



INTRODUCTION

CAHill TECH is training the next generation of construction industry workers through the accelerated, hybrid aQuiRe Construction Academy.

OVERVIEW

aQuiRe Construction Academy uses CAHill's award-winning digital platform of over 350 learning modules to share best-in-practice skills about the construction industry for future workers. OSHA and industry-certified construction experts lead instruction on the platform and in-person. Content is delivered in many formats to accommodate diverse learning styles including video, resources, quizzes, and inspection or survey style reports. The construction education curricula uses project-based micro-learning; short videos designed for high-impact learning. Micro-learning breaks down niche skills, new tools, or complex techniques into simple steps that can be followed anywhere, anytime. Access from the job, from home or in the classroom, all available on a learner or worker's mobile device.

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.



MISSION

CAHill TECH has a mission to solve the labor gap in the heavy construction industry and is committed to the vision of democratizing access to trade-based careers for all. To execute on this mission, CAHill TECH developed a robust, innovative training tool to prepare the next generation of heavy construction talent. Quickly adopted by private construction companies and contractors, municipalities, and community-based organizations, the CaHill team deployed a hybrid cohort model that marries training technology with in-person instruction delivered by subject matter experts.

CHALLENGE

41% of industry workers will retire within 7 years. Training the next generation of workers requires innovation, industry collaboration and speed.

SOLUTION



This year, aQuiRe Construction Academy set out to train **300** workers across NY State in 365 days to develop New York State's workforce for critical infrastructure projects. Through a digital library delivered via mobile app, CAHill is providing real-time access to technical knowledge, machine maintenance, and safety standards.

OUTCOMES

250+ participants graduated with the skills and knowledge they need to succeed in the construction industry with 54% placed into jobs at 25+ employers. Within 6 months of graduation, an estimated 70% are projected to be placed into industry jobs with ongoing job placement support.

APPROACH

OVERVIEW

-  The aQuiRe Construction Academy is 6-8 week accelerated program to attract and quickly skill up workers for the construction industry. This curriculum-guided program offers participants the opportunity to gain a wealth of knowledge across a broad spectrum of construction-related disciplines. Sample modules include: Site Operations; Machine Inspection & Maintenance; OSHA & Field Safety, Career-Ready and aerial lift to name a few. In-person training reinforces independent study to ensure competency.
-  Upon the completion of a set of modules and passing assessment with a 70% or higher, learners earn a badge or micro-credential, signifying their achievement in the related modules of study. As participants progress and complete multiple micro-credentials under the same library, they can earn different or multiple stackable credentials. These stackable credentials demonstrate that participants have acquired valuable knowledge and skills in construction training.

Accessibility—Technology enables 24/7 availability of course modules on mobile devices and tablets. Students can complete their training around their schedules.

Removing Barriers/Recruiting Next Gen Workers—Program design targets non traditional workers including women, justice involved individuals, and refugee populations. Digital training is available in Spanish. No prior experience or education required.

Industry Developed Curriculum—Module content is developed and delivered by leading industry experts with decades of experience.

Hybrid Approach—Subject matter experts train students in the field who receive real world training and certification (e.g. OSHA 10, Aerial Lift, Flagger).

Competency-Based Learning—Students progress through one module at a time and are assessed until mastery (70% or higher).

Job Readiness—Program includes modules on career empowerment (e.g. teachability, dependability, financial literacy and professionalism). In addition students can utilize a resume builder tool and access a mentor network within the app. Access continues post graduation to help support the students transition into employment.

PARTNERSHIPS

CaHill Resources, LLC has partnerships across industry including: private-sector construction companies, unions, workforce entities, Department of Transportation, Department of Labor and municipalities. In addition, aQuiRe Construction Academy is serving the “entry organizations” side of the market, such as schools, career centers, youth support organizations, refugee placement centers, and prison-to-work programs.



OUTCOMES

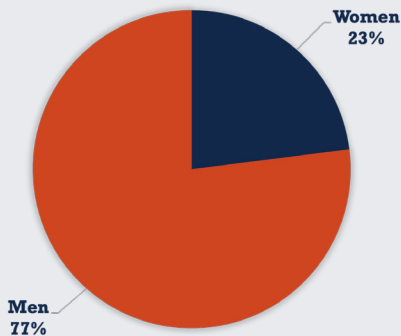
Empire State Development Office of Strategic Workforce Development: 2024 Grant Case Study

REMOVING BARRIERS, SUPPORTING PARTICIPANT SUCCESS

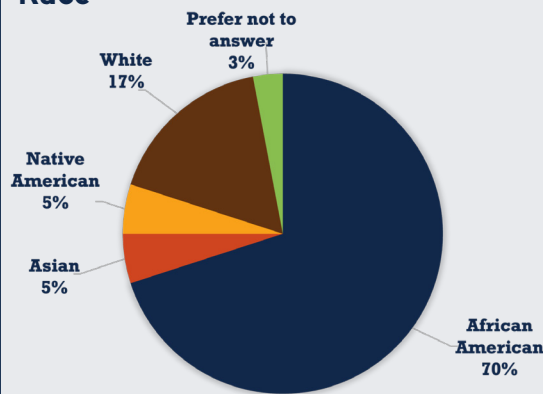
- **Transportation:** 73% of participants received transportation to attend in-person training and certification classes via bus and ride-sharing platforms.
- **Child Care:** 75% of participants received reimbursements.
- **Graduation Stipends:** 100% of our graduates received cash stipends.
- **Total Wrap Around Services:** \$350,000
- **Result:** 89% of participants successfully graduated from aQuiRe Construction Academy

REACHING UNDERSERVED POPULATIONS

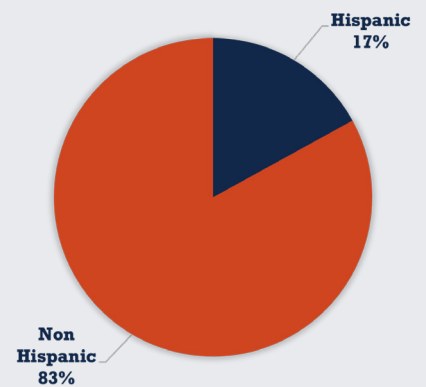
Gender



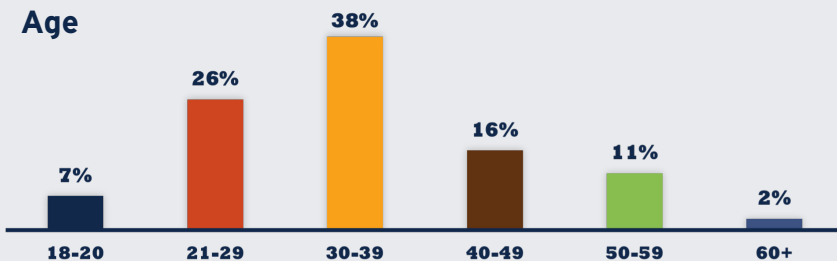
Race



Hispanic



Age



Additional Statistics

- 8% of participants were immigrants
- Participants ranged in age from 18 to 62
- The average age of all participants was 35
- 40% of participants were justice-involved

CONTINUING THE WORKFORCE JOURNEY

Our participants and graduates have access to the aQuiRe app for 2 years including our modules on career development, financial literacy, and mental health.

Hours of Training:
22,950 combined hours of online training
4,080 hours of in-person training

Job Placement Rate:
• 54% (and climbing!)
• Within 6 months of graduation, we project 70% will be employed in the construction industry



Empire State Development



Eligible Training Provider List