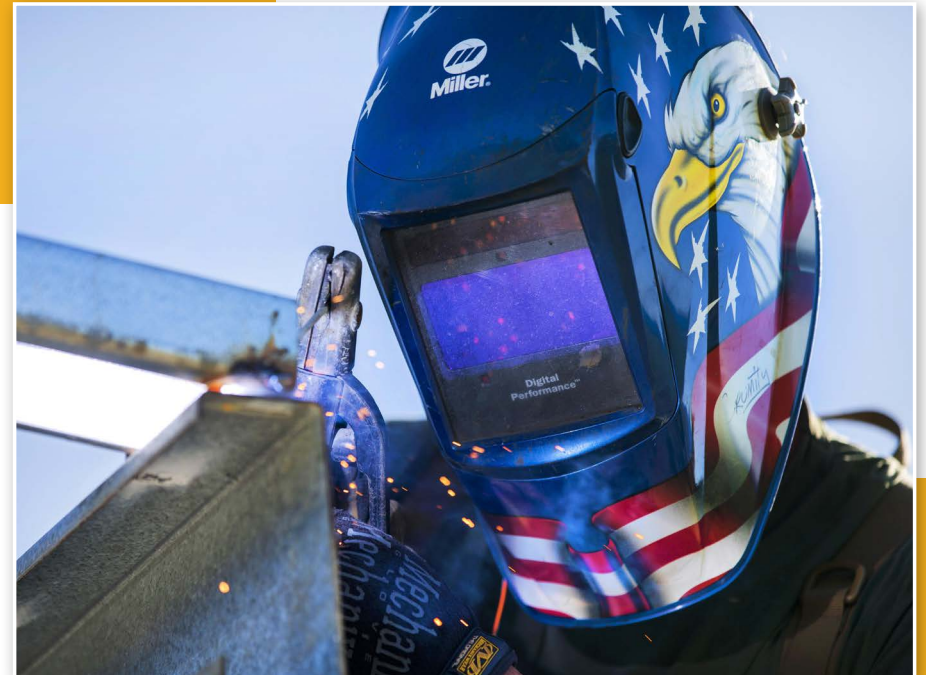
The initiative drew from Veterans having served in armed forces infrastructure and civil engineering divisions such as the United States Naval Construction Battalions (better known as the Navy Seabees) and the U.S. Army Corps of Engineers.

“ *The FDOT Statewide Workforce Development has enabled me to find a new career path that is much more than a job. The quality of the program fed my desire to grow within the construction industry and set me on the road to become a Project Superintendent.* ”

– *Jonathon Morris, Equipment Operator  
The de Moya Group*



**PROGRESSIONS:** Program staff connected with transitioning military service members and Veterans, with 38 Veterans hired by participating FDOT contractors.



## WOMEN BUILDING FLORIDA

Opportunities abound for women in Florida's road and bridge construction industry, and the Statewide Workforce Development Program focused in 2023 on developing the framework and engaging women who have a vested interest in building a career. The purpose is to help close the gender gap provide adequate training, and address negative perceptions of women working in the road and bridge industry.



**Build More Than a Job.  
Build a Life.**

## ONBOARD4JOBS CONSTRUCTION CAREERS

OnBoard4Jobs Construction Careers (OnBoard4Jobs) collaborates with the Statewide Workforce Development Program to help On-the-Job Training candidates gain entry-level employment with local contractors on road and bridge construction projects. Managed by FDOT's Equal Opportunity Office and funded through the Federal Highway Administration, the program includes hiring workers for On-the-Job Training opportunities.

Accomplishments under the OnBoard4Jobs Programs in 2023 include:

- 🔧 1,137 participants completed the Roads to Jobs Life Skills in Construction Careers Training course throughout Florida
- 🔧 1,421 On-the-Job Training candidates referrals have been provided to contractors seeking to hire
- 🔧 190 contractors are enrolled in this On-the-Job Training supportive services program
- 🔧 220 people placed into jobs in road and bridge construction
- 🔧 Represented the industry at events to enhance awareness of careers in road construction, including the Construction Career Days
- 🔧 Planned and participated in multiple hiring fairs statewide, both virtually and in person, in support of expedited construction schedules





### Peer Discussions with Arkansas, Ohio, and Wisconsin – Hosted by FHWA and FDOT in Northeast Florida

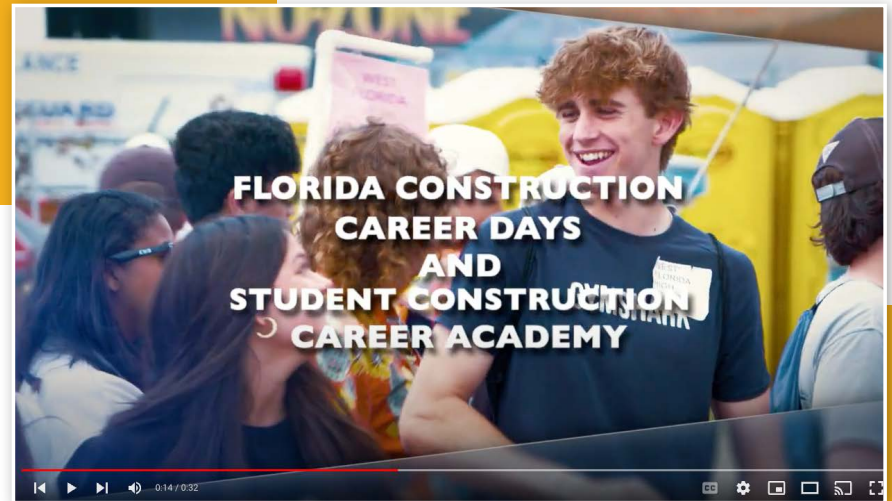
The Federal Highway Administration (FHWA) and the Florida Department of Transportation rolled into Florida to host the FHWA Peer Exchange Workshop in Jacksonville, Florida. Strategic Workforce Development professionals from Florida, Arkansas, Ohio, and Wisconsin participated and shared their programs' innovative training methods and collaborated on future strategies to serve their states' workforce needs. Florida Statewide Workforce Development Program Administrators supported the FHWA team and presented on Florida's Program highlights.



# PAVING THE WAY – STUDENT-TARGETED INITIATIVES

## STUDENT CONSTRUCTION INTERNSHIP

The Student Construction Internship Initiative strives to successfully place statewide high school, college, trade school, and community youth and young adults between the ages of 16 to 24 in a paid learning environment with FDOT Contractors. Contractors commit to providing a series of experiential work-related learning activities over six to eight weeks, with a maximum of 320 hours. The experience offers an introduction to career pathways for Florida road and bridge construction interns.



## SUCCESS STORIES

“ The internship I was part of in 2020 and 2021 put me on a great path to build worksite experiences I never grasped in school. Halley Engineering Contractors helped me gain valuable experience in my career through these internships by exposing me to the niche worlds of paving, surveying, excavation, drainage, and quality control. I am thankful for the support I was given to excel and build upon the foundation this internship gave me. Halley Engineering Contractors opened the doors in my career allowing me to grow internally as a Project Manager. I am thankful to have been an active part of five roadway projects and continue to grow in my field. ”

– Justin Valdes, Halley Engineering Contractors, Inc.  
Project Manager and Past Internship Participant



Justin Valdes



Lukas Ward

“ I would recommend the Statewide Workforce Development internship program because it helps people learn what they really want to do. And it gives me more of a hands-on experience, you learn a lot, and you get to see how much technology has evolved. I would recommend the internship because it helps provide experience and a better idea of what one wants to do in life. ”

– Lukas Ward, Construction Intern and  
FTBA 2023 Scholarship Recipient  
Internship provided by Ranger Construction



## STUDENT CONSTRUCTION CAREER ACADEMY

In its inaugural year, this initiative focuses on placement of high school, college, trade school, and community students and young adults into an interactive platform designed to educate the participants in the various trade skills and career opportunities in the road and bridge construction industry while engaging FDOT Contractors located in their community. It is designed to partner with community-based agencies or local schools to provide a venue for a one-day immersive peek of the industry.

**“We’re excited to have the Statewide Workforce Development Program’s Construction Career Academy hosting this event today. We’re excited to see where this partnership leads. We’ve been working with the Statewide Workforce Development Program’s summer internship program for a year or two.**

**Bringing on students and young adults to work with our company and introducing them to all the possibilities that are available, from working on the road to accounting to media to engineering, is very valuable. Having events like this helps us introduce more people to the possibilities of this industry. We love to watch our employees and their families grow through this industry.”**

**– Tara Beauchamp, Project Manager  
Anderson Columbia**





# CAREER PATH

## INTO THE CONSTRUCTION INDUSTRY



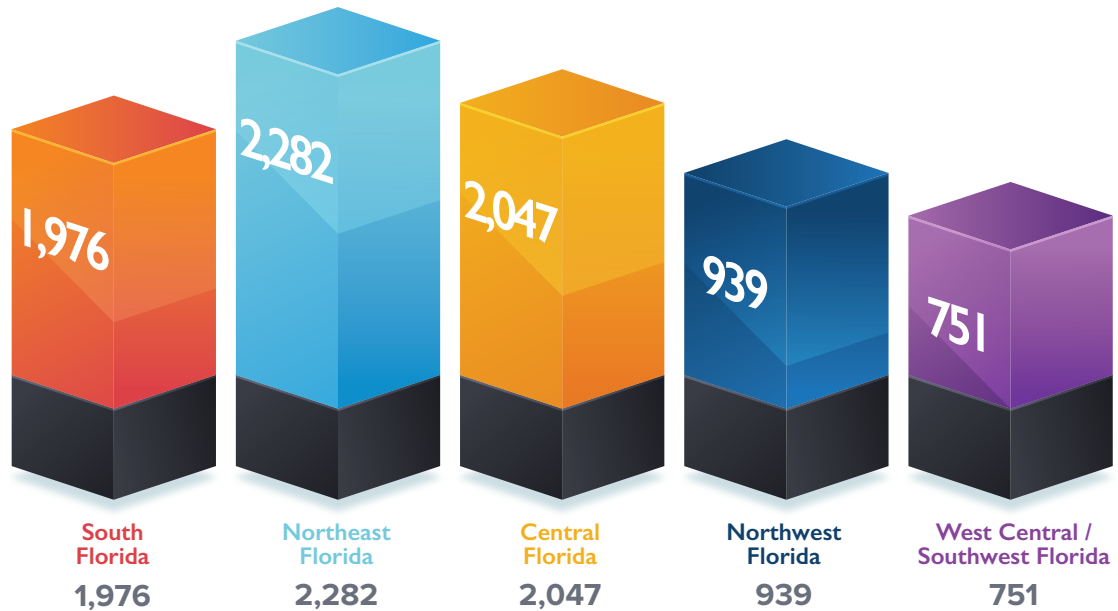
## FLORIDA CONSTRUCTION CAREER DAYS PARTICIPATION

FDOT's Statewide Workforce Development Program participates in outreach to Florida high school and technical school students to educate them about career pathways in the transportation construction industry.

**“ I am excited to come to the Construction Career Day to learn about construction and my future career path in civil engineering. It's also great to learn more about scholarship opportunities and for others to learn about a different career path other than college. ”**

*– High School Student, Participant Florida Construction Career Days*

## STUDENTS ENGAGED AND INFORMED ABOUT INTERNSHIP OPPORTUNITIES



## FY 2023 CONSTRUCTION CAREER DAYS



In 2023, FDOT contractors participated in hiring **308** interns, an increase over the previous year and a positive reflection on industry commitment to building the talent pipeline for future Florida projects.

# STATEWIDE WORKFORCE DEVELOPMENT

Strategically communicating the opportunities and benefits of a career in road and bridge building throughout Florida requires a myriad of program components. The Statewide Workforce Development Program serves as tools to address the construction labor shortage by recruiting skilled workers for infrastructure projects to increase the likelihood of Department projects remaining on time and within budget. To accomplish the other program goals, we aim to grow our workforce recruitment and contractor relationships while increasing positive employer participation and building FDOT Statewide Workforce Development brand awareness.

During 2023, the program launched a robust marketing and advertising campaign that included:

- Programmatic display ads, providing access to target audiences by narrowing the geotargeting and utilizing websites pertaining to road and bridge construction and job searches
- Social media display ads that included Facebook and LinkedIn
- Outdoor billboard advertising strategically placed to reinforce awareness of career paths in Florida’s road and bridge construction

Overall, the programmatic and social media ads for the Florida Road Jobs Marketing Campaign met or exceeded industry standards. In total, the digital ad campaign garnered:

**27,034,892**

total impressions

**118,083**

total clicks

# ENHANCING PROGRAM COMMUNICATIONS AND OUTREACH



## OVERALL CAMPAIGN OBSERVATIONS

With industry perspective and contractor input provided while working closely with the FTBA Work Group, a strategic marketing campaign was developed and piloted in FY 2023. The digital advertising campaign proved to be an integral component of the overall marketing effort to recruit more individuals in Florida to join the road and bridge construction industry. The paid media components directly support the organic marketing tactics - including in-person events and active social media pages - to effectively broaden the reach of FDOT's Statewide Workforce Development Program.

With FY 2023 digital advertising meeting, and more importantly exceeding, performance expectations, it is clear the marketing campaign's message is reaching and resonating with its target audiences. As a result of the successful paid marketing efforts, visits to the FloridaRoadJobs.com website were exponentially higher while ads were actively running, increasing the opportunities to capture information on individuals interested in road and bridge construction jobs and ultimately expand the industry's workforce.

### FloridaRoadJobs.com

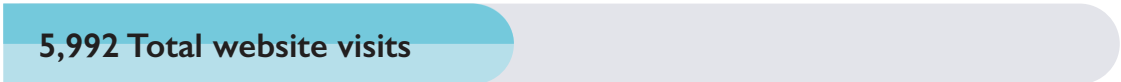
July 1, 2022 –  
June 30, 2023



July 1, 2021 –  
June 16, 2022

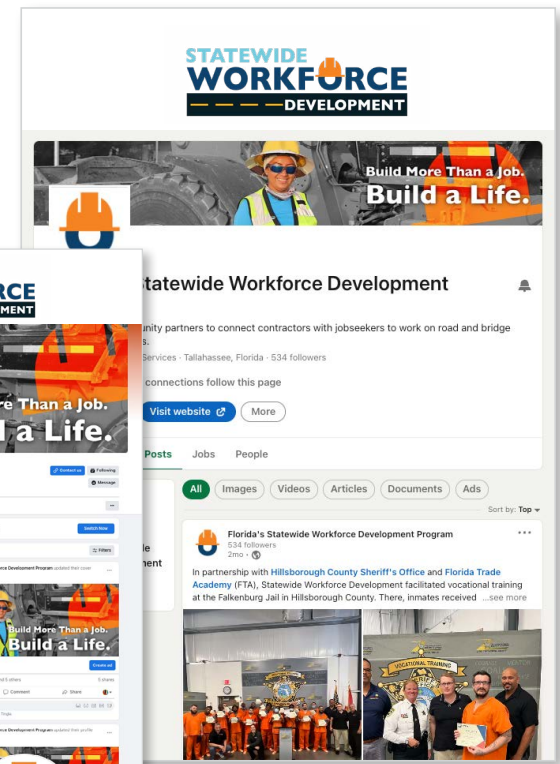
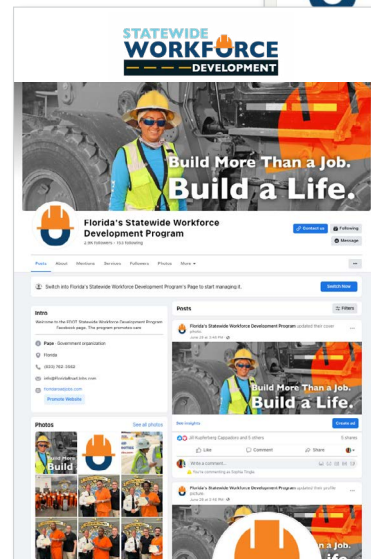


July 1, 2020 –  
April 30, 2021



\*Website launched May 28, 2020

\*\*New website launched July 5, 2023

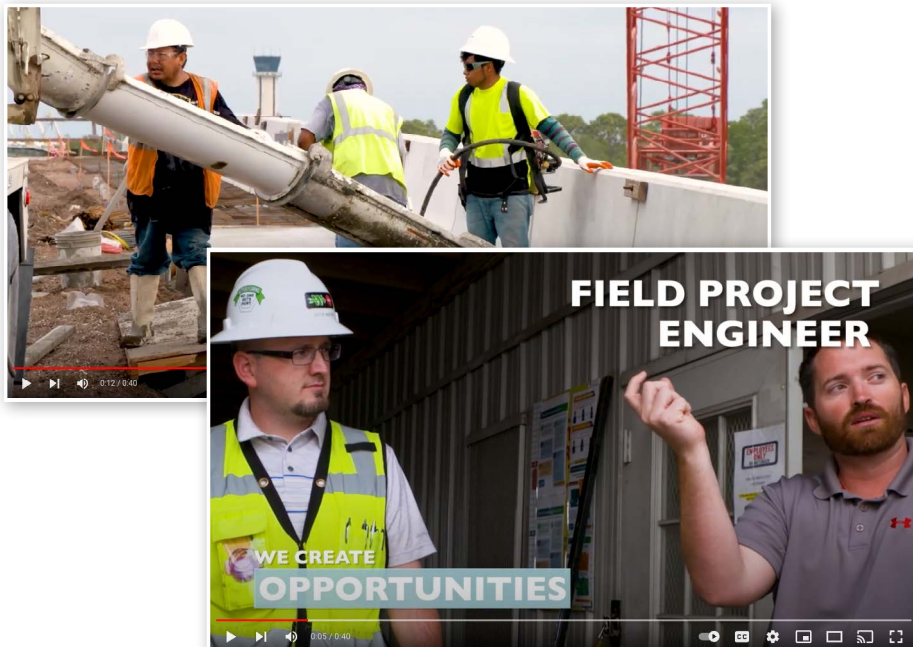


## CAREER PATHWAY VIDEOS

With a library of more than 24 new career pathway videos to show people what it could be like to work in Florida’s road and bridge building industry, the communications team documented examples of the many job opportunities available for entry-level general laborers to the most skilled heavy equipment operators. Topics include pathways to such careers as general construction laborers, drill shaft operators, heavy equipment operators, crane operators, safety managers, erosion control specialists, project engineers, superintendents – and more.

These quick videos – most only about 30 seconds long – demonstrate specific jobs, skills, and certifications that pave career pathways and lead to progressively higher wages. Working closely with contractors who generously provided access to their project sites, the program also features video testimonials from foremen and superintendents, general laborers, skilled tradesmen and women, and individuals that have built a career because of seizing opportunities in the road construction industry.

[youtube.com/@floridaroadjobs](https://youtube.com/@floridaroadjobs)

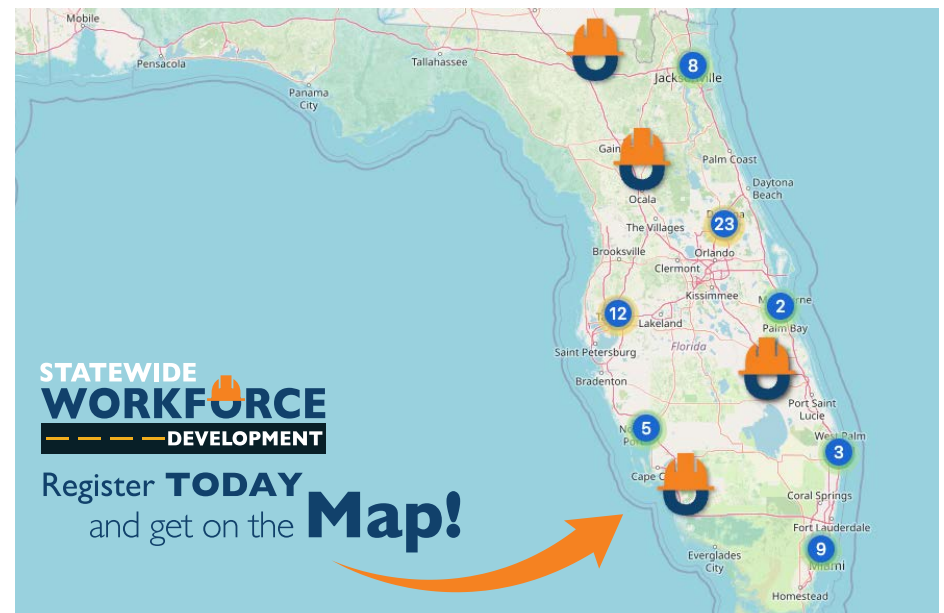


## FLORIDAROADJOBS WEBSITE

As the demand for entry-level and skilled workers continues to grow, so does the need for an informative, robust portal to connect job seekers with firms that are hiring. This year included a commitment to refresh the Statewide Workforce Development Program website: [FloridaRoadJobs.com](https://FloridaRoadJobs.com). The new site places an emphasis on spotlighting participating contractors, detailing current job openings, and mapping their regional location. The interactive Florida map puts job searching at the fingertips of people interested in seeing where jobs are available, reading descriptions of the jobs and required skills, and sharing the post on their preferred social media platforms.

Job seekers can 'Chat' in real time to ask questions, obtain "how-to" instructions about registering for job placement services, and view testimonials from people that have advanced their careers through training and internships provided by industry contractors.

Contractors are encouraged to leverage the website as part of their recruitment toolkit and to partner with the Statewide Workforce Development Program team to post job openings, share success stories, and engage with potential recruitment partners.



# PROGRAM PARTNERS ENGAGED

A photograph of two construction workers at a site. The worker on the left is wearing a white hard hat with an American flag and 'THINK SAFETY' text, a plaid shirt, and a high-visibility green safety vest with a logo. The worker on the right is wearing a yellow hard hat, sunglasses, a blue long-sleeved shirt, and a high-visibility green safety vest. They are standing on a construction site with debris in the background.

**“ It is a much-needed program, especially in today’s world with a lack of trained trades personnel. We had some good employees come out of the program and look forward to working with them in the future. ”**

**– Jeff Mayfield, Project Manager,  
The Walsh Group**

## PROGRAM PARTNERS ENGAGED

FDOT and Statewide Workforce Development Program staff are committed to strengthening and expanding program partnerships to benefit adult job seekers and students exploring career opportunities in the road building industry. The program's expansion in 2023 was fueled by leveraging valued agency, industry, and community partnerships as listed below:

### Agency Partners

CareerSource Florida  
 Florida Commission for the Transportation Disadvantaged  
 Florida Department of Corrections

- Circuit 4 – Jacksonville Probation
- Circuit 9 – Orlando Probation
- Circuit 11 – Miami Probation
- Circuit 12 – Sarasota County Probation
- Circuit 13 – Hillsborough County Probation
- Circuit 17 – Ft. Lauderdale Probation

Florida Department of Economic Opportunity  
 Florida Department of Education  
 Florida Department of Veterans' Affairs  
 U.S. Department of Veterans Affairs Vet Centers

### Industry Partners

ABHE & Svoboda  
 Acme Barricades  
 Ajax Paving Industries of Florida, LLC  
 AKCA, LLC  
 American Lighting and Signalization  
 Anderson Columbia  
 Archer Western  
 Archer Western-de Moya Joint Ventures  
 Arrive Alive Traffic Control, LLC  
 Asphalt Group, Inc.  
 Asplundh  
 Atlantic TNG, LLC  
 Blacktip Services  
 Bob's Barricades

Bonn-J Contracting, Inc. of Florida  
 C.W. Roberts Contracting, Inc.  
 Cone & Graham, Inc.  
 Condotte America, Inc.  
 Cornerstone Barricades  
 Dickerson Inc.  
 EHC Inc. Construction  
 Ferreira Construction  
 Ferrovial Services Infrastructure, Inc.  
 Florida Safety Contractors, Inc.  
 Florida Transportation Builders' Association  
 Gator Grading & Paving, LLC  
 General Asphalt  
 Global Contracting Group, LLC  
 Halley Engineering Contractors, Inc.  
 Highway Safety Devices, Inc.  
 Hormac Construction  
 Hubbard Construction Company  
 Ingram Signalization  
 Johnson Bros. Corporation  
 Jones Benitez Corporation  
 Kelly Tractor Co.  
 Kimmins Contracting Corp.  
 Lane Construction Corporation  
 Lead Engineering  
 Middlesex Corporation  
 Miller Electric Co.  
 Musgrove Construction  
 OHLA USA  
 Preferred Materials, Inc.  
 Panhandle Grading & Paving, Inc.

P & S Paving, Inc.  
 PCL Construction  
 PCS Heavy Civil, Inc.  
 Prince Contracting, LLC  
 Ranger Construction Industries  
 Redland Construction  
 Ring Power  
 RIPA & Associates, LLC  
 RoadSafe Traffic Systems, Inc.  
 Russell Engineering  
 Sacyr Construction  
 Safety Contractors, Inc. USA  
 Safety Contracting  
 SEMA Construction  
 Scott Bridge Company, Inc.  
 Shelby Erectors, Inc.  
 Skanska  
 Southeast Highway Guardrail & Attenuators, LLC  
 Superior Asphalt, Inc.  
 Superior Construction Co.  
 The de Moya Group, Inc.  
 The Stout Group  
 The Walsh Group  
 Tierra  
 Traffic Control Devices  
 United Signs & Signals  
 Vicellio & Grogan Construction, Inc.  
 Westra Construction Corp.



## Community Partners

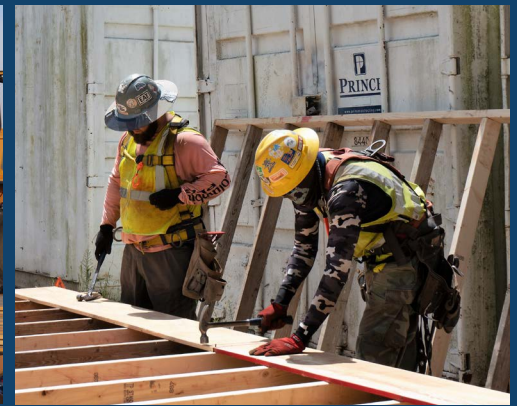
A&SW Consultants, Inc.  
American Legion  
AmeriCorps City Year Program  
Abe Brown Ministries, Inc.  
Boley Center  
Broward County Sheriff's Office  
CareerSource Broward  
CareerSource Central Florida  
CareerSource Heartland  
CareerSource North Florida  
CareerSource Northeast Florida  
CareerSource Palm Beach  
CareerSource Pasco Hernando  
Career Source Pinellas  
CareerSource South Florida  
CareerSource Suncoast  
CareerSource Tampa Bay  
Clara White Mission  
Corporation to Develop Communities of Tampa, Inc.  
End Recidivism Project Extreme  
Emergency Care Help Organization  
Feeding Tampa Bay  
Florida Hires  
Florida Youth ChalleNGe Academy  
Gadsden Correctional Facility  
Goodwill  
Home Builders Institute  
Helen Gordon Davis Centre for Women, Inc.  
Hillsborough County Sheriff's Office  
Hillsborough Ex-Offenders Re-Entry Network  
Homeless Empowerment Program  
iBuild Central Florida  
Impact Equitable Justice Incorporated  
Jacksonville Urban League  
Junior Achievement Inspire of Central Florida

Manatee Technical Institute  
MacDill Airforce Base Metropolitan Ministries  
NAACP Empowerment Center  
Noah Community Outreach, Inc.  
Ocala Housing Authority  
OIC of South Florida  
Operation New Hope  
Orange County Corrections  
Pinellas County Urban League  
Pinellas Ex-Offender Re-Entry Coalition  
Ready4Work-Hillsborough  
Re-Entry Center of Brevard  
Salvation Army  
Samaritan Resource Center  
Society of St. Vincent de Paul CARES  
Soldiers Angels  
Tampa Housing Authority  
Tampa Bay Training, LLC  
The Lord's Place  
Transition Inc.  
University of South Florida OSHA Training Institute  
Education Center  
Veterans Florida  
Veteran Treatment Court Program  
Zephyrhills Correctional Institution

## Florida School Districts

Alachua County Public Schools  
Baker County Public Schools  
Bradford County Public Schools  
Brevard County Public Schools  
Broward County Public Schools  
Charlotte County Public Schools  
Citrus County Public Schools  
Clay County Public Schools

Collier County Public Schools  
Columbia County Public Schools  
DeSoto County Public Schools  
Duval County Public Schools  
Escambia County Public Schools  
Gilchrist County Public Schools  
Glades County Public Schools  
Jacksonville Area Public Schools  
Hamilton County Public Schools  
Hardee County Public Schools  
Hendry County Public Schools  
Hernando County Public Schools  
Highlands County Public Schools  
Hillsborough County Public Schools  
Lake County Public Schools  
Lee County Public Schools  
Levy County Public Schools  
Manatee County Public Schools  
Marion County Public Schools  
Miami-Dade County Public Schools  
Okaloosa County Public Schools  
Okeechobee County Public Schools  
Orange County Public Schools  
Osceola County Public Schools  
Palm Beach County Public Schools  
Pasco County Public Schools  
Pinellas County Public Schools  
Polk County Public Schools  
Putnam County Public Schools  
Santa Rosa County Public Schools  
Sarasota County Public Schools  
Seminole County Public Schools  
St. Johns County Public Schools  
Suwannee County Public Schools  
Union County Public Schools  
Volusia County Public School



# STATEWIDE WORKFORCE DEVELOPMENT

Presented under the authority of:

**FLORIDA DEPARTMENT OF TRANSPORTATION**

Jared W. Perdue, P.E., Secretary

Managed by:

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Angela Jester, Workforce Development Administrator