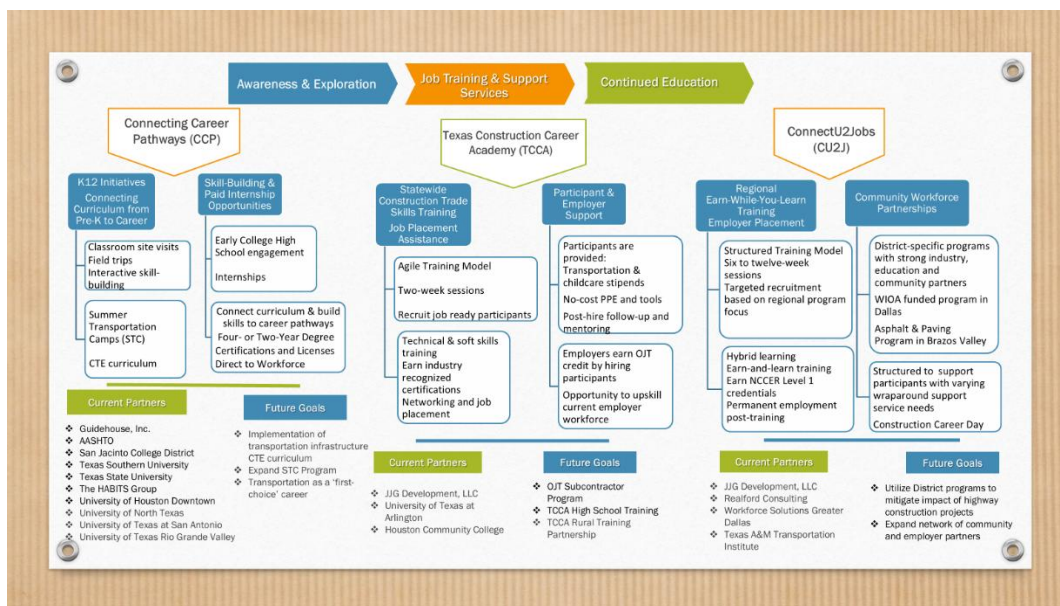


## Summit Briefing

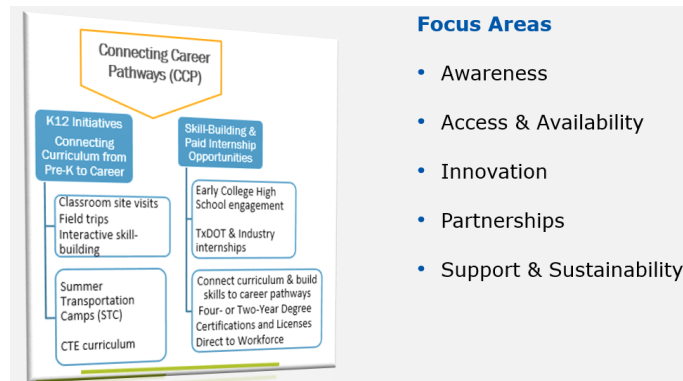
As TxDOT addresses the future of the transportation workforce, we are focused on building initiatives that not only begin with community input but are designed and implemented in collaboration with them and based on specific regional needs. This involves engaging a variety of local public, private, and non-profit organizations to understand unique community dynamics, challenges, and opportunities. Strategic planning links workforce and small business development programs to increase the active participation of all Texans as stakeholders in deciding the future of our state's transportation infrastructure.

While a statewide approach to support workforce development will always be needed, lessons learned have taught us that engaging – and specifically retaining – a skilled workforce must include connecting qualified and capable regional partners to develop and implement programs that provide training, wraparound support services, job placement, and continuing education opportunities for the communities they serve. This allows for a comprehensive program based on a region-specific understanding of skills gaps, barriers to entry and retention, and employer partners; and incorporate opportunities for engagement from transportation career exploration to choosing career pathways.

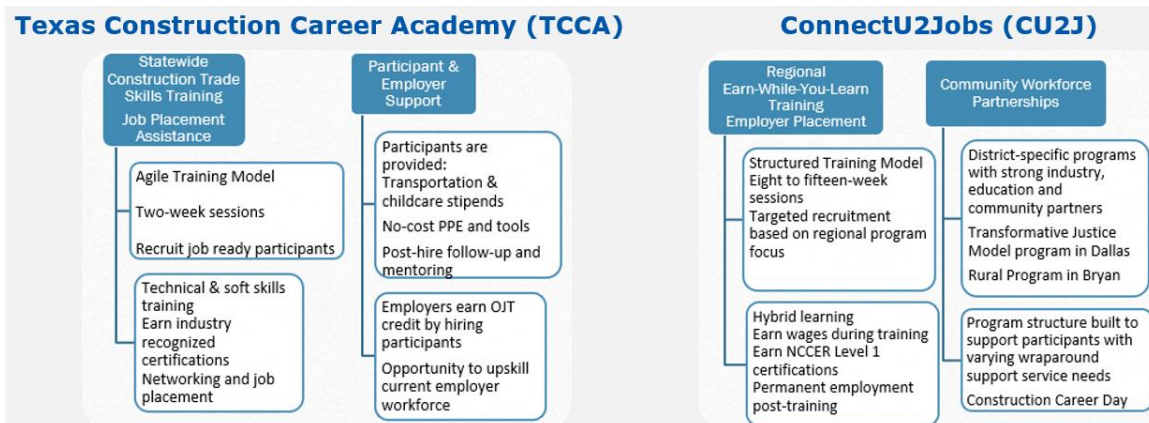
## Strategic Workforce Development



The **Connecting Career Pathways (CCP) Program** is the earliest touchpoint for primary- and secondary-school students in our workforce development initiatives. CCP aims to build foundational awareness among students, families, and educators by positioning transportation infrastructure as a top career choice in Texas.



The **Workforce Development and Training Support Services (WDSS) Program (WDSS)** is designed to increase the pool of qualified Texans able to participate in the transportation infrastructure industry by engaging with industry professionals to understand workforce capacity, identify skills and training gaps, challenges to entry and retention, and connecting qualified and capable community partners to build strong workforce development and training programs that address the unique needs within specific regions of the state.



The **Small Business WFD Supportive Services (SBWDS) Program** engages small businesses as partners in workforce initiatives to help build sustainable regional partnerships for community-serving-and-supported training and job placement programs. This includes simultaneously supporting small businesses with the training and resources needed to fully participate and expand capacity, such as: 1) access to capital and bonding; 2) recruitment and vetting; 3) wage and salary support for training program participants; 4) preparing for financial audits; and 5) bidding on federal and state transportation projects.

Program participants who intern with small business partners are mentored and learn about all aspects of the jobsite and industry, while also being encouraged to chart a path to becoming business owners themselves.

**Total Small Business Bonds Allocated in 2024 = \$33.5 Million**

- Enrolled: 24 Small Businesses
- Bonded: 10 Small Businesses
- Pending Bonding: 10 Small Businesses
- Actively Bidding on TxDOT Projects: 5 Small Business
- WFD Program 2025 Employer Partners: 5 Small Businesses



Workforce initiatives driven by the communities and businesses they are meant to serve establishes their presence within the industry while attracting younger members of the community into a space where they can see themselves, not just participating, but gaining ownership as well.

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