



Banner Center for Construction: 2008 in Review

2008 has been a successful year for the Banner Center for Construction. This summer we added Meghan Martin to our staff and she has proven a key player in keeping our growth this year organized. We have published our first newsletter which, with the help of our association partners, went out to several thousand contractors and construction related individuals and firms.

Our partnership activities have grown substantially. With the Florida Home Builders Association, we participated in the very successful, Future Builders of America Summer Leadership Camp. Additionally, we set up our Mobile Training Center as a joint booth with the Florida Home Builders Foundation at this year's South Eastern Builders' Conference held inside the Orange County Convention Center. We were able to talk with hundreds of contractors about both BCC services and the Future Builders of America (FBA) program.

We are working closely with the Florida Masonry Apprenticeship and Education Foundation (FMAEF) on statewide activities in Florida high schools and within the Florida Department of Juvenile Justice (DJJ) facilities. These activities with FMAEF have assisted us in signing a Memorandum of Understanding (MOU) with the DJJ to introduce our "A Career in Construction" model statewide throughout DJJ facilities. We are assisting FMAEF in certifying DJJ employees in delivering the NCCER Contren CORE training to help them deliver their Mason's Tender program throughout the system. BCC is also sponsoring the Contren Online Program at the Orange County DJJ facility in Orlando. This will be the first computer

based training for entry level construction workers ever implemented in a corrections environment within the state.

The Mobile Training Center has been a huge success in high schools throughout the state. This year we added a gantry crane for demonstrating safety harness use and rigging principles. The Mobile Crane Simulator has proved popular with folks of all ages. The high school students are understandably the most enthusiastic about using it. It has given us a great opportunity to talk about high-end construction careers that most students don't consider. We are putting together two portable simulators that can be taken into any training environment. One will be dedicated for use within the corrections environment.

BCC played a key role in two major state initiatives this year. We were asked by the Florida Department of Education to assist in a statewide effort in re-writing the Florida Frameworks for delivering technical education programs within the state. At the first industry planning meeting we were able to bring together the largest group of industry representatives for any career cluster. In coordination with these leaders and the National Center for Construction Education and Research (NCCER) steps are in place for national competencies, in a broad variety of trades programs, to be adopted by the State. This will provide schools, students, and teachers the tools needed to improve educational processes and career opportunities.

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**Construction
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The Immokalee Foundation

Established in 1991, The Immokalee Foundation mission is to *build pathways to success for the children of Immokalee*. With the generous support of our board of directors and benefactors, and the dedication of our staff and volunteers, we have achieved many benchmarks on behalf of the children of Immokalee.

- Through Future Builders of America – Immokalee Chapter, funded, developed and implemented vocational training at Immokalee High School and Immokalee Technical Center.
- Provided nearly \$2 million in direct grants to Immokalee Programs
- Provided more than \$400,000 in direct college and vocational scholarships.
- More than \$1 million to fund students in the Take Stock in Children scholarship program.
- Initiated Family Literacy and Citizenship Programs

In 2006, The Immokalee Foundation in partnership with Collier County Public Schools, Collier Building Industry Association, Future Builders of America, and Florida Home Builders Association launched Future Builders of America - Immokalee Chapter. It's emphasis is on developing leadership and trade skills and to gain entry level job opportunities leading to permanent employment with a CPR/First Aid and 10 hour OSHA certification.

This past summer 30 students participated in the Summer Executive Internship Program. The purpose of the internship is to marry academics with practical field experience. Summer internships may be paid or unpaid dependent upon the business site.

Community service is a keystone for the Future Builders of America – Immokalee Chapter. Most recently, the students helped to build the walkway and structure foundation for the traveling Dignity Memorial Vietnam Wall. The project was lead by Professional Building Systems who was heading up the construction committee for the Dignity Memorial Vietnam Wall. The Wall is a three-quarter-scale traveling replica of the Vietnam Veterans Memorial in Washington, D.C. Professional Building Systems has partnered with the Immokalee Foundation and the Future Builders of America for the past two summers, sponsoring an intern each year.

Since the great success of Future Builders of America, The Immokalee Foundation has opened its doors to Auto Technology and Electrical Apprenticeship. For more information, please contact Ed Laudise, Executive Director, at 239-430-9122 or Elda Hernandez, Vocational Program Manager, at 239-657-2461.



National Association of Women in Construction

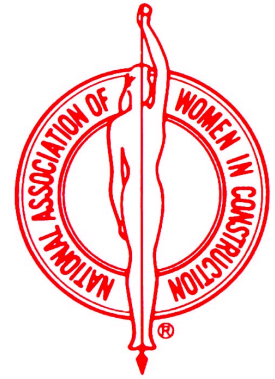
The National Association of Women in Construction (NAWIC) began as Women in Construction of Fort Worth, founded on September 11, 1953 by 16 women employed in the construction industry and looking for a support system. During the course of the next year, community service and networking was the focus but in doing so these women realized an outreach beyond Fort Worth was needed. On May 17, 1955, after changing the original charter to allow chapters outside of Fort Worth, Women in Construction of Fort Worth became The National Association of Women in Construction.

NAWIC's core purpose is to enhance the success of women in the construction industry. Women all over the world are embracing this purpose and today NAWIC has close to 200 chapters across the United

States and has grown to a membership of 5,500 women employed in the industry, encompassing careers ranging from skilled trades to business owners. Additionally, affiliate agreements have been signed in Australia, New Zealand, United Kingdom and South Africa.

NAWIC has many educational opportunities for children through adults. Through the NAWIC Education Foundation (NEF) programs have been established for K-6, Middle School and High School students which promote the construction professions as a career choice. For Adults, NEF offers certification programs for professional development as well as opportunities for personal growth such as the Leadership Academy. Additionally, through the NAWIC Founders' Scholarship Foundation (NFSF) and NAWIC chapters nationwide, more than \$4 million have been awarded to students pursuing construction-related studies.

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ACE Mentor Program—Best Practice

Suffolk Construction is one of several South Florida construction firms piloting an ACE Mentoring High School Program. Suffolk Construction has long-standing relationships with many Florida universities, hosting nearly a dozen interns each summer and offering construction management career opportunities. "The recent down-turn is only temporary and we all know the demand for talented construction professionals following the aging/retiring workforce will return before we know it! That is why Suffolk stepped forward to partner with Martin County's South Fork High School to implement an ACE Club for Junior and Senior students" says Fred Day, Suffolk - Director for Learning and Development.

It all started last April with an ACE Program Overview Meeting hosted at the Associated Builders and Contractors Institute's Training Center in Coconut Creek, FL. One

of the ABC member firms, Turner Construction, who established three ACE Mentoring Clubs in Miami area high schools, urged other contractors to join the cause: mentoring high school students for career opportunities in Architecture, Construction and Engineering (ACE), furthering their education with college, registered apprenticeship or specialized craft training.

The ACE program goals are to:

- Provide mentoring opportunities for students
- Provide hands-on learning activities in project design, construction management and engineering
- Provide jobsite tours, industry related field trips, and college & apprenticeship information
- Provide Education and Training Scholarships

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Department of Juvenile Justice—ICTP Certification Class



The Department of Juvenile Justice (DJJ) instructors received NCCER Certification at a recent Instructor Certification Training Program (ICTP) held at the Thrasher Horne Conference Center on the Campus of Saint Johns River Community College. These twenty instructors went through the 10 Modules to receive their NCCER CORE Instructors Certification and will be some of the first DJJ instructors to provide CORE training to their students. The class was sponsored by the Florida Masonry Apprenticeship and Education Foundation (FMAEF) and the Employ Florida Banner

Center for Construction (BCC). Al Herndon, Apprenticeship Coordinator for FMAEF said: “FMAEF is looking forward to working with DJJ as we develop Mason Tender Programs throughout their facilities in Florida. Our partnership with DJJ and BCC will better prepare the DJJ students to enter Florida’s workforce.”

The classes were conducted by the Florida Masonry Apprentice and Educational Foundation NCCER Master Instructors Al Herndon, Dennis Neal and by Kurt Morauer, NCCER Master Trainer from the Employ Florida Banner Center.

New Chapter of FBA Opens at SFC

This Future Builders of America (FBA) chapter is a dual enrollment program consisting of students from Alachua County high schools and is the result of a collaboration of the Alachua County School Board, Santa Fe College and the Builders Association of North Central Florida.

Santa Fe College’s first FBA chapter is in good hands; John Carlson is a second year student at Santa Fe College and last year was a student advisor at the 2008 FBA Student Leadership Camp. John is also the son of the newly elected 2009 Florida Home Builders Association President Jay Carlson, a third generation builder from Charlotte County. In addition, Jim Painter, owner of Painter Masonry, a former mayor of

Gainesville and past President of the Builders Association of North Central Florida will assist the chapter with its growth and partnership with the Florida Home Builders Foundation and locally with the Builders Association of North Central Florida. Congratulations to all who worked so hard to get this first Future Builders of America chapter established at Santa Fe Community College.

If you want to know how you can make a difference in a student’s life and learn more about the Future Builders of America, visit www.futurebuildersofamerica.com or call Florida Home Builders Foundation Director Alan Baggett at 850-224-4316 x14.



John Carlson (second from left) and Jim Painter (far left) plan to work with Santa Fe Community College Construction and Technical Trades Instructor Tony Pavai (back row) to develop and strengthen this first Future Builders of America Chapter in Alachua County.

Florida Construction Boost

Florida's construction industry could benefit significantly from the proposed federal stimulus bill that was introduced by President Obama and Democratic House Representatives on January 15, 2009. This \$825 billion plan aims to increase federal spending by \$550 billion and use \$275 billion for tax relief over the next two years.

The stimulus plan is being introduced at a critical time for the state of Florida and the state construction industry. Budget cuts are predominant throughout Florida, state population growth is slowing and the unemployment rate statewide is rising. In the year 2006, Florida had the lowest unemployment rate in the nation. As of November 2008, it was the 9th highest. The construction industry in Florida was hit hard by the economic downturn, as 79,000 jobs were lost and new construction dropped by 70%.

The two year package will influence the construction industry in numerous ways. A large portion of the money is going to be used to fund infrastructure projects at the local, state and federal levels. Additionally, notable tax breaks are proposed in the plan for businesses and homeowners who support green initiatives through purchases and energy efficient structures.

An estimated \$31 billion will be directed nationwide toward the construction and repair of federal buildings and infrastructures, while other proposed spending includes \$19 billion in water projects, \$10 billion in rail and mass transit projects, \$14 billion in school construction, and \$6 billion allocated toward higher-education construction. In anticipation of the federal legislation and funding allocated toward transportation needs, government officials in Florida lined up \$6.9 billion in transportation projects.



Recovery Plan Statistics From:

"Stimulus Package Unveiled."

The Wall Street Journal.

Bendavid, Naftali; Williamson,

Elizabeth; Reddy, Sudeep. 16 Jan 2009

"Recovery Package Could Help Florida"

Tallahassee Bureau.

Dunkelberger, Llyod. 15 Jan 2009

NAWIC—continued from page 3

NAWIC is divided into fourteen Regions with the state of Florida being Region 3. Within this Region there are currently 13 active chapters in Pensacola, Tallahassee, Jacksonville, Volusia County, Gainesville, Orlando, Titusville/Cocoa/Melbourne area, Tampa, Ft. Myers/Naples, Vero Beach, Palm Beach, Ft. Lauderdale, and Miami. All Chapters offer monthly programs with their lunch or dinner meeting which include topics significant to the construction industry and /or professional development.

Two regional conferences, Annual Planning and Forum, held in the fall and spring, respectively, offer opportunities to network with women around the region, attend professional and personal development workshops and seminars, and generally offer some fun moments. Annual Meeting and Convention, typically held early September, is the national conference which once again offers professional and personal development workshops and seminars and networking opportunities with women across the nation and many times members from the international affiliates.

Since 2003, the number of women employed in the construction industry has steadily increased and as of Dec. 31, 2007, approximately 1.1 million women were employed in various occupation sectors of the construction industry or about 9% of the construction industry in the whole United States. NAWIC is one of the best resources for advancing women in the industry and wherever you are in the U.S. you can probably find the NAWIC chapter to help you. Take a look at www.nawic.org for educational opportunities, the Career Center, or to find a chapter near you.

"NAWIC is one of the best resources for advancing women in the industry "

Training for Concrete Cutters

Will the future of sawing and drilling in the construction industry involve more or less training than today? You can argue the timing, but any knowledgeable person would have to answer “more” to this question. Yet many contractors resist any meaningful training other than on-the-job training. Why is this so and when will formal training become an integral part of all sawing and drilling companies?

A major reason that training is not more widespread in the industry is because many owners feel that their company has been sawing and drilling for 20, 30, 40 years or more, and their operators know everything there is to know about sawing and drilling. Yet time and time again, when these most experienced operators attend the Concrete Sawing & Drilling Association (CSDA) Operator Certification classes they come away admitting that there was a lot they did not know.

Since the first Cutting Edge class was introduced in 1993, more than 1,500 students have graduated from nine CSDA training courses. Classes cover introductory to advanced operator certification and management training in estimating. The “101” courses that offer classroom and hands-on instruction for new operators, have been very successful. But many still have not taken advantage of these courses.

The Concrete Sawing and Drilling Association offers other forms of training while understanding that not everyone can afford the time and expense to travel and attend classes at St. Petersburg College. An online training website was created to address these needs. Courses offered include the basic disciplines of flat sawing, wall sawing, core drilling, hand sawing and wire sawing. In addition, courses are offered on regulatory compliance and workplace safety and cover such topics as lock-out/tagout, hearing conservation, respiratory protection, PPE, silica and hand/power tools. In less than two years, operators have completed more online courses than in 15 years of classroom sessions. Online

training with testing, scoring and documentation is available 24/7 and will undoubtedly be a major outlet for training cutters.

Several contractors who have invested heavily in formal training programs offered by CSDA have realized the benefits gained, including: increased employee knowledge, less damage to equipment, better utilization of diamond tools, higher profitability and less downtime. Will others only realize this when the government or insurance companies require training for cutters? Right now in the construction industry, many trades have to become certified and take continuing education to maintain their certification. Several states require any drilling contractor who puts a hole in the ground to be certified. This is a much less critical function than that of an operator who takes apart major portions of a nuclear facility, bridge or multistory building.

It may not be possible to know when formal training will be required in the sawing and drilling industry, but it is a certainty that it will come at some point in the future. CSDA is leading the industry in developing training, though this direction may not match the popular sentiment. Developing training programs will help ensure that cutting operators are professional and safe and operate with the latest in technology and techniques. The exact road is not clear but the direction has been charted and CSDA will continue to lead the sawing and drilling industry to a better future.

Patrick O'Brien

CSDA Executive Director



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Here is a simple explanation of the program. Students learn how to design a construction project from conception to owner presentation through a series of guest speakers and field trips. An “RFP” is released, and then the mentor speakers arrive for two hours to address students’ design questions and share learning experiences. The class is once every two weeks during the school year. As the program gains momentum, many engineering firms and subcontractors participate by presenting their specialty during a class meeting to work on a design of a construction project. They also tell the story of how to get on a career path to success - Architects, Structural Engineer, Interior Designer, Electrical Engineer/Contractor, Mechanical Engineer/Plumbing Contractor, GC Project Manager, Estimator, Scheduler, and so on. At the end of the school year, the student teams (usually 5 or 6 students) present their proposed project to a panel of mentors for the winning prize and perhaps enter the ACE National Design Contest. Every participating student qualifies to apply for ACE scholarships provided through the program supporters. Over the years, several of the “virtual project designs” submitted to the national contest actually got built due to the excellent designs ACE students put forth!

Martin County Pilot ACE Program

South Fork High School has 22 junior and senior students who signed up to attend the mentor program.

Their club meets every other Tuesday from 9:10am – 10:50am. The project that the teams are working on is the design of the 2011/12 South Fork HS Cafeteria Project. The club is scheduled to tour a Suffolk Construction Project – Torrey Pines Institute for Molecular Studies. Students will learn all about Building Information Modeling (BIM) and LEED Silver that were utilized building the facility.

2009/2010 South Florida ACE Program Expansion

The ACE expansion plan - from Miami moving north for Architecture, Construction and Engineering firms that step forward in each county, has plans to expand to more high schools next year by recruiting more companies to adopt a school and implement the program. Currently the ACE pilot program list is growing:

ACE Team Leaders for volunteers:

Dade County - Turner Construction Company

Broward County – Current Builders

Palm Beach County – Pirtle Construction

Martin County – Suffolk Construction Company

All interested parties should contact any of the ACE supporters or www.ACE.org for information. The national ACE staff is also growing programs in Sarasota, Orlando and Jacksonville.

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We have also been working hard with the help of our BCC Advisory Council to help the Florida Department of Education identify those industry certifications whose obtainment should be required for students to graduate both high school and college building trades programs under the CAPE Act. For more information go to www.fldoe.org/workforce/fcpea.

We had a very successful training partnership with the South West Florida Workforce Board. We assisted them in training 70 workers in the NCCER CORE and Heavy Equipment Operator Level 2 training programs. This upgrade training allowed these 70 folks to increase their skill levels, keeping their jobs, and it allowed a local contractor to use them in building a new infrastructure for a local municipality.

In partnership with the Building Association of North Central Florida (BANCF) we sponsored our CIC program in the Alachua County Jail. BANCF certified over a dozen corrections officers to deliver the NCCER CORE program behind the wire. From over 24 inmate applications, 12

were qualified and selected to participate. Twelve inmates received OSHA 10 and NCCER Safety Orientation certifications and 4 graduated with the NCCER CORE. The Mobile Training Center provided the equipment needed for the performance testing.

The building recession in Florida has hurt the industry. The loss of skilled construction professionals, especially in the residential market, could dramatically curtail future economic growth. Recognizing that the industry will need to replace this loss within several years, BCC is working on some exciting initiatives. In 2009 BCC will be developing a statewide initiative for the construction field force in “green construction” principals. Additionally, we will be developing a statewide initiative for LULL training in both the public and private sectors. By direction of both the Florida Department of Education and Workforce Florida, Inc., we will help streamline industry involvement in the certification of high school building trades programs.

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By standardizing the credentialing process for these programs, we will help assure a pipeline of skilled workers for the turn around and for the growth beginning in the energy and infrastructure portions of our industry.

BCC has been holding Focus Group Meetings throughout the state. These meetings bring industry, education, corrections, and workforce professionals together to discuss local strengths and weaknesses for recruitment, training, and assessments for the construction industry. Additionally, Focus Group meetings help to form viable partnerships for these local stakeholders. We are planning our Focus Group Meeting Calendar for 2009. If you are interested in finding out more information about these meetings for your region, please contact Meghan Martin at Meghan.martin@sfcc.edu.

2009 will be a difficult year for our industry, our state, and our country. Recessions have occurred before and we will recover from this one. We are losing skilled workers due to their retirement, their moving elsewhere in search of work, career changes due to economic need,

and through the more strict enforcement of immigration laws. The construction industry has always been the mainstay of our economy. Rebuilding our skilled workforce has to begin now or we will not be ready for our industry's rebirth in several years.
