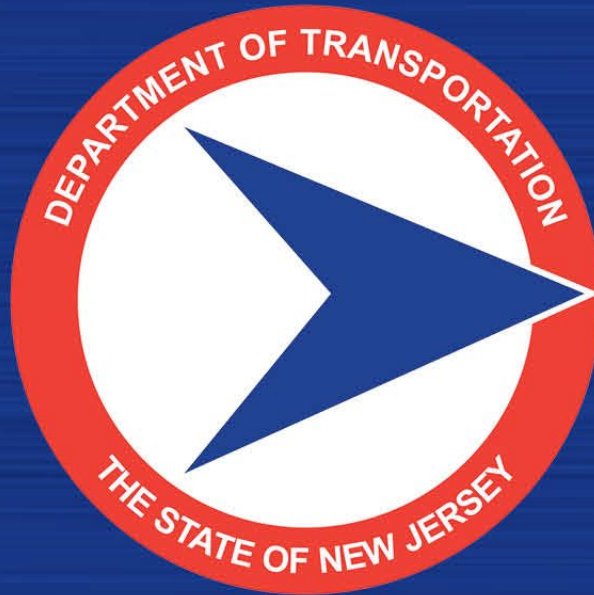


# CIA Team Updates: Organizational Support & Improvement



Presented by Kristal Walker  
August 6, 2025

**NEW JERSEY DEPARTMENT OF TRANSPORTATION**



# Implementation Plans

## Development Stage Updates:



### Funding:

Although funding approvals were confirmed by FHWA , the release of additional funding has been limited due to the pause in funding and other constraints.

It has been recommended that we procure professional (training) services internally through our Division of Procurement and/or through the NJ Department of Labor and Workforce Development (NJDOL).

### Partnerships

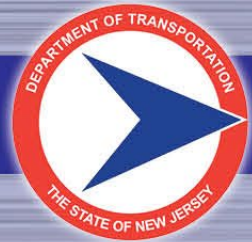
We will be partnering with the NJDOL's Workforce Development Services.

Advantages: NJDOL's business includes procuring training services and preparing individuals for apprenticeship programs; and can customize transportation related training to include counseling and pre-screening services for NJDOT. NOTE: The Office of Federal Contract Compliance Programs (OFCCP) no longer has oversight of transportation mega projects; therefore, NJDOT will be working independently on outreach and other related activities.



## Contractor Compliance unit collaboration efforts continues :

- The last Construction Contracting Industry meeting was held in June 2025. Topics continue to focus on:
  - ✓ Disadvantage Businesses
  - ✓ Unions & Apprenticeship Programs
  - ✓ Aging of the workforce and union members
  - ✓ Methodologies to increase membership: Spreading awareness on the opportunities for employment and advancement with the highway construction industry
  - ✓ Hosting a dual open house for individuals interested in working on NJDOT's construction projects internally with NJDOT or externally with NJDOT's construction contractors.
- The next scheduled Construction Contracting Industry meeting will be held later this month to discuss the Pilot Program.



*Thank you!*