



February 26, 2025

The Honorable Tim Walberg  
Chairman  
Committee on Education and Workforce  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Bobby Scott  
Ranking Member  
Committee on Education and Workforce  
U.S. House of Representatives  
Washington, DC 20515

Dear Chairman Walberg, Ranking Member Scott and Members of the U.S. House of Representatives Committee on Education and Workforce:

On behalf of Associated Builders and Contractors, a national construction industry trade association with 67 chapters representing more than 23,000 members, I thank you for holding the hearing, "[Unleashing America's Workforce and Strengthening Our Economy](#)." ABC members play a significant role in upskilling the construction industry's existing workforce and training the next generation of skilled craft professionals.

On Jan. 24, ABC [released](#) its forecast that the construction industry will need to attract an estimated [439,000 net new workers](#) in 2025 to meet anticipated demand for construction services. This challenge compels Congress to consider policies that expand workforce development opportunities to all Americans. ABC encourages the committee to commit to an all-of-the-above approach to workforce development that provides workers and employers with the freedom to select skill development opportunities that maximize innovation and achieve industry-leading safety and productivity gains.

For ABC and its members, promoting an all-of-the-above approach to workforce development includes providing employers and workers opportunities to engage in industry-recognized and government-registered apprenticeships, competency-based learning, e-learning and work-based learning. This approach expands access to industry credentials, career exploration and post-secondary skills training that provide the tools for our nation's workforce to not only build America's vital infrastructure, but also cultivate long-lasting and rewarding career opportunities. To foster this approach, ABC encourages the committee to:

- Support work-based learning, including employer-led and on the-the-job workforce upskilling programs and opportunities;
- Direct more dollars to tangible worker programs, such as individual training accounts, on-the-job-learning and other employer-led initiatives;
- Enhance state flexibility, allowing them to support a "critical industry skills fund" that assists employers to upskill their existing workforce;
- Expand job-focused education and training programs by enabling learners to participate in flexible and fast-moving programs;
- Support industry-recognized, market-driven apprenticeship programs; and
- Expand Pell Grant eligibility to cover high-quality and rigorous short-term job training programs.

ABC appreciates the opportunity to provide feedback on the important policies behind workforce development programs in the construction industry and looks forward to continuing to work with the committee on these efforts.

Sincerely,

A handwritten signature in black ink, appearing to read "K Swearingen". The signature is fluid and cursive, with a large initial "K" and a long, sweeping underline.

Kristen Swearingen  
Vice President, Legislative & Political Affairs