

# Workforce Development

## Training Matrix

Current/Standard Industry Training	0-1 Years			1-5 Years			5+ Years			Resource
	INDOT	Contractor	Consultant	INDOT	Contractor	Consultant	INDOT	Contractor	Consultant	
CPR/First Aid	X	X	X							<a href="#">Red Cross Training   Take a Class   Red Cross</a> <a href="https://www.in.gov/indot/current-programs/certified-technician-program/">https://www.in.gov/indot/current-programs/certified-technician-program/</a> <a href="#">OSHA 10-Hour Training Courses Online - OSHA.com</a> <a href="https://www.in.gov/indot/engineering/environmental-services/storm-water/construction-storm-water-management-training/certification-programs-concrete.org">https://www.in.gov/indot/engineering/environmental-services/storm-water/construction-storm-water-management-training/certification-programs-concrete.org</a> <a href="https://www.in.gov/indot/doing-business-with-indot/contractorsconstruction/division-of-materials-and-tests/workinroads.org/">https://www.in.gov/indot/doing-business-with-indot/contractorsconstruction/division-of-materials-and-tests/workinroads.org/</a> <a href="https://www.in.gov/indot/doing-business-with-indot/equity-initiative-services/external-workforce-programming/civil-construction-pathways-fr">https://www.in.gov/indot/doing-business-with-indot/equity-initiative-services/external-workforce-programming/civil-construction-pathways-fr</a> <a href="https://www.acecindiana.org/page/EWeek">https://www.acecindiana.org/page/EWeek</a> <a href="#">Home   NCEES</a> <a href="#">CertifiedHotMixAsphaltFieldSupervisorPolicy.pdf (in.gov)</a> <a href="#">OSHA 30-Hour Training Courses Online - OSHA.com</a> <a href="#">Construction Supervision Fundamentals   Associated General Contractors of America (agc.org)</a> <a href="https://atssa.com/Training/Certification">https://atssa.com/Training/Certification</a> <a href="https://www.in.gov/indot/engineering/environmental-services/storm-water/construction-storm-water-management-training/">https://www.in.gov/indot/engineering/environmental-services/storm-water/construction-storm-water-management-training/</a> <a href="#">CESSWI - EnviroCert</a> <a href="#">INDOT: Doing Business with INDOT: Utilities</a> <a href="#">INDOT: Doing Business with INDOT: Railroads</a> <a href="https://secure.in.gov/indot/engineering/environmental-services/environmental-services-training-calendar/">https://secure.in.gov/indot/engineering/environmental-services/environmental-services-training-calendar/</a> <a href="https://www.nhi.fhwa.dot.gov/">https://www.nhi.fhwa.dot.gov/</a> <a href="#">INDOT: Engineering: Hydraulic Engineering</a> <a href="#">Construction Management, Certificate - Academics (indianatech.edu)</a> <a href="#">Project Manager Development Program - AGC Edge</a> <a href="#">Project Management Professional (PMP)® Certification   PMI</a> <a href="#">Leadership Institute – Indiana Constructors, Inc.</a> <a href="#">Home   NCEES</a> <a href="#">CPESC - EnviroCert</a> <a href="https://www.acecindiana.org/page/Leadership">https://www.acecindiana.org/page/Leadership</a> <a href="https://www.acecindiana.org/page/Pinnacle">https://www.acecindiana.org/page/Pinnacle</a>
Certified Technician	X		X							
OSHA 10		X	X							
Stormwater Quality Manager Level 1	X	X	X							
American Concrete Institution		X	X							
INDOT Qualified Technician	X		X							
ICI's Work in Roads Initiative		X								
IDOE Civil Construction Pathway										
ACEC's National Engineers Week Outreach	X		X							
NCEES Engineer in Training	X	X	X							
Certified HMA Field Supervisor					X					
OSHA 30					X	X				
AGC - Construction Supervision Fundamentals					X					
ATSSA Traffic Control Supervisor					X					
Stormwater Quality Manager Level 2					X					
Certified Erosion, Sediment, & Storm Water Inspector (CESSWI)				X	X	X				
INDOT Utility Coordination Certification				X		X				
INDOT Railroad Coordination Certification				X		X				
INDOT CE/NEPA Training				X		X				
INDOT Pavement Design				X		X				
INDOT Hydraulics							X		X	
Indiana Tech CM Certificate								X		
AGC - Project Manager Development								X		
Project Management Professional (PMP) Cert.							X	X	X	
Indiana Constructors Leadership Institute - Future Leaders								X		
Professional Engineer License							X	X	X	
Certified Professional in Erosion & Sediment Control (CPESC)							X	X	X	
ACEC Engineering Leadership Program (8-13 years exp.)									X	
ACEC Pinnacle Leadership Series (13+ years exp.)									X	

Additional Industry Training to discuss/develop/normalize
Design software (Civil 3D, AutoCAD, etc.)
General plan reading
Networking skills/opportunities
Soft Skills
Succession Planning
Design/construction crosstraining (designers and contractors)