

AGC OF AMERICA'S 2014 CHAPTER OF THE YEAR



ASSOCIATED GENERAL CONTRACTORS OF GEORGIA, INC.

# REPORT TO MEMBERS

JUNE 2015



Your Construction Industry Partner

# ABOUT AGC GEORGIA

## Organization Profile

AGC Georgia is the leading statewide professional association representing over 500 top companies comprising the commercial construction industry in Georgia. We are one of 94 chapters affiliated with The Associated General Contractors of America, Inc. (AGC of America), which represents 30,000 member firms nationwide.

AGC Georgia member firms are automatically enrolled as members of AGC of America; thereby, providing members even greater access to services and a strong influential, and collective voice at the local and national levels.

## Mission

Guided by our core principles of *Skill, Integrity and Responsibility*, our mission is “to be the voice of Georgia’s construction industry, provide valuable member services and promote best construction industry practices.”

## Vision

“...building the best and most innovative contractor association in Georgia.”

## 2015-2016 Board of Directors

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Trey Anderson  
Anderson Construction Company  
Fort Gaines

### Vice President

Randy Hall  
Batson-Cook Company  
Atlanta

### Secretary

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R.W. Allen, LLC  
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Brian Daniel  
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Derucki Construction Company  
Roswell

Charlie Garbutt  
Garbutt Construction Company  
Dublin

David Hamilton  
Elkins Construction, LLC  
Savannah

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Hartley Construction Co., Inc.  
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Headley Construction Corporation  
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Dan Kaufman  
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Young Contracting/SE, Inc.  
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Sports Turf Company, Inc.  
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Albany

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Balfour Beatty Construction  
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R. K. Redding Construction, Inc.  
Bremen

Chris Sheridan, PE  
Sheridan & Company  
Macon

Shawn Stafford  
Stafford Builders & Consultants, Inc.  
Macon

Brian Steed  
Gilbane Building Company  
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Doug Tabeling  
Smith, Currie & Hancock LLP  
Atlanta

Kevin Watson  
Bowen & Watson, Inc.  
Toccoa

Kristen Williams  
Penco Electrical Contractors, Inc.  
Morrow

Gary Young  
Young Contracting/SE, Inc.  
Atlanta

# MESSAGE FROM THE PRESIDENT

A special thank you to our members, my fellow Board members, AGC Georgia's outstanding staff, and the many industry supporters who helped make my year as President such a rewarding experience. I have truly loved every aspect of this role, including representing our membership, this industry and our great association.

Working together, we accomplished much to be proud of these past 12 months. The year started with excitement when news arrived in August that AGC Georgia won the coveted AGC of America 2014 Chapter of the Year award. Later in September, I was thrilled to accept this award with Trey Anderson and Mike Dunham at AGC of America's National and Chapter Leadership Conference in Washington, DC before our peers from across the nation. For the second time in seven years, AGC Georgia won this award, recognizing our efforts to find innovative ways to serve our members and the industry.

Throughout the year, we had impressive participation at professional development and safety classes, conferences, webinars, technology forums, safety stand downs and networking events. The AGC Georgia Academy was launched in February and brought an advanced leadership curriculum to our membership. The second annual Construction Professionals Conference & Marketplace in April drew a record number of exhibitors and attendees and offered 50 learning sessions.

AGC Georgia and many member firms accepted the challenge to step up efforts to lead on the workforce shortage crisis facing our industry. We experienced important gains by finding and by encouraging young people and veterans to consider construction careers and

finding new ways to support K-12 and technical school construction programs.

Major wins for our members and the construction industry were achieved during the 2015 session of the Georgia General Assembly. Governor Deal signed legislation improving our state's workers' compensation law, expanding Public-Private Partnerships and encouraging more young people to pursue educational opportunities in construction trades.

Our Young Leadership Program ramped up its planning initiatives by implementing a 2015-2018 Action Plan. It will be a roadmap for this impressive group. I am proud of the charitable work they undertook in 2014. The national community service award they earned this March in Puerto Rico at the AGC of America convention is well deserved.

Members continue to show interest in learning about new technologies to help our respective companies improve the way construction services are delivered and managed in the office and field. AGC Georgia is also embracing new technologies and social media platforms to improve the way we connect with members.

On a personal note, please know spending time with so many of you has meant a lot to me. Your continued loyalty to AGC Georgia is greatly appreciated. I especially want to thank my R. K. Redding colleagues for their tremendous support in making this past year possible for me.



**Randall Redding, President  
R. K. Redding Construction, Inc.  
2014-2015 President  
AGC Georgia**



*Trey Anderson, 2014-2015 Vice President, and Mike Dunham, CEO, join Randall Redding in accepting the 2014 Chapter of the Year trophy.*



*President Redding proudly shows off our Chapter of the Year trophy to Albany members during his President's Tour in November 2014.*



# YEAR-END HIGHLIGHTS: JUNE 2014 – MAY 2015

## AGC – Leading, Listening and Learning to Better Meet Your Needs



What another remarkable year this has been for all of us at AGC Georgia! Since our Annual Convention in Destin last June, we continue to make impressive gains and stand out on many fronts. Thanks to you, the year ahead promises to be just as great.

As I look back on my 20 years with AGC Georgia, our staff is busier than ever. You probably have a similar situation at your company as you learn new technologies, see increased competition for skilled workers and projects and experience changes in what customers require. The AGC Georgia team is excited about the future, and we hope you are, too!

I am continually impressed with what is accomplished every day to make AGC Georgia a better organization. Our efforts are rewarded in many ways—most important, member participation across all services and programs remains strong. We were also recognized by AGC of America for our efforts. It was such an honor to accept the highly-coveted Chapter of the Year award and learn we earned awards for our charitable work and impressive level of donations to AGC of America's PAC.

Important strides were made by members and our staff in addressing the industry's workforce shortage by implementing a **one school, one instructor, one student** grassroots strategy. Many members used tangible ways to encourage young people to consider careers in construction, and we spotlighted them in our new quarterly

workforce development newsletter. Members continue to benefit from AGC Georgia's commitment to placing an emphasis on construction technology. We even launched a new website to help streamline your access to our information and provide extensive search capabilities for you, construction owners and architects looking for building partners.

Adding to a successful year, we introduced the AGC Georgia Academy and enhanced the national lean construction curriculum by offering local Lean User Roundtables. Professionals from member firms participated in our HR Forum, AGC Georgia entered into an unprecedented OSHA partnership at the new Braves Stadium and we became a provider for AIA learning units. All these milestones are in addition to our accomplishments in legislative advocacy, safety and educational programs.

As we challenge the status quo, we are always eager to listen to your perspective. Many of you tell us about your industry concerns and offer candid feedback, which affords us the opportunity to provide the very best services to help you succeed. None of this is possible without the often behind-the-scenes effort of our staff. I want to commend each of these professionals for going the extra mile to deliver value to members—thank you, Alyson, Bill, Blake, Cherri, Cindy, L.B., Machell, Mark, Sherry and Stephanie for a job well done!

—Mike Dunham, Chief Executive Officer

### AGC Georgia Professional Staff

Reach our staff by phone at 678.298.4100 or by email using [lastname@agcga.org](mailto:lastname@agcga.org)

**Mike Dunham**  
Chief Executive Officer

**Alyson Abercrombie, CAE**  
Director, Communications & Marketing

**Bill Chambless, CBO**  
Member Development

**Blake Cone**  
Business Development Specialist

**Sherry Covington**  
Controller

**Stephanie Harms**  
Associate Director

**Machell Harper**  
Director, Member Services



(l-r) Mark, Mike, Blake, Machell, Stephanie, Cindy, Cherri, Sherry, L.B., Alyson and Bill

**L.B. Kinnett**  
Administrative Services

**Cindy Parham**  
Administrative Services

**Cherri Watson**  
Director, Safety, Education & Workforce Development

**Mark Woodall**  
Director, Governmental Affairs

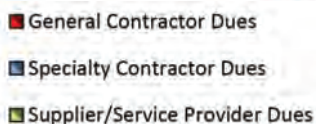
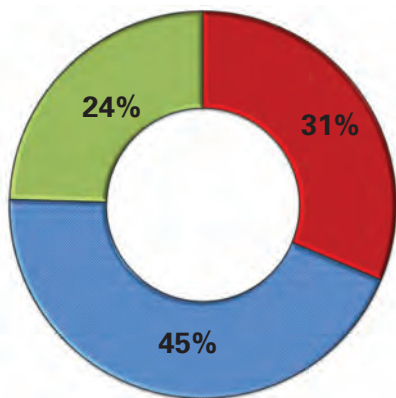
# AGC GEORGIA MEMBERSHIP

AGC Georgia has 505 members, comprised of 157 general contractors, 227 specialty contractors and 121 service and supplier firms. Since January, we welcomed 37 new members. Many of them were encouraged by industry colleagues to learn more about our chapter and how they can benefit from membership. This level of referrals is a great testament to member satisfaction.

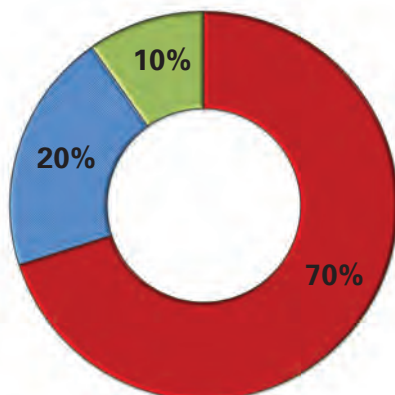
A key sign of a vibrant association is a strong retention rate. AGC Georgia is benefiting from an 86% retention rate for specialty contractor, supplier and service provider member firms and an impressive 95% retention rate for our general contractor membership.

Our general contractor member segment includes firms performing traditional design-bid-build work, construction managers and design builders, along with municipal-utility contractors, heavy and highway contractors and residential/light commercial builders. These firms provide the largest financial support to AGC Georgia.

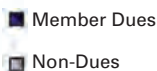
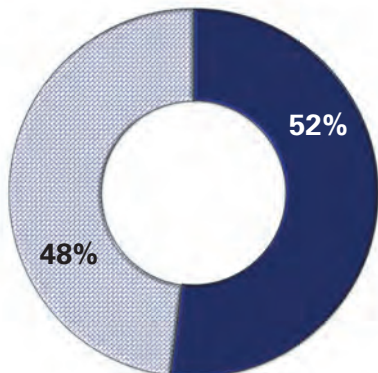
**Member Demographics**



**Dues Revenue**



**Revenue Sources**



## MEMBER SERVICES

- Advocacy & Representation**
- Governmental Affairs & Agency Relationships**
- Safety**
- Education & Training**
- Professional/Leadership Development**
- Young Leadership Program**
- Workforce Development**
- Workers' Compensation Program**
- Retirement Savings Plan**
- Networking & Building Relationships**
- Career Development**
- Resume Bank & Job Openings**
- Industry & Chapter News**
- Referral & Information**
- Industry & Economic Resources**
- Physical & Internet Plan Rooms**
- Award & Recognition Programs**
- Member Savings/Discounts**
- Community Service & Giving Back**
- Training Center**
- Convention & Conferences**
- Industry Publications**
- Contract Documents & Forms**
- Marketing Opportunities (sponsorships, exhibitor booths, publication ads)**
- AGC Store**
- Private Insurance Exchange**



# KEEPING OUR WORKFORCE SAFE

Offering valuable training to help member firms ensure a safe workforce is a top priority for AGC Georgia. In 2014 and through May 2015, our Site Safety Van visited 981 jobsites and trained 19,366 individuals from 87 companies. Many of these visits were complimentary to firms participating in our workers' compensation program, CompTrust AGC Mutual Captive Insurance Company (MCIC).

In addition to onsite training, we offered 46 safety-related courses attended by over 800 individuals across the state. Some of our more popular classes include Scaffold Safety, Competent Person Training: Trenching and Excavation, OSHA 10 and 30-Hour for Construction, CPR, and Fall Protection.

In addition to our formal agreement with OSHA, members benefit in many ways from our long-standing relationship with the agency. Their knowledgeable representatives attend our committee meetings, volunteer to speak at our conferences, and support our Safety Stand Downs.

In the last year, AGC Georgia invited members to participate in stand downs focusing on Heat Illnesses, Landscape Safety, Work Zone Safety and Fall Prevention. Over 50 member companies hosted tool box talks on these topics on 570 jobsites, training over 26,000 employees.

One of our most active groups is the Safety & Health Committee. The committee meets monthly to discuss best safety practices and develop innovative training opportunities for members. Recently, the group formed a subcommittee to develop guidelines for stick-built crews on commercial jobsites. Often field employees performing this type of work are unaware of OSHA regulations and fail to include safety expenses in their bids. A training session is being established for members to learn how to overcome challenges and properly train these crews on their jobsites. Establishing these guidelines will also help create a set of best practices for our entire industry.

## AGC Georgia Leads Nation

*As a signatory of the OSHA partnership at SunTrust Park, AGC Georgia is the only Chapter of 94 in the nation to enter into a formal agreement on a specific project.*

*"On March 4, American Builders 2017, the joint-venture contractor constructing the Atlanta Braves' SunTrust Park, entered into an agreement with OSHA, Georgia Tech Research Institute, and AGC Georgia. The partnership aims to enhance jobsite safety and educate workers about health and safety practices."*

*- Excerpt from March 23, 2015 Southeast Edition of ENR. This partnership was also featured in the Federal OSHA newsletter.*



*Pictured are representatives of the signatory organizations: (l-r) Dan Ortiz, Georgia Tech Research Institute; Christi Griffin, Marilyn Velez, Teresa Harrison, OSHA; Daniel Maxson, New South Construction Co.; Cherri Watson and Mike Dunham, AGC Georgia; and Lisa Capicik, Brasfield & Gorrie.*



*Site Safety Van visits a Holder Construction Company jobsite.*



*New South Construction Co. (l) and Bowen & Watson, Inc. (r) hold Heat Illness Safety Stand Downs.*



# MEMBER ACHIEVEMENTS

Whether it is for safety achievements or outstanding construction efforts, AGC Georgia members are excited to pursue opportunities to recognize their firm and employees. Acknowledging excellence builds pride for member companies, our Chapter and the industry. It also helps to educate our members' current and prospective customers about the high quality of work and value of services they receive when they select an AGC Georgia member for their project.

At the 2014 Annual Convention in Destin, 48 companies received an AGC of America and/or an AGC Georgia safety award. Criteria for corporate awards include, but are not limited to, zero lost workday cases and 25% below division incidence rate. Our Ron Amerson Supervisor Safety Awards honor frontline employees responsible for helping companies receive corporate awards. Recipients are field supervisors who achieve safety excellence based on no lost-time accidents. The Ron Amerson Award was received by 340 superintendents for safe jobsite leadership in 2014.

To recognize their respective team's construction excellence, members submitted 70 projects in the 2014 Build Georgia Award competition. Winning projects were highlighted in *Atlanta Business Chronicle* on June 13, 2014, and presented with their first-place award during the Annual Convention Awards Breakfast.



AGC Georgia's highest honor is presented each year at the closing dinner at our Annual Convention. Gary Young, President of Young Contracting/SE, Inc. (r) accepted the Skill, Integrity, and Responsibility (SIR) Award from Dave Cyr, 2013-2014 AGC Georgia President.



Bill Chambless, AGC Georgia presented Brian Geary, ACE Electric, Inc., with a Certificate of Commendation for his many years of service on the South Georgia Workforce Development Alliance.



Superintendents from Sheridan & Company received Ron Amerson Supervisor Safety Awards at a ceremony in Macon. Five other ceremonies were held around the state in March and April 2015.



Corporate safety excellence awards were presented at the 2014 Annual Convention.



At the Construction Professionals Conference & Marketplace, (l-r) Chris Hooper, Holder Construction Company; Dan Rounazoin, New South Construction Co., Inc.; and Chris Stone, RA-LIN, received top honors in the Ron Amerson Awards in their respective manhour category. Not pictured: Jeff Curtis, Tebarco Mechanical Corporation.



AGC Georgia's annual Build Georgia Award Program has celebrated firms and projects demonstrating construction excellence for the past 26 years.

# GOVERNMENTAL AFFAIRS & AGENCY RELATIONSHIPS

AGC Georgia was instrumental in helping score major legislative wins for the construction industry during the 2015 session. Our members and the entire business community benefit from passage of HB 412, which protects exclusive remedy provisions in Georgia workers' compensation laws, and SB 59, expanding for Public-Private Partnerships (P3) in the construction industry at state and local levels. In addition to these bills, AGC Georgia provided meaningful input on behalf of the construction industry on a number of other industry-related proposals.

House Bill 412 was a high profile legislative proposal, which ranked as a scorecard issue for the Georgia Chamber of Commerce's legislative agenda. Representatives from the Chamber and many segments of the business community helped educate members of

the Georgia General Assembly on this bill's importance, leading to its passage by unanimous vote in both the House and Senate. Our primary goal was to add language to the workers' compensation statute confirming that the exclusive remedy defense applies to all claims, regardless if they are based in contract, tort or some other legal theory for civil liability. The bedrock of workers' compensation coverage has always been that employees receive no fault coverage in exchange for exclusive remedy. After the ruling in *The Estate of Pitts v. City of Atlanta*, this premise was questioned because the case allowed for a civil lawsuit against both the direct and statutory employer after an employee was killed in a jobsite accident. House Bill 412 corrects the Pitts decision by restating the exclusive remedy employer defense but allows an employer to assume greater liability to employees if they expressly agree in writing to additional rights and remedies.

Senate Bill 59 is the work product of discussions carried over from the 2014 session. Bills working to address P3 fell short of passage in the past. AGC Georgia has been actively engaged with stakeholder groups on P3 for three years. This legislation created the Partnership for Public Facilities and Infrastructure Act, and had input from all impacted groups, including the construction industry, design community and state and local government. It grants board authority to state and local governments to finance,



- 1 AGC Georgia proudly participated in Governor Deal's signing ceremony for HB 412, legislation regarding our state's workers' compensation laws.
- 2 Governor Deal signed Senate Bill 59 into law on May 5, 2015. AGC Georgia is proud of our involvement in P3 legislation.
- 3 Senate Bill 2, which affords high school students the opportunity for dual enrollment in technical, career or community colleges, offers students easier access to learn employable skills in the construction industry. Mark Woodall joined bill sponsor, Senator Tippins (l), and Lt. Governor Cagle (r) following the governor's signing ceremony for this legislation.

design and build all types of infrastructure projects through these partnerships.

A great example of AGC Georgia serving as a resource to members of the legislature and other industry-related organizations is when we were asked to meet with the Chair of Regulated Industries and representatives from the Building Officials Association of Georgia (BOAG) to address House Bill 341. It creates an additional pathway to achieve building inspector certification. Because BOAG does not have full-time representation at the Capitol, AGC Georgia agreed to help move this bill through the legislative process. For their efforts, BOAG awarded Mark Woodall with the President's Award and Bill Chambless with the Outstanding Service Award at their annual convention in May 2015.

Earlier this year, we co-hosted our 16th Annual Building Georgia Legislative Event with the American Council of Engineering Companies (ACEC) of Georgia. Our members gathered for a breakfast featuring Senate Majority Whip Steve Gooch. He spoke about House Bill 170, which will increase revenue for Georgia's transportation infrastructure.

Each summer, Mark Woodall hosts meetings in eight regions around the state to explain the results of the recent legislative session. In 2014, over 250 people participated in these gatherings to learn how new laws affect both the construction and the business communities.





1 Members gather at the Train Depot just before walking to the Capitol to learn about the legislative process.

2 Mark Woodall offers comments about construction-related legislation to AGC Georgia and ACEC members.

3 Mike Dunham (l) and Michael Sullivan (r), President and CEO of ACEC, welcome Senate Majority Whip Steve Gooch prior to his keynote address to association members at the 2015 Building Georgia Legislative breakfast.



Our members' strong support provided to both the state and federal political action committees (PAC) offers AGC Georgia and AGC of America the opportunity for success in the legislative arena. At both levels, AGC supports pro-construction, pro-business candidates in their campaigns for elected office. Locally, during the 2014 election cycle, we distributed more than \$150,000 to candidates running in more than 150 House, Senate and statewide races. Of the candidates supported by AGC Georgia PAC, 90% were elected to office.

For calendar year 2014, AGC Georgia was recognized at the AGC of America Annual Convention for the most dollars contributed by members of a chapter, most dollars contributed by an AGC board, and 100% participation by a chapter's board members.



Mark Woodall presents his annual "The Good, the Bad and the Ugly" legislative recap at a luncheon.



For many years, Mark Woodall has had the honor of serving as the keynote speaker at a Construction Division meeting of the Atlanta Bar Association during the legislative session. He joined Fielder Martin, Christy Sanders, and Phil Beck after the meeting.



In September 2014, (l-r) Mark Woodall; Randall Redding, AGC Georgia 2014-2015 President; Trey Anderson, AGC Georgia Vice President; and Mike Dunham attended the AGC of America Leadership Conference. They visited members of the Georgia delegation on Capitol Hill to share their perspective on construction-related legislation. They also accepted two awards on behalf of our membership's strong participation in the federal PAC for calendar year 2013.



# NETWORKING & BUILDING RELATIONSHIPS

Connecting members through a variety of networking opportunities is an essential role for professional associations. AGC Georgia embraces our responsibility to serve as a trusted place for industry leaders to make new contacts, renew old acquaintances, and as the saying goes, put a name with a face. Members continue to share positive feedback with us about their experiences at our programs, including the General Contractor Marketplace, Building Georgia Legislative Event, Fall Leadership Conference, Annual Convention, Construction Professionals Conference & Marketplace and Young Leadership Program activities. Attending education classes; our committee, taskforce and shared interest group meetings; and regional Members First activities increases member-to-member interaction and solidifies the benefits of affiliating with AGC Georgia.

Building external relationships with key influencers and industry-related organizations is another top priority of association leadership. As the construction industry evolves, it is important for governmental agency leadership, elected officials, and business and educational leaders to understand those changes. Our proven commitment to partnering with those who have an industry connection opens many doors for our members. Over the years, groups such as the Corps of Engineers, Board of Regents, Georgia State Finance and Investment Commission (GSFIC), Department of Education, Technical College System of Georgia, the Georgia chapters of AIA and ACEC and OSHA have invited AGC Georgia to the table to discuss issues impacting construction.



*AGC Georgia's sponsors are recognized for their support at the annual General Contractors Marketplace.*



*Contractors performing work for the Corps of Engineers gather to prepare for a joint meeting with agency representatives.*



*Each June, members and their families enjoy attending the Annual Convention. Some of the highlights from last year include the Welcome Party and YLP's dueling pianos.*



*The annual General Contractor Marketplace offers a way for members to learn about business opportunities with other industry professionals.*





The Fall Leadership Conference was convened in Nashville, TN. Attendees participated in learning sessions each morning and enjoyed networking opportunities in the evenings.

In the past year, nearly 20,000 individuals used AGC Georgia's services or attended various programs, classes and events. This figure does not include those we touched through our numerous workforce development efforts and safety stand downs. Here are some of the highlights.

	Participants
• 146 Professional Development/Safety Education Courses	1,440
• General Contractor Marketplace	171
• Annual Convention & Fall Leadership Conference	482
• Construction Professionals Conference & Marketplace	515
• Young Leadership Program Golf Classic	270
• Technology Forums	282



YLP hosted the 16th Annual Golf Classic in May. This tournament is one of three golf outings members can attend each year. AGC Georgia also organizes two annual sporting clays tournaments.



Committees meet regularly to offer networking time for members who share common interests. These professionals develop innovative ways to bring best practices to members. (l) The Safety & Health committee asked mast climbing professionals to speak at a recent meeting. (r) Technology committee members spoke about how they use drones in the field.



Members appreciated a guided tour of the Capitol by Mark Woodall during the annual Building Georgia Legislative program.



With over 500 attendees, the Construction Professionals Conference & Marketplace is one of the year's highly anticipated networking opportunities.



# WORKFORCE DEVELOPMENT

Our industry's workforce situation is in a state of crisis because we do not have enough well-trained, qualified and experienced people to build. Adding to the severity of this situation, the number of people we have coming into the industry does not fill the need we have now or in the future.

Using AGC Georgia staff resources, with help from contractor members and industry leaders, we are proud of what has been accomplished this past year. Since its inception, AGC Georgia's involvement with the Construction Education Foundation of Georgia (CEFGA) as a founding partner and major underwriter has yielded important gains. We are a proud supporter of their annual CareerExpo and SkillsUSA Championships. This activity brings together students from schools across the state to explore careers in construction. The work of these events and of our Workforce Development Alliances helps contractors reach high school students. Members of our Alliances and statewide Workforce Development Taskforce host construction career fairs, member-sponsored skill competitions, student jobsite field trips and donate construction materials and monies in support of construction curriculum. In addition to our association's initiatives, we also support Governor Deal's Go Build Georgia campaign at the state level. We have two representatives serving on this advisory board, which works to raise awareness and build interest in skilled trades.

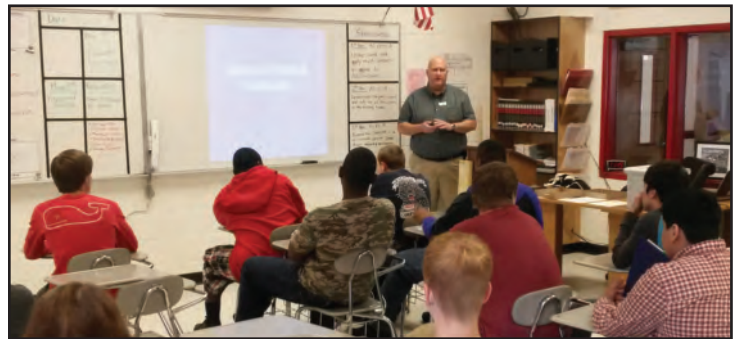
AGC Georgia took the lead to interact and build relationships with local school boards, construction teachers and policymakers at the Technical College System of Georgia and Department of Education. Staff also spent time communicating with government leaders about workforce, career and economic development-related matters. Specifically, we concentrated our efforts on Senate Bills 2 and 132 that allow for high school students to dual enroll in postsecondary education. These measures afford young people the opportunity to enroll in trade-specific courses and to be career ready by graduation from high school.

Members have graciously given their time to invest in these students' high school experiences. We call this grassroots initiative the **one school, one instructor, one student** approach, which is proving to be the most effective way for contractors to make a difference. For one contractor, this might mean going to the local school to shake a construction faculty member's hand and thank him or her for a job well done. For another, this might mean speaking to students in a welding class about his love for the industry. Several members are finding great success by frequently inviting local construction classes on jobsite tours.

No matter how they choose to get involved, these members are making a difference in their communities.



*Camden County students visited an Elkins Construction jobsite in Brunswick.*



*Spalding County students learned about careers in the electrical trade from Eckardt Electric.*



*The East Georgia Workforce Development Alliance invited students from nine area construction programs to a mock SkillsUSA competition in November. This event, sponsored by area contractors, helped students prepare for regional competitions. The overwhelming success of this program is paving the way for other alliances to offer similar programs.*



*Mike Dunham presented a class on employability skills to over 600 students at the SkillsUSA Leadership Conference on Jekyll Island last October.*





R. W. Allen, LLC taught students at Evans High School how to pour concrete for a sidewalk. Both the principal and instructor were appreciative of this involvement and said the students were eager for the next opportunity.



To help industry professionals connect with construction teachers, AGC Georgia hosted a meet-and-greet at our training center in April.

**WORKFORCE DEVELOPMENT UPDATE** Published April 2015

**AGC Georgia**  
Your Construction Industry Partner

**MEMBERS MAKING A DIFFERENCE**

**Contractors Helping Develop Future Workforce**

While contractors are enjoying today's rebounding economy, the improved market presents challenges. One of the most pressing is finding skilled workers. Is your company facing this issue? If not, what would you do if presented with the more project opportunities? Do you have enough skilled workers to fill that need?

**Did you know?**  
For every four skilled field employees reaching retirement age, only one person is training to begin a career in the construction industry. Who is going to build our future?

AGC Georgia wants to help you find solutions to this challenge. By collaborating with members, we are able to find innovative ways to reach out to students in the state and inform them about meaningful careers available in the construction industry. Our regional Workforce Development Alliances are helping to overcome this particular challenge. In the past few years, we have...

contractors from across the state, we take a much broader take at how AGC Georgia can help its members. Thus far in 2015, the Alliance and teachers have held 10 meetings.

Much of the success from our alliances lies at the grassroots level. Contracting firms are partnering with local high schools and/or technical college construction programs and learning the best ways they can support the students and instructors. Some programs need tools and materials, while others want apprenticeships, project managers, or company owners to share real-world advice with the students to help them understand the opportunities available to them upon graduation.

Included in this Workforce Development Update are some of the recent stories from members' efforts. If your firm has a success story to share, please contact Bill Chambers, AGC Georgia's member development coordinator at [bill@agcga.org](mailto:bill@agcga.org).

**Contractors Connecting with Instructors & Students** Page 4

job openings, career, apprenticeship information, visit with students at the Birmingham College & Career Academy about opportunities in the construction industry.

**GO BUILD**

AGC Georgia featured our workforce development efforts in our Winter/Spring 2015 edition of Georgia Construction Today.

**GEORGIA CONSTRUCTION TODAY**  
WINTER/SPRING 2015

**WORKFORCE DEVELOPMENT**  
Making a Difference

**PLUS:**

- **Site Visitation: Beyond Drive 666**
- **Construction Professionals Conference & Marketplace**
- **Annual Convention**

**ONE INSTRUCTOR** **ONE SCHOOL**  
**ONE STUDENT** **YOU**

AGC Georgia introduced our "Workforce Development Quarterly" in fall 2014. It features successful connections between industry professionals, educators and students.



CEFGA's two-day, record-breaking 2015 CareerExpo focused on promoting careers in construction to Georgia's youth. Of the more than 7,300 individuals in attendance, 70% were students participating in interactive activities to learn about construction career paths. Other attendees included teachers, parents, guidance counselors and industry professionals.

# CAREER DEVELOPMENT

AGC Georgia continues to be a respected leader of professional development opportunities for the industry. This past year, we hosted 146 classes on safety, leadership, storm water, lean construction, LEED accreditation, lien law, BIM and much more. As a recently-approved provider, several of our courses qualify for AIA continuing education credits.

New for 2015, we rolled out the AGC Georgia Academy. The inaugural eight-session program began in February. It is designed to help companies invest in their pipeline of leaders with the goal of building and securing a competitive advantage. Participants develop higher levels of emotional intelligence, learn how to create an emotional experience, instead of a transaction with internal and external stakeholders, build on their communication skills and spend time practicing how to better present themselves to others. With initial feedback from the inaugural participants, Chapter staff is working with our lead instructor, Brent Darnell, to design a second series planned for October 2015.

The second annual Construction Professionals Conference & Marketplace in April 2015 offered 515 attendees ample time to learn from more than 60 industry experts who led the day's learning sessions. The conference feedback showed attendees were pleased with the connections they gained from the one-day conference. Over 150 representatives from 74 exhibiting firms were also available to share new trends and proven best practices about their products and services.

AGC Georgia staff took a cue from the increased demand for technology from our members and placed all conference information in a mobile app. Class and exhibitor descriptions, session handouts and speaker bios, along with a map of the marketplace floor and much more were at attendees' fingertips. Survey results showed respondents overwhelmingly want to see the app return for the 2016 conference.

After providing input to AGC of America during their detailed redesign of the popular Supervisory Training Program (STP), AGC Georgia is making plans to offer the new curriculum in fall 2015. As indicated earlier, the construction industry is facing a workforce shortage and must make a concerted effort to develop our next generation of superintendents. Because the curriculum requires less class time due to online resources, STP is the answer to helping young field talent take their career to the next level.

With help from members of the Technology Committee, AGC Georgia placed more emphasis on connecting remotely with professionals interested in our quarterly Technology Forums. In August and January, we invited members from regions outside Atlanta, including other AGC Chapters, to join our discussion from their workplace. Our first attempt resulted in over 20 individuals joining the session. In January at the Atlanta Tech Village, over 100 people attended and another 100 connected from across the country via our live stream, making it our largest forum to date. We made great progress toward finding a more consistent way of delivering training to members via the web.

## AGC Georgia Career Development Opportunities

- 146 formal classes
  - 100 professional development
  - 46 safety
- 1,440 attendees
- 357 participating firms
- Also offered 50 learning sessions at the Construction Professional Conference

## A Sampling of Well-Attended Courses

- Competent Person: Trenching/Excavating
- Safety Leadership
- Construction Quality Management
- NPDES (Initial course and recertification)
- OSHA 30-Hour for Construction
- CPR, First Aid and Bloodborne Pathogens
- Common Sense Construction Law
- Estimating 101
- 4-Part BIM Education Program



*Each quarter, AGC Georgia's Technology Committee hosts a forum featuring new trends for construction. Our two most recent programs brought in over 120 remote participants through online meeting platforms.*





Members of the inaugural 2015 AGC Georgia Academy are participating in eight, highly interactive, day-long sessions. Learning topics include 12 Steps to Great Relationships; Communicate, Motivate, Persuade, Present; Innovation; Time Management; Teambuilding; Wellness; and Lifelong Learning.

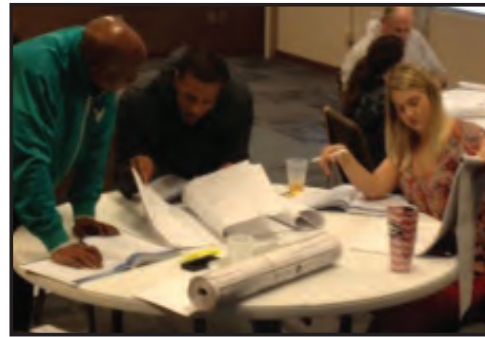


This year's Construction Professionals Conference & Marketplace focused on leadership, productivity, and profitability. Conference highlights include

- 515 Attendees
- 187 Participating Companies
- 5 Learning Tracks
- 74 Vendors
- 68 Speakers
- 2,500 minutes of professional development



Members, from executive leaders to field supervisors, benefited from a course helping supervisors and managers improve safety performance and communication techniques in the field.



Our Blueprint 101 course is led by a construction executive. Students benefit from his industry expertise while learning the basics.



AGC of America's comprehensive Lean Construction Education Program is popular with members. Complementing the seven-part series are our quarterly Lean Construction Roundtables. Participants include those enrolled in the series and others who want to learn more about the practice.



YLP offered a career development opportunity focusing on advanced communication techniques in the art of feedback, conflict, team alignment and tough situations. Seventy-five participants attended this course held in partnership with ACEC's Future Leaders.



# DEVELOPING LEADERS

Young industry professionals are encouraged to build their leadership potential by participating in AGC Georgia's Young Leadership Program (YLP). The group is nationally respected and one of AGC Georgia's flagship services. Two members serve on the advisory board of AGC of America's sister program, Construction Leadership Council (CLC), and efforts are underway to host the 2016 CLC Leadership Development Conference in Atlanta.

In late 2014, the 19-member YLP governing council began updating the program's strategic plan. Feedback was gathered via an online survey sent to more than 140 members representing nearly 80 firms. Moving forward, YLP will focus resources on the following areas:

- *Education* – developing topics and participating in leadership and professional development programs
- *Social* – creating a close-knit community by leveraging connections between members
- *Communication* – helping welcome new members through mentorships with longtime participants and keeping members informed
- *Charitable* – volunteering time on service projects and fundraising activities

As program members look to the future with the new plan, their recent accomplishments are to be commended. Over 500 industry representatives participated in professional development learning sessions and networking activities organized by YLP during the past 12 months. Another 275 individuals participated in the 16th Annual Golf Classic. After expenses, this fundraiser deposited \$60,000 in AGC Georgia's Foundation! These proceeds replenish reserves YLP uses to help individuals and organizations throughout the year.

A special bond between Emily Bowman and YLP members is possible because of donations collected at previous golf tournaments. This promising college student was struck by a drunk driver, and now requires constant care. In 2013, YLP renovated her home to meet Emily's handicap-accessible needs. In the summer of 2014, YLP learned about the cramped space Emily used for physical therapy. The group helped build a therapy room and redesign her deck. Seeing Emily thrive in her new space was reward enough; however, YLP members learned earlier this year the project earned an AGC in the Community Award at AGC of America's annual convention.



*Professional development programs organized by YLP members are offered each quarter. (top) Construction executives shared lessons learned along their career paths. (bottom) ACEC and AGC Georgia members team up for a program on communication skills.*



*YLP members hosted a telethon to encourage sponsorship and participation in the annual golf classic.*



*Each summer, YLP holds their annual Braves Night. Council members offer a new YLP member orientation prior to dinner and the ballgame.*





The program's largest charitable works project for the past year included building a deck and therapy room at the Bowman's home. Project supporters and their families participated in ribbon-cutting festivities. Council members attending AGC of America's convention proudly accepted an AGC in the Community Award for their efforts.



**YLP coordinated the contributions of more than \$67,000 from June 2014 to May 2015.**

- |  |  |   |
|--|--|---|
|  <p>\$10,628 in toys and clothing to children in hospital's care during the holidays</p>   |  <p>\$1,200 to the construction management program fundraiser</p> |  <p>\$4,800 to provide shelter for those in need</p>                   |
|  <p>Truck loads of toys provided by member firms</p>   |  <p>\$1,500 to Ingram-Pye Elementary for new playground</p>       |  <p>\$2,500 to the recreation therapy department</p>                   |
|  <p>\$8,800 to offset travel expenses for Georgia high school students participating in the national SkillsUSA competition</p>       | <p>Becca's Project \$4,000 to retrofit home for handicap accessible needs</p>  |  <p>hope is a must. \$1,200 in food for 125 people</p>                 |
|  <p>\$4,500 to Wreaths Across America, a charity organizing the laying of Christmas wreaths on gravesites in National Cemeteries</p> |  <p>\$1,000 to help cure the mystery of lupus</p>                 |  <p>\$1,000 to support treatment, travel, and housing for families</p> |
|  <p>\$25,000 for renovations to Emily Bowman's Home</p>  |  <p>\$1,000 to the construction management program fundraiser</p> |  <p>\$500 in support of volunteer appreciation activities</p>          |

# SAVING MEMBERS MONEY

Members participating in our workers' compensation program, CompTrust AGC Mutual Captive Insurance Company (MCIC), receive coverage at competitive rates when going extra lengths to keep their workforce safe. In comparison to traditional policies, CompTrust provides additional services and benefits. In 2014, a \$750,000 dividend was distributed among nearly 200 participating firms as a result of their safe track record in 2013. Since 1982, CompTrust has given back approximately \$30 million in dividends to participating members, making it an extremely affordable and cost-effective service.

CompTrust is seeing the benefits of gaining an A.M. Best A (XI) and S&P A+ rating. This feature makes the program more inclusive and responsive to members who work on projects outside Georgia and for owners requiring these ratings. Over the past year, we have welcomed 47 new policy holders to the program.

Members in AGC's Retirement Savings Plan are reducing fund management and administrative costs while enhancing their employee recruitment and retention capability. As of May 2015, 41 firms offer this program to their employees. The plan holds over \$72 million in assets and covers more than 10,000 employees.

Together with AGC of America, our Chapter proudly offers dozens of member-only savings opportunities with nationally-recognized companies. While it's unlikely your firm can utilize all discounts that combine for a potential savings of over \$20,000, we are confident you can benefit from many. Some of our most popular deals are for everyday needs such as office supplies, cell phone service, fleet vehicles and shipping services.



CompTrust AGC MCIC proudly offers all services and benefits outlined in this wheel. Traditional policies typically offer only the five benefits in the center.

## AGC Retirement Savings Plan



These member firms experience tangible savings by participating in the retirement savings plan.



CompTrust AGC policyholders each received their share of a \$750,000 dividend at the 2014 Annual Convention.



To view more information about discounts available to members, visit [agcga.org](http://agcga.org) and [bit.ly/1R0eZDG](http://bit.ly/1R0eZDG)



# ENHANCING COMMUNICATIONS & PUBLIC RELATIONS

AGC Georgia works hard to maintain our trusted position as industry spokesperson and champion for members. One way we meet this goal is keeping external influencers informed about important industry topics and activities. As media, government agencies, buyers of construction service and industry-related organizations request information, we often recommend they speak with members engaged on the topic. This practice solidifies the respected stature of our member firms and AGC Georgia's partnership with the industry.

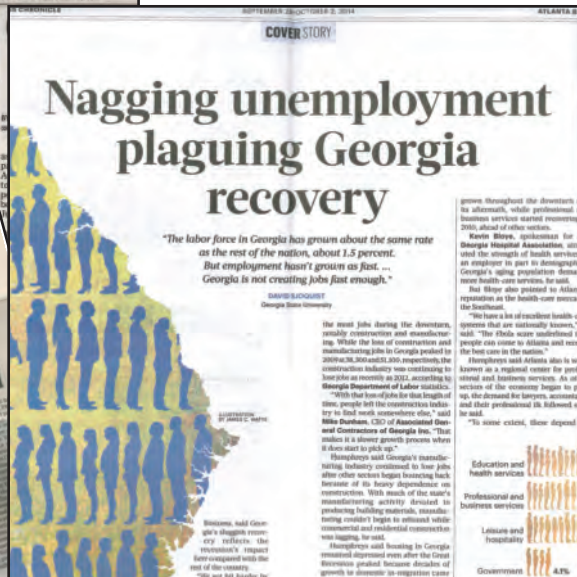
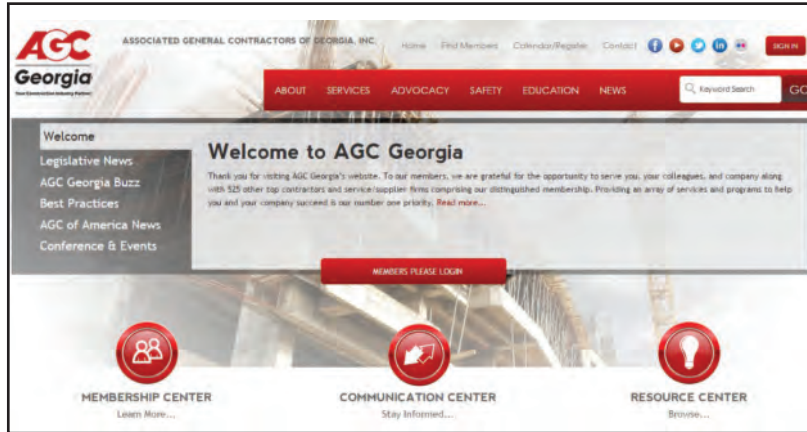
New this year, AGC Georgia unveiled a redesigned web site. It offers a streamlined interface including a detailed search feature in our online member directory. This feature helps fellow AGC Georgia members, architects, engineers and owners find firms meeting specific geographic, volume and experience levels needed for future projects. The web site is designed for members to engage with one another inside password protected

communities. This feature creates an online shared interest group (SIG) experience and helps individuals come together to share best practices.

We are proud to share member awards and accomplishments earned by our member firms and their employees on our web site. This feature exposes external stakeholders to positive industry news and represents the clout our members hold throughout Georgia.

Keeping all members up-to-date on business trends and association offerings is also important. Newsletters are available from AGC Georgia and AGC of America. Locally, we publish *The Forum* each week, and several other quarterly publications for Young Leadership Program participants and members interested in local workforce development initiatives. During the legislative session, we email a weekly alert with the status of industry-related legislation.

On the national level, content specific newsletters are available from AGC of America on environment, safety, technology, education, legislation, economics, professional development and management. Anyone affiliated with an AGC Georgia member firm can subscribe to specific newsletters.



AGC Georgia members and senior staff are regularly called on to provide comment on issues impacting our industry.

# AGC

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# Georgia

**Skill** The possession and application of the necessary technical knowledge and practical experience to execute the projects undertaken in a professional and efficient manner.

**Integrity** The character to comply with the spirit and letter of contracts undertaken and to handle every transaction with fairness and honor.

**Responsibility** The possession and application of the necessary finances, cash or credit, together with the needed equipment and organization to fulfill all commitments promptly and completely.

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Chapter of

AGC of America  
THE ASSOCIATED GENERAL CONTRACTORS OF AMERICA

Quality People. Quality Projects.

