

BUILDING THE FUTURE: HOW aQuiRe CONSTRUCTION ACADEMY IS SOLVING THE CONSTRUCTION LABOR SHORTAGE

A Proven Model for Developing a Job-Ready Workforce for Mega Projects

aQuiRe Construction Academy, powered by CAHill TECH, offers a proven, scalable solution to the critical labor shortage in the construction industry. This whitepaper details the success of the aQuiRe's hybrid, accelerated training model, showcasing its impact on high-profile projects like the New Buffalo Bills Stadium and the NY State Thruway Authority I-81 Viaduct Project. By partnering with aQuiRe, employers gain a reliable pipeline of skilled talent, reduce recruitment costs, and invest in a sustainable workforce for the future.

The aQuiRe Solution: A New Blueprint for Workforce Development

The aQuiRe Construction Academy delivers an eight-week program blending digital coursework with practical, hands-on instruction. Through our innovative training model, we transform motivated candidates into job-ready construction professionals.

Participants complete over 300 accredited micro-credential modules and earn critical certifications such as OSHA 10, Aerial Lift, Flagger, and Forklift through hands-on training led by OSHA-authorized subject matter experts. The program provides a direct pathway into local unions and supports graduates after placement through mentorship and continued training access, ensuring they are ready to succeed from day one.

Proven Success on High-Profile Projects

The effectiveness of the aQuiRe model is demonstrated by the success of our graduates on two of New York's largest construction projects.

Case Study: New Buffalo Bills Stadium

The construction of the new Buffalo Bills Stadium required a massive, skilled workforce. **Jerimiah H., a graduate of aQuiRe's first cohort, is one of over 20 alumni working on the site.** He leveraged the Academy's NYSDOL certified pre-apprenticeship training program to secure a position with the Finishers Union, embodying the program's goal of creating career pathways. **He has now been on the project for two years.** "Now I can be a part of something that's really big in Buffalo," Jerimiah says. "When I drive past the stadium, I can say, 'Hey, I helped build that.'" This union partnership is one of many and highlights how aQuiRe can effectively help staff mega projects with a pre-vetted, qualified workforce.

Case Study: I-81 Viaduct Project, Central New York

The I-81 project is one of the most significant infrastructure upgrades in NYS. aQuiRe graduate Corey M. secured a position as a journeyman with Salt City Contractors after completing our program. "The combination of hands-on training and digital learning prepared me for the workforce," Corey states. "It gave me the confidence and skills I needed to succeed." **He is now one of 10+ aQuiRe alumni contributing to this critical NY State Thruway Authority project, showcasing the Academy's ability to supply talent for major infrastructure projects.**

Employer Testimonials



"I've been working with CAHill since the beginning. I've seen them graduate now seven cohorts of students. As those in our industry are retiring and aging, CAHill is providing an essential pipeline of new workers."

~Sam Capitano, President, Upstate NY Laborers' District Council



"When I see a resume come across and the person has been through the aQuiRe training, they get a heads up and get an interview first. Right now, we have one person who's working and three who will start soon, and we have two from last year's class who are still on the job with I-81."

~Stephen Griffen, VP of Workforce Development, D.A. Collins

aQuiRe Graduate Employment Metrics

Employed at BBS:

20+

Employed on I-81:

10+

Grads are members of the following unions:

Laborers 210
Laborers 633
Laborers 91
Cement Masons 111
Carpenters Local 277
Allied Painter's DC4
Allied Painter's DC 9
Sheet Metal 58
IBEW Local 41
Smart Local 71
Roofers Local 74



Looking Ahead: Building the Workforce Together

The achievements of Corey, Jerimiah, and 100's of other graduates demonstrate that the aQuiRe model is a practical approach to building a job-ready labor force. **Continued collaboration with employers is essential for sustaining and growing this impact.**

By working together, employers and the aQuiRe Construction Academy can streamline recruitment, support employee development, and ensure a strong pipeline of skilled workers for future projects. Ongoing partnerships help shape training programs that remain relevant to industry needs and foster lasting career pathways for graduates.

Credentials

aQuiRe Construction Academy is certified by the American Council for Construction Education. In New York State the program is a direct entry provider and a path into union apprenticeships.

