HARDMAN CONSTRUCTION — Going PRO Talent Fund



Hardman Construction is investing in its workforce by developing employees where learning matters most: on the job. With support from Michigan Works! West Central and $66,082 in Going PRO Talent Fund funding (FY25), the company implemented a comprehensive training strategy that emphasizes hands-on skill development, career advancement and workforce sustainability.

A key component of the initiative was On-the-Job Training (OJT), which provided employees with the opportunity to learn while working alongside experienced construction professionals. Through structured real-world training, workers gained practical knowledge and technical skills directly applicable to their daily responsibilities. This approach allowed employees to build competency in a productive work environment while contributing to active projects and learning industry best practices from seasoned mentors.

The training supported a total of 30 employees, including 21 incumbent workers and 9 new hires. Among the participants were 12 USDOL Registered Apprentices, consisting of nine current employees and three new-hire apprentices. By combining apprenticeship pathways with hands-on training, Hardman Construction is creating a strong pipeline of skilled workers prepared to meet both current and future workforce needs.

In addition to OJT, employees participated in leadership development training and welding certification programs. However, the hands-on learning experience served as the foundation of the company's workforce development efforts, enabling employees to apply new skills in real time while increasing their confidence and productivity.

For Hardman Construction, the benefits extend well beyond training completion. On-the-job training accelerates skill development, supports knowledge transfer from experienced employees to newer workers and helps create clear pathways for career advancement. It also strengthens employee retention by demonstrating the company's commitment to investing in its people.

By leveraging Going PRO Talent Fund resources, Hardman Construction is developing the next generation of construction professionals while ensuring critical industry knowledge remains within the organization. The company's investment in practical, work-based learning is helping build a stronger workforce, support business growth and create long-term career opportunities for employees across the organization.