

The Industrial Projects

March 2016
Volume 24 | Issue 3

REPORT

The Magazine Construction Companies & Craft Professionals Trust

JACOBS®

Journeyman Certification Program

*An innovative approach to
validating skills, building
self-esteem, and enhancing
workforce retention.*

The Nation's #1 Construction Trade

HOTSHEET

www.industrialprojectsreport.com



Jacobs' Journeyman Certification Program:

An innovative approach to validating skills, building self-esteem, and enhancing workforce retention.

Attracting and retaining talented employees is a common challenge for today's employers, particularly in the construction industry. In response, Jacobs has shifted their focus from simply recruitment to development; establishing and maintaining a workforce that is skilled, safe, productive and sustainable.

Their Journeyman Certification Program (JCP) is designed to take a proactive, focused and standardized approach to identify, prepare and validate journey-level craft professionals. To accomplish this in a way that is mutually beneficial for employees, the program utilizes the NCCER curriculum to train and prepare them to earn industry-recognized certifications and credentials. **Jacobs is a fully accredited NCCER Training and Assessment Center with the Crane, Rigging and Signal-Person endorsement.**

The main objective is to provide every construction and sustaining services site with all of the processes, training materials and staff support necessary to certify every Jacobs journey-level craft professional in the United States. This is accomplished without adding any financial burden to the participants; as part of their commitment to supporting and training employees they cover the cost to certify Journeymen.

The organizational investment to provide journey-level craft professionals with developmental opportunities strengthens their relationship with their most important asset, people. Participants relate certification to

advancement, a better lifestyle, a promising future, and a shared purpose. Jacobs' ability to demonstrate to the owner community that they are committed to providing fully-certified journeyman is a powerful endorsement of the direct-hire construction and maintenance method of executing projects.

Supporting Uncertified Journeymen

Uncertified journeymen with verifiable work history frequently join the Jacobs craft workforce. The word in the industry is, "if you want the best help available to get NCCER certified, start with Jacobs".

Uncertified journeymen complete a pre-assessment process and a skills gap analysis, and from there a tailored training plan is developed to address those gaps. Importantly, the assessment is for identification of gaps only and not a condition of employment. Awareness of this relaxes the participant and helps relieve any test anxiety. To address the identified gaps, employees reserve and review modules from Jacobs' site training library for self-study. They also participate in peer study groups and regularly scheduled instructor-led classroom activities.

JACOBS®

The word in the industry is;
“If you want the best help available
to get NCCER certified,
start with Jacobs.”

This process prepares employees for the NCCER Knowledge Verification Assessment, while at the same time they are also being prepared for the NCCER Performance Verification. The Jacobs success rate with this process is very high.

While the program does not cost the participant financially, there is a significant time investment, typically after hours at the end of the working day. The message is clear: your hard work will be rewarded with valuable credentials that can lead to advancement within the company.

It is exciting and rewarding to see each employee's confidence and self-esteem increase through their accomplishment. The JCP is the first step in the career progression of journey-level craft professionals into leadership. Through the acquisition of knowledge and skills that lead to valuable NCCER credentials, journeymen can gain lifetime employability.

Abel Orozco, a journeyman electrician working on a construction project in Baytown, Texas, recently completed the Journeyman Certification Program. “The Jacobs Journeyman Certification Program is, by far, one of the greatest opportunities offered by Jacobs,” he says. “All the resources for completion of the program are structured in a ‘work at your own pace’ format. And the Jacobs training staff are very supportive in providing the resources and services to guide you smoothly through the program. I am personally thankful for the program and the help I received. While it requires personal dedication, I encourage everyone to get involved and take advantage of this great opportunity.”

The JCP has been implemented at more than 30 sustaining services sites as well as four (4) capital construction projects. Since 2014, more than 2,600 journeymen have participated in the program. At the inception of this program in January 2014, 7% of Jacobs journey-level craft professionals were NCCER Certified-Plus. Today, more than 50% of our journey-level workforce is NCCER certified.-Additionally, more than half of the remaining journeymen hold either an NCCER Performance or Knowledge Verification credential. Jacobs' goal is to have 95% of their journeyman workforce NCCER certified by January 1, 2017.

Jacobs remains fully committed to this program. We have invested more than \$250,000 in NCCER curriculum purchases to stock site libraries, and the Jacobs' Workforce Development Team has trained and certified more than 350 site-based NCCER instructors and performance evaluators, assessment coordinators and proctors.

The industry is also taking note. **The Construction Users Roundtable (CURT) presented Jacobs with a Workforce Development 2015 Honorable Mention for outstanding achievement in the development of the construction workforce.** The CURT awards provide significant national and international recognition for extraordinary, exemplary, and innovative training and education programs that encourage individuals to pursue a career in the construction industry and/or enhance an individual's construction skills.

“It has been an impressive undertaking for Jacobs that required the development of pre-assessment tests to benchmark the existing skill levels of their workforce and to identify and train coordinators, proctors, instructors and performance evaluators for each of their job sites.”

- CURT's remarks about the JCP neatly sums up its strengths.

www.JACOBS.com

©2016 Industrial Projects Report. All rights reserved. This article may not be reproduced without written permission from The Industrial Projects Report or Jacobs.

