

# Building a Better WORKFORCE

Workforce issues have plagued the construction industry for many years. Our current administration has placed increased emphasis on curing America's infrastructure woes, and organizations are responding to that need by focusing carefully on recruiting and retention efforts of qualified professionals for their projects and programs.

Professional credentials reflect high competence and can help to identify experience and skillsets. With so many certification programs currently offered in the construction industry, choosing the right one can be daunting. The Virginia Department of Transportation (VDOT) has tackled this challenge by placing particular emphasis around the Certified Construction Manager® (CCM®) certification program to help evaluate their project teams and service providers.



“Our multi-billion dollar program does not afford us the luxury of having familiarity with all of our Construction Managers. We rely on the CCM certification to help us identify potential staff resources that we can be confident possess

the necessary knowledge and experience to manage complex construction projects,” states Greg Henion, PE, CCM, Deputy State Construction Engineer, VDOT.

The Connecticut Department of Transportation (CTDOT) also made the choice an easy one, citing encouragement and support for employees pursuing the CCM.

“The bar to obtaining the CCM certification requires a broad set of skills uniquely tailored to the Construction Management profession. Accepting CCMs as the lead on our capital construction projects has opened the door to a group of highly-qualified individuals with a core competency in Construction Management,” states Michael Mendick, PE, CCM, CTDOT.



Mendick explained that “The Construction Management training and seminars that CMAA provides at conferences, online, and through local chapters align directly with what our Construction Managers do each and every day. Having CCMs on projects utilizing these industry best practices helps us achieve our goal of constructing high quality projects both on time and under budget.”



David Ferrara, Director of Construction at the Maryland Transportation Authority (MDTA) states...

“The MDTA strives to have every construction project be a safe, high quality, on-time/on-budget, award-winning project. To achieve these goals, the highest professional standard of care must be met by the project team. Having a Certified Construction Manager assigned to the project provides the assurances that the construction manager meets the minimum required knowledge and experience necessary to lead and deliver a successful project. The certification program is accredited through the American National Standards Institute, and the MDTA considers the CCM as the gold standard for project delivery.”

## State Departments of Transportation are gaining momentum

by ensuring they have the most qualified teams and service providers in place by requiring that their CMs adhere to the construction industry's Standard of Practice, developed by the Construction Management Association of America (CMAA), and verified through the ANSI-accredited Certified Construction Manager certification program.

“Knowing that CCMs must demonstrate their continued competence in the practice of Construction Management as part of the recertification process, we are assured that we’re working with individuals that are experienced and committed to professional development,” adds Mendick. “And that makes all the difference.”

Prominent credentials for professionals conform to the rigorous international standard to meet the requirements of the American National Standards Institute (ANSI). ANSI plays a prominent role in facilitating global standardization of the certification community, enhancing public safety, and protecting consumers. ANSI-accredited programs guarantee a high level of knowledge and education to practice and advance in their field.

The Society of American Military Engineers (SAME) and the Construction Industry Institute (CII) have endorsed the CCM, saying that the CCM clearly identifies the most experienced and effective professional construction managers.



The Certified Construction Manager certification program is administered by the Construction Manager Certification Institute, an independent administrative body of CMAA. CMAA is dedicated to advancing professional construction and program management worldwide. CMAA is comprised of more than 15,000 public and private organizations, owners, and individual practitioner members.

Learn more at [www.CMCertification.org](http://www.CMCertification.org)