



THE CTP SPOTLIGHT

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Financial Services Department
Procurement Programs Division
Construction Training Program

By Michelle Pierre, Contract Management Supervisor II
& Rosy Arenas, Program Compliance Coordinator

Training Organization Spotlight

Since the City of Austin's implementation of the Construction Training Program (CTP) in 2019, I.C.C.S. Academy has served as a valued partner, and their goal is to impact a million lives through construction. Over the past year, they have partnered with five General Contractors working on City projects with CTP requirements, and have trained 36 personnel. Of the 36 personnel, 16 are enrolled in a DOL-Registered Apprenticeship Program for Construction Craft Laborers, while the remaining 20 completed pre-apprentice training courses. Over 61,000 hours of training have been completed thus far, with courses being divided into three categories: general employability, safety, and construction basics. Over the next six months, these trainees are expected to complete approximately 31,500 hours of additional training.

Additionally, trainees are provided access to the Director of Wraparound Services, Carl Burnside, who provides a cross-system of home-based care. The Wraparound Program at I.C.C.S. Academy utilizes, individualized and case-coordination strategies for personnel with emotional, vocational, educational, and behavioral needs. This service is based on solutions, and designed to focus on the whole person, while addressing the socioeconomic factors that influence how they think and act.

Contractor Spotlight

Over the past few years, Muñiz Concrete & Contracting Inc. has worked on several projects with CTP requirements, including the Pharr Tennis Center Renovations, currently in progress. Kevin Muñiz, a Project Manager with Muñiz Concrete & Contracting Inc., oversees this project and has seen first-hand how beneficial the training required by the CTP has been for their company. Not only does it "contribute to a more skilled workforce," Kevin explained, "it also broadens the perspective of the crews who have trained together and improves their ability to think through complex situations." When asked what Kevin would tell someone considering a career in the construction industry, he stated, "it offers great opportunities for advancement and the ability to learn multiple diverse trades."



Kevin Muñiz

JJG Development and MDX Safety Training were selected to partner with Muñiz Concrete & Contracting Inc., both of which were able to "customize the training based on the company's needs," Kevin stated. A course on Preventative Maintenance for Heavy Vehicles was instructed by Josh Gibbs from JJG Development, while Jose Leos and his team from MDX Safety Training conducted courses on Excavation Awareness, Flagger Training, Modular Construction Communication Techniques, Skid Steer Training, and Mini Excavator Training, just to name a few.

In the Training Organization Spotlight



In the Contractor Spotlight



In the Trainee Spotlight



FRANCISCO
BOCANEGRA
Supervisor
Pre-Apprentice Trainee
Pharr Tennis Center
Renovation Project



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Trainee Spotlight

FRANCISCO BOCANEGRA



Francisco is a Supervisor at the Pharr Tennis Center Renovations with Muñiz Concrete & Contracting Inc. and is currently enrolled in the CTP. Francisco has completed OSHA 10 & 30, multiple machine operator and safety courses, First Aid/CPR Training, and is currently taking an English course to improve his proficiency. Of the courses Francisco has completed, he liked the machine operator courses best because he said they allowed him "to feel more confident and secure in operating the equipment."

Before starting work with Muñiz Concrete & Contracting Inc. five years ago, Francisco worked long hours in a restaurant as a cook for many years, which did not allow him enough time with his family. He really enjoys working in the construction industry, especially operating the machines and working on street projects. This career change has also allowed Francisco to buy a home, which he is very proud to provide for his family. He hopes to one day become a General Contractor, but when asked what he liked most about working for Muñiz Concrete & Contracting Inc., Francisco said, "steady work, employee benefits like medical, overtime pay, and bonuses, plus the fiestas."

"To be successful, you have to keep a positive attitude."

FRANCISCO BOCANEGRA

TIPS &

Benefits

TRAINING COST

Because the CTP is a contractual requirement, contractors can include the cost associated with the program into their bid/proposal.

BUILDING PARTNERSHIPS

Establishing a partnership with the approved training organizations early will not only assist with meeting compliance, it will ensure the participants are appropriately trained.

PROGRAM RESOURCES

A CTP Information Guide and a list of Frequently Asked Questions can be found at the link below:
<http://austintexas.gov/department/construction-training-program>
 or by scanning the QR Code

SKILLED WORKFORCE

Having a skilled workforce improves problem-solving skills, promotes positive work relationships, and enhances an employee's commitment to their company.

VALUED WORKFORCE

Multiple studies suggest that employees who feel valued within their organization, out perform those who do not. The training and development of employees is just one way to make them feel like valued members of the team.

PRODUCTIVE WORKFORCE

Increased productivity by employees of a skilled workforce improves long-term profitability by lessening errors and allows for tasks to be proficiently completed in a timely manner. Furthermore, it promotes productivity by decreasing employee turnover and the need for them to take sick days.

