



HCCTP Success Story: Tim Clark, 2019 Graduate

Highway Construction Careers Training Program Graduate Gains Building Blocks for Success

Tim Clark, Glaziers District Council #58, Local #1168

Tim Clark is one of many students who has charted a promising path in the construction industry thanks to IDOT's Highway Construction Careers Training Program (HCCTP).

IDOT partners with 10 community colleges across the state to offer a vocational program that helps individuals from underrepresented populations break into construction careers. Upon completion, each student has gained the necessary skills and exposure to pursue entry-level construction jobs.

Before applying to the HCCTP program, Tim faced some obstacles in his search for employment as he strived to re-enter the workforce after incarceration.

"There were barriers I couldn't overcome, but I had taken courses about construction in the past, and I always tended to like working with my hands," Tim said. "When I heard about the program at Lincoln Land Community College, it sounded like a full introduction to the trades. I was overwhelmed with joy at the thought of a fresh start and a clear path to a new professional future."

Tim completed the January 2019 HCCTP class at Lincoln Land Community College – securing his breakout role with Glaziers DC #58, Local #1168 ahead of his graduation date. He continues to excel in the profession as a second-year apprentice with Arrow Glass, based in Urbana.



Gaining Experience and Building a Strong Foundation

Each school facilitates between one to five training sessions per year for a cohort of socially and economically disadvantaged individuals. Courses include a combination of classroom instruction and hands-on fieldwork designed to boost career confidence.

"The instructors familiarize you with everything you'll encounter in the field. Even more valuable than the courses were the connections we made to build up our professional networks," Tim said. "Each day in the program, you're one step closer to your next opportunity, with IDOT paving the way."

Participants receive intensive training in highway construction-related skills, including:

- Mathematics for the trades
- Job site readiness
- Carpentry
- Introduction to tools
- Forklift operation
- And more!

HCCTP helps graduates apply for placement in trade unions, apprenticeship programs, or with IDOT contractors. While employment is not guaranteed, the program offers extensive guidance throughout the placement process. IDOT project teams value access to this diverse journey-level talent, along with support in nurturing this talent via the department's On-the-Job Special Provision (TPG) – which reimburses \$15 per hour for training given to a graduate on the contract.

A Career Full of Possibilities

The relationships Tim built with IDOT's help served as a catalyst for his career. Being a part of the program gave him a strong foundation of technical skills, along with the exposure and mentorship needed to secure a fulfilling career.

Tim continues to work alongside two of his former classmates at Arrow Glass. While they are now second-year apprentices, Tim has set his sights on becoming a project manager. He assures anyone considering enrolling that they will be given the tools to succeed.

"IDOT's HCCTP program offers participants opportunities that are overwhelmingly in their favor. Every day is a learning experience designed to make you a jack of all trades," he said.