



WORKFORCE DEVELOPMENT ROADMAP

APWA takes a proactive strategic approach to navigate workforce recruitment and retention challenges in the public works sector. The goals of the [Workforce Development Committee](#) align with APWA's Workforce Strategic Initiative.

PURPOSE STATEMENT:

The public works industry has a global, sustainable, and diverse workforce to meet current and future challenges.

SUCCESS STATEMENT:

Agencies rely on APWA's inclusive culture to provide education, training, and support for new and existing public works employees to develop and expand their skills to meet current and future needs.

The Workforce Development Committee prioritizes the development of competency-based processes that guide people of all ages to the field of public works and toward resources and opportunities to support their professional goals.

APWA'S WORKFORCE STRATEGY FOCUS AREAS INCLUDE:



Providing excellence in education and credentialing by creating exceptional learning experiences for professionals at all levels of public works.

Attracting, hiring, and onboarding qualified, skilled candidates or those capable and willing to learn and be trained for a specific position or job in public works.

Retaining motivated, productive, and skilled employees by fostering a positive work environment and implementing practices for onboarding, career development, succession planning, and recognition.



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RECRUITMENT GOALS

- Promote APWA's tools and resources for high schools, technical schools, community colleges, and universities. Identify ways to make public works more visible across all chapters and affiliates.
- Develop the tools and resources needed to promote public works as a career of choice.
- Work collaboratively with APWA education initiatives to create career lattices in public works sectors.
- Research upcoming trends in workforce development and the public works sector to build a pipeline to public works and provide appropriate data for use in outreach and advocacy efforts.

RETENTION GOALS

- Prepare APWA chapters to ensure affiliate readiness to increase retention by conducting diversity, equity, and inclusion training so that they have the cultural competence to work with a diverse workforce.
- Create customizable tools and resources that can be used as best practices for employee retention.
- Research employment trends in the public works sector and provide data for use in retention efforts.

CHAPTER COMMUNICATION AND DEPLOYMENT

APWA chapter involvement and deployment will be critical to the success of many of these efforts. The Committee will work with the Council of Chapters to:

- Identify workforce development initiatives currently being used to educate, recruit, and retain individuals in public works.
- Promote the outreach and hiring tools chapters can use when communicating with high schools, technical schools, community colleges, and universities.

Scan the QR code to visit APWA's Career webpage to check out resources related to public works careers.

OPPORTUNITIES TO SHARE YOUR EXPERTISE

APWA offers a variety of ways for members to get involved in workforce development and contribute to the committee's workforce strategy. Assisting with short-term volunteer projects, participating in a knowledge team, or speaking at an event are great ways to give back to the profession and share unique expertise and viewpoints.

Scan the QR code if you're interested in sharing your expertise with APWA!



SUPPLEMENTAL RESOURCES

- [APWA Workforce Development Strategy](#)
- [APWA's Workforce Development Policy Primer](#)
- [APWA's DEI Roadmap Overview Toolbox](#)