



U.S. Department
of Transportation

**Federal Highway
Administration**



"PROMOTING THE CONSTRUCTION INDUSTRY TO AMERICA'S YOUTH"



**IMPLEMENTATION OF
PARTNERSHIP AGREEMENT
BETWEEN
The FEDERAL HIGHWAY ADMINISTRATION
And
The NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION**

The Federal Highway Administration (FHWA) and the National Association of Women in Construction (NAWIC) entered into a partnership agreement designed to support and promote the construction industry and its careers to America's youth. Under the agreement, signed February 22, 2003, the FHWA and NAWIC commit to jointly identify and implement effective workforce development strategies including supporting and expanding the Construction Career Days (CCD) initiative. A copy of the signed agreement is attached (Attachment 1).

As a result of meetings between, Dede Hughes, NAWIC's Executive Vice President, and Humberto R. Martinez of FHWA's Office of Civil Rights and a founder of the Construction Career Days initiative, specific actions that could be taken to implement the partnership agreement were identified. These actions are listed below:

1. The agreement will be formally announced within the FHWA, NAWIC, and the Construction Career Days national network. This constitutes the formal announcement.
2. Additional information about the Construction Career Days initiative, FHWA, and NAWIC may be found by visiting the following websites.

CCD <http://constructioncareerdays.info/>

FHWA <http://www.fhwa.dot.gov/>

NAWIC <http://www.nawic.org/>

3. To facilitate communication between representatives of the Construction Career Days initiative, FHWA, and NAWIC, the following contact information is provided:

Construction Career Days Contact Information

<http://constructioncareerdays.info/>

(Click on the link "CCD Directory")

FHWA Contact Information

<http://www.fhwa.dot.gov/>

(Click on "Employee Phone Directories"; "Key Field Personnel; and "Federal-aid Division Offices")

NAWIC Contact Information

See **Attachment 2** to this document.

4. To allow greater participation by NAWIC members in local Construction Career Days events, an updated schedule of events will be posted and maintained on the CCD website.
5. To facilitate NAWIC's assistance in promoting scholarship, grant, internship, and employment opportunities within the U.S. Department of Transportation and the FHWA, the FHWA will make available to NAWIC information regarding those opportunities. Many of these opportunities are posted on the following websites:

Federal Highway Administration

<http://www.fhwa.dot.gov/>

(Click on "Jobs in the Federal Highway Administration")

National Highway Institute

<http://www.nhi.fhwa.dot.gov/default.asp>

(Click on "Fellowships and Internships")

6. Information regarding training courses that may be of interest to NAWIC members is also posted on the NHI website listed in item number 5, above.
7. In general NAWIC, through its national office and its local chapter membership will work with local CCD committees to increase the attendance of female students at local Construction Career Days events.

The current (as of November 2003) participation rate for women that is to be increased is **27%** of the total attendance.

8. The FHWA is an official sponsor of NAWIC.
9. Representatives of the Construction Career Days initiative, FHWA, and NAWIC will continuously communicate with one another to ensure that the construction industry is made known among America's youth as an industry of opportunity for anyone willing to apply themselves.
10. Questions regarding the FHWA-NAWIC agreement and this guidance may be directed to:

Dede Hughes

Executive Vice President
National Association of
Women in Construction
327 S. Adams Street
Ft. Worth, Texas 76104
Phone: 817.877.5551
dedeh@nawic.org

or

Humberto R. Martinez

Team Leader-Professional
Development
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PARTNERING AGREEMENT

Between

The FEDERAL HIGHWAY ADMINISTRATION

And

**THE NATIONAL ASSOCIATION OF WOMEN IN
CONSTRUCTION**

PARTNERING AGREEMENT
Between
The Federal Highway Administration
And
The National Association of Women in Construction

Whereas, the National Association of Women in Construction (NAWIC) and the Federal Highway Administration (FHWA) seek to achieve a partnership to mutually promote the role of women in the construction industry, and

Whereas, FHWA and NAWIC seek to commit to a close working relationship in areas of mutual concern and interest, and

Whereas, the FHWA and NAWIC seek to stimulate an interest in construction careers among young people, educators, career counselors and parents in order to attract America's youth to a career in construction, and

Whereas, the increased representation of women, minorities, and other disadvantaged groups in construction, including the development of women owned business enterprises will benefit the entire industry through creation of productive jobs and increase the availability of competitive women owned businesses, and

Whereas, an open and free exchange of information and appropriate resources, will benefit women and other disadvantaged entrepreneurs and small businesses operating in the industry,

Now, therefore, be it resolved that FHWA and NAWIC are committed to working together to accomplish the following goals:

1. To improve communications, ensuring a continuing dialogue between the groups, informing each other of activities that would prove beneficial, as well as sharing publications;
2. To cooperate in workforce development activities and improve career opportunities in the construction industry by;
 - a. Marketing, participating in, and supporting the Construction Career Days initiative.
 - b. Developing strategies to increase the participation of high school age women in the Construction Career Days initiative.
 - c. Supporting and participating in strategies to sustain the interest generated among students in the construction industry by the Construction Career Days initiative.
 - d. Exchanging "best practices" that have proven effective.

3. To promote skill, integrity, and responsibility in the construction industry;
4. To cooperate in programs/activities that enhance the image of the construction industry and thereby positively impact the workforce crisis;
5. To promote joint meetings of the organizations to address issues of common interest including;
 - a. NAWIC's National Annual Conference
 - b. FHWA's Civil Rights Conferences and meetings as well as other meetings related to workforce development.
6. To jointly support programs and activities which will have a significant impact on the successful integration of women into the construction industry and to provide women entrepreneurs with the skills necessary to ensure their success in the marketplace.

Limitations of this agreement:

1. Nothing in this agreement guarantees or requires any specific Federal Highway Administration funding amounts from any specific funding sources;
2. Nothing in this agreement allows the NAWIC, its employees or contractors, to be considered federal employees or federal independent contractors, with any of a federal employee or federal independent contractor's rights or liabilities.

Signed the _____ day of _____, 2003.

Administrator
Federal Highway Administration

President
National Association of Women in
Construction, Inc.

***{Original Copy of Agreement Signed February 22, 2003 by Mary E. Peters,
FHWA Administrator and Linda Little, NAWIC President}***

**NATIONAL ASSOCIATION OF WOMEN IN
CONSTRUCTION**

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