

BUILDING CARERS

2019 ANNUAL REPORT



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CEFGA knows the skilled labor shortage facing our industry requires both short-term and long-term solutions. For construction companies who need reliable, productive workers, and for companies seeking to build a sustainable workforce, CEFGA provides entry-level employees today and a pipeline of future talent for tomorrow.

2019-2020 BOARD OF DIRECTORS

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Tina Robison *Vice President, Operations and Administration*

Jamie Buck Vice President, Construction Ready

Zach Fields Vice President, K12 Pipeline

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Daniel Jean-Baptiste Site Manager, Construction Ready

Sandra Mathis Executive Assistant

Alexis Muir Career Coach/Retention Specialist, Construction Ready

Jessie Sadlowsky Training Director, Construction Ready Anthony Welch Lead Site Manager, Construction Ready

Matthew White Director of Teacher Support, K-12 Pipeline

Veda White Student Success Manager, Construction Ready

SPECIAL THANKS: Allen Allnoch Communications

Jason Hales Photographer

A MESSAGE FROM OUR PRESIDENT & CEO

It was the early 90s. A group of visionary construction leaders, including Bill Pinto, Bill Hart, Bob Silverman, Tommy Holder and Jim Taylor saw a need to promote the skilled trades in a positive way, and to establish training programs that would prepare the next generation of craft professionals. They knew their vision was big, and so they started an organization that would focus on it. The organization would be called the Construction Education Foundation of Georgia, or CEFGA.

As we prepare our annual report for our 26th year of operation, I find myself thinking of our visionary founders. I'm thankful to have earned their confidence all those years ago to become executive director of CEFGA in 1998. I know they are proud of what our volunteers, board members, sponsors and staff have built CEFGA to be.

Today, CEFGA represents 18 construction trade organizations, 3,000-plus employers and more than 200,000 skilled trade employees. Thanks to you, we are a thriving statewide organization; a powerful and effective voice for construction workforce development in Georgia.

As you will see in this report, our nationally-recognized Construction Ready Program continued placing hundreds of trained, credentialed and highly motivated new people into the construction industry. Notice our estimate that Construction Ready Graduates have earned more than \$41 Million in personal revenue since we started this program in 2014.

We also partnered with The Home Depot Foundation to launch a brand new program called Construction Ready PLUS. PLUS is advanced training that allows Construction Ready graduates to acquire additional skills and credentials, such as OSHA 30-Hour, advanced print reading and supervisory skills.

CEFGA has taken a leadership role in strengthening trades education for youth across the state. K12 Pipeline efforts have resulted in industry-certified and student credentialing workforce best practices receiving over \$1 million in equipment funding since 2018.

In 2019, we were proud to partner with the National Fund for Workforce Development, Atlanta CareerRise and local employers to explore Job Quality in the construction industry. One of the many outcomes of this work is a new recognition program—the CEFGA Craft Pro Champions Award—which we formally launched in August of this year.

In addition, we celebrated record attendance at our annual CareerExpo and SkillsUSA State Championships in March, attracting more than 8,600 attendees.

Indeed, we are Building Careers and Changing Lives! We are making our founders proud, and looking forward to our next quarter century of operation.

Dra Shi

Scott Shelar President & CEO



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CEFGA hires Scott Shelar as Executive Director.

Georgia

AGC Georgia becomes General Partner with CEFGA.



CEFGA begins

with Georgia

Department of

formal partnership

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The first mini "Expo

and Skills" event

is held at Gwinnett

Technical College;

200 attendees.

hosts approximately

The first AGC Georgia SkillsChallenge, mobilizing industry partners, teachers, and students, launches in East Georgia. Today, AGC Georgia SkillsChallenges are active in eight regions of the state. CEFGA, in partnership with The Arthur M. Blank Family Foundation, Westside Works and HB NEXT, launches Construction

CONSTRUCTI

Ready Program.

CEFGA CareerExpo and SkillsUSA State Championships moves to Georgia International Convention Center in College Park, GA; hosts approximately 4,000 attendees.

1993 1994 1995 1998 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 1996 1997 1999 . The inaugural CEFGA CEFGA achieves 50.000 CareerExpo and NCCER-Accredited NCCER CEFGA SkillsUSA State Training Sponsor status. credentials Championships are earned by CEFGA is held at the Gwinnett County K12 students. incorporates Fairgrounds in Lawrenceville, with the IRS GA; hosts approximately as a 501c3 1,000 attendees. CEFGA hosts first-ever SkillsUSA organization. K12 PIPELINI TeamWorks Competition in parking lot SkillsUSA of The Home Depot in Duluth, GA.

CEFGA 2019 Annual Report



2013

Scott Shelar, CEFGA, in partnership 100,000 The Inaugural **CEFGA** President with The Home Depot NCCER Career Counselor Day & CEO, celebrates Foundation and HB NEXT, credentials held at CEFGA 20 years launches Construction are earned by with CEFGA. Ready PLUS Program. CareerExpo K12 students. CEFGA, in partnership The Construction Ready with The Annie E. Casey program becomes Foundation and Atlanta

CareerRise, launches **Construction Ready** in South Atlanta, near Georgia State Stadium. available to all metro Atlanta residents.

2010 2011 2012

2015 2014 2016

2018 2019

CEFGA, in partnership with CobbWorks / WorkSource Cobb, launches Construction Ready in Cobb County, near SunTrust Park.

CEFGA CareerExpo and SkillsUSA State Championships celebrates 15th year as a large, combined event at Georgia International Convention Center: reaches all-time record attendance with 8,615 total attendees.

CEFGA achieves Re-Accreditation as NCCER (National Center for Construction Education and Research) Accredited Training Sponsor allowing for Georgia high school construction students to continue earning nationallyrecognized industry credentials.

2017

CONSTRUCTION INDUSTRY

Current Construction Workforce in Georgia: 206,000

Projected Demand in Georgia by 2021: <u>296</u>,1

> **Projected Gap** from 2019-2021:

Putting People to Work in Construction: CONSTRUCTION READY

CEFGA promotes the construction industry as a career by supporting training programs and job placement of work-ready people throughout Georgia through its nationally-recognized Construction Ready program, currently offered at four locations in metro Atlanta.

In metro Atlanta. Construction Ready is a four-week program that screens and trains entry-level workers. Earning up to eight industry-recognized credentials, graduates of Construction Ready are drug-free, trained, credentialed and motivated to work. Most Construction Ready students have never been on a construction site. But that's not an obstacle if the student is willing to learn and work hard. Hundreds have come to Construction Ready with no experience and now have full-time careers in the industry. Others have worked construction before; they too can benefit from every aspect of the program, from the hands-on training to the credentials they earn to the professional skills they gain, such as resume writing and interviewing skills.

CONSTRUCTION

Since its inception in June 2014, CEFGA's Construction Ready program has trained and placed more than 900 students into full-time employment in the construction industry. Now, with the introduction of Construction Ready PLUS, those graduates have an opportunity to further their education and advance their careers. Made possible by a grant from The Home Depot Foundation, Construction Ready PLUS is a 16-week curriculum, taught on Saturdays, that gives students the opportunity to earn additional credentials. Construction Ready graduates must be employed full-time for at least 90 days to qualify for Construction Ready PLUS.



Construction Ready helps metro Atlanta residents get their foot in the door. Construction Ready PLUS, gives them the tools, the knowledge and the skills they need to take their construction career to a higher level.

Construction Ready PLUS Outcomes

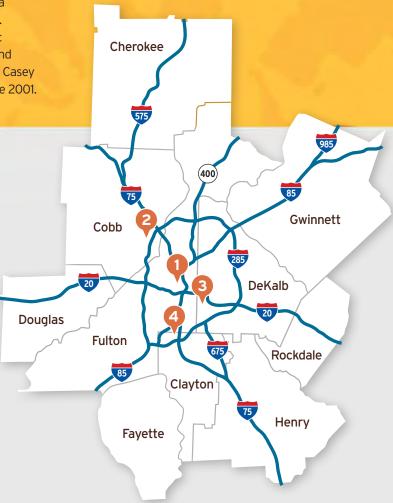
- Number of classes: 2
- Number of graduates: 31
- Average hourly wage of students at entry: \$12.75
- Average hourly wage, post-graduation: \$15.80
- Average increase in wages, post-graduation: \$3.05



CONSTRUCTION READY SITES AND PARTICIPATING COUNTIES MAP

Westside Works: The Construction Ready Program at Westside Works is part of broader effort by Integrity CDC, WorkSource Atlanta, CEFGA, HB NEXT, Invest Atlanta and The Arthur M. Blank Family Foundation to provide greater economic and employment opportunities to families in English Avenue, Vine City, Castleberry Hill and surrounding neighborhoods. Build Cobb: The Build Cobb Partnership is a collaboration of WorkSource Cobb, The Collective at Cumberland Community Church, CEFGA and HB NEXT to provide greater economic and employment opportunities to families in and around Cobb County.

Georgia Hill: The Georgia Hill program is part of broader efforts by WorkSource Atlanta, Atlanta CareerRise, CEFGA, HB NEXT and The Annie E. Casey Foundation to provide greater economic and employment opportunities to families in and around NPU-V, a set of city neighborhoods the Casey Foundation has been working to revitalize since 2001. Aerotropolis: Since 2014, the Aerotropolis Atlanta Alliance has been the driving force behind the revitalization of the area around Hartsfield-Jackson Atlanta International Airport (ATL). The Construction Ready at Aerotropolis program is part of the larger effort to provide greater economic and employment opportunities for families in cities around the airport, including Atlanta, College Park, Fairburn, Forest Park and Hapeville. Partners include Atlanta CareerRise, CEFGA, HB NEXT, Coach Consulting, IMPACT Church, the Aerotropolis Atlanta Alliance, WorkSource Atlanta, WorkSource Atlanta Region, WorkSource Fulton and WorkSource DeKalb.



INDUSTRY-RECOGNIZED CREDENTIALS

Construction Ready

- •National Center for Construction Education Research (NCCER) "Core"
- OSHA 10-Hour
- First Aid/CPR/BB/AED
- Power Actuated Tool
- Laser Tool
- Forklift Safety Awareness
- A.T.S.S.A Safety Awareness
- Competent Person Training
 In Fall Protection

Construction Ready PLUS

- OSHA 30-Hour
- Advanced Blueprint Reading
- Introduction to Construction
 Project Layout
- Advanced Hand & Power Tool Operations
- Career Pathways
- NCCER Crew Leadership
- Advanced Financial Literacy

Lamal Diggs

For Lamel Diggs, the demands of Construction Ready PLUS were matched by his desire to learn and grow. Born and raised in Buffalo, New York, he moved

to Atlanta in his late teens and found trouble with the law. By age 20 he was in prison, where he remained for 13 years. He says around 2014 he began a spiritual journey. Praying for direction, he got the idea to pursue construction as a profession when he was released. That happened in May 2018, and soon after he learned about Construction Ready. Lamel went through Construction Ready training at CEFGA's Westside Works location. Lamel says his Construction Ready



PLUS training has made him a more capable worker in his job with Stewart Brothers, an Atlanta-based paving company. "Construction Ready PLUS is amazing," Lamel says. "I never would have thought I'd learn the things I learned there. Blueprint reading skills, site layout skills, crew leadership, OSHA 30 - it's really opening a lot of doors. This is the ultimate program for anybody who is willing to work and willing to learn."

Alex Dirst

When Alex Dirst enrolled in CEFGA's Construction Ready at Build Cobb program, he already had some industry experience, but had been out of work for some time. He graduated in September 2018 and was hired immediately by Marietta-based Baldwin Paving, where he went to work in the company's bridge division. Alex is grateful for Construction Ready's rigorous training, which he

said provided him clear direction and prepared him to reenter the workforce quickly. Alex now works for Alpharetta-based Precision Concrete Construction, which assigned him to a Hyundai manufacturing facility that's being expanded in Montgomery, Alabama. Alex spent his Saturdays in spring 2019 attending CEFGA's Construction Ready PLUS classes. "This is huge for me, because I never finished college," Alex says. "It's giving me a lot more industry credentials. Construction Ready



PLUS has really given me a foundation and motivated me more to go to the next level. There's so much you can do in construction; it's just a matter of you putting in the time."

GRADUATES SAY...

Construction Ready gave me focus in my life. The program puts you in a position to connect with companies and it's up to you to stay with the company.

– Darius King, Westside Works

When you like what you do, it's almost like it's not really a job. You're getting paid to do what you enjoy. That's the great thing about my job." – Madison Wright, Westside Works Construction Ready prepared me for the work that I am doing. I would not have survived without this preparation, especially the attention to safety. Construction Ready gives you the thick skin you need in the industry. Once you get out there, in the field, you're ready.

– LaCoia Stevenson, Aerotropolis



Miliam McLoud

Miliam McLoud spent time working as a loan officer and a property manager. From time to time, he would ponder the idea of a job in construction. After graduating from CEFGA's Construction Ready at Georgia Hill in August 2018, Miliam was hired by Lilburn-based EC Electric. He later graduated from Construction Ready PLUS in spring of 2019. Drawing on encouragement from his colleagues and the knowledge base his training has



provided, he's gaining in confidence with each passing day. "It's a good feeling having people recognize your hard work and see the potential in you," Miliam says. Miliam considers the time he spent in Saturday Construction Ready PLUS classes a worthwhile investment. "I think the new credentials will make me more marketable and help me further my career. A lot of guys that I work with are amazed that not only do I have my OSHA 10, I also have my OSHA 30, and I'm just getting started." Like so many other Construction Ready graduates, Miliam says the program literally changed his life. "I was going through some adversity, trying to figure things out, and Construction Ready came at the right time."

Claudia Rodnez

For Claudia Rodnez, the path to success brought her to CEFGA's Construction Ready program. Today she's working as an electrical apprentice and earning more income than she did in any previous job. Claudia graduated from Construction Ready at Aerotropolis and was hired by the Circle Group, a drywall and ceiling company. Since she was interested in an electrical career, she applied for an apprenticeship program through Local Union 613 of the International Brotherhood of Electrical Workers (IBEW).

Work on her first job site ended in early 2018, but by then she had all of her IBEW testing and paperwork in order, and was hired by Atlanta's Uptime Electric Company. She's since moved on to another electrical contractor, Allison-Smith Company, and continues her IBEW apprentice training. Looking back on her decision to pursue a construction career, Claudia says, "I'm really happy I did it. This is the first time in my life that I am supporting myself financially, with no help. It's a good feeling." She also continued her education on Saturdays by enrolling in



CEFGA's Construction Ready PLUS program. "I'm now asking myself, what do I want to be doing two years from now, what do I want five or ten years from now?"

Because of the instructor's insight, I left every class feeling empowered and equipped to achieve my career goals. Construction Ready helped me to gain a career, and Construction Ready PLUS is helping me to make the most of the career I have. Ishmael Burden, Build Cobb Construction Ready got me into a career as an electrician. Construction Ready PLUS will make me more marketable and help me further my career. With the lessons learned already, I've gone back to my job and seen things through a different lens. Milliam McLoud, Georgia Hill

My life has turned around completely. I can even help other people who need help now. I couldn't help people before because I needed to help myself. Now I'm happy that I can afford to help people. Jose Vera, Westside Works I'm happy that I made the decision to challenge myself and try something different, something other than what I've always done. I love my position. I've learned a whole lot and I'm looking forward to learning more.

Tanohoa Wheeler, Aerotropolis



Placement Rate of Graduates since 2017: **95%**

Graduates Still Employed after 365 Days: **70%**

by Graduates since 2014:

Wages Earned

Starting Range of Pay for Graduates (per hour):

\$12-15

See pages 30-31 for complete list of metrics and learn how CEFGA Makes an Impact.

EMPLOYERS SAY...

Construction Ready gives employers the opportunity to engage new talent who already have vital fundamental skills and safety training. This type of entry-level recruit reduces the risk of job-site accidents and injuries while increasing new hire success and retention rates.

Edwin Parra, Anning Johnson

CEFGA's Construction Ready programs have provided us with a steady source of qualified employees from entry-level to qualified HVAC installers. These highly motivated candidates have proven to be some of our most dependable employees. Dave Tzimenatos, McKenneys

We have hired several employees through the Construction Ready program, which gives participants the tools, training, and open doors with which to succeed if they so choose. CEFGA's programs expose more and more people to the rewards of a life in the construction industry.

Patrick Cordi, Wiginton Fire Systems





TEAM BUILDING

CEFGA staff and partners celebrated Dr. King's birthday on an Atlanta Civil Rights Tour with foot soldiers of the Civil Rights Movement, Tom Houck and J.T. Johnson. This photo was taken In front of Dr. King's adulthood home, where he lived from 1965-1968. CEFGA launched the Construction Ready program less than one mile from Dr. King's adulthood home, and still regularly serves residents of Atlanta's Westside communities, including Vine City, English Avenue and Castleberry Hill.

WORKFORCE Development Advocacy

The National Skills Coalition (Business Leaders United) BLU sent CEFGA representatives, Nicholas Holmes, graduate of Construction Ready, his employer, Anning-Johnson, represented by Edwin Parra, and CEFGA's Veda White and Jamie Buck to Washington, D.C. to represent Georgia. While there, they advocated for the PARTNERS Act, to support industry partnerships and their work to expand business capacity to run apprenticeship and workbased learning programs, and the BUILDS Act, to support an infrastructure workforce by investing in skills and supporting workers need to meet business demand in infrastructure industries. The team met with legislative aides from Senator Johnny Isakson's office and participated in a briefing on the Hill.





CONSTRUCTION READY PLUS IN ACTION

The Construction Ready PLUS curriculum combines classroom instruction at CEFGA's Westside Works headquarters with hands-on applications at an off-site location. In fall of 2018, the inaugural Construction Ready PLUS class spent five Saturdays at the Salvation Army Bellwood Boys and Girls Club, where they built a fence enclosure for a dumpster, a lattice covering for a picnic area, and a storage shed to house their football equipment.





CEFGA'S INAUGURAL CRAFT PRO CHAMPIONS AWARDS

Construction companies are realizing it is not enough just to complete world-class projects. They must look to the future and build their workforce as well. To address the construction industry's persistent labor shortage challenges, companies are getting involved in local schools, building quality craft training programs, hiring from programs like CEFGA's Construction Ready, and identifying career pathways for their field-level employees. CEFGA created the Craft Pro Champions Awards to recognize individuals and companies who are making a difference in the industry's fight to find and develop craft professionals. On August 8, 2019, CEFGA hosted the first annual Craft Pro Champions Awards Breakfast to honor 12 individuals and companies as Georgia's best construction field-level employees and employers. Congratulations to the winners!

How to Apply/Nominate

For information about next year's awards program, contact Alexis Muir at alexis.muir@cefga.org.



K12 PIPELINE GRADUATE OF THE YEAR:

Recognizes a graduate of a high school construction program who is excelling, advancing and thriving in the construction industry.

• Evan Magee, Kennesaw Mountain High School, Class of 2018; Crew Supervisor, Holder Construction

K12 PIPELINE EMPLOYER OF THE YEAR:

Recognizes an employer for working with local elementary, middle and/ or high school construction programs to make students aware of careers in construction and connect them with career opportunities.

Swofford Construction

CONSTRUCTION READY EMPLOYER OF THE YEAR:

Recognizes a company for hiring and effectively developing Construction Ready graduates.

Precision Concrete Construction

CONSTRUCTION READY GRADUATES OF THE YEAR:

Recognizes program graduates who have been with their company at least two years and are excelling, advancing and thriving in the construction industry.

- Lanray Bakare, Build Cobb Group 6; Senior Project Coordinator, Vankirk Electric
- Khalil Davis, Westside Works Group 11; Field Safety Coordinator, DPR Construction
- Miketa Grant, Westside Works Group 18; Labor Foreman, Marek Interior Systems
- Nicholas Holmes, Westside Works Group 2; Foreman in Training, Anning-Johnson Company
- Trayan Tonkov, Build Cobb Group 1; Repair and Restoration Foreman, Precision Concrete Construction

CRAFT PRO CHAMPION EMPLOYER:

Recognizes companies for their ongoing use of workforce development strategies that promote field-level career progression and provide workers with accessible training and skills development opportunities.

Anning-Johnson Company

CRAFT PRO EMERGING CHAMPION EMPLOYERS:

Recognizes companies who recently have begun creating workforce development strategies that promote field-level career progression and provide workers with accessible training and skills development opportunities.

- Astra Group
- DPR Construction
- Swinerton

Laying the Foundation for the Future:

THE K12 PIPELINE



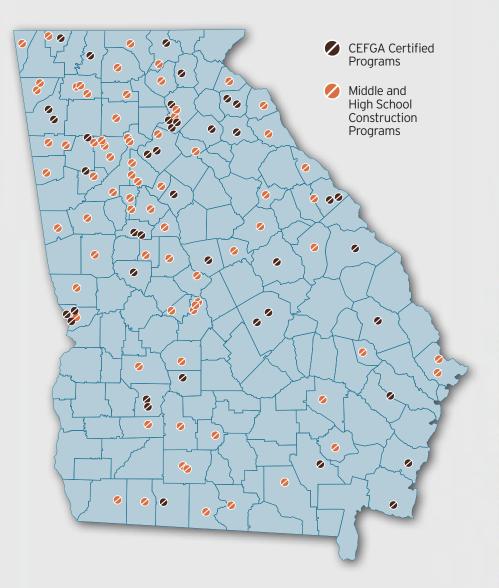
CEFGA partners with the Georgia Department of Education (GaDOE) to provide support and services to skilled trade construction programs statewide with 17,000+ students. The K12 Pipeline elevates and expands Georgia's skilled trade programs by growing a sustainable workforce for the construction industry and helping Georgia students build a rewarding career path. CEFGA is proud to lead a mobilization of teachers, counselors, Work Based Learning coordinators, CTAE administrators and industry partners who are positively impacting the future. The K12 Pipeline supports construction, metals and drafting programs in elementary, middle and high schools across the state-working with partners from school systems, teachers, employers, legislators and the GaDOE to bring unprecedented resources to local communities. The K12 Pipeline has helped to deliver \$1 million in equipment funding to programs since 2018 through the CONNECT Act.

Whether it be a 5th grader experiencing the fulfillment of a job well done while holding their completed toolbox, a middle schooler discovering their passion in a Construction connections class, or a high schooler earning industry credentials and taking the next step to a quality career as a craft professional-our team is proud to be part of the story.

The K12 Pipeline has a clear vision for the future of our young people and skilled trade programs in Georgia's public schools. The idea is simple: students should never have to stop building and creating throughout their educational experience.

K12 PIPELINE PROGRAMS

The K12 Pipeline programs focus on safety, hand and power tool proficiencies, along with trade-specific skill sets and employability skills. CEFGA's partnership with NCCER (National Center for Construction Education and Research) allows students in CEFGA Certified Programs to earn industry credentials through standardized construction assessments and performance tasks.



METRICS SNAPSHOT



High School Programs: **267**



Students Who Earned NCCER Credentials: 1,192 Graduates Entering the Industry: 505

Companies Engaged

in 2018-19:

355

See pages 30-31 for complete list of stats and learn how CEFGA Makes an Impact.



Construction

CERTIFIED PROGRAMS

Berkmar High School, Gwinnett County Burke County High School, Burke County Camden County High School, Camden County Cass High School, Bartow County Chestatee High School, Hall County Crisp County High School, Crisp County East Jackson High School, Jackson County East Laurens High School, Laurens County Evans High School, Columbia County Flowery Branch High School, Hall County Franklin County High School, Franklin County Griffin High School, Spalding County Hardaway High School, Muscogee County Johnson High School, Hall County Jones County High School, Jones County Jordan Vocational High School, Muscogee County Lee County High School, Lee County Lee County High School (9th Grade Academy), Lee County

Liberty County College Career Academy, Liberty County

Madison County High School, Madison County Maxwell High School of Technology, Gwinnett County

Murray County High School, Murray County Newton County College Career Academy, Newton County

North Paulding High School, Paulding County Ringgold High School, Catoosa County Shaw High School, Muscogee County South Paulding High School, Paulding County Spalding High School, Spalding County Statesboro High School, Bulloch County Upson-Lee High School, Upson County Washington County High School, Washington County West Hall High School, Hall County

West Laurens High School, Laurens County

Drafting

Chapel Hill High School, Douglas County East Paulding High School, Paulding County Hart County High School, Hart County Jordan Vocational High School, Muscogee County Kennesaw Mountain High School, Cobb County LaGrange High School, Troup County

LaGrange High School, Troup County Lakeview Ft. Oglethorpe High School, Catoosa County

Marietta High School, Cobb County North Cobb High School, Cobb County Northside High School, Muscogee County Union Grove High School, Henry County

Metals

Camden County High School, Camden County Chattooga High School, Chattooga County Flovd County College and Career Academy. Floyd County Franklin County High School. Franklin County Golden Isles Career Academy, Glynn County Grovetown High School, Columbia County Jordan Vocational High School, Muscogee County Maxwell High School of Technology, **Gwinnett County** Murray County High School, Murray County Thomas County Central High School, Thomas County Union County High School, Union County Ware County High School, Ware County White County High School, White County



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Trae Brown

In 2018, Trae Brown represented Cross Keys High School and won the Occupational Health and Safety contest at CareerExpo. After graduation, Trae

landed a job as a panel installer for Primus Builders and went to work on a 184,000-square-foot project in Macon, Georgia. Trae said his K12 Pipeline studies and SkillsUSA experience prepared him well for a full-time technical career. Trae's job has taken him to job sites in Florida, Tennessee, Maryland, New Jersey and Nebraska. "I really like getting to travel and see the country," he said. "I meet a lot of people. In construction you meet people who do other jobs and learn a lot about



what they do. I was interested in construction when I was young, but I wasn't expecting it to happen so fast [after high school]." Trae's success is a great example of how partnerships between industry and academia can pay off. The K12 Pipeline works with industry to invest in finding the best-qualified talent and honing their skills, identifying that talent early, and seeing how we can best support the next generation that's entering the construction field.

Andrew Lamb

In May of 2018, Andrew Lamb participated in Kennesaw Mountain High School's first Career Signing Day, which featured 12 seniors committing to jobs with seven different companies. Andrew signed with Anning-Johnson Company that day, went to work as an apprentice in June, and has already contributed to several major projects around metro Atlanta. Andrew completed his school's extensive, multi-semester Construction Pathway program, delivered by his teacher, Jeremy Whitaker. The program embodies CEFGA's K12 Pipeline vision, which seeks to elevate and expand skilled trade programs statewide in

Georgia public school systems. Talk to Andrew and his determination to succeed quickly becomes apparent. No matter what task he's assigned-even entry-level cleanup work-he's fully committed to it. Asked if he has set any specific career goal's, Andrew said: "I want to be in the construction manager's seat one day." Andrew's supervisor says that he's "off to a great start. If he keeps doing what he's doing, I think he'll get to where he wants to go."



INDUSTRY AND EDUCATORS SAY...

It's a great time to be in Georgia. When you look at the number of companies that are coming to Georgia and that are already here, the skills that K12 Pipeline students are learning can carry them on into further education, or they can have a job, or better than a job, they can have a career. That's what's waiting for our students.

Matt Arthur, Commissioner of the Technical College System of Georgia In this career path, you can earn while you learn. What an incredible opportunity, because you're coming into a career with such high earning potential and no student loan debt.

Kayleen McCabe, DIY Network personality and 2019 CareerExpo Breakfast Emcee Holder works with the schools as closely as we can. It's very rewarding. This is our future. These are the folks who will build America in the coming years. Steve Necessary, Holder Construction Everything in the K12 Pipeline is built on relationships. That's what industry is wanting and that's what students are wanting. When students can tell that you really do care and want them to succeed, that's when you make a real connection.

Jeremy Whitaker, Construction Trades Education Teacher, Kennesaw Mountain High School

Sam Parris

As an HVAC service technician for McKenney's, Sam is dispatched daily to customers around Atlanta's northeast perimeter and beyond, to, in his own words, "return people's lives to normal." Sam was hired after meeting McKenney's personnel at the 2016 CEFGA CareerExpo and SkillsUSA State Championships. Sam hails from Gillsville in Hall County, where he grew up on a 70-acre farm. As a homeschooled student, he says he had leeway



to experiment with mechanical things in addition to his regular courses of study. "I enjoyed tinkering," he recalls. "I had this mechanical tendency and I was always finding some outlet for it." Sam enrolled at Lanier Technical College, graduating with an associate's degree in 2016. That same year he competed in the SkillsUSA State Championships and won a silver medal in HVAC. While exploring the CareerExpo, Sam was intrigued by McKenney's, a longtime sponsor of the World of Heating and Air Conditioning exhibit. He asked questions, gathered contact information, followed up and had a job within two weeks. Sam returns to the CareerExpo each year to represent the company and tell students about HVAC careers.

Miles Terry

Miles Terry graduated from Macon's Westside High School in May 2019 and days after receiving his diploma, Miles reported to work as a carpenter with the Bibb County School District. The offer was too good to pass up: A \$32,000 annual salary with benefits, the opportunity to do something he loved, and a team of co-workers with decades of experience to draw on. Miles had an idea he wanted to work with

his hands, so as a senior he enrolled at Hutchings College and Career Academy, a charter program for Bibb County Schools that offered a Construction Pathway curriculum. Hutchings proved a perfect fit, with Miles excelling academically, getting involved in SkillsUSA competitions and working a part-time job with Georgia Artisan, a local company that creates made-to-order furniture from reclaimed wood. The job opening with the school district perfectly coincided with his graduation and he was eager



to get started on a full-time career. "Carpentry is my passion. And there's always a need for carpenters. Twenty years from now I'll still have a job because I'll know how to build something."



The war for talent is real. It's imperative that we find young, talented construction professionals who can grow with our business. There are a lot of opportunities for the right people.

Matt Hirsch , President, Primus Builders

BUILDING OUT

CEFGA Helps an Indiana High School Launch its Own Construction Career Development Program

In 2017, Chad Sutton, Director of Career Development at Garrett High School in Indiana, was inspired by the K12 Pipeline model after hearing CEFGA's Zach Fields speak at the NCCER Career Pathways Conference. He took the idea

back to Indiana and has created a robust Elementary to High School Career Development Program. This year, CEFGA hosted a group from Indiana, to visit CEFGA's K12 Pipeline model of feeder elementary and middle schools (reaching over 1,000 students annually) beneath current high school programs. The Garrett program is very similar to CEFGA's, with the addition of integrated academics, or embedded credits, where students study math, English, and eventually science and history based off of the construction and manufacturing platforms. Four vocational training experiences are offered: Construction, Welding, CAD and Manufacturing Processes. The Garrett Construction Career Development program begins in elementary school, from grades 5 through 12. The program recently graduated 10 students in its first class, seven of whom were placed in industry positions directly out of school. The program is estimated to have between 35-40 students in each class over the next few years.



Inspiring Tomorrow's Workforce: THE 2019 CAREEREXPO **& SKILLSUSA STATE CHAMPIONSHIPS**

The CEFGA CareerExpo links students directly to professionals in the areas of construction, utility contracting, highway contracting, electrical contracting, mechanical contracting, energy, mining and more. The CareerExpo features hands-on displays that allow students to engage with industry leaders, equipment, materials, and tap into their unique skills and interests. The event also features the SkillsUSA State Championships, a competition in which students showcase their skills in a number of construction-related disciplines. CareerExpo

CEFGA'S CareerExpo Eyes a 2020

Move to the Georgia World Congress Center

From humble beginnings-debuting in the parking lot of a suburban Atlanta Home Depot-to outgrowing the second-largest convention center in Georgia, the CEFGA CareerExpo and SkillsUSA State Championships has enjoyed a remarkable run of growth and success over the past 15 years. The 2019 edition, held March 21-22 at College Park's Georgia International Convention Center, drew a record 8,615 total attendees. It was the CareerExpo and SkillsUSA gathering's final year at the GICC, where it has been held since 2009; next year it moves to the Georgia World Congress Center in downtown Atlanta.

CEFGA's decision to move to the larger GWCC-made more than a year ago-was prescient, considering the packed aisles and hallways at the GICC. Mirroring the state of Georgia's economy in general, and the construction industry in particular, a palpable sense of energy infused the convention floor as thousands of students visited 17 industry "Worlds" and observed more than 400 competitors in the SkillsUSA contests.

As Georgia's economy continues to thrive and bring about new construction projects and job openings, an aging workforce is making it hard to keep up. It's critical, then, that more young people embrace careers in construction, and the Expo is one important means of exposing them to the industry. As CEFGA and its partners continue to work hand-in-hand to promote the skilled trades, the future is bright, both for the event itself and the construction industry statewide.



Total Attendees

since 2005:

86K

TRICS SNAPSHO

-



Student Attendees in 2019:







Volunteers & Others in 2019: 1,514

Worlds Featured in 2019: 20

See pages 30-31 for complete list of metrics and learn how CEFGA Makes an Impact.



As we look out over the floor today compared to what it was 15 years ago, it truly is a dream and a vision come true. High school students left today knowing that construction is a great career. CareerExpo is a key part of the long-term solution to our workforce needs.

Dan Smith, New South Construction Company and CEFGA Board Chair



WORLDS OF CONSTRUCTION at the 15th Annual CEFGA CareerExpo

Concrete Construction Management Drywall Electical Energy Finishes Fire Protection Georgia DOT Hand & Power Tools Heating & Air Heavy Equipment Highway Construction Landscape Masonry Mining Plumbing Roofing Safety Sheet Metal Welding



CareerExpo is needed today more than ever. We need these kids pumped up about construction. It's a career fair on steroids. How else can you say it? You can't describe it to someone who's never attended. They always leave here and say it's been such a great experience.

Cherri Watson, Associated General Contractors (AGC) of Georgia The employers can get these kids into an apprenticeship program. They'll have the opportunity to go from being an 18-year-old making about \$26,000 to, if they're successful, a 23-year-old making over \$63,000 as an electrical apprentice when they finish.

Chuck Little, Atlanta Electrical Contractors Association

THE INDUSTRY SAYS...

Every year, it seems like we're getting a lot more students, more schools and more school counselors. What's interesting to me is that there are all these companies that are competitors but at CareerExpo we're all working together for the students. Elise Berman, Georgia Power The Home Depot and The Home Depot Foundation are truly committed to the trades. It's inspiring to see so many young faces at CareerExpo. We are proud to partner with CEFGA to strengthen existing high school construction programs. We love the work that CEFGA does. Jena Alford.

The Home Depot Foundation

CEFGA 2019 Annual Report



As I think back on the last 15 years, I am most proud of our reputation for hosting a quality event for employers and a quality event for our students. We look forward to building on this reputation in the years ahead at the GWCC.

Scott Shelar, CEFGA President and CEO We all have the same goal during this event: Let's get students excited about careers in construction. Our staff, volunteers and industry partners put a lot of time and effort into this. And of course, we could not do this without our teachers and parents. They deserve a big thank you for recognizing that there are so many career choices that do not require a four-year degree.

Tina Robison, CEFGA Vice President of Operations and Administration





BUILDING EXPOSURE

Gateway Center Tours Give Students a First-Hand Look at an Active Construction Site

In past years at the CEFGA CareerExpo, students could test-drive various pieces of machinery at the World of Heavy Equipment just outside the Georgia International Convention Center. In 2019 that space was occupied by an active construction site, forcing the heavy equipment attraction inside. But CEFGA made the most of the interruption by arranging for tours of the new construction project. The 5,000-seat Gateway Center at College Park will host the Atlanta Skyhawks, the NBA Atlanta Hawks' G League affiliate, as well as graduations, concerts, high school and college tournaments and other events.

CEFGA partnered with the great team at Choate Construction, the arena's general contractor, to lead groups of students, counselors, and teachers on tours throughout both days of the CareerExpo. Each tour began with a safety briefing and then proceeded through the fenced area next to the GICC and into the arena structure, which is scheduled for completion this fall.

Superintendent Dustin Wolcott answered questions from students and spoke of the satisfaction he gets from seeing a large-scale project like the Gateway Center come together. He also encouraged students not to believe some of the stereotypes associated with the industry. "I think sometimes construction has an image that they're all dirty, grungy guys, that they're not smart," Wolcott said. "But it's not as dirty or sweaty or as long hours as a lot of people think it is. And there are people out here with college degrees. A lot of people say in school, 'Oh, I'll never use this math again.' But I can't tell you how many times I've used it on a construction site."

Participants were able to see first-hand the need and opportunity for young workers in the construction industry as well as the strong commitment to safety with Choate's One Life program.

A GREAT TIME TO BE IN GEORGIA

SkillsUSA Speakers and Successful Young Professionals Illustrate the Potential of a Career in Construction

DIY Network personality Kayleen McCabe celebrated the successes of a group of recent high school graduates and young professionals earning a living in the construction industry. To attendees at the 2019 CEFGA VIP and SkillsUSA Champions' Breakfast, the message was clear: Lucrative opportunities abound for young men and women interested in construction careers in Georgia.

McCabe is a vocal advocate for CEFGA's work in promoting careers in construction. The host of DIY Network's "Rescue Renovation" produced a video of four young professionals who are thriving in construction careers. One memorable moment in the video is the students' response to the question, "How much have you spent on your post-high school education so far?" Each of the four responses was zero, prompting a high-five from McCabe and highlighting the value of the company-provided, on-the-job educations these employees are receiving. "In this career path, you can earn while you learn," McCabe said. "What an incredible opportunity, because you're coming into a career with such high earning potential and no [student loan] debt."

CEFGA encourages industry partners to build relationships with schools and teachers not only at the CareerExpo and SkillsUSA State Championships, but through CEFGA's K12 Pipeline throughout the year. The four employers in the video – Anning-Johnson, Allison Smith, Carroll Daniel and C.W. Matthews – have had success in using this approach, as well as the Atlanta Electrical Contractors Association, which recruits approximately 100 students for its members every year.

"You have to be intentional as a company about reaching out to and engaging these [school] programs," said Scott Shelar, CEFGA President & CEO. "You have to be not only involved in CareerExpo -but you have to roll up your sleeves and be active at the local level and with your local construction programs."



GET INVOLVED!

CONSTRUCTION INDUSTRY MEMBERS:

Be a part of the 2020 CarerExpo! Sponsorship and volunteer opportunities available. Learn more: cefga.org/campaign2020

Become a Sponsor:

Exhibit at the 2020 CEFGA CareerExpo and list your immediate job openings with CEFGA Connect to meet workready students at CareerExpo. Sponsorships start at \$1,500.

Volunteer:

Inspire the next generation of industry talent by helping to bring the "Worlds of Construction" to life and attract today's youth to the construction industry.

SCHOOLS:

Plan to attend the 2020 CarerExpo! You do not need to be a SkillsUSA member to participate. Learn more: cefga.org/careerexpo/schools

School Leaders, Teachers & Counselors:

Promote the construction industry as a career path at the Southeast's largest construction event.

Students:

Meet construction employers who can inspire your future careers in construction and connect you with immediate work opportunities.

21

AND THE WINNERS ARE...

Congratulations to the winners of the Georgia SkillsUSA State Championships! Winners advanced to the national SkillsUSA Championships in Louisville, KY, in June. That said, the biggest victories went to any competitor who recognized the value of the hands-on experience they gained and the power of networking with industry representatives.

COLLEGE RESULTS

Architectural Drafting	Placement
Megan Cooper, Southern Regional Technical College	15th
Cabinetmaking	
Logan Paramore, Southern Regional Technical College	12th
Carpentry	
Taylor McMasters, Savannah Technical College	8th
CNC Milling Specialist	
Clay Schools, Wiregrass Georgia Technical College	12th
CNC Technician	
John Lake, Wiregrass Georgia Technical College	9th
CNC Turning Specialist	
Jeffrey Betts, Wiregrass Georgia Technical College	2nd
Electrical Construction Wiring	
Joshua Fargnoli, Southern Regional Technical College	4th
Heating, Ventilation, Air Conditioning, & Refrigeration	
Nicholas Hobbs, Columbus Technical College	11th
Industrial Motor Control	
Norberto Castaneda, Georgia Northwestern Technical College	14th
Masonry	
Khalif Collier, Sr., Albany Technical College	2nd
Plumbing	
Aric Lundy, Southern Crescent Technical College	5th
Sheet Metal	
Ryker Collins, Ogeechee Technical College	7th

TeamWorks	National Placement
Gabriel Lopez, Ryan Banks, Jesse Flanagan, and Joel Paez, Georgia Northwestern Technical College	1st
Technical Drafting Xuan Huynh, Savannah Technical College	2nd
Welding Morgan Davis, Wiregrass Georgia Technical College	27th
Welding Fabrication Jake Rice, Felipe Rodriguez, and Jace Tison Southern Regional Technical College	20th
Welding Art Sculpture Andrew Francis, Wiregrass Georgia Technical College	4th

HIGH SCHOOL RESULTS*

This list features Georgia high school students who won Gold medals at the Georgia SkillsUSA State Championships, and their national placements.

* National placements for Georgia winners listed if student competed at the national level.

Architectural Drafting

Chris Fettes, Cambridge High School, Milton, GA	2
Noe Batista, Maxwell High School of Tech, Lawrenceville, GA	
An Nguyen, Maxwell High School of Tech, Lawrenceville, GA	
Melanie Nin, Maxwell High School of Tech, Lawrenceville, GA	

Building Maintenance

Davi Diaz, Cross Keys High School, Atlanta, GA

Cabinetmaking	National Placement
Patrick Duckett, North Cobb High School, Kennesaw, GA	 1st
Carpentry	ISL
Emmanual Cornejo-Escutia, Cedartown High School, Cedartown, GA	
CNC Milling Specialist	
Michelle Morris, Lumpkin County High School, Dahlonega, GA	
CNC Technician	
Jorge Sandoval, Rockdale Career Academy, Conyers, GA	
CNC Turning Specialist	
Alex Cook, Golden Isles Career Academy, Brunswick, GA	
Construction Blue Print Reading, Test Only	
Brianna Rhodes, Mary Persons High School, Forsyth, GA	
Construction Math	
Fiore Sturdivant, Kennesaw Mountain High School, Kennesaw, GA	
Construction Technology Display	
Elian Barron, Tift County High School, Tifton, GA Hunter Howard, Tift County High School, Tifton, GA	
Drywall	
Hunter Harris, Murray County High School, Chatsworth, GA Neal Henry, Murray County High School, Chatsworth, GA	
Electrical Construction Wiring	
Austin Pitts, Upson-Lee High School, Thomaston, GA	
Heating, Ventilation, Air Conditioning and Refrigeration	
Ethan Sellars, Hart County High School, Hartwell, GA	
Industrial Motor Control	
Jerry Lowe, Camden County High School, Kingsland, GA	
Masonry	
Kevin Fraire, Gordon Central High School, Calhoun, GA	
Mechanical Drafting Display	
Jonathan Britt, Chapel Hill High School, Douglasville, GA Rafael Paschal, Chapel Hill High School, Douglasville, GA	

Metal Working Display	National Placement
Harmon Grier, White County High School, Cleveland, GA	
Occupational Health and Safety (Multi Sect.)	
Thierno Barry, Cross Keys High School, Atlanta, GA Dawit Sala, Cross Keys High School, Atlanta, GA Wahib Yonis, Cross Keys High School, Atlanta, GA	8th 8th 8th
Occupational Health and Safety (Single Sect.) Jovan Gallegos, Cross Keys High School, Atlanta, GA David Hernandez, Cross Keys High School, Atlanta, GA Kaiveon Jones, Cross Keys High School, Atlanta, GA	
Plumbing	
Conner Bennett, Adairsville High School, Adairsville, GA	8th
Sheet Metal	
Michael Bowen, Lincoln County High School, Lincolnton, GA	3rd
TeamWorks Shyann Bailey, Andrew Bearden, Vidal Diaz-Sandavol, and Hamilton Noggle, Adairsville High School, Adairsville, GA	 4th
Technical Drafting	
Avery Barcarse, Marietta High School, Marietta, GA	
Tile	
Jaden Brock, Calhoun High School, Calhoun, GA	
Welding	
Sage Owings, Chattooga High School, Summerville, GA	9th
Welding Fabrication	
Jared Gunter, Grant Pulliam, Holden Thomas, and Blake Turner, White County High School, Cleveland, GA	
Jacob Cody, Brandon Sisson, Devon Kiley, and Jacob Griffin, Cedartown High School, Cedartown, GA	5th
Welding Sculpture	
Courtney Todd, Maxwell High School of Tech, Lawrenceville, GA	
Woodworking Display	
Bryce Boutwell, Houston County Career Academy, Warner Robins, GA	

CEFGA INVESTMENT BUILDS THE CONSTRUCTION TALENT PIPELINE

CEFGA appreciates the support of the following donors. Thanks to your contributions, we are able to promote the construction industry as a career by supporting construction and training programs, and job placement of work-ready people throughout Georgia. Together, we are building the construction industry one person at a time.



CONSTRUCTION READY DONORS



THE ANNIE E. CASEY FOUNDATION

The Arthur M. Blank Family Foundation

Atlanta Career Rise



K12 PIPELINE DONORS

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THE CEFGA CAMPAIGN DONORS

PRESENTING (\$30,000)





PLATINUM (\$20,000)

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GOLD (\$10,000)









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Eckardt Electric Company Ernst Concrete Fitzgerald & Sons Plumbing Company Georgia Construction Aggregate Association (GCAA) Georgia Department of Transportation Georgia Masonry Supply The Georgia Urban Ag Council Gilbane Building Company Harrison Contracting Company Independent Electrical Contractors (IEC) Iron Workers Local Union No. 387 JCI Contractors Jerry L. Johnson & Associates John F. Pennebaker Company Leapley Construction Lincoln College of Technology Masonry Association of Georgia Mechanical Contractors Association of Georgia Jollay Masonry Peek Pavement Marking Plumbing-Heating-Cooling Contractors Association of Georgia Pyramid Masonry Contractors **Reeves Construction Company**

Reeves Young Construction Robinson Paving Company Rogers Electric The Roof Depot Southeastern Carpenters Union, Local 256 Stewart Brothers Tractor Equipment Company Vratsinas Construction (VCC) Vulcan Materials Company Yancev Brothers Yates Insurance Agency Zachry Group

BASIC (\$1,500)

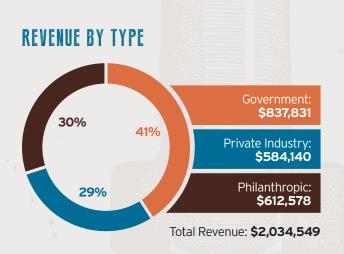
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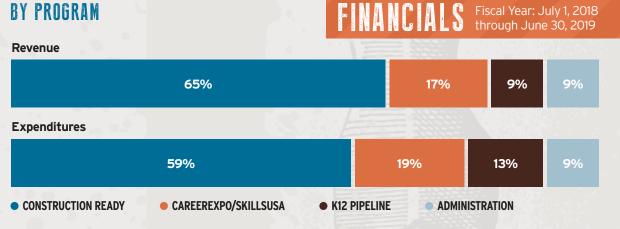
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BY PROGRAM



CEFGA 2019 Annual Report

CEFGA PARTICIPATING COMPANIES

CEFGA relies on the generous support and involvement of construction companies and other organizations throughout Georgia. A special thanks to each of these companies, especially AGC Georgia and its many members for their leadership in Regional Workforce Development Alliances throughout our state.

Construction Ready Partners and Employers Since Program Inception in 2014

- Companies who supported CEFGA's K12 Pipeline middle school and high school construction program on school advisory boards, certification teams, and in other roles
 - Companies who participated in CareerExpo 2018

Companies who donated to CEFGA



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Altman & Barrett Architects 🛱 American Glass & Mirror 🛠 American Structural Concrete American Welding Society Atlanta Section 3 S Anderson Construction 🛠 🛱 📢 💲 Anning-Johnson Company Apex Painting & Decorating 🛠 Apollo Roofing Company Applied Software Architectural Glazing Systems Architectural Visions Inc (AVI) 🛠 🛱 💲 Araos USA Arrow Exterminators 🛠 Art Plumbing Company X ArtUSA Noise Control Products 🛠 Asa Carlton Ashmore Concrete Plumbing X Ask-Kay Electrical Contractors Contractors Associated General Contractors of Georgia 🖹 🕄 💲 Astra Group Astro Interior Contracting Atkins Electric 🛱 🕥 💲 Atlanta & North Georgia **Building Trades** Atlanta CareerRise Ŝ Atlanta Commercial Millworks



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Certain Teed **Chambers** Mechanical Contractors 🛠 Chambless Construction Specialties **%** Champion Paints 费 Chaptacular - Carving for Cystic Fibrosis Chattahoochee Technical College **†** Cherokee Block & Brick 🕱 💲 Choate Construction City of College Park Power 🛠 CJB Construction Clark Construction Services Classic Concrete Forming Cleaver Brooks 🛠 Cleveland Carter Enterprises 🛠 🛱 💲 Cleveland Electric **CMAA -** South Atlantic Chapter **CMES** (Construction Management & Engineering Services) 2 Coastal Pines Technical College 🛱 Cobb Law Group 🛱 📢 💲 Collins and Arnold Construction Company Columbia Forest Products 🕱 Columbus Technical College Commercial Floors Commercial Glass Installation Commercial Roofing Specialties 🛠 Complete Stairs Company 🛠 Concrete Design & Repair Conditioned Air Systems Conklin Metal Industries ★ 🕄 📢 💲 Construction Clean-Up Specialists 🛱 💲 Construction Materials 党 Contractor's Register / The Blue Book Network 🛱 Contractors South **Cooper, Barnette & Page** CORE Project Management Cowin Equipment Company Southeast 🛠 💲 Crabapple Landscapexperts **CrossStone Management** 🛠 Crowder Construction Company

党 CSRA Electrical JATC DCO 家 CSS Coating <u>‡</u> CTAERN 0 **Custom Building Products** X **Custom Enclosure Solutions %** D & L Contractors O. W. Sanders Tile & Stone Contracting **%** DACA **\$** Dahlhauser Group 🛱 🔇 💲 Day & Zimmerman **%** Dean Electric Company **父** Deerfield Environmental Operwood Fasteners 2 Delta Termite and Pest Control X **Dennis Taylor & Company 父** Derr & Isbell Construction **†** Dewayne Moore Painting **家 Diversified Utility Services** DNK Construction 🛱 📢 💲 Dollar Concrete Construction Company Donley's Concrete Owney Trees 🛠 🛱 📢 💲 DPR Construction Duckworth Development Duffey Southeast Dynamic Sports Construction 🛠 🛱 🔇 💲 E.R. Snell Contractor S EC Electric ★ 🕄 🛟 💲 Eckardt Electric Company 3Contractive Cities of Georgia S Elv Concrete Construction EMC Engineering Services **†** Engineered Openings and Hardware Supply Concrete Essayon Progress Management S Excel Electrical Technologies Y F & S Mechanical and Plumbing Services S Faith Technologies 🛠 🔇 Fastenal 🛱 Finuf Sign Company

🛠 🛱 📢 💲 FitzGerald & Sons Plumbing Company 🛠 Flintco 3 Florida Masonry **Education Foundation** 🛱 🔇 Ś Fluor Flv & Form Structures Foley Design Associates Y Four Hats 🛱 💲 FS 360 Fulcrum Construction GA Northwestern Technical College 🛱 📢 💲 GAF Gainesville Fire Protection & Gas and Supply 🛱 💲 Garbutt Construction Gardner & Sons Sheet Metal 🕱 💲 Genoa Construction 🛱 🔇 💲 Georgia 811 Corgia Apartment Industry Education Foundation 🛱 📢 💲 Georgia Association of Water Professionals 🛱 Georgia Automatic Sprinkler Company Construction Aggregate Association (GCAA) 🕱 🔇 💲 Georgia Department of Education Georgia Department of Labor 🛱 🕥 💲 Georgia Department of Transportation 🕱 Georgia Drywall Georgia EMC Georgia Energy and Industrial Construction Consortium (GEICC) Georgia Fire Sprinkler Association ₿. Georgia High Country Builders Association 🛱 📢 💲 Georgia Highway Contractors Association 🛱 🌎 💲 Georgia Masonry Supply 🕱 Georgia Mechanical 🛱 📢 💲 Georgia Peidmont Technical College 🛱 📢 💲 Georgia Power **Georgia** Power Foundation 🛱 🌍 💲 Georgia Sheet Metal (JATC) 🕱 Georgia Southern University

Georgia Specialty Constructors 🕱 💲 Georgia State Building Trades 🕱 🔇 S Georgia State Financing and Investment Commission (GSFIC) Georgia System Operations 🕱 🕥 💲 Georgia Tech School of Building Construction 🛱 Georgia Trade School () Georgia Transmission Ś Georgia Utility Contractors Association (GUCA) Georgia Work Based Learning Company Gilbane Building Company Gill Plumbing Company 费 **Glass Service Center** (\mathbf{i}) Godwin Pumps ₿. Gold Mech **%** Gold Star Electric **%** Goodman Decorating Company **GPs** Enterprises Grabber Construction Products Ŝ. Grace Construction Products ₿. Grahl Construction 费 Great Southern Demolition ₫. Greater Georgia Concrete Greene & Associates Creenlee Textron Greenwood Group () **Greystone Power Corporation** ₿. Grp Applied Technologies **%** Gunter Construction Company Gwinnett Technical College \$ Gwinnett Technical College 🛱 H.E. Hodge Company A S S Hallway Plumbing Aggregates Hanson Heidelberg Cement Group 🛱 Harbin Lumber X Hardimon Contracting Company 🛠 🛱 🔇 💲 Harrison Contracting Company 🛠 🛱 🔇 💲 HB NEXT Dupply \$ Heads Plumbing Sales & Services Heavener & Associates **Construction Company** 🛱 📢 💲 Herc Rentals

High Grove Partners 🛠 🔇 High Tech Rail & Fence Highgrove Partners 🛱 Hire Dynamics HLB Gross Collins 🛠 Hogan Construction Group 🛠 🛱 📢 💲 Holder Construction Company G Holston Gases **G** S Home Builders Association of Georgia (HBAG) 🛠 Huffman Built 🚊 Hurst Boiler & Welding Company 🛠 Hybrid Environmental Ideal Building Solutions 🛱 Impact Safety 🕱 🕥 Ś Independent Electrical Contractors 🛠 🛱 🔇 💲 Inglett & Stubbs **Electrical Construction** Inspirabuild Interceramic * Interior Logic Group S International Facilities Management Association (IFMA-Atlanta Chapter) 🕱 📢 💲 Ironworkers Local Union No. 387 Ironworkers Local Union No. 704 Ironworkers Local Union No. 709 Vev Mechanical 😵 🛛 J.R. Hobbs Company 🛠 JAMCo James L. Oates III Enterprises S JB & J Construction CONTRACTOR JCI Contractors 🛠 🛱 📢 💲 JE Dunn Construction 🛱 🔇 💲 Jerry L. Johnson & Associates Jim Boyd Construction 🕱 🔇 💲 John F. Pennebaker Company G John Roberts Design ✤ Johnson-Lancaster & Associates 🛱 🔇 💲 Jollay Masonry G Jordan & Skala Engineers 🛱 Kennesaw State University Kimberly-Clark Professional King of Swings

2 Knight Construction & Associates **†** L and T Flooring 党 L.F. Schwartz & Son 党 L&G Metal Building Consultants <u>#</u> Lade Danlar / US Electrical Services Candmark Landscapes 党 Lanier Technical College 费. Lasseter Tractor Co. 🕱 📢 💲 Laticrete International 🛱 Lawson Air Conditioning & Plumbina 2 Construction C LeMay Electric Level Construction Services **%** Lewis Contracting Services X Lichty Commercial Construction 🛱 🔇 💲 Lincoln College of Technology 🛱 📢 Lincoln Electric ₿. Local #72/Mechanical Trades Institute **%** Long Engineering 2 LRA Constructors 党 M and R Equipment Rental <u>‡</u> Macon Door & Hardwarde 🛱 🔇 MAGIC (Mentoring a Girl in Construction) 党 MAI Risk Advisors () make3 architects 🛠 🛱 📢 💲 Marek Interior Systems / MEMCO Marietta Power 🛱 S Martin Concrete Construction Martin Marietta 🕱 🔇 💲 Masonry Association of Georgia Master Safety Solutions Maver Electric Supply ★ ♣ ♠ ♦ McCarthy Building Companies MCI Enterprises ★ 🛱 📢 Ś McKennev's McKnight Construction Company **%** McLean-Behm Steel Erectors MEAG Power 🛱 🔇 💲 Mechanical Contractors Association of Georgia 9 Mechanical Trades Institute 🛱 Meja Construction

Memco Solutions 🛠 🛱 🔇 💲 MetroPower 🕱 💲 Mid-South Interior & Exterior 🛠 🛱 📢 💲 Mid-South Roof Systems 🛱 🛛 Middle Georgia Mechanical ₿. Millard Inc. Architects **公** Miller Mechanical Contractors & Engineers Millwright Local 1263 Ailwaukee Tool **%** Minski Built (Montana) Independent Contractor MOPAC Paint & Building Supplies Mulherin Lumber Company Mulkey Enterprises National Association of Landscape Professionals Nations Roof DCCER 🕱 🔇 💲 NECA- Southeastern Line Constructors ★ ♣ ♦ ♦ New South Construction 🛱 Nix Fowler Construction North American Mission Board 🕱 North Georgia Technical College S North Georgia Brick Company 🕱 North Georgia Technical College 🛱 🔇 💲 North Perimeter Contractors 🕱 Northside Building Services **%** Northwest Express Roadbuilders **%** NPSG Services ✤ Ochoa Construction ₿. Oconee Fall Line Technical College Ogeechee Technical College Oglethorpe Power 😚 One Path ONSITE Woodwork Corporation OSHA • Outdoor Expressions S Overhead Door Company of Atlanta 🛱 Overhead Door Company of Augusta Oxford Construction 🛱 🔇 💲 Palmetto Automatic Sprinkler 2 党 **S** Parrish Construction Group

Pattillo Construction DC Construction 🛱 💲 Peachtree Equpment 🕱 🔇 💲 Pearson Regional Education 🛱 🔇 💲 Peek Pavement Marking 🛠 🛱 🕥 💲 Penco Electrical Contractors Second Ready **G** Phillips Corporation Pike Electric Pinnacle Structures Pipefitters Local 72 Y Piros Signs 2 3 Pittman Construction Company Ilants Creative Landscape Plumb Works Plumbers & Pipefitter Service Technicians 🕱 Plumbing Service Company 2 3 Plumbing-Heating-Cooling Contractors Association of Georgia Porter Roofing Contractors Prad Group Pratt-Dudlev Builders Supply Company 🛠 🛱 🔇 💲 Precision Concrete Construction 🛱 📢 💲 Prichard & Jerdan 🛠 🛱 Primus Builders 🕱 🕥 💲 Protec Fire Safety PSG Construction Dyles *** Contractors** 🛠 Quanta Telecommunication Services Quikcrete 2 Quillian Powell Construction Company R & D Mechanical Services 🔇 R.J. Hammond Sheet Metal 🕱 💲 R.K. Redding Construction 🕱 🔇 💲 R.W. Allen Construction Ra-Lin and Associates **†** RAM Tool Randall Lowe Plumbing Ratio Product Lab Ray Diamond Glass

🛠 Rav-O-Lite-Southeast 🛠 Raydeo Enterprises RD.JF 😵 Ready Mix USA Reames Concrete Company Redmond Machinery 205 Reeves Construction Company Reeves Young Construction **Reliance Interiors %** Remetronix 🕱 💲 Renfroe Construction 🛱 Rightway Drywall River City Contracting 🛠 Road Safe Traffic Systems 🕱 🕥 💲 Robinson Paving Company Rock Services 🛠 Rogers Construction 🛱 🔇 💲 Rogers Electric 🛱 🔇 💲 Roof Consultant's Institute, Georgia Chapter 🕱 💲 Roofing & Sheeting Metal Contractors Association of Georgia Roswell Rotary \$ RPI Underground () **Rugby Architectural Building Products** Rutland Low Voltage Systems Ryerson Steel Safe Aire Heating & Cooling Salice Schluter Systems Scotis Construction Scruggs Concrete Company 2 Seaboard Construction **家** Seating Installation Group 🛠 Sentry Roof Services Shady Vent Construction SharkTech Academy Shell McElroy Construction Company **†** Sheridan Construction **†** Sia Cox \$ Simco Interiors 2 Simpson Trucking & Grading Sitework Construction

SKANSKA USA Skylar Morgan Furniture + Design 🛠 🔇 💲 Skyline Forming Skytel Contractors Sluss & Padget 党 Smith Iron Works 9 **Snapping Shoals EMC** ₿. South Georgia Brick Company <u>Ż</u> South Georgia Technical College Â South State Bank **\$** Southeast Scanning & Coring 🕱 🔇 💲 Southeastern Carpenters Union, Local 256 **Southeastern Line Constructors** Chapter, NECA 🛠 Southeastern Traffic Supply 3 Southern Company 党 Southern Crescent Technical College � Southern Pan Services Company 党 Southern Regional Technical College Southwire Sovereign Construction & Development Specialty Tile Products Speir & Associates Electrical Contractors 🛠 Sports Fields <u>\$</u>\$ Sports Turf Company SRJ Architects 贲 Stafford Builders & Consultants 2 Stage Front Productions X Stangood Electric 🛠 🛱 📢 💲 Stasco Mechanical Contractors 🛠 State Farm Steel King Industries 🛠 🛱 📢 💲 Stewart Brothers STH Electrical Contractors Stiles Heating & Cooling ₿. Summers Roofing Company 党 Summit Concrete Construction 党 Sunbelt Ag Expo Sunbelt Rentals 🛠 ‡ 🔇 \$ Swinerton Swofford Construction

🛱 Syfan Logistics Tafollas Construction Ŝ TCM Waterproofing 🛠 🛱 🔇 💲 Tebarco Mechanical Corporation College System of Georgia TechniqueConcreteConstruction 🛠 🛱 💲 TECTA America Southeast S The Annie E. Casev Foundation 🛠 💲 The Arthur M. Blank Foundation 🛱 📢 💲 The Beam Team 🛠 🛱 🔇 💲 The Circle Group The Collective at Cumberland 🛱 📢 Ś The Conlan Company 🛱 🔇 💲 The Georgia Urban Ag Council **S** The Home Depot S The Home Depot Foundation 🕱 💲 The Jon Smith Group The Macallan Group 🕱 💲 The Miller Group 🛱 📢 💲 The Roof Depot The Sack Company 🛠 🛱 🔇 💲 The Winter Construction Company 🛠 🛱 🔇 💲 Thomas Concrete of Georgia Thomas Supply Company 党 Thompson Roofing and Metal Company Thyssen Krupp Elevator TIGHITCO S Titan Electric Display Toolbox 🕱 🔇 💲 Tractor Equipment Company Travelers 家 Trees Atlanta ₿. Tri-Star Contractors Trinity Fabricators ₿. TriScapes 🛱 TTL USA Tulsa Welding School 🛠 💲 Turner Construction Company **%** Tusco **†** Tyson Steel Building Products Onited Electric 😵 United Forming Onited Refrigeration

() S United Rentals Onited Rentals - Trench Safety **S** Universal Steel 🛱 📢 💲 Up Scaffolding Detime Electric 🔇 Utiliquest 🛱 Valdosta Commercial Doors & Hardware 🕱 Valdosta Mechanical 😵 VanKirk Electric ₿ 🔇 Š VCC Vermeer Southeast **Ś** Versico 🛠 Vulcan Construction 🛠 🛱 📢 💲 Vulcan Materials Company W.S. Nielson Company **Walker Concrete** 🛠 Wall Designs Unlimited 🛱 🌍 💲 Wayne J. Griffin Electric Western Summit 🕱 Whitehead Industrial Hardware ★ 🕄 🔇 \$ Wiginton Fire Systems S Willis Towers Watson Group Window Replacements of Georgia 🛱 Wiregrass Electric 🛱 Wiregrass Technical College 🛱 WLS Construction Wood Partners Ŝ. WorkSource Atlanta S WorkSource Atlanta Region Ŝ. WorkSource Cobb Ŝ. WorkSource DeKalb S WorkSource Fulton \$ WorkSource Georgia Wright Brothers Construction Company 🛠 Wright of Georgia **☆** ♣ **③ \$** Yancey Brothers Yancey Rents S Yates Insurance Agency 🕱 Yohe Plumbing, Heating & Air/HVAC S Young Contracting/SE Zac Brown Customs 🛱 📢 💲 Zachry Group



MAKES AN MPACT

We put people to work in the construction industry. We exist to create success stories. They are "THE WHY" that drives CEFGA and all that we do as an organization.



PROGRAM METRICS

Placement of Graduates since 2014

Days to 🧉 Industry Placement

Graduates Employed after 365 Days

Average Age

Total Program **J 3 6** Graduates

895

Placements into Full-Time, Living Wage Careers

\$12-15 Starting Range of Pay for Graduates (per hour)

SA1N+

Wages Earned

by Graduates since 2014

CEFGA 2019 Annual Report

30



1,192 Students Earned Credentials

5,914

Students Exposed to a Career in Construction

603

Students in Work-Based Learning/Youth Apprenticeship Program

HIGH SCHOOL Metrics

122

Construction

Total High School Programs 48 97

Metals Architecture

Average Enrollment per Program



High School Industry Certified Programs

505 Graduates Entering Industry



CareerExpo CareerExpo METRICS

86K

Total Attendees since 2005, CareerExpo's first year

8,615 Total Attendees in 2019

Worlds

Featured

in 2019



Students

1,187

Influencers (Teachers, Parents, Counselors and School Administrators)

1,514

Industry Volunteers, Exhibitors and Other Guests

31



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