



2024 ANNUAL REPORT

CONTENTS

- 03 A Message from the President & CEO
- 04 Ready to Transform Lives and Our Industry: Construction Ready Highlights
- 06 Ready to Train the Next Generation: K12 Program
- 10 Ready to Launch New Careers: Pre-Apprenticeship Program
- 14 Ready to Make Connections: CareerExpo
- 18 What It Takes to Get People Ready
- 20 Ready to Celebrate Industry Talent: Champions' Awards
- 22 Ready to Show Our Appreciation: 2024 Sponsors
- 24 Ready to Support and Serve the Industry: Leadership, Staff, and Board
- 26 We are Construction Ready
- 27 2024 Financials



A MESSAGE FROM THE PRESIDENT & CEO

Construction Ready prepares people for a career in construction and a new life. People who are “ready” commit and put in the work. This is true of our program participants, sponsors, and school and industry partners. You’ve all helped make this our best year yet, and we’re excited for what’s ahead.

There was a time, not long ago, that the only acceptable path to success was a four-year degree.

This has changed. People are more “ready” than ever to explore careers in the skilled trades and construction; to consider careers that don’t require a four-year degree or mountains of student loan debt.

Therefore, it’s critical that we continue to educate them and make them aware of opportunities in the skilled trades; and that we continue to direct them to the best training programs and employers for long-term, rewarding careers.

For the more and more people in Georgia and beyond who are raising their hands and saying, “I am ready,” we are “ready,” too—and we are here to help them find a great career in construction.

I hope you enjoy reading about some of our success in K12 Education and with our Pre-Apprenticeship Program over the last year.

If you are a sponsor, thank you for providing the resources to make our work possible. If you are a school partner, an administrator, or a teacher, thank

you for all that you do for our youth, the future of our industry, and our country. If you are an industry partner, thank you for volunteering your time and pouring into our students, through our CareerEXPO, Construction Ready Workshops, or directly in our classrooms.

I can’t wait to see what we all do together in 2025 to bring even more people into construction.

Are you ready?

Scott Shelar
President & CEO



501(c)3 non-profit organization created in 1993 as the Construction Education Foundation of Georgia.



People are more ‘ready’ than ever to explore careers in the skilled trades and construction. We are ‘ready,’ too.”



READY TO TRANSFORM LIVES AND OUR INDUSTRY

Your support of Construction Ready opens people's eyes to the tremendous opportunities in the construction industry that offer high wages and upward mobility. And there's never been a bigger need. In 2024, the U.S. lacked 500,000 construction workers and the need is growing. Together, we're making an impact.



Construction Ready Highlights of the Year



Expanded our reach by organizing our first-ever CareerEXPO in Florida and continuing support of the Florida SkillsUSA State Championship.



Placed more than 2,300 new employees in the construction industry over the last 12 months through our K12 and Pre-Apprenticeship Programs.



Organized four teacher training workshops, impacting a record 100+ teachers to take industry-informed training back to their classrooms.



Launched our 'See It To Be It' Program impacting more than 500 students who don't have a full-time construction program in their school.



The thing I love most about the program was feeling like I was part of the team, being able to build that team spirit."

— Kelli Smalls
Pre-Apprenticeship Graduate;
Service Director,
RangeWater Real Estate



READY

TO TRAIN THE NEXT GENERATION

K12 Program

The K12 Pipeline equips elementary, middle, and high school students in Georgia with valuable construction skills. This program is a collaboration among the Georgia Department of Education, educators, counselors, work-based learning coordinators, CTAE administrators, legislators, and industry partners.

Getting Them Ready Early

Construction Ready programs start in elementary school because opening young people's eyes to the skills and opportunities early increases the number of participants in our high school programs. This increases the number of young skilled workers ready to build and grow their careers.



K12 PROGRAM METRICS

13

Elementary School
Construction Programs

12

Middle School
Construction Programs

233

High School
Construction Programs

81

Industry-Certified
High School Programs



There's more demand now for [skilled labor] than there ever has been."

— Kaleb Blalock
Lee County High School Senior;
SkillsUSA Competitor

"I couldn't [weld] to save my life. I finally picked it up, and I was like, 'This is awesome!'"

— Cody Kelley
Lee County High School Senior

HIGH SCHOOL METRICS



19,000+
Students Enrolled



296,806
Introductions to Career Opportunities



2,129
Job Placements
(31% increase)



18
New Programs
(38% increase)



10,000+
High School Students Created Digital Platform Profiles

SUCCESS STORIES

Avi Sanchez
Marion E. Barnes Career Center, Class of 2023;
Laborer/Superintendent-in-Training,
RW Allen Construction

Avisai “Avi” Sanchez had a successful launch to his career in construction due to his strong work ethic and some positive role models in his corner—his father, who is also in construction, and Monte Ward, Avi’s construction teacher at Augusta’s Marion E. Barnes Career Center, a program Construction Ready supports.

With the skills he learned, Avi finished second at his SkillsUSA Regional contest in January 2022 and won the AGC Skills Challenge the following August. By then, he had caught the eye of several employers including Scott Clark, president and CEO of RW Allen. Avi graduated third in his class and started work with RW Allen the Monday after graduation.

“Scott Clark was always looking after me. We grew a connection that was more than just work or more than just competing. He would call the school, asking how my grades were, making sure I was going to my classes.”



Ryan Gilbert
Harris County High School, Class of 2022;
Tender, Pheonix International

Two years ago, Ryan Gilbert took a Metals Pathway course at Harris County High School. Now he’s repairing pipelines and bridges underwater. He’s a tender for Phoenix International in his second year of a commercial diving career.

“Normally in construction, you have specialties,” Ryan said. “When it comes to diving, because there are many different jobs that have to be done, the diver basically has to understand how to work with everything down there.”

His biggest assignment was working on the collapsed Key Bridge in Maryland. “It was pretty nerve-wracking to get the call, but once you get there, you don’t really have time to think of its importance until it is done.”

Ryan enjoys his exciting career and credits the programs sponsored by Construction Ready to set him on his path.

“When you show students they can get their OSHA 10, they can get credentials that mean something in the real world.”



Melany Rodriguez
Lanier College and Career Academy, Class of 2023;
Electrical Apprentice, Titan Electric

Melany Rodriguez first learned from her father, an electrician. Once she started the Construction Ready program in high school, there was no stopping her.

“I would practice [connecting wires] through a switch to a light bulb and an outlet. Just practice and practice, do it again and again until I got it right.”

Her dedication paid off. She placed first in the SkillsUSA regional and qualified for the SkillsUSA State Championships, hosted by Construction Ready. There, she connected with electrical contractors, including Titan Electric, who quickly hired her.

Melany dreams of owning an electrical business that provides employment opportunities and training for bilingual laborers.

“We used to pass by this local supermarket here in my town. I would see all these hard-working men, laborers, waiting for someone to pick them up, and I would think, ‘This was my dad 18 years ago. When I get older and I’m a CEO one day, I’m going to train them and give them an opportunity just like my dad got.’”



READY TO LAUNCH NEW CAREERS

Pre-Apprenticeship Program

In this intensive 20-day program, participants can earn up to eight industry-recognized credentials. We equip them with hands-on training, employability skills, and connections to hiring employers, so they are ready to start their new careers upon completion.



Construction Ready's pre-apprenticeship credentials offered

- NCCER Core Credential
- First Aid / CPR / BB / AED Certification
- Powder-Actuated Tool Certification
- OSHA 10-Hour Card
- Laser Tool Certification
- Forklift Safety Awareness
- ATSSA Utility Flagger Certification
- Competent Person Training in Fall Protection



Construction Ready has made a big impact on my life. I have gained so much experience, and I have a newfound respect for construction workers."

— Christina Andrade
Pre-Apprenticeship Graduate;
Laborer/Carpenter,
J.E. Dunn Construction Group

PRE-APPRENTICESHIP METRICS

13

Classes

206

Graduates

91%

Job Placement

\$18.52

Average Hourly
Starting Pay

70%

of Graduates Still
Employed after 1 Year

\$120M+

in Wages Earned
Since 2014



SUCCESS STORIES

Lewis Robinson

Pre-Apprenticeship Graduate,
Goodwill Southern Rivers Albany;
Field – Skilled Tradesman,
Pellicano Construction

Lewis Robinson knew his way around a toolbox. But after starting the Construction Ready Pre-Apprenticeship training, he realized he had a lot to learn.

“Some of the terminology I was using was wrong. Some of the ways of doing things that I thought were absolutely right were absolutely wrong.”

His willingness to learn and impressive work ethic helped Lewis stand out when Pellicano Construction vetted job candidates from his class.

“He’s one of those impact players we can put with anybody. He rolls up his sleeves and goes to work,” said Meridith Holland, Pellicano’s Vice President of Corporate Development and Strategic Growth.

Lewis’s goal is to become a superintendent and mentor young people in the trades. He wants more people to share his experience with his new career.

“I can see something I started, I can see something I finished. Every time I pass by, I can say, ‘I built that.’ I love this job, period. I really do.”



Kimberly Binns

Pre-Apprenticeship Graduate,
Westside Works; Project Engineer,
Hogan Construction Group

Kimberly Binns has the creative mind of an artist and, thanks to Construction Ready, the hands-on skills to turn a building design into reality. She earned a fine arts degree, but it wasn’t until completing Construction Ready’s Pre-Apprenticeship training that she found her career. After graduating in March 2024, she went to work as an office engineer for Hogan Construction Group.

“I basically hit the ground running when I got here and I continue to learn every day. It really has changed my life in a short period of time. I’m a hard worker, but I know for a fact that I would not have this opportunity if I had not gone through the program.”



Tra’Quann Williams

Pre-Apprenticeship Graduate,
Perry Career Academy;
Cabling Technician, NetPlanner Systems

Tra’Quann Williams wasn’t sure what he would do after high school, but a door to a career was opened when he learned about Construction Ready’s Pre-Apprenticeship program. Four weeks after starting the program, he had a job offer as a cabling technician from NetPlanner Systems.

“Construction Ready brings out great companies [to hire graduates], and you’re getting great benefits at whatever company you choose. At the end of the class, you have options to do what you want to do.”



READY FOR ADDITIONAL SKILLS & OPPORTUNITIES

Construction Ready Plus

Program participants can continue to earn more advanced credentials after they’ve completed the pre-apprenticeship program through Construction Ready Plus. This program is sponsored through The Home Depot Foundation and enables our pre-apprenticeship participants to gain additional skills and credentials that help them advance their careers and increase their overall income.

Jonesha Arnold

Pre-Apprenticeship and Construction Ready Plus Graduate,
Westside Works; Dump Truck Driver, ER Snell

Jonesha Arnold has earned over a dozen industry credentials. She completed our pre-apprenticeship program, trained at Westside Works and Goodwill Industries, and further expanded her skills through Construction Ready PLUS classes.

Using the skills she’s acquired, Jonesha built a garage, added a deck, and installed a wooden fence around her mother’s property. Today, she works with ER Snell, a road and bridge construction company, delivering asphalt, sand, and gravel to road construction sites where no two days are alike.

Construction Ready has not only helped Jonesha launch her career, she wants to use the skills she’s learned to make a difference. Jonesha plans to provide home repairs to residents in low-income neighborhoods.

“I just want people to know that there are still people out here who care and who are willing to help.”





READY TO MAKE CONNECTIONS

2024 CareerEXPO and SkillsUSA Competitions

Nearly 10,500 attendees from across Georgia and Florida attended the 2024 Construction Ready CareerEXPO this year. Students competed in various skills challenges and got to meet potential employers.

CAREEREXPO METRICS

2

Locations:
Georgia and
Florida

10K+

Total Attendees
Across Both
Locations

7.4K+

Elementary, Middle
and High School
Students

1.7K+

Industry
Volunteers
and Guests

1.3K+

Teachers,
Administrators
and Counselors



For me, it
all started
with the
Construction
Ready
CareerExpo.”

– Cameron Newell
Senior Superintendent,
DPR Construction

“This is
the most
beautiful
experience
of my life.”

– Ernst Pierre
SkillsUSA Florida
Competitor

Georgia CareerEXPO

Held at Atlanta's Georgia World Congress Center, Construction Ready's Georgia CareerEXPO attracted a record number of visitors this year with more than 9,200 total attendees, including 6,500 students, 1,500 industry volunteers, and 1,200 educators.

WATCH THE VIDEO!

Scan the QR code or visit
youtu.be/AhQXkTYsKeg



READY TO BE INSPIRED

Champions Breakfast

Our Champions Breakfast is designed to feed our SkillsUSA Competitors before they begin their big day of competitions! We also take the opportunity to inspire our future builders with on-stage testimonies from young builders already thriving in the industry. More than 900 students, teachers and industry leaders attended our Champions Breakfast in 2024.



WATCH THE VIDEO!

Scan the QR code or visit
youtu.be/5NKjQjksVxk



Florida CareerEXPO

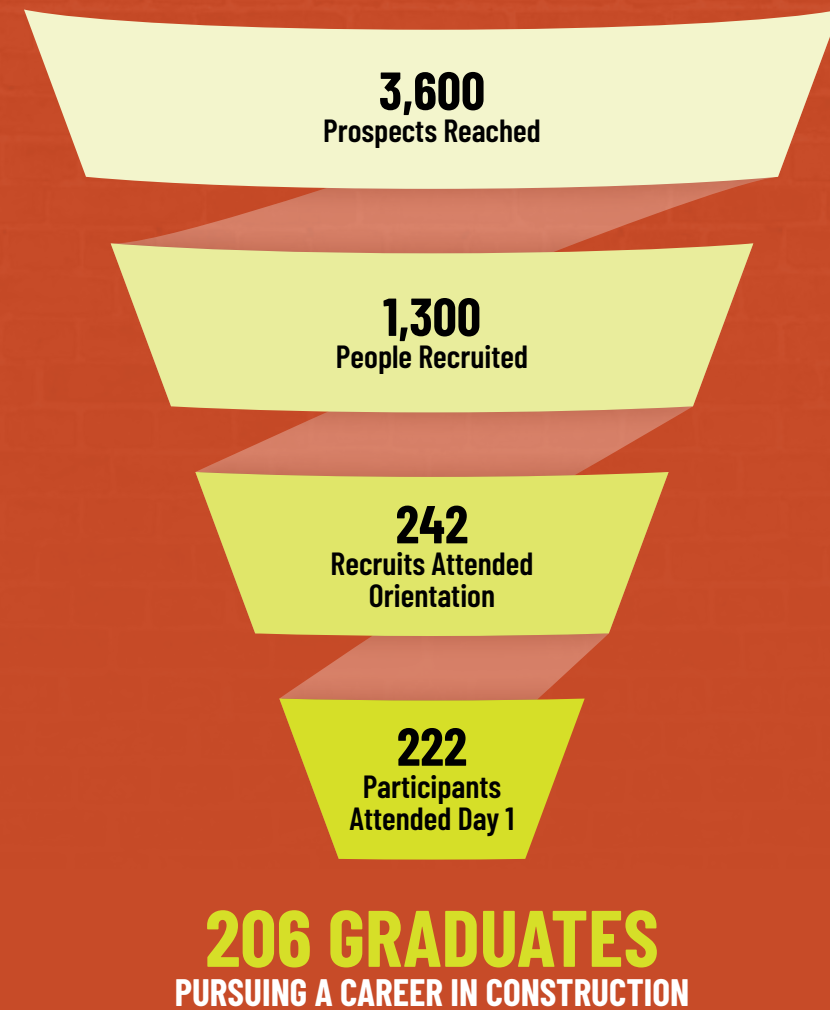
Construction Ready took CareerEXPO to Florida for the first time at the SkillsUSA Florida State Championships. The Prime Osborn Convention Center in Jacksonville was buzzing with energy from the 1,250 total attendees, including 950 students, 200 industry professionals, and 100 educators.

WHAT IT TAKES TO GET PEOPLE READY

Our staff, industry partners, school administrators, and educators are all committed to solving the workforce shortage and opening people's eyes to the tremendous opportunities in the trades. A lot of work goes into achieving the results you see on the previous pages.

FUNNELING WORKERS INTO THE SKILLED TRADES

To achieve our level of success in training and preparing qualified workers, we cast a wide net. Following, as an example, are numbers from the last year of what it took to get to 206 Pre-Apprenticeship graduates.



Pouring into the Construction Industry



Employer Training

This year, we held workshops to inform our industry partners on best practices for hiring young workers, recruitment, retention, and breaking down youth employment barriers.



Industry in the Classroom

Construction Ready partnered with local construction companies and industry leaders to provide hands-on training for students in high school construction programs.



Teacher Training

Construction Ready trains teachers from across the state in multi-day sessions to grow their skills and teach industry best practices.



Counselor Workshops

We trained high school counselors on career paths in construction and building industry networks so they can educate their students.

EMPLOYERS WITH THE MOST HIRES FROM OUR PROGRAMS



In this crazy world we work in, teachers need someone to back them up, supply their needs, and know they have someone in their corner at all times. Construction Ready is that team."

— Jerome Black
Cass High School
Construction Teacher

READY TO CELEBRATE INDUSTRY TALENT



Champions' Awards

The Construction Ready Champions' Awards recognize impact makers and companies that invest in workers to ensure their long-term success in the construction industry. And the winners are...

Leadership in Education

Dr. Terry Young

Executive Director and Principal,
Perry Career Academy

Leadership in Industry

Larry Vincent

Executive Director,
Development Authority of Clayton County

Employers of the Year

MetroPower

Anning-Johnson Company
Holder Construction

K12 Graduates of the Year

Joshalynn Harris

Maxwell High School of Technology,
Class of 2019
Certified Pipe Welder,
Viking SupplyNet

Ryan Jones

Mary Persons High School, Class of 2015
Project Manager, MEJA Construction

Jackson Dodd

Bainbridge High School, Class of 2010
Owner, New South Roofing

Pre-Apprenticeship Graduates of the Year

Lucio Martinez Trejo

Perry Career Academy Group 2
Roof Service Technician,
Apollo Primm Roofing

Tyshaun Troy

Social Circle ("Hard Hat in Hand") Group 2
Carpentry Apprentice,
Anning-Johnson Company

Andrea Searles

Build Cobb Group 16
Utility Locator, Utiliquest

Teacher of the Year

John Wanner

Lee County High School

Administrator of the Year

Dr. Valery Lowe

Director of College
and Career Development,
Forsyth County Schools

Teacher Impact Award

Our Teacher Impact Award rewards teachers for making a workforce impact using metrics such as how much they increased awareness of the programs, credentials their students earned, and placements. We've awarded more than \$300,000 this year to teachers.

Teacher Impact Award Winner:

Greg Harrell

Construction Teacher,
Bainbridge High School



READY TO SHOW OUR APPRECIATION

2024 Sponsors

Our programs are made possible through the vision and contributions of our sponsors. Because of their generosity, thousands of people who had no clear path to the future are now thriving in well-paying careers. We are grateful for their tremendous contributions and look forward to working with them to inspire more people to begin their careers in the skilled trades. These are our 2023-2024 sponsors.

PRESENTING – \$100,000+



PLATINUM – \$50,000+



GOLD – \$25,000+



SILVER – \$10,000+

Atlanta Electrical Contractors Association
Batchelor & Kimball
Blackline
Brasfield & Gorrie (Georgia)
Brightview Landscape Development
C.C. Owen Tile Company, Inc
Garbutt Construction Inc
Georgia Association of Water Professionals
Georgia Power/Southern Company
H.J. Russell & Company
Hogan Construction
IMPACT Development Management
KC Painting & Coatings
May P. & Francis L. Abreu Charitable Trust
Marek Interior Systems
Masonry Association of Georgia
NCCER
NECA-Southeastern Line Constructors
Precision Concrete Construction, Inc.
Roof Management
The Conlan Company
Terracon Foundation

BRONZE – \$5,000+

Ace Electric
AGL Foundation
Brent Scarbrough Construction
The Circle Group

Dulakis Painting
Florida Roofing and Sheet Metal Contractors Association
Georgia Department of Transportation
Georgia Utility Contractors Association
Gilbane Building Company
Independent Electrical Contractors
IES Communications LLC
Iron Workers Local Union No. 387
Jollay Masonry, Inc.
McKenney's
Mechanical Contractors Association of Georgia
Oglethorpe Power
Peachtree Equipment
Petticoat-Schmitt Civil Contractors
Strack
Swinerton
Tom Barrow Company
Unlimited Welding
Zurich North America

BASIC – \$2,500+

All-State Electrical Contractors
Allison Smith Company
Argos USA
Atlanta Gas Light
BELFOR Property Restoration
Benjamin Moore
C.A. Murren and Sons Co
C.D. Moody Construction
Carroll Daniel Construction Company

Choate Construction
Cleveland Electric
Consolidated Electrical Distributors
Duffey Southeast (Georgia)
Fitzgerald & Sons Plumbing
Georgia-SMACNA
Georgia Transmission
Graybar Electric
Harrison Contracting Company
HB NEXT Corporation
HLB Gross Collins
JLMCC
Juneau Construction Company
MEAG
Miller Electric
Northeast Florida Builders Association
Parrish Construction Group
Penco Electrical Contractors
PHCC of Florida
Plateau Excavation
Plumbing Heating and Cooling Contractors (PHCC)
Ready Mix USA, LLC
Reeves + Young
Ronnie D. Jones Enterprises
Ruby Collins
Sherwin Williams
Southwire
Staff Zone
Sterling Seacrest Pritchard
The Superior Group
Tractor & Equipment Company
UES
W.W. Gay Mechanical Contractors

To learn about Construction Ready sponsorship opportunities, visit constructionready.org.

READY TO SUPPORT AND SERVE THE INDUSTRY

Construction Ready introduces the trades to a world that's been conditioned to see a four-year degree as the only path. Our board and staff provide the leadership and tireless work needed to continue to change people's minds and lives and fill a huge need in the construction industry.

Leadership

Scott Shelar
President & CEO

Scott has held many different jobs throughout his life, including paper boy on the icy roads of Washington D.C.; lifeguard on the sunny beaches of St. Augustine, Florida; sports writer under the bright lights of high school football in South Georgia; and communications manager for the Atlanta Paralympic Games.

But in 1996, Scott found his calling. That year, Scott was hired as Director of Education and Safety for the Georgia Branch, Associated General Contractors (AGC). There, he learned about the construction industry's need for motivated, trained, quality workers.

Scott joined Construction Ready (formerly CEFGA) in 1998. Under his leadership, Construction Ready has received national recognition for its annual CareerExpo and SkillsUSA State Championships, which draws more than 9,000 attendees annually; and its Pre-Apprenticeship Program, which has trained and placed more than 1,500 men and women in the construction industry since 2014.



John Wilhoite
Chief Operating Officer

Zach Fields
Vice President, K12 Program

Luke Fletcher
Vice President, Recruitment, Placement & Retention

Johnny Hughes
Vice President, Training Development

Staff

Sandra Mathis
*Operations Administrator,
Pre-Apprenticeship*

Cortland Good
Executive Assistant

Veda White
*Director, Admissions
& Community Impact*

Ash Mangham
Director, Program Support

Dean Cutler
Director, Program Support

Clint Pruitt
Director, Program Development

Lorraine Davis
Admissions Recruiter

Roy Rucks
CTAE Senior Advisor

Anthony Welch
*Associate Director,
Training & Site Management*

Jessie Sadlowsky
*Associate Director,
Training & Site Management*

Daniel Jean-Baptiste
Instructor

Nick Bruno
Admission & Retention Manager

Clayton Koffman
Digital Media Specialist

READY FOR TEAMBUILDING

Every October, Construction Ready hosts its popular Kickball Tournament and Field Day in Marietta. Staff and management from construction companies enjoy a day of fun and games, including a spirited kickball tournament that culminates with a champion taking home the coveted Hart Trophy for the year.



Board of Directors

Officers:

Will Etheredge, *Board Chair*
JE Dunn Construction

Brad Hutto, *Board Chair-Elect*
Holder Construction

Dave Tzimenatos, *Immediate Past Chair*
McKenney's, Inc.

Board Members:

Bryson Barnes
Bryson Constructors

Andrea "Angie" Barnett
360 Specialties

Eddie Barnett
E.A. Barnett Group

Chris Bontrager
DPR

Paul Bryant
H.J. Russell & Company

Mike Dunham
AGC Georgia

Michael Hatcher
Sovereign Construction
& Development

Elliot Hunt
Maren Construction

Jamal Jessie
Georgia Power

Jody Klodner
Marek Interior Systems

Scott Lawrence
McCarthy Building Companies

Coralys Rodriguez
Winter Construction

Blake Riedling
Brasfield & Gorrie

Alberto Peluzzo
MetroPower

Jonathan King
Atlanta Gas Light

Daniel Maxson
New South
Construction Company

Rashad Morton
Swinerton

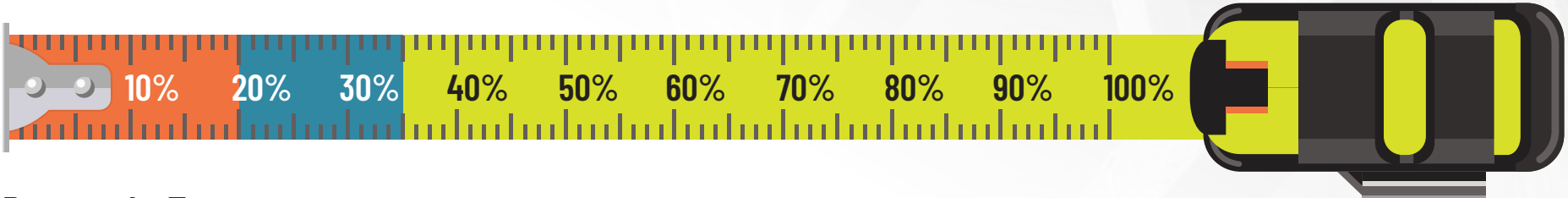
WE ARE CONSTRUCTION READY

Read more Success Stories
at constructionready.org.



FINANCIALS

Construction Ready FY2024 Financials (July 2023 - June 2024)



Revenue by Type

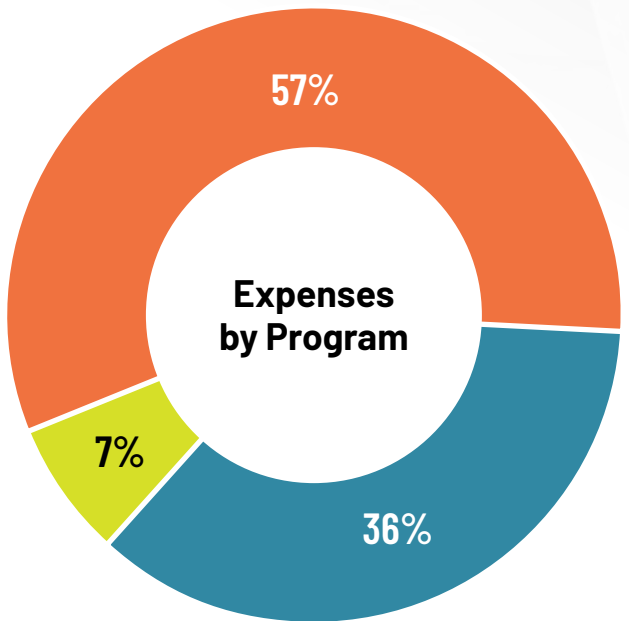
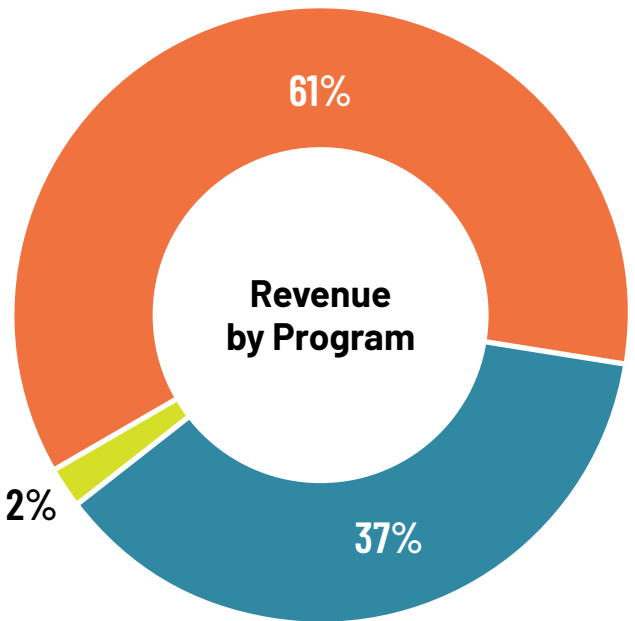
- Government \$855,000
- Private Industry..... \$622,000
- Philanthropic.....\$2,689,000

Revenue by Program

- K12 / CareerEXPO \$2,559,749
- Pre-Apprenticeship.....\$1,533,873
- Operations..... \$72,378

Expenses by Program

- K12 / CareerEXPO \$2,439,853
- Pre-Apprenticeship..... \$1,517,609
- Operations..... \$315,056



Construction Ready is making an enormous difference in communities throughout Georgia and Florida, and we're just getting started. Join us in bringing more qualified people into construction. The more skilled tradespeople we have, the better world we can build.

Ways you can be part of it:



TIME

There are opportunities to help us spread the word and connect with others. Please contact us and learn how you can help.



TREASURE

As with every nonprofit, funding drives our efforts. While we've made a big impact, there's more work to be done. Please consider contributing financially.



TALENT

If you are skilled in a construction-related field or part of a larger company, there are opportunities for you to share your knowledge.



CONSTRUCTION[®]
READY

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info@constructionready.org