



WORKFORCE DEVELOPMENT UPDATE



Upcoming Skills Challenges

It's no secret that workforce development remains one of the construction industry's top priorities. That's why AGC Georgia is proud to again work with contractors from across the state to host Georgia high school construction students at the 2019 regional Skills Challenges.

Last year, these events hosted business leaders, school board members, administrators and counselors, along with local politicians, and media. It was a great opportunity for these influencers to experience first-hand the excitement the student competitors have for the construction industry.

For 2019, AGC Georgia is proud to announce we are growing the Challenges from four to five regional events. This will make it easier for more schools to participate now that the challenges are gaining quite a loyal following. (Continued, Page 5)



SKILLS CHALLENGE



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Columbus School Awarded Grant

Jordan Vocational High School College and Career Academy has good reason to celebrate. The school is the only high school in the state to successfully receive funds from the CONNECT Act (Creating Opportunities Needed Now to Expand Credentialed Training) in 2018 and 2019, the first two years of the grant's existence.

On August 19, a ceremony was held in the metal's lab at the academy recognizing the significant achievement. Speakers included the school's CEO Tim Vinson, CEFGA's VP of K12 Pipeline Zach Fields and AGC Georgia's CEO Mike Dunham. Attendees toured the lab while students were working on projects.

Funds earned for the 2019-2020 school year are dedicated to purchasing equipment to enhance the student learning experience in the metals and welding lab at the school. Last year's funds were used to bring the school's construction lab up to current industry standards. These improvements are elevating the school's CTAE curriculum, which will better prepare students for a variety of career opportunities.

The CONNECT Act, signed into law by Governor Nathan Deal in May 2018, seeks to expand technical training in high schools to ensure the education provided to students is relevant to the industries they will ultimately serve.



L-R: Zach Fields (VP of K12 Pipeline with CEFGA), Rep. Richard Smith, Sen. Ed Harbison, CTAE Students, Metals Instructor Chris McGrotha, Rep. Calvin Smyre, Rep. Debbie Buckner, Sen. Lindsey Tippins, School Board Members Patricia Hugley-Green, Laurie McRae, Michael Edmonds, and Mike Dunham – CEO of AGC Georgia

Awards at Craft Pro Champions Breakfast

Several AGC Georgia contractors were recognized at the first annual CEFGA Craft Pro Champion Awards Breakfast held on August 8, 2019. The awards program is a partnership between CEFGA and Atlanta CareerRise. The two organizations worked together to win the Job Quality Initiative Grant offered by the National Fund for Workforce Solutions.

The Craft Pro Champions breakfast spotlighted individuals and companies who are making a difference in our industry's fight to find and develop craft professionals throughout Georgia.

AGC Georgia is a proud partner of CEFGA and its dedication to workforce development.

Construction Ready Employer of the Year

Precision Concrete Construction

K12 Pipeline Employer of the Year

Swofford Construction, Inc.

Construction Ready Graduate of the Year

Trayan Tonkov, Precision Concrete Construction
Miketa Grant, Marek Interior Systems

K12 Pipeline Graduate of the Year

Evan Magee, Holder Construction Company



E. Magee with
CEFGA CEO Scott Shelar



M. Grant



(r) Joe Tuggle, Swofford
Construction, Inc.

Inaugural 'Signing Class' for Field Engineers

Carroll Daniel Construction hosted a "Signing Day" on Aug. 19 for the inaugural class of its Apprenticeship Program for Field Engineers. One that the Carroll Daniel team and AGC Georgia are hopeful can be replicated statewide.

This program is a first of its kind across the nation. The apprenticeship program is available to high school students, trade school students and existing or prospective employees desiring to become Construction Superintendents.

For every four people who leave the construction industry, only one enters. The need for outside the box ideas and programs such as this, that generate interest with high school students to consider construction as a career, are very much needed.

The ceremony celebrated individuals who chose to maximize construction career training and industry certification opportunities through the Carroll Daniel Construction's Apprenticeship Program. All eight apprentices in the inaugural class graduated from Gainesville or Hall County schools.

According to Brian Daniel, Carroll Daniel Construction's CEO and AGC Georgia's 2019-2020 President, apprenticeships and training can accelerate employees' careers, allowing them to advance more quickly. Daniel said he hopes the



apprenticeship program helps recruit and retain employees.

The Carroll Daniel Construction's apprenticeship program has partnered with Lanier Technical College and requires apprentices to complete thousands of hours of supervised on-the-job training on a Carroll Daniel jobsite, while also completing curriculum courses that include lessons on civil, structural, electrical, mechanical, management, estimating, etc.

Similar to high school athletics signing days, the ceremony included introductions of the apprentices to their mentors, photo ops, signing of a commemorative hard hat, and a celebratory lunch to welcome the apprentices to the program.

Signing Day: Eckardt Hires High School Grads



Near the end of the 2019 school year, Eckardt Group held a "signing day" ceremony for six soon-to-be graduates of Berkmar High School's construction program. Held at the school, the students were treated like high-demand athletes as they signed their letter of intent to join the company as apprentice electricians following graduation. This is the second such ceremony Eckardt has hosted at Berkmar.

As part of their signing agreement, the new hires will be provided with the education to become Journeymen electricians over a five-year period at almost no cost to them.

Eckardt is a partner of Berkmar High School's construction program, which is led by teacher Patrick Mahaffey. Eckardt employees are regular visitors to the construction program and assist with electrical trainings and preparations for the SkillsUSA competition. The company also donates materials, so students can complete electrical projects in class.

Swofford Hires 10 Summer Interns

Swofford Construction President Joe Tuggle sought to create a program that would impact a student's life, while helping the workforce development needs of the construction industry.

For the fifth summer in a row, the firm has hired interns to handle a wide-ranging list of tasks that introduce them to the industry. During the summer of 2019, 10 such high school students were placed on multiple jobsites around the area.

"I've been actively involved in addressing the workforce development issue for more than five years," said Tuggle. "This includes issues ranging from securing state funding, to assisting teachers, and to speaking opportunities. However, I believe the most important factor is placing these students on an actual jobsite. And, we try to accommodate as many as possible."

Swofford had jobsites at both Ola High School and Woodland High School in Henry County, so they sent notices throughout both high schools seeking interns. In addition, students from other parts of town were placed on jobsites closer to their homes.

An intern from the summer of 2018 was hired following the completion of his internship. As a graduating senior, he had a particular interest in welding and even brought his own equipment to the jobsite to complete the task. His continuing education is on the jobsite.

Tuggle said, "Not every intern makes the grade, but you can't find the great ones without inviting them on the jobsite. We need students with interest in construction pursuing opportunities. Once they are onsite, we push them to continue making progress and learning new skills."

RW Allen Partners with YouthBuild

As RW Allen Construction completes a project in Burke County, community leaders are offering praise for their partnership with an area youth program to provide students real-world experience. The county's Sheriff Alfonso Williams and Chief Lewis Blanchard recently toured the project to meet with the RW Allen team and representatives of East Georgia YouthBuild. This program provides a non-traditional learning opportunity to young adults 16-24 years of age that are interested in gaining construction skills trade while earning a high school diploma equivalent.

ACE Electric's Innovative Summer Program

Although ACE Electric has hired summer interns before this year, this is the first time they hired a group of students under a program designed strictly for summer interns.

The company went through an extensive process to narrow approximately 70 candidates down to the 9 students they hired.

ACE also worked with Wiregrass Georgia Technical College (WGTC) to develop a week-long accelerated program before they began working and class time was mixed with work during the summer. In addition, ACE and WGTC rolled out a brand new apprenticeship program they developed.

The students, who were juniors and seniors, had an option to jump right in or choose college or another career pathway.



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“The Skills Challenges are an important initiative that positively impact the industry,” said Mike Dunham, CEO of AGC Georgia. “It’s been rewarding to see the events grow in stature and size every year, because it’s critical for our industry to continue finding ways to encourage students to consider a career path in construction.”

The increase in demand for talented workers in the construction industry continues to grow year after year. AGC Georgia has made it their mission to help fuel this pipeline with young, gifted, and motivated individuals.

Competitions are held in the following skill categories (depending on location): blueprint reading, cabinet making, carpentry, electrical, HVAC, masonry, plumbing, roofing, TeamWorks, and welding.

None of this would be possible without the dedicated support from our partner firms. Each has stepped up to the ‘challenge’ and volunteered hundreds of hours to ensure these events’ success.

Partners for the 2019 Skills Challenges include: Ace Electric, Inc., R. W. Allen, LLC and Bowen & Watson, Inc., Brasfield & Gorrie, Carroll Daniel Construction Co., Duffey Southeast, Inc., Gold Mech, Inc., JCI Contractors, Sheridan Construction, Swofford Construction, Inc.

The five Skills Challenges help prepare the students for competition in their respective regional SkillsUSA events in January and February of 2020. Winners of those regional events participate in the Georgia SkillsUSA competitions at the Georgia World Congress Center in March 2020.

Regional planning meetings will be held leading up to the November 2019 events. To learn more about how to get involved in these rewarding events, please contact Bill Chambless at (478) 972-5865 or chambless@agcga.org or Liz Campbell at (470) 702-1348 or campbell@agcga.org.

The five Skills Challenge locations include:

- Macon on Oct. 31
- Gainesville on Nov. 7
- Moultrie on Nov. 12
- Augusta on Nov. 14
- Cedartown on Nov. 19

Last Year’s Totals:

65 — Competing Schools
607 — Student Competitors
1,100 — Student Observers
\$128,451 — Contributions
165 — Sponsoring Firms

High School Students Obtain OSHA Training

Seniors from Peach County High School’s construction lab recently participated in a 10-week OSHA safety class. Led by Sheridan Construction’s Matthew Weekley, an OSHA outreach trainer. Matthew donated his time to help participants earn their OSHA 10-Hour for Construction card. This type of first-hand experience helps students prevent safety hazards and provides them with employable skills for the construction industry.

Pictured left to right: Peach County Senior Construction Students Cesar Zavala, Martini Morales, Matthew Weekley of Sheridan Construction, Jaylen Amica, and Logan Layton. Not pictured is Senior student Christian Ventura.



Another Successful Camp T & I

This year's Camp Trade & Industry (Camp T & I) was a resounding success. Held June 5-7, more than 40 CTAE high school instructors received hands-on training in construction and metals/welding.

"It was amazing to witness the teamwork, dedication, and commitment at Camp T & I this year," said Tim Elliott, Georgia Department of Education. "When architecture, construction, and metals teachers combine their knowledge and efforts to achieve a mutual goal of learning, then great things happen. This type of teamwork and collaborative effort goes to show why the state of Georgia is leading the way in educating Georgia's future workforce."

The instructors were appreciative for the opportunity to learn. According to Brent Branning, a teacher at North Cobb High School, "These was the best training session that I have ever attended. It was fun to collaborate with the other instructors."

Special thank you to the following member firms for contributing a total of \$4,900 to the AGC Georgia Foundation to pay for teachers to attend Camp T & I: R. W. Allen Construction, Baker Concrete Construction, Bowen & Watson, Inc., Garbutt Construction Company, Lentile Construction Company, MetroPower, Inc., Renfroe Construction Co., LLC, Swofford Construction, Inc., and Rives E. Worrell Co., Inc.

Teachers from Atlanta, Gainesville and Rome City Schools, along with others from the following county systems participated: Barrow, Bulloch, Burke, Calhoun, Camden, Chatham, Cobb, Columbia, Crisp, DeKalb, Dooly, Fannin, Fulton, Gainesville, Gilmer, Glynn, Gordon, Gwinnett, Hall, Harris, Houston, Jackson, Jones, Laurens, Meriwether, Paulding, Peach, Pickens, Polk, Spalding, Stephens, Tift, Upson, Washington, Wheeler, and Whitfield.



Savannah Students Learning Trades in Tiny House Development

Five students from the Savannah-Chatham County Public School System were recently part of a historic construction project in Savannah. Joe Marchese Construction teamed with the Chatham-Savannah Authority for the Homeless to manage the construction of a dozen tiny homes that will be given to homeless veterans.

Prior to beginning work, students were outfitted with steel-toed boots, hard hats, reflective vests, eye protection and other PPE needed to work on the jobsite for their six-week internship. The Marchese team also provided safety training. More students will begin work on the next phase of the project as the 2019-20 school year begins.

During their time on the project, the students were given the opportunity to perform framing, roofing, siding, and plumbing.



Early County Hires Construction Teacher

Kudos go out to Anderson Construction Company's Trey Anderson, CEFGA's Zach Fields and AGC Georgia's Bill Chambless for working together to encourage and assist Early County School's CTAE Director Shanice Richardson on hiring the county's first full-time construction teacher for the 2019-20 school year.

Trey, Zach and Bill spent time over the last year meeting with the Early County School System's leadership. They helped them understand the value of instituting a construction program in the school, as well as demonstrating the industry's willingness to help guide them through the entire process.

The County believes the enhanced construction program will ultimately lead to more opportunities for their students.

This is a great success story of having industry step in and show interest in helping a school system. With CEFGA's assistance, Early County is taking the necessary steps in order to transition its End of Pathway Assessment to become NCCER Carpentry Level 1 Accredited.

Batson-Cook Construction Hosts High School Students at Jobsite



Batson-Cook Construction hosted more than 120 construction students from Cass High School at its Cartersville Medical Center job-site. During the tour, students had the opportunity to gain first-hand experience by visiting several demonstration stations, including carpentry, plumbing, welding, electrical, mechanical, and masonry. Batson-Cook Senior Superintendent Spencer Houston also spent time with the students to discuss job options they could pursue following graduation.

Career Day Begins in Elementary School

Joe Marchese of Marchese Construction brought tools of the construction industry trade when he went to speak with the students of Ebenezer Elementary School. But not the ones you might expect. Rather, Joe brought technology tools such as his Mavic Pro drone, iPad, 3D printer, flat screen TV and laser measuring tools.

Needless to say, none of these tools were available back in 1979 when Joe began working for his grandfather. Using the example of continuing education for the teachers, he urged the students to become life long learners. His message was that you must be a student at every stage of your career.

Joe also explained that the construction jobs of tomorrow may not have even been invented yet, and the greatest ability is to have flexibility. He told the students to have passion in their work; however, he reminded them that working in the construction industry was the “coolest” job in the world.

We couldn't agree more, Joe.



Supervisory Training Program Graduation

Oconee Fall Line Technical College, with the support of Garbutt Construction and AGC Georgia, graduated its third class of trainees in its construction supervisor program on May 13, 2019. Courses for this multi-unit curriculum began in October 2018 and were held each Monday for eight months.

The cornerstone of this partnership is the commitment to prepare the construction industry for the future. Oconee Fall Line is helping develop the most talented within the industry to carry the highest quality building and managing skills into the future.

“Organizations do not occur by happenstance,” said Erica Harden, President of Oconee Fall Line Technical College. “They are conceived, planned, designed, and

constructed on purpose. They are the product of years of study and labor. We are proud of our partnership with AGC Georgia and Garbutt Construction to positively impact the construction industry.”

Congratulations to the 28 graduates from this program during the past three years. These “students” are filling a major gap in the chain of continuity for the construction industry.

Thank you to Garbutt Construction Company, MaconPower and Kelvin Epps Painting for sponsoring employees to attend the 2018-2019 program.

