

INNOVATIVE CONSTRUCTION TRAINING SOLUTIONS FOR STATE DOTs



Construction faces a widening talent gap as seasoned workers retire and demand for skilled labor grows. Partnerships between the state, training providers and community organizations are equipping the next generation with hands-on training, trusted certifications, and a direct line to careers, strengthening both individual futures and the broader construction industry.

WORKFORCE DEVELOPMENT PARTNERSHIPS BUILT FOR CONSTRUCTION

CAHill TECH, Inc. is a WBE/DBE-certified workforce development company with a mission to solve the construction labor gap and democratize access to trades training. The New York State Department of Transportation (NYSDOT) partners with CAHill to offer the aQuiRe Construction Academy training app to workforce centers, educators, and non-profits, using grant funding.



These organizations remove barriers with a flexible online curriculum built by industry experts. The training is engaging, strengthens safety culture, expands industry knowledge, and develops real-world construction skills. It is integrated into existing programs combining digital learning with hands-on training, or as a stand-alone providing independent learning.



aQuiRe graduates obtain the skills needed to enter the construction workforce, move out of survival jobs into sustaining careers, and contribute to an industry that needs them.



THE PARTNERSHIP MODEL

The State University of New York at Morrisville, Educational Opportunity Center

Utilizing the aQuiRe platform in conjunction with their in-person training program, students watch the video modules and take the related quizzes in the classroom, gaining baseline knowledge before they do their hands-on safety and machine training in the field.



"The construction industry needs skilled, motivated people, and this partnership creates exactly that. Students aren't just learning about construction. They're entering our industry with the training, work ethic, and certifications that help them succeed from day one."

*~Sam Capitano, President of the
Upstate NY Laborers' District Council*

THE PARTNERSHIP MODEL (CONT'D)

The Central American Resource Center (CARECEN)

This non-profit organization offers the aQuiRe app to refugees living in NYC and Long Island, many have been in the field and/or have related degrees in their home country and are looking to upskill, while others are looking to start something new. CARECEN participants benefit from the curriculum's Spanish modules.

“One of our graduates, Haseeb, began as an Assistant Engineer for the NYSDOT in December 2024. I truly believe that taking the aQuiRe construction training and receiving the special certifications aided in making him a more desirable candidate for this position.”

~Leslie Perez, Job Coach, CARECEN



WorkSmartNY, NYS Department of Transportation

aQuiRe Construction Academy's pre-apprenticeship is a hybrid, job-ready training program. OSHA-certified instructors deliver hands-on training and participants complete training models virtually on their own time. The certifications necessary to work on major infrastructure projects are gained in just 8 weeks.



“The aQuiRe Construction Academy app brings technical and foundational knowledge together in a way that's both practical and flexible. When you combine that with instructors who have truly experienced this work, and real equipment time, it becomes something powerful.”

~Pamela Baxter, OJT Program Manager and EAP Coordinator, NYS Department of Transportation

THE IMPACT

Increased Accessibility: reaching individuals via non-traditional education pathways

Skilled Pipeline: supporting infrastructure projects

Workforce Readiness: delivering construction prep and fundamentals in critical workplace areas

Community Empowerment: local economies, communities and families benefit

LOOKING AHEAD

The collaboration between the DOT and CAHill represents a forward-thinking approach to workforce development. By funding programs that integrate cutting-edge training platforms into community organizations, the DOT is not only addressing current industry needs but also paving the way for a sustainable and skilled future workforce.

Departments of Transportation across the nation have the opportunity to be catalysts for change by supporting and leveraging the aQuiRe Construction Academy platform. Together, they can drive a cultural shift towards innovation, safety, and excellence in the construction industry.



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