



ROOFING DAY IN D.C. 2023



Support Solutions to Workforce Shortages

The roofing industry is an essential \$100 billion sector with nearly 1 million employees that is vital to addressing affordable housing and repairing and maintaining schools, hospitals and other critical infrastructure nationwide. This crucial industry faces workforce shortages that grow increasingly acute every year. Systemic challenges in career and technical education and training and ongoing supply chain disruptions have resulted in too few skilled trades men and women who install, manufacture and distribute life-saving shelter to all Americans. The roofing industry encourages Congress to consider the following solutions to address the nation's workforce shortages.

Perkins Career and Technical Education State Grants

We support a robust increase in funding for Perkins Career and Technical Education State Grants. Increasing funding through appropriations for fiscal year 2024 for improved and expanded CTE is critical to ensuring more students obtain the training needed to close the skills gap in the workforce. This annual investment, a mere fraction of the amount provided to four-year colleges and universities, helps our industry connect students with fulfilling, family-sustaining jobs in our communities. The imbalance of federal funding between types of education is quite alarming. In most years, CTE grants are funded at less than 1% of what is sent to colleges and universities. Especially in a time of fiscal constraint, we need to invest our tax dollars wisely.

Workforce Innovation and Opportunity Act

The roofing industry supports reform of the Workforce Innovation and Opportunity Act to ensure more job creators and workers can benefit. As Congress considers reauthorization of WIOA, lawmakers should provide additional funding and reforms to expand and improve WIOA programs. Critical reforms should alleviate burdensome paperwork for small businesses, increase awareness of the program within communities, recognize the value of competency-based training and certification programs and provide better functioning workforce boards that meet in-demand workforce development needs.

Immigration Reform that Meets Workforce Needs

We support the Essential Workers for Economic Advancement Act to establish a visa system that meets the demands of a 21st century economy. This market-oriented system would allot more visas in times of economic strength and fewer during downturns, enabling employers to address workforce needs while protecting employees. This innovative system would match willing employers with willing temporary workers based on economic conditions to address acute workforce shortages. It also will enhance workplace enforcement and security by requiring participating employers to use the E-Verify system for new hires. The roofing industry also supports allowing qualified individuals currently working under Temporary Protected Status or the Deferred Action for Childhood Arrivals program to adjust to lawful permanent status so they can continue contributing to their communities.

Request: Support solutions to address the roofing industry's workforce shortages.

**For questions, please contact
NRCA's Washington, D.C., office at (202) 546-7584 or (800) 338-5765.**

“The roofing industry continues to experience severe workforce shortages for skilled labor based on current demand and future-market growth. This challenge is further exacerbated by a rapidly aging workforce. The industry has implemented training, education and certification initiatives to improve career paths, but more is needed to address this challenge. We need robust funding for Perkins CTE State Grants to ensure more students obtain the training needed to close the skills gap in the workforce. As demand for construction services remains high, filling these jobs with skilled employees will be imperative for maintaining a strong economy and a robust building market, including rebuilding infrastructure projects. To highlight the severity of the workforce shortage, a recent estimate projects the construction industry will need to fill 546,000 skilled positions over the normal hiring pace just to meet demand in 2023. This illustrates the massive uphill battle we face in attracting and hiring skilled employees. To complement funding for CTE programs, we also need immigration reform with visa allotments that make sense and reflect the overall economy.”

—Lance Van Winkle, King of Texas Roofing Company, Grand Prairie, Texas

“The Workforce Innovation and Opportunity Act has been beneficial to our business. There is a huge gap in experienced roofing labor, and we have used this program to hire qualified candidates with no experience but a desire to change careers or start a career and pay them a market wage during their vital training. This has allowed us to be cost-effective and innovative with our workforce, saving us dollars that we can reinvest in our business, our employees and our communities.”

—Tammy Hall, CFS Roofing Services LLC, Fort Myers, Fla.

“The Essential Workers for Economic Advancement Act is critical to the future workforce needs of the roofing industry. Additionally, we have numerous employees who have been with our company for years, some for decades, under Temporary Protected Status. They have become part of our family, and we need to provide them with certainty that they will be able to continue contributing to their communities permanently.”

—Rob Kornahrens, Advanced Roofing, Fort Lauderdale, Fla.