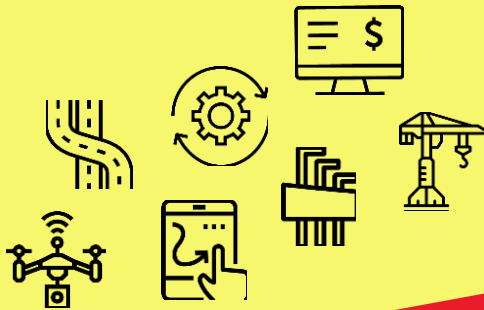


PREPARING FOR THE INDUSTRY OF TOMORROW



Elevating Workforce Development Strategies



The following CE credits are offered for this session:



1.0 AIC CPD Credit | AGC of America has been approved to offer Continuing Professional Development (CPD) credits for qualifying programs by the [American Institute of Constructors](#) (AIC).



1.0 SMPS CEU Credit | AGC of America is approved by the [Society for Marketing Professional Services](#) (SMPS) to offer SMPS CEUs.



AGC of America is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the [National Registry of CPE Sponsors](#).

This session is designated for **1.2 CPE credits** in the field of Personnel/Human Resources.

How to earn CE hours for this session

Participants must:

1. Check in with attendance scanner at the door or in the back of the room.
2. Attend at least 95% of the session.
3. Complete the session and post-program evaluation.

Additional instructions will be emailed to attendees requesting CE credits.

You may contact **Jo-Anne Torres**, Manager of Professional Development and Continuing Education, at jo-anne.torres@agc.org or call (703) 837-5360 for questions.

Learning Objectives

By the end of this session, participants will be able to:

1. Discuss the components of an effective workforce development strategy.
2. Generate a workforce development message beyond great pay and benefits.
3. Create customized workforce development strategies by applying our unique strengths and values.
4. Explore and share innovative workforce development partnerships.

Steve Malany

President, P&C Construction



Deven Paolo

President, Solid Form



**WE ARE
APPROACHING
A
SKILLED LABOR
CRISIS**

1/3

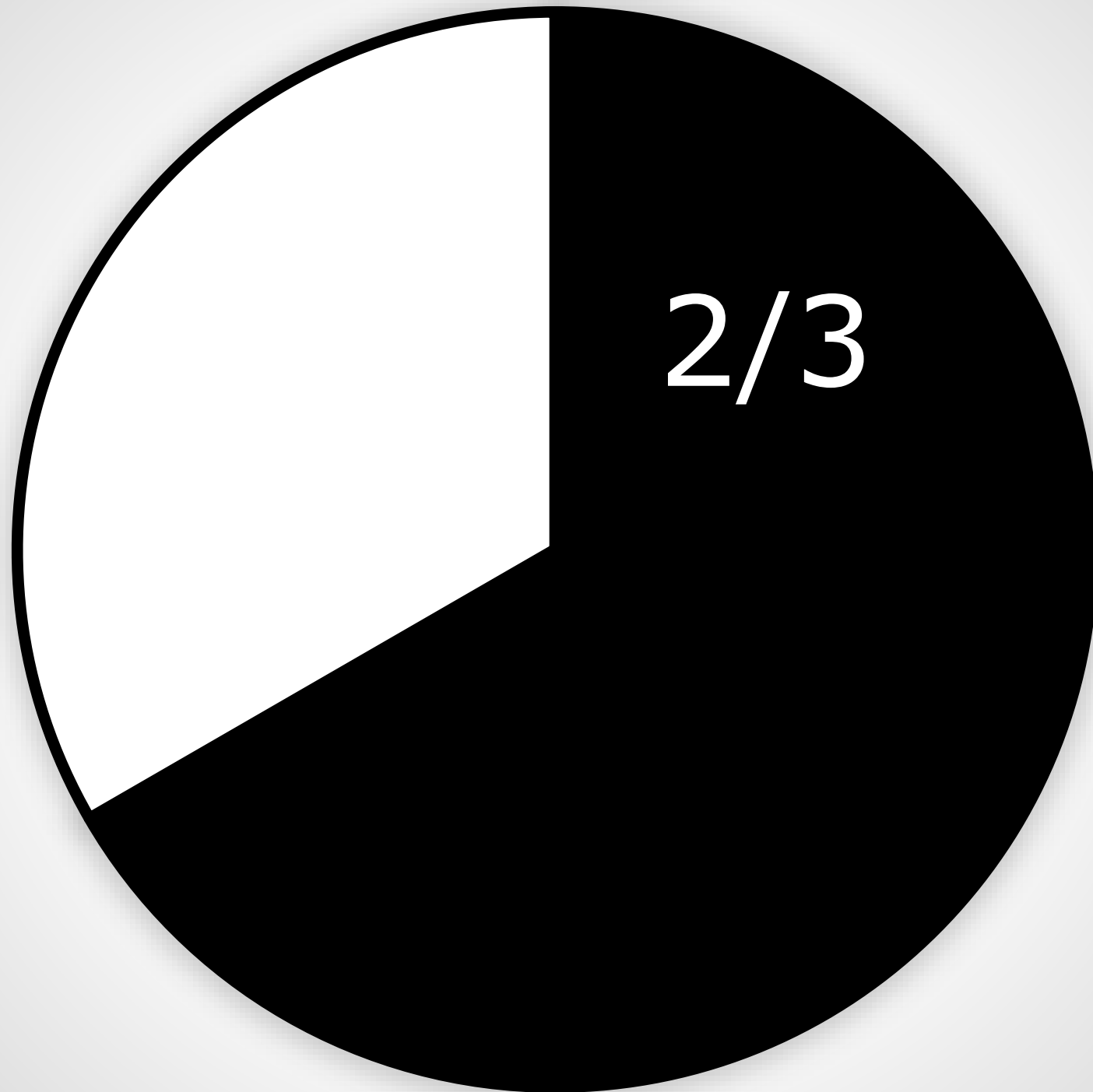
**SKILLED TRADE
WORKFORCE
TO RETIRE IN THE NEXT
5 YEARS**

2014 - 2020

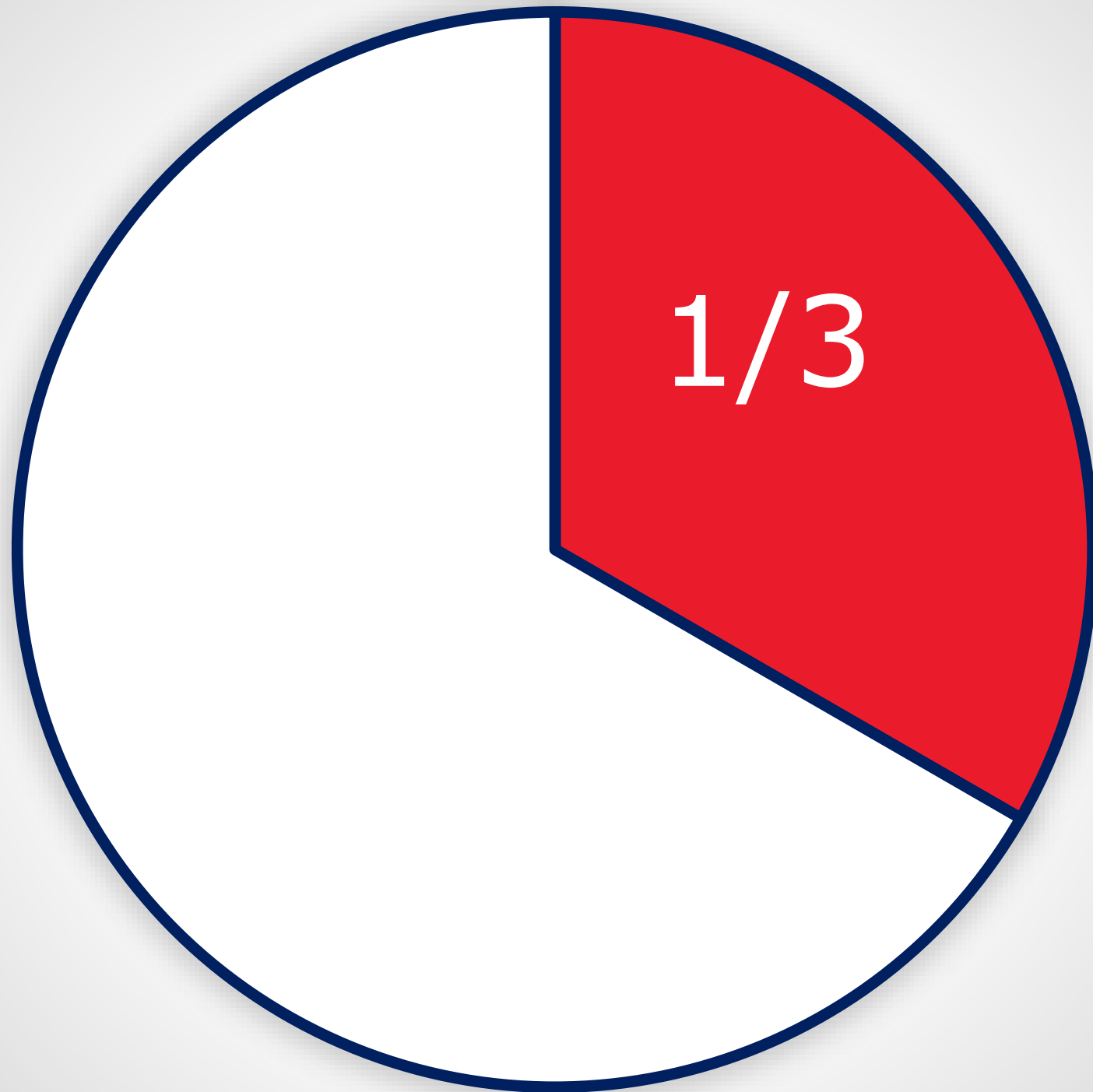
**DEMAND HAS DOUBLED
SUPPLY IS UP ONLY
14%**

747,000

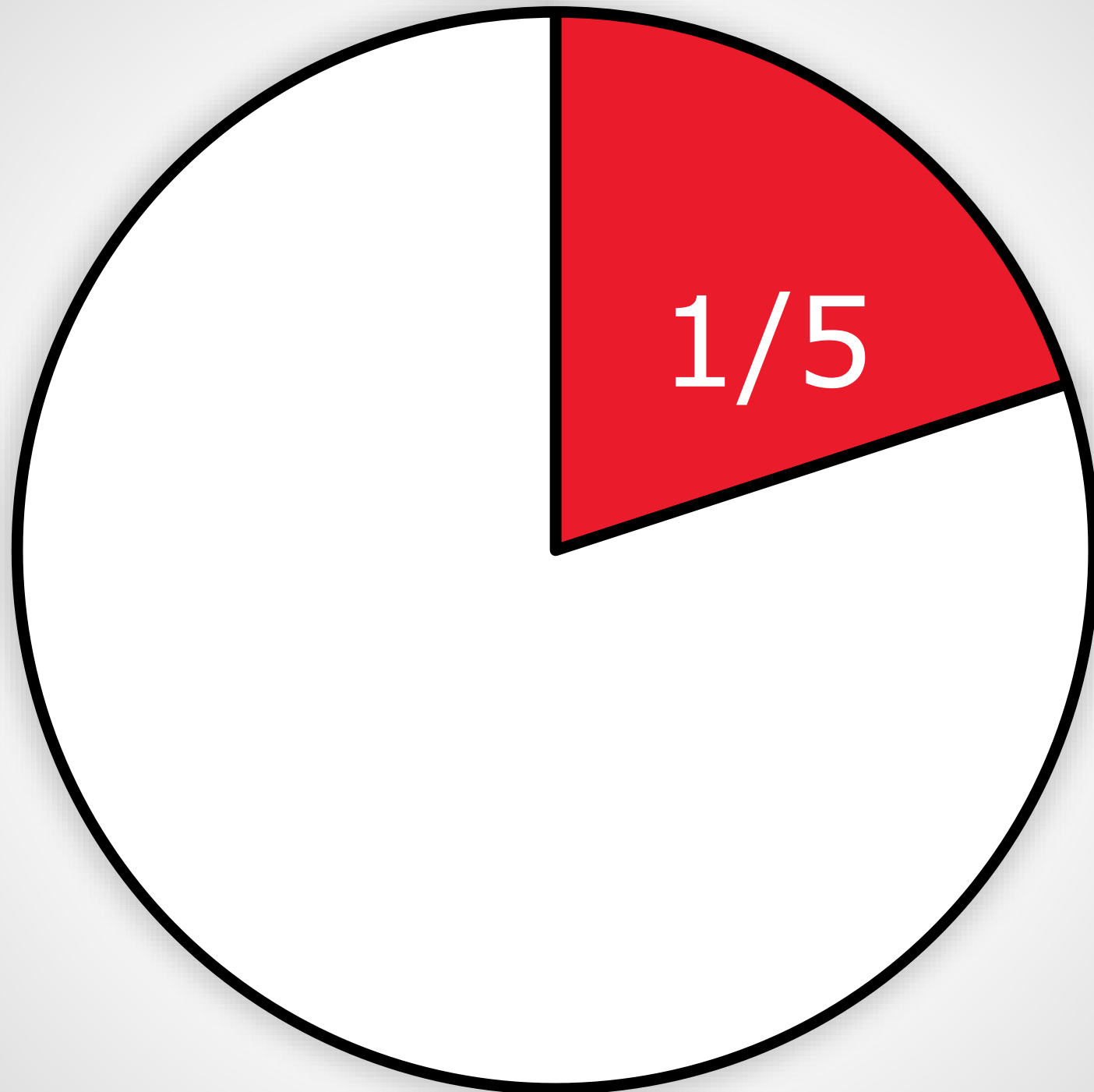
**ESTIMATED NEW
CONSTRUCTION JOBS BY
2026**



H.S.
grads
who
start
college



adults
who
earn a
degree



college
works
well
for
about
20%

**STIGMAS
MISPERCEPTIONS
INFORMATION GAPS
KNOWLEDGE GAPS**

**IMPACTING WORKFORCE
DEVELOPMENT**

**PARTNERSHIPS WITH
SCHOOLS**

**BRIDGE THE GAP TO
APPRENTICESHIPS**

FULFILLING CAREERS

**ELEVATE OUR
MESSAGE**



K-12

**WE GO TO SCHOOL
SCHOOLS GO TO WORK**







Educator Externship

- **2 WEEK PROGRAM**
- **\$1,000 STIPEND**
- **COLLEGE CREDIT FOR LESSON PLANS**
- **PARTICIPATION STARTED WITH 10**
- **EXPANDED TO 170 PARTICIPANTS**



GENERAL
CONTRACTOR

PRE-
APPRENTICE

PROJECT
MANAGER

BUILDING

SUPPLIER

FRONT
OFFICE

COLLEGE

APPRENTICE

JOBSITE

HIGHWAY

MAINT.

ESTIMATOR

PROJECT
SUPER

SUB
CONTRACTOR





ACE MENTORSHIP

SUMMER CONSTRUCTION CAMP

P.A.C.E. MENTORSHIP







GAPS

EDUCATION LACKS INDUSTRY KNOWLEDGE
STEERING STUDENTS AWAY

WORKING WELL

SPEAKING AT SCHOOLS
FIELD TRIPS – JOB SITE AND SHOP TOURS

CONSIDER TRYING

EDUCATOR EXTERNSHIP
INTERNSHIPS / MENTORSHIPS FOR HIGH SCHOOLERS
BUILD PROJECT BASED INTERNSHIPS AND PARTNERSHIPS



GAPS TO APPRENTICESHIPS



Average age entering apprenticeship

28



HVAC SUPPLY HOUSE PRE-APPRENTICESHIP



CAREER BOUND

It's your life - set it on the right path



MEDP

McMINNVILLE WORKS





GAPS
COLLEGE FOR ALL MINDSET

WORKING WELL
COLLEGE INTERNSHIPS

CONSIDER TRYING
SUPPLIER PARTNERSHIPS
CROSS-INDUSTRY INTERNSHIPS
CAREER BOUND INTERNSHIPS



Career Phase

**ELEVATING OUR MESSAGE BEYOND
GREAT PAY AND BENEFITS**



70%

of the American workforce is

**DISSATISFIED
UNFULFILLED**



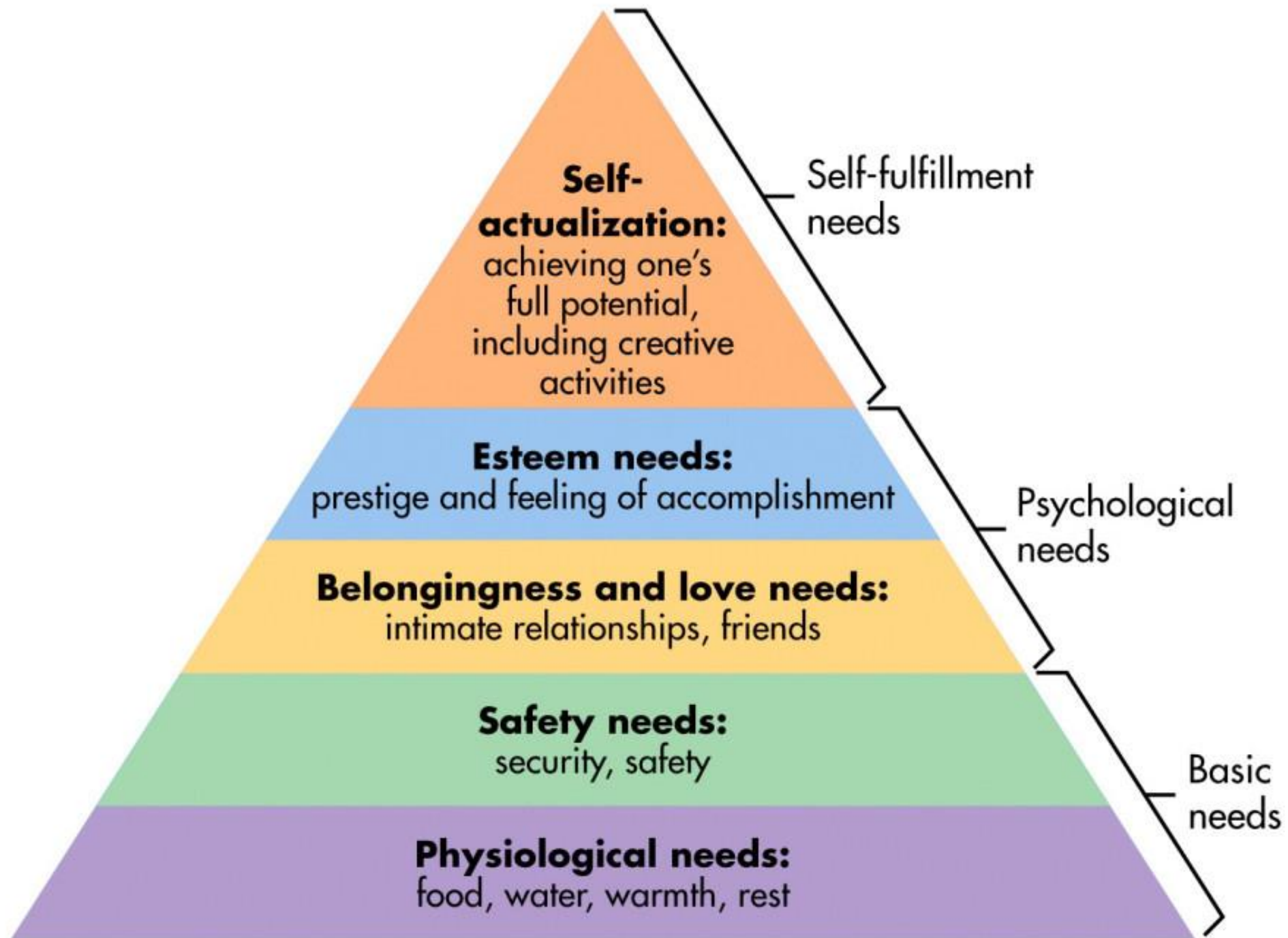


MOST NEGATIVE PERCEPTIONS ARE ABOUT FULFILLMENT



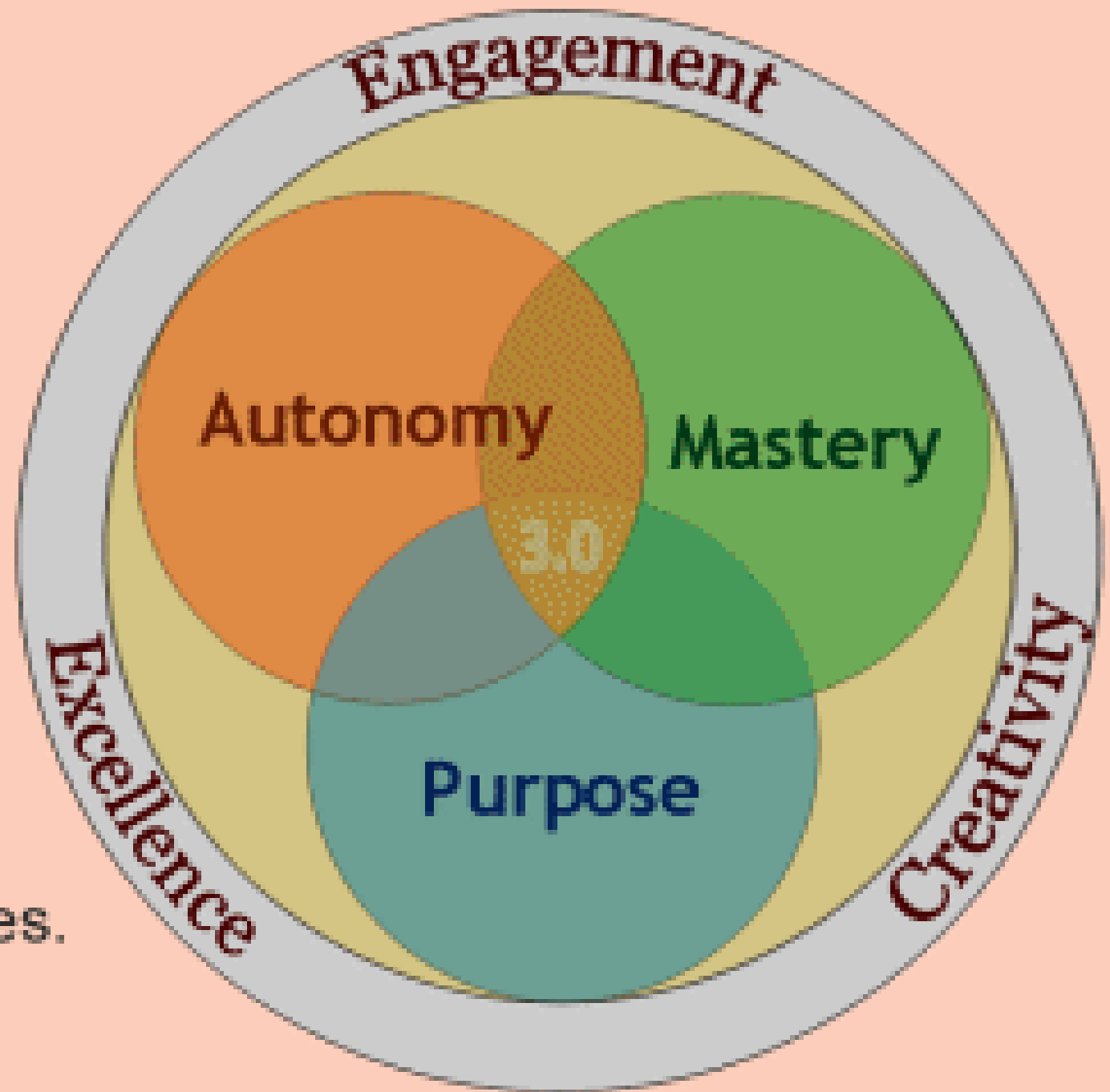
FULFILLMENT

**FEELING IN CONTROL
MAXIMIZING POTENTIAL
FINDING PURPOSE**



Motivation 3.0

Motivation 3.0 moves the focus from the “reward-punishment” compliance approach of the 20th century to an “engagement” model that is better suited to workplaces of 21st Century economies.





**WE HAVE THE KEYS TO
FULFILLMENT**

**USE THEM TO
ELEVATE OUR MESSAGE**



PURPOSE



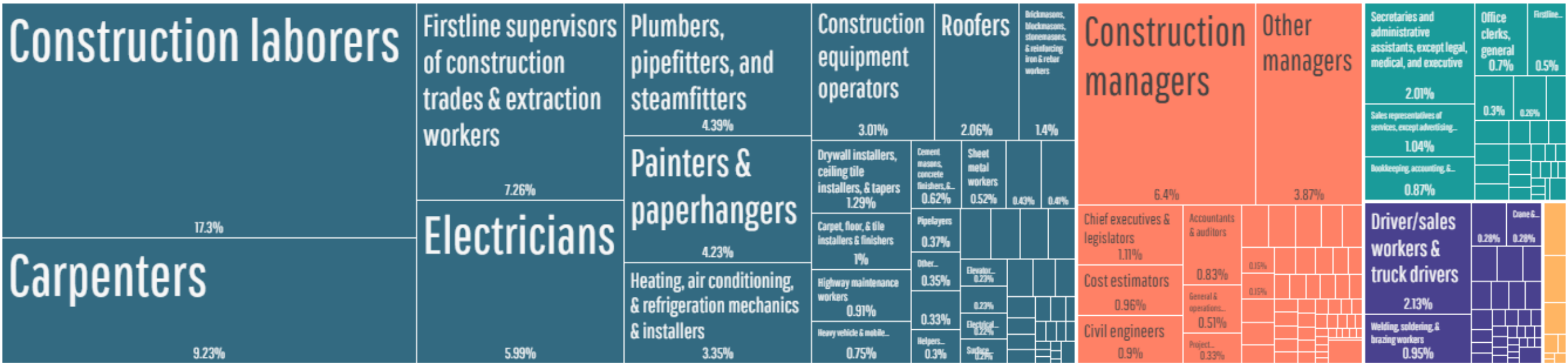


GROWTH POTENTIAL

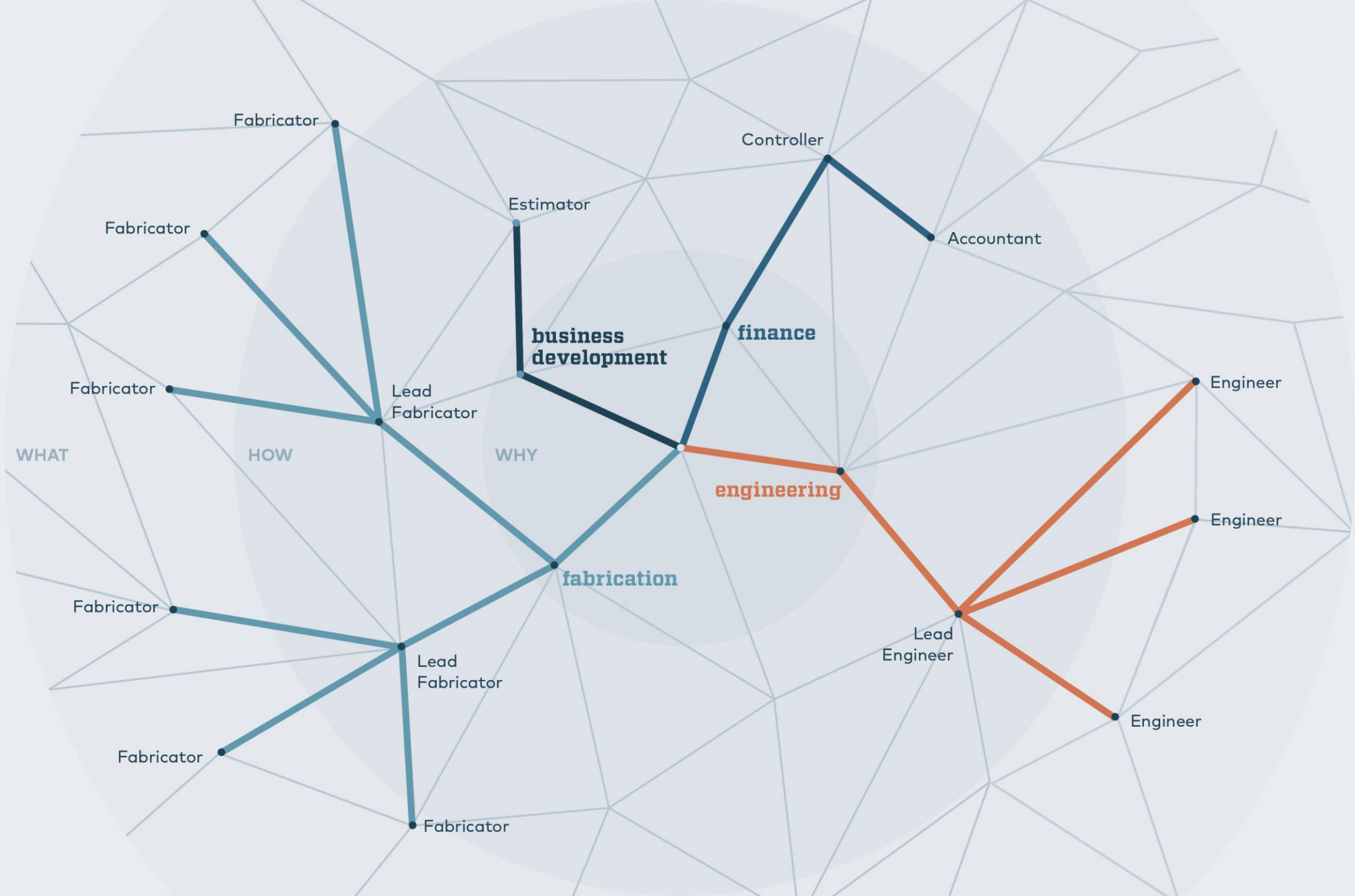
**MAYBE THE MOST IMPORTANT
STIGMA TO OVERCOME**



Total: 9.04M



2014 2015 2016 2017 2018



growth map



charting your course **forward**

Think of your Growth Map as your back-pocket resource. Use it to plan the future, track the present, and reflect on the past as you grow in your role at Solid Form.

By seeking out new challenges, you help our whole team rise together.



SC

cus

tear

SkillsUSA



GAPS

SKILLED TRADE STIGMAS
NO GROWTH POTENTIAL PERCEPTION

WORKING WELL

GREAT PAY AND BENEFITS
GREAT ORGANIZATIONS

CONSIDER TRYING

HIGHLIGHT PURPOSE
HIGHLIGHT GROWTH POTENTIAL
CONTINUE TO FORGE RIGHT-FIT CAREER PATHS
PERSONALIZED GROWTH MAPS



RISING TOGETHER

ELEVATING OUR MESSAGE
CONNECTING OUTSIDE OUR INDUSTRY





GROUP CONVERSATION

RISING TOGETHER

Deven Paolo

Teamsolidform.com

deven@teamsolidform.com

P.A.C.E.

Steve Malany

Builtbypandc.com

smalany@builtbypandc.com

EDUCATOR EXTERNSHIP

Frosti Adams

Agc-oregon.org

frostia@agc-oregon.org

SUPPLIER PRE-
APPRENTICESHIP

Loren Watts

Wattsheating.com

loren@wattsheating.com

**PARTNERSHIPS WITH
SCHOOLS**

**BRIDGE THE GAP TO
APPRENTICESHIPS**

FULFILLING CAREERS

**ELEVATE OUR
MESSAGE**

