



### **Highway Construction Careers Training Program (HCCTP)**

The HCCTP is a partnership launched in 2009 between the Illinois Department of Transportation (IDOT) and Illinois community colleges to teach students the skills they need to work in transportation-related construction trades. More than 1,100 job seekers have completed the 450-hour program since it began, with almost 600 students landing employment—roughly 300 of which in trade unions, apprenticeship programs or with construction contractors.

These graduates have worked more than 3,300 hours on IDOT projects, including high-profile projects such as the \$133 million Englewood Flyover and the \$32 million Stony Island Feeder reconstruction, as well as Illinois Tollway projects, including the \$2.5 billion Jane Addams Memorial Tollway (I-90) Rebuilding and Widening Project and the \$3.4 billion Elgin-O'Hare Western Access Project.

The community colleges in the program are: Dawson Technical Institute, Chicago; South Suburban College, South Holland; Blackhawk College, Rock Island; Rock Valley College, Rockford; Kankakee Community College, Kankakee; Illinois Central College, Peoria; Parkland College, Champaign; Lincoln Land Community College, Springfield; Lake Land College, Mattoon; Southwestern Illinois College, East St. Louis; Lewis & Clark Community College, Godfrey; and John A. Logan College, Carterville.

About 40 people currently are enrolled in the program statewide.

### **Transportation Construction Apprenticeship Readiness Training Program (TCART)**

The TCART was established in 2013 by a partnership between IDOT and the Chicago Urban League to provide job-skills training through Local 150 Operating Engineers and the Chicagoland Laborers. The Illinois Tollway joined the partnership in April 2014.

More than 350 job seekers have completed the program. The program has 167 graduates, 90 percent of which are African-American, landing employment in transportation-related jobs. About 170 program graduates are currently employed as laborers, field technicians and apprentices on job sites throughout the Chicago area, such as the \$719 million Tri-State Tollway (I-294)/I-57 Interchange project and on Chicago Transit Authority projects.

The next round of classes begin every three weeks starting Sept. 8. Each class can accommodate up to 60 participants.

### **Earned Credit Program (ECP)**

The ECP is a rewards initiative that allows contractors and subcontractors to earn bid credits toward future Illinois Tollway construction bids when they hire from a pool of qualified, pre-screened job candidates, including underemployed African-Americans, Latinos, Asian-Americans, women, eligible offenders and veterans.

There are 21 construction contractors and subcontractors who hold active Illinois Tollway ECP certificates and have hired and employed more than 160 ECP workers—most of whom now have union status.

About 31 program graduates are currently employed as laborers, carpenters, electricians, iron workers and operating engineers on state and local projects including the Tri-State Tollway (I-294)/I-57 Interchange Project, the Jane Addams Memorial Tollway (I-90) Rebuilding and Widening Project and the Elgin O'Hare Western Access Project.

Nine ECP Training Partners operate pre-apprenticeship construction training programs including the Chicago Urban League, Chicago Women in Trades, Dawson Technical Institute of Kennedy King College, Moraine Valley Community College in Palos Hills, Prairie State College in Chicago Heights, Quad County Urban League in Aurora, South Suburban College in South Holland, YouthBuild Humboldt Park and YouthBuild Lake County.

Individuals who have construction experience can contact ECP Training Partners for eligibility screening, skills assessment and career information year-round. ECP-eligible candidates are referred to hiring construction contractors who have current job opportunities and have requested ECP candidate referrals. Contractors and subcontractors conduct the interviews and make the hiring decisions.

### **Increased hiring incentive to contractors**

Previously, contractors were provided a hiring incentive of \$10 per hour for each employee who participates in these workforce development programs. Moving forward, that incentive will increase 50 percent to \$15 per hour.

For HCCTP and TCART, contractors have been reimbursed more than \$91,000 for more than 9,100 hours performed by graduates. ECP candidates have earned more than \$6.5 million in wages.