

BUILDING A STRONGER WORKFORCE



**An AGC of NH Guide to
Recruiting Workers in the
Construction Industry**



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.

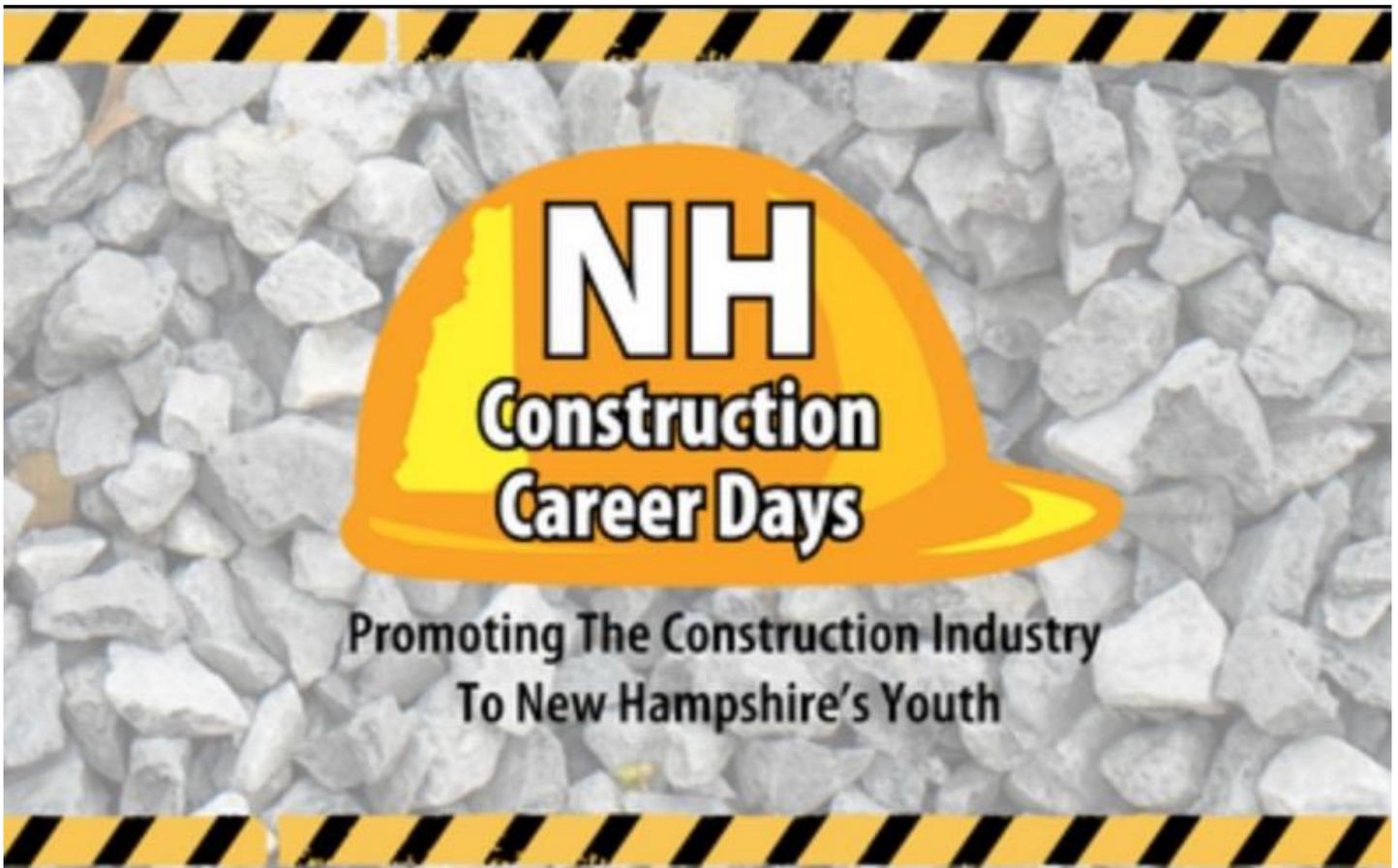
AGC of New Hampshire recognizes the importance of maintaining a sustainable workforce, and as such we've compiled this guide to help employers in the industry determine their workforce needs and reach out to the proper audiences. In this document, firms will find educational resources, contact information,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

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. 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 Community College and University programs can be found in the Appendix on the last page of this booklet.

- **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 ways 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, wastewater 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. This year's event will be held on September 28-29, 2023.



- 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: [Veterans' Programs](#)
- 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 program. The chart below lists the CTE centers who offer programs in our field. More information on CTE centers can be found here: [CTE Programs In NH](#)
- 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: [WorkReadyNH](#)

	Great Bay	Lakes Region	Manchester	Nashua	NHTI-Concord	River Valley	White Mountains	UNH	Keene State
A = Associate Degree C = Certificate B = Bachelor M = Master									
Advanced Heating, Ventilation, and Air Conditioning			C						
Advanced Welding							A/C		
Air Conditioning and Refrigeration			C						
Architectural Engineering Technology					A				
Civil Engineering Technology					A				
Construction Management - Architecture									BS
Construction Management - Business Management									BS
Construction Management - Safety									BS
Construction Safety Sciences									BS
Electrical Engineering								B/M	
Electrical Systems Installation and Maintenance		A/C							
Electrical Technology			A/C						
Electro-Mechanical Technology		A							
Electronic Engineering Technology				A	A				
Engineering / Engineering Technology	A								
Environmental Engineering								B	
Facilities Management			A						
Heating, Ventilation, and Air Conditioning			A/C						
Industrial Design Engineering Technology					A				
Industrial Mechanics							C		
Machine Tool Technology CNC Programming				C					
Mechanical Engineering Technology				A	A				
Pipe Welding							C		
Safety & Occupational Health Applied Sciences								B/M	
Trades Management							A		
Welding Technology	C		A/C						

New Hampshire CTE Programs 2023	Total Centers Offering Each Program	Locations																									
		Berlin	Bradford, VT	Brattleboro, VT	Canaan, VT	Claremont	Concord	Conway	Derry	Dover	Exeter	Hudson	Keene	Laconia	Littleton	Manchester	Milford	Nashua	Newport	Peterborough	Plymouth	Portsmouth	Rochester	Salem	Somersworth	Springfield, VT	White River Junction
Automotive Technology	20	X	X	X		X	X	X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction Trades, General	1				X																						
Building/Construction Trades	20	X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Electrical, Electronic & Communications Engineering Technology/Technician	2			X											X												
Electrician	4							X	X			X					X										
Engineering Design	2	X																								X	
Engineering, General	17	X				X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Heating/Air Conditioning, Refrigeration	3														X		X						X				
Heavy Equipment Maintenance and Repair	2		X								X																
Industrial Electronics Installation	1																									X	
Industrial Mechanics and Maintenance Technology	1																									X	
Machine Shop Technology/Assistant	6					X		X								X	X						X				X
Manufacturing Technology/Technician	4											X	X	X	X										X		X
Plumbing and Water Supply Services, Other	5					X						X	X		X								X				
Welding Technology	9	X			X				X	X	X	X							X						X	X	X

As a member of AGC of New Hampshire, you also have resources available through AGC of America.

According to AGC of America:



AGC of America has developed [THE WORKFORCE DEVELOPMENT RESOURCE CENTER](https://workforce.agc.org/)

You may click on the link or go to <https://workforce.agc.org/> to explore what's available to you.

APPENDIX

Community College and University contact information is below.

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

Lakes Region Community College
379 Belmont Rd, Laconia, NH 03246
(603) 524-3207
www.lrcc.edu

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

NHTI – Concord
31 College Drive, Concord, NH 03301
(603) 271-6484
<http://www.nhti.edu/>

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

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

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

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

