



December 9, 2025

The Honorable Tommy Tuberville
Chairman
Subcommittee on Education and the
American Family
Senate Committee on Health, Education,
Labor and Pensions
U.S. Senate
Washington, DC 20510

The Honorable Lisa Blunt Rochester
Ranking Member
Subcommittee on Education and the
American Family
Senate Committee on Health, Education,
Labor and Pensions
U.S. Senate
Washington, DC 20510

Dear Chairman Tuberville and Ranking Member Blunt Rochester,

The National Roofing Contractors Association strongly supports legislative efforts to reform and expand workforce development programs to help roofing industry employers address workforce shortages that are growing more severe every year. NRCA commends you for holding a hearing titled “Building Pathways: Advancing Workforce Development in the 21st Century” to review stakeholder input on this critical issue, and requests this letter be included in the hearing record.

Established in 1886, NRCA is one of the nation’s oldest trade associations and the voice of roofing professionals worldwide. Our nearly 4,000 member companies represent all segments of the industry, including contractors, manufacturers, distributors, consultants, and other employers in all 50 states and internationally. NRCA members are typically small, privately held companies with the average member employing 45 people and attaining sales of \$4.5 million per year. The U.S. roofing industry is an essential \$100 billion sector with nearly one million employees that provides critical materials and services to ensure home and business safety.

Chronic workforce shortages continue to be the top challenge facing roofing industry employers as demographic trends and tight labor markets make it increasingly difficult to find qualified candidates for well-paying, family-sustaining jobs. More efficient and effective investment in workforce skills and training programs will help employers address their workforce development needs in today’s economy. NRCA supports several initiatives aimed at building career pathways to bolster workforce development within the roofing industry.

NRCA strongly supports H.R. 6655, as amended in the 118th Congress, titled “A Stronger Workforce for America Act”, because it contained innovative reforms that would streamline the current bureaucracy and provide more flexibility within the Workforce Investment and Opportunity Act system to improve accessibility for roofing industry employers, especially small businesses. This legislation would help close the skills gap by providing for better functioning state and local workforce boards and spurring the types of innovation needed to respond more effectively to regional workforce shortages. It also would provide greater recognition of

competency-based training and certification programs, expand opportunities for collaboration between industry and educational institutions and allocate more funding for incumbent worker education and skills development.

The bipartisan/bicameral agreement on H.R. 6655 reached among key House and Senate lawmakers in late 2024 would dramatically improve the WIOA system, strengthen our economy and provide more opportunities for American workers. NRCA urges subcommittee members to work with other lawmakers to move forward with further consideration of this or similar legislation with a goal of enacting WIOA reform legislation in 2026. We are excited about the potential to provide our members with new options to help them expand access to well-paying, rewarding careers for employees in the roofing industry.

In addition, greater investment in career and technical education is essential to providing the strategies and tools needed to help employers address expanding workforce needs. CTE provides access to opportunities for students who want to develop skills, increase their knowledge and contribute to their communities by pursuing a rewarding career. NRCA was pleased to support enactment of the Strengthening Career and Technical Education for the 21st Century Act in 2018, legislation that expanded and improved CTE under the Perkins Act, which governs programs in all 50 states. The law has provided for more effective collaboration between employers and educational institutions in the design and implementation of CTE programs.

Following enactment of the 2018 law, there are positive signs of growing interest in CTE around the country. The National Student Clearinghouse has indicated there was a 16% increase in trade school enrollment in 2024, a record high since the organization began collecting data in 2018. As a result, it will be critical for trade schools to obtain continued legislative support and increased funding from Congress to keep up with growing demand and help employers meet their workforce needs, especially in an era of rapid technological change. Unfortunately, in recent years, appropriations for CTE have not kept pace with inflation and growing demand despite the importance of these programs to sustaining economic growth.

NRCA urges Congress to give higher priority to investments in CTE in the future. This includes increased funding for Perkins State Grants, which provide funding for CTE programs operated at the state and local levels. This funding is critical to high schools, community colleges, small businesses and the students who need training to help close the skills gap in today's workforce.

Finally, we are pleased to share that NRCA is a partner of SkillsUSA and greatly values efforts to collaborate with the organization to address the roofing industry's workforce needs. This partnership includes developing curriculum, participating in national and state competitions and recruiting students into our industry. In fact, roofing has been one of the fastest growing skilled trade competitions at several SkillsUSA events. Notably, there was a 92% increase in student participation at the state level in 2025 over 2024, and at the annual SkillsUSA National Championships this past June, there was a 70% increase in state participation over the previous year. This tremendous growth is the result of the proactive involvement of the NRCA membership in donating materials for competitions, building relationships with CTE schools, and offering hands-on instruction for the students. NRCA looks forward to strengthening and

expanding our partnership with SkillsUSA as a key component of our workforce development strategy.

Thank you for your consideration of the views of NRCA members. If you have questions or need more information on this issue, please contact Duane Musser (DMusser@nrca.net) or Brad Stine (BStine@nrca.net) in our Washington, D.C. office at (202) 546-7584.

Sincerely,

A handwritten signature in black ink, appearing to read "DMusser", written in a cursive style.

Chief Executive Officer
National Roofing Contractors Association