

Inspire &
Train &
Connect &
Build &
Transform.



2025 ANNUAL REPORT

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MESSAGE FROM THE PRESIDENT & CEO

As I think back on 2025, I am most thankful for the opportunity to impact lives in such a fundamental way. Think about this. In the last 12 months, Construction Ready helped more than 2,300 people find a new career in the construction industry.

I always look forward to meeting our graduates. I recently FaceTimed with Joey Gibbs, a 2025 graduate of Harris County High School. Joey won a silver medal in the plumbing competition at SkillsUSA Nationals this summer (pictured top left). We talked about how SkillsUSA and Construction Ready helped influence his career choice. He lit up most when he told me about his new career, fresh out of high school, with Booth Plumbing Company in Columbus. He shared with pride that his first project would be at Fort Benning. This is what it's all about: A young person with clear direction and purpose, making great money straight out of high school without the burden of student loan debt.

We are so proud of Joey and all Construction Ready graduates who take the courageous and less-traveled path of a career in the skilled trades.

At Construction Ready, we know we are making an impact on the skilled labor shortage facing our industry; more importantly, we know we are changing lives every day.

Please be sure and read about our most exciting new initiative. Thanks to a partnership with the Peach Education Tax Credit, individuals and companies can now redirect Georgia income tax to support Construction Ready and the work we do to support individuals like Joey!

We thank you for your support and hope you enjoy reading about our achievements in 2025.



Sincerely,

Scott Shelar
President & CEO

MESSAGE FROM THE BOARD CHAIR

As I begin my role as Board Chair of Construction Ready, I want to express my gratitude for this opportunity and share my excitement about what lies ahead. I am confident that Construction Ready is well positioned to lead the way and drive meaningful progress in addressing workforce development challenges within the construction industry.

For me, Construction Ready has always stood for more than just workforce development—it's about creating opportunity, building community, and preparing people for meaningful and successful careers. With that in mind, I'm committed to helping Construction Ready meet one of the industry's most urgent challenges: the need to inspire and prepare the next generation of construction workers due to the aging workforce.

Over the next two years, I will focus our efforts to reach students earlier, especially in the K12 space, so they can see the advantages a career in construction offers. We will also increase engagement with

industry leaders and invite them to join us through in-kind donations, educational collaboration, and monetary contributions. These relationships are essential to expanding our reach and continuing to promote construction as a career of choice.

I'm honored to work alongside the Construction Ready team, partners, and supporters to make this next chapter our most impactful yet. Together, we'll continue to educate and empower individuals to thrive in this vital industry.



Sincerely,

Brad Hutto
Board Chair

WE
Inspire
PEOPLE TO
GET EXCITED
ABOUT THE
CONSTRUCTION
INDUSTRY AND
ENVISION THE
EXTRAORDINARY
POSSIBILITIES
IT OFFERS



SEE IT TO BE IT: WHERE DREAMS TAKE ROOT

For many students from communities with limited access to opportunity, "See It To Be It" tours offer a glimpse into a world they never knew they could be part of. This year, more than 200 students from Clayton County Schools and Atlanta Public Schools participated, standing inside landmarks like Atlanta's Mercedes-Benz Stadium and meeting the people who helped build them. In those moments, something shifts. Hope sparks. Possibilities open. And they begin to see a future they can proudly build with their own hands.

Construction pays. You don't have to be a doctor, you don't have to be a lawyer. A construction superintendent starts at \$90K. That's starting out."

— Bryson Barnes, President, Bryson Constructors



Metrics

8

Schools

200+

Students

Scan
& See!



INSPIRATION CONTINUES TO GROW AT CONSTRUCTION READY'S CAREEREXPOS

Held annually at the Georgia World Congress Center in collaboration with SkillsUSA, this powerful event connects more than 10,000 students, jobseekers, and educators with professionals across 15+ construction-related fields. Through hands-on experiences, live demonstrations, and real conversations with industry leaders, participants gain more than just exposure—they catch a glimpse of what their future could look like.

In 2025, that same spark reached Jacksonville, where nearly 2,000 attendees experienced the energy of our flagship event. Whether in Georgia or Florida, the mission remains the same: to inspire the next generation and launch them on a path to training, connection, and lifelong transformation.



Scan & See!

Future Builders
at CareerEXPO



Five years ago, it was me talking to the contractors at CareerEXPO and asking, 'What does it take to get to where you guys are at?' Now, I'm there and I'm actually talking to these students, encouraging them, trying to motivate them, like, 'Hey, the sky's the limit for you guys.'

— Wilmar Gonzalez, Georgia Northwestern Technical College Class of 2021; Superintendent, J.E. Dunn Construction



Metrics

8K+

Elementary,
Middle, and High
School Students

300+

Companies

12K+

Total Attendees
Across Both
Locations



Scan & See!

CareerEXPO
Recap Video

From Students to Leaders

2025 Construction Ready Champions Breakfast Student Panelists, left to right: Kaila Fallen, Batchelor & Kimball; Elidia Miranda, Titan Electric; Nadia Rojo, Lanehart Electrical Contractors; Avi Sanchez, RW Allen Construction; Joshua Willis, UtilityTex; and Khaliq Worthy, McCarthy Building Companies.



WE Train

TEACHERS, AND
PROVIDE DIRECT
INSTRUCTION,
TO PREPARE
PEOPLE FOR
LONG-TERM
EMPLOYABILITY,
COMPETITIVE
PAY AND CAREER
SATISFACTION IN
CONSTRUCTION



EQUIPPING LEADERS IN THE K12 SPACE



Camp T&I (Trade and Industry): Teacher Training

In 2025, Construction Ready took a bold step in workforce education by expanding our “train the trainer” model beyond high school. For the first time, we delivered professional development for elementary and middle school teachers—training more than 200 educators to strengthen their skills and enhance the way they prepare the next generation for the workforce.

Counselors Workshop: Student Engagement

High school counselors and work-based learning coordinators serve as bridges to opportunity. During CareerEXPO, we gave them practical tools to connect students with skilled-trade careers—reinforcing one of the most critical links in a student’s path to success.

Workforce Development: Employer Recruitment

During CareerEXPO, we brought industry recruiters to the table. Attendees got an exclusive preview of our digital platform, discovered ways to engage directly with teachers and students, and gained actionable strategies for supporting Work-Based Learning (WBL) programs. By equipping employers with resources, we’re helping bridge the gap between education and employment.

Metrics

200+
Educators
Trained

Scan & See!



PRE-APPRENTICESHIP: IN-DEMAND SKILLS, RECOGNIZED CREDENTIALS, AND LASTING CAREERS

An integral part of Construction Ready's mission is our 20-day Pre-Apprenticeship Bootcamp—a high-impact training program that equips students with essential construction skills and up to eight industry-recognized credentials, all at no cost to participants. More than just instruction, this immersive experience prepares individuals for real-world success. In FY25 alone, we held 14 classes across 9 cities: Atlanta, East Point, Newnan, Columbus, Marietta, Savannah, Augusta, Jonesboro, and Opelika, Alabama. The results speak for themselves. An impressive 97% of graduates are matched with employers upon completion, and 75% remain in the industry.



Metrics

14
Classes held in FY25

202
Pre-Apprenticeship
graduates

97%
placed into
construction careers

75%
of graduates
still working in
the industry

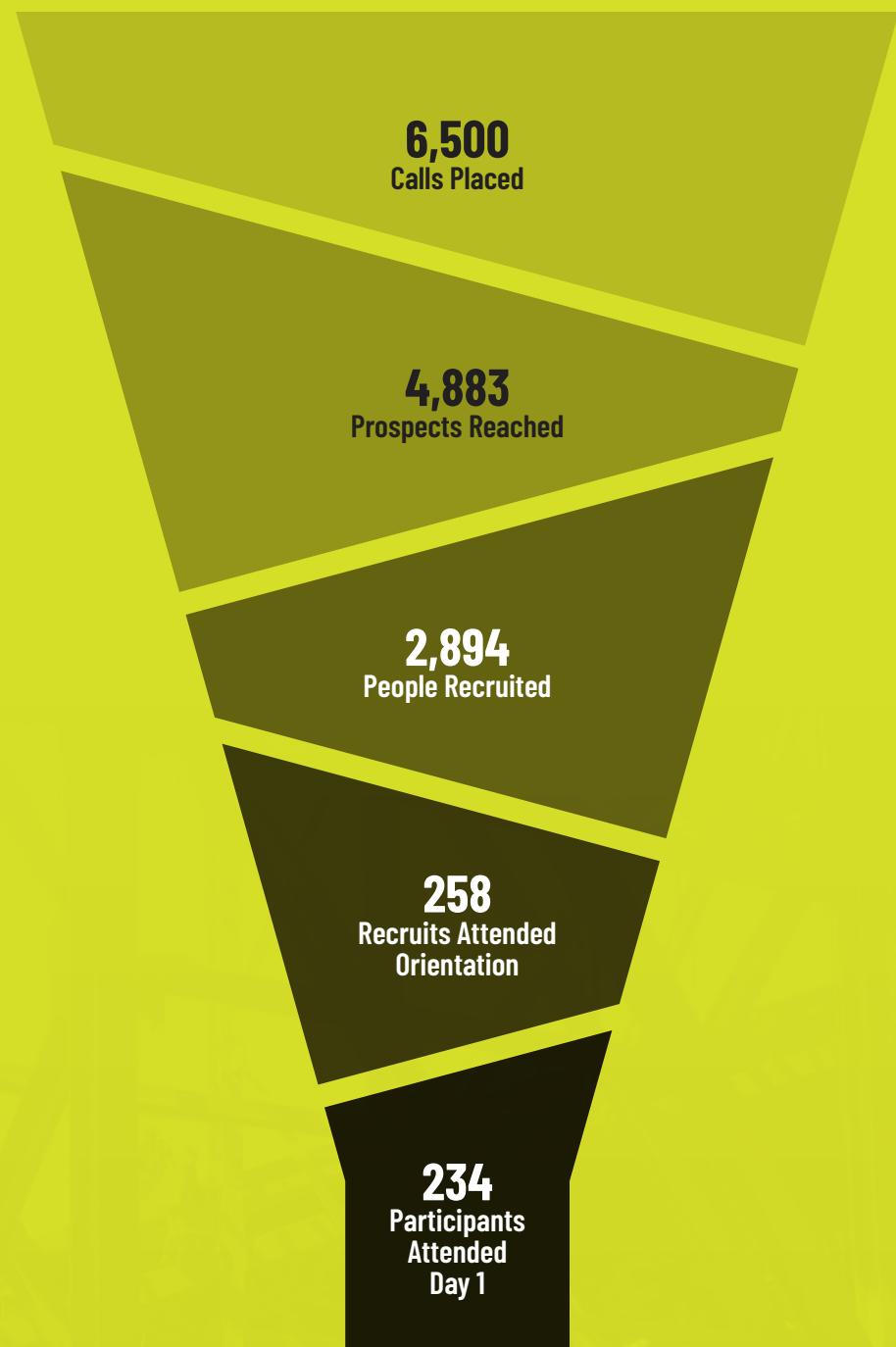
9
training locations
in 2 states, Georgia
and Alabama

**Scan
& See!**



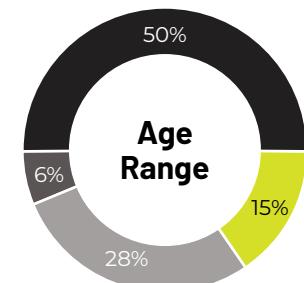
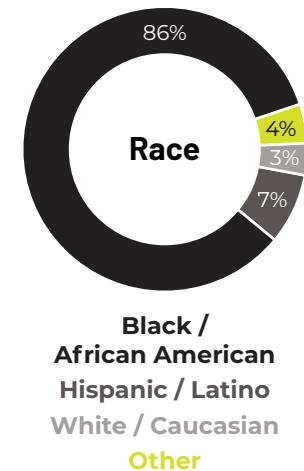
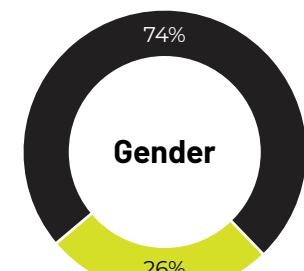
Funneling Workers into the Skilled Trades

Reaching 202 Pre-Apprenticeship graduates last year didn't happen by chance—it took a wide net, relentless effort, and intentional outreach. Here's how we did it.



202 GRADUATES
PURSUING A CAREER IN CONSTRUCTION

Participant Demographics



16-24 Years Old
25-29 Years Old
30-49 Years Old
50-69 Years Old

CONSTRUCTION READY PLUS: ADVANCING SKILLS, ADVANCING CAREERS

Construction Ready PLUS, in partnership with The Home Depot Foundation, is a next step for graduates who have completed the Pre-Apprenticeship program. This advanced training pathway equips participants with specialized skills and additional industry-recognized credentials—such as OSHA 30 and NCCER Crew Leadership Certification—empowering them to take on leadership roles and grow within their careers. In FY25, 55 Construction Ready students and alumni earned advanced credentials through the CR PLUS program.



I really like building things and being in the construction industry, but I need to widen my skill set so I can land a better job and be more enthused to actually go to work. That was the catalyst for me going so hard to get into [the Construction Ready PLUS] program."

— Kevin Daniels, Pre-Apprenticeship and Construction Ready PLUS graduate;
Senior Engineering Technician, Grounded Engineering Services



Metrics

55

Students and Alumni earned advanced credentials through the CR PLUS program, including some participants who earned multiple advanced credentials

10*

earned OSHA 30 Certification

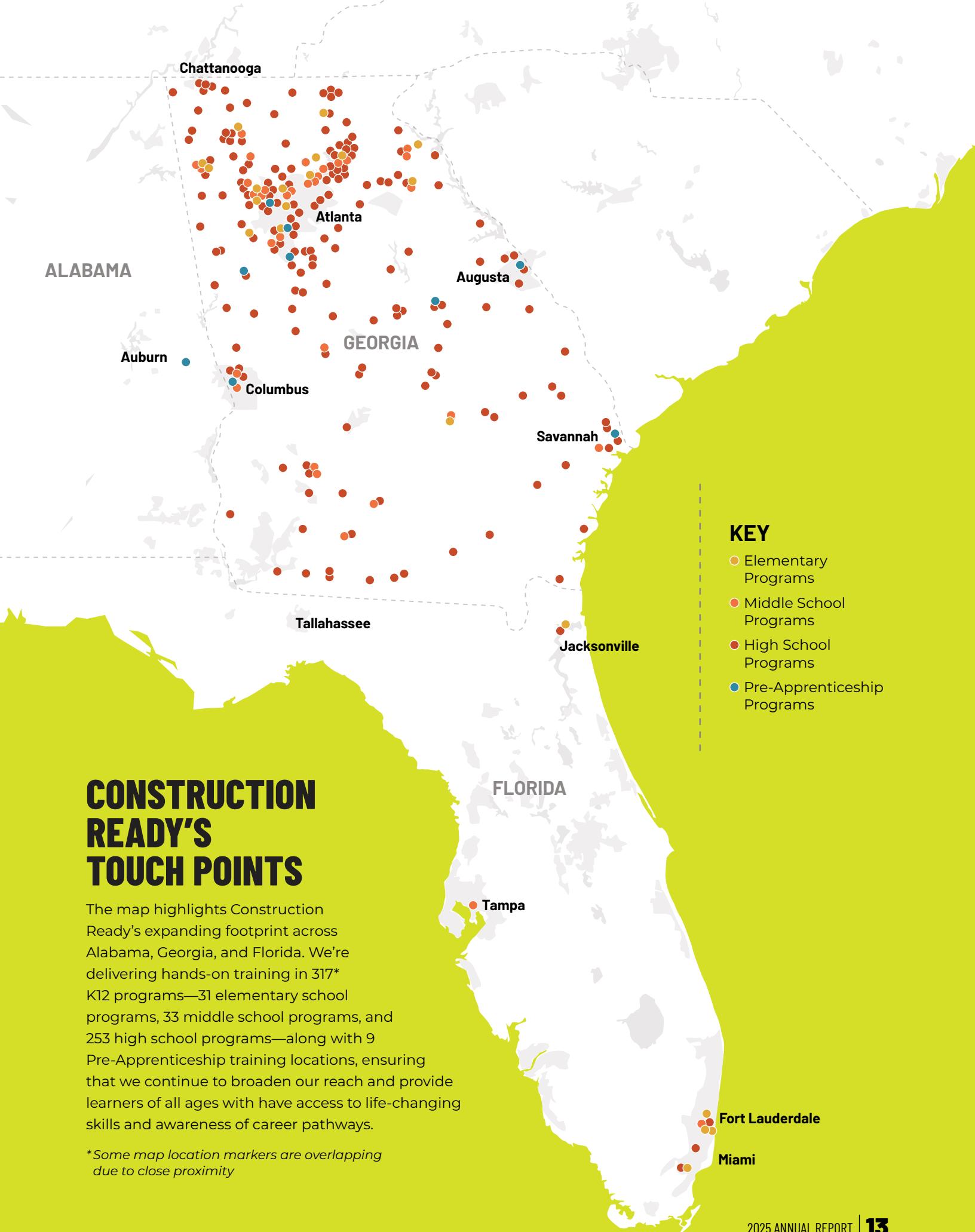
31*

completed the NCCER Crew Leadership Certification

20

obtained RWC Trained Installer Certification

*multiple certifications earned



WE Connect

PEOPLE TO NETWORK AND LEARN FROM ONE ANOTHER, AND WE FACILITATE INTRODUCTIONS BETWEEN JOB SEEKERS AND EMPLOYERS WHO ARE ACTIVELY HIRING



PRE-APPRENTICESHIP HIRING FAIRS

Day 19 of the Pre-Apprenticeship program is dedicated to a Hiring Fair, where students and employers connect face-to-face to explore real career opportunities. It's the culmination of hands-on training and preparation—and the moment where futures begin to take shape. Employment matches are revealed during the graduation ceremony the very next day, celebrating each student's transition from training to the workforce.

Last year, Construction Ready hosted 14 hiring fairs across Alabama, Georgia, and Florida, welcoming a record 72 employers into the process—demonstrating strong industry investment in the next generation of skilled workers.



DIGITAL PLATFORM: WHERE STUDENTS CONNECT AND CAREERS BEGIN

The Construction Ready Digital Platform is changing how students, educators, and employers engage within the skilled trades. With 20,000+ students enrolled, it's a powerful, secure tool to explore continuing education and careers, build resumes, and connect directly with jobs in construction.



Top Five Employers with the Most Hires from our Programs



IEC INDEPENDENT ELECTRICAL CONTRACTORS
ATLANTA & GEORGIA

MAREK
STRENGTH FROM WITHIN

Titan Electric
GEORGIA

UtiliQuest

Metrics

145

High School Construction Programs actively using the Digital Platform

\$300K

Awarded to Teachers for Workforce Impacts

20K+

Students Enrolled to Date

SPREADING THE MESSAGE. STRENGTHENING THE MOVEMENT.

Construction Ready in the News

In 2025, Construction Ready was featured in 87 news stories across print, digital, TV, and radio, helping raise public awareness about career opportunities in construction and spotlighting the organization's role in workforce development. Coverage in outlets such as *The Atlanta Journal-Constitution*, *11 Alive*, and *Good Day Atlanta*, to name just a few, highlighted graduate success stories, employer partnerships, and the growing demand for skilled workers.

The Atlanta Journal-Constitution

EDUCATION

Accelerated summer program prepares Georgia students for construction careers

Most students get jobs upon graduating from Westside Works' 4-week training program.

Instructor Daniel Jean-Baptiste reminds students to "measure twice, cut once" while using a hand saw at the Construction Ready accelerated summer program at Westside Works in Atlanta on Wednesday, June 18, 2025. The program provides training for careers in construction and the skilled trades. (Abby Cutrer/AJC)



GOOD DAY ATLANTA

9:25 67° TER RESTORED TO SOME HOMES, BUSINESSES AS SINKHOLE REPAIRS

Efforts to engage the next generation in skilled trades are helping address labor shortages.

No one can deny that construction workers are integral to every project, from housing to industrial development. With that being said, the industry's significant labor shortages are contributing to a domino effect of issues, including America's housing crisis.

11 ALIVE

How a Metro Atlanta contractor built a career from hard work and opportunity

With skills from Construction Ready, Jon Charlot launched his own construction business—now transforming homes across Metro Atlanta.



Author: Cheryl Prothean, Makayla Roberts
Published: 2:45 PM EST February 7, 2025
Updated: 12:22 AM EST February 8, 2025

SITE SELECTION

TRADE EDUCATION: Lay the Foundation, Build the Future

by Lindsay Lopp

Construction Ready is a not-for-profit organization focused on building a skilled construction workforce.

Photo courtesy of Construction Ready

Efforts to engage the next generation in skilled trades are helping address labor shortages.

No one can deny that construction workers are integral to every project, from housing to industrial development. With that being said, the industry's significant labor shortages are contributing to a domino effect of issues, including America's housing crisis.

Online Outreach Continues Building Career Awareness

Construction Ready provides our ever-growing social media audience a comprehensive look at the value of construction education and careers. In 2025, 55,980 viewers ages 18-24 were reached in efforts by our social media team to provide them with awareness about the wide variety of rewarding opportunities in the construction industry. Every story shared, every post seen, strengthens the pipeline and brings more people into the movement to build what's next.

Construction Ready

June 2 · 

Today begins a full week of "Train the Trainer" sessions our K12 Team is leading with 75 high school construction trades teachers in Brunswick. We'll be hosting more of these "Camp T&I" events over the course of this summer, all designed to give teachers insight into how to help students develop critical skills the industry needs. Stay tuned for highlights as the week progresses!

#constructionready #constructionindustry #constructioncareers #skilledtrades #constructioneducation #handsonglearning



2  41  1  5

Liked by sophienmartin and others

constructionready CareerEXPO generated lots of media coverage, including this report in which CR CEO Scott Shelar told **@wsbtv** "We help people of all ages and backgrounds find a great career in the construction industry. ... We have a labor shortage and we're just doing everything we can to make people aware of the opportunities."

#constructionready #constructionindustry #constructioncareers #skilledtrades #constructioneducation #crexpo2025

CONSTRUCTION READY
2025 Career EXPO Georgia

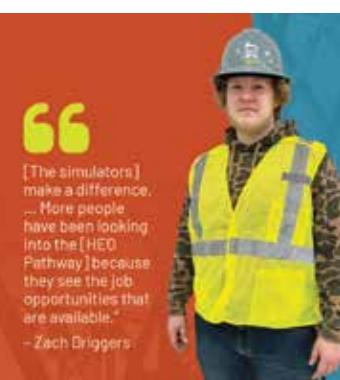


These young professionals are **thriving in construction industry careers** in Georgia!

READ THEIR STORIES! 



66
Most people my age aren't making this much a week. I have a set job that I can work overtime for. I'm about to buy my first car. It's really nice.
- Lauren Jones



66
[The simulators] make a difference. ... More people have been looking into the [HED Pathway] because they see the job opportunities that are available.
- Zach Driggers

Metrics

55K+

18- to 24-year-olds reached through our social media channels, inspiring thousands to explore the value of construction education and pursue rewarding careers in the industry

WE Build
OPPORTUNITIES FOR PEOPLE TO DEVELOP AND GROW IN KNOWLEDGE, HANDS-ON SKILLS, AND PROFESSIONAL RELATIONSHIPS



K12 INDUSTRY CERTIFICATION: SETTING THE STANDARD, BUILDING EXCELLENCE

In the last year, 12 high school construction programs earned Industry Certification, a mark of excellence recognizing schools that deliver workforce-ready, industry-aligned training. To earn this distinction, programs must meet 13 rigorous standards—including offering industry-recognized credentials, engaging with advisory boards, and maintaining active use of the Construction Ready Digital Platform. With these additions, there are now 80 Industry Certified schools throughout Georgia.

Metrics

12

New Industry Certified Schools in 2025

80

Total Industry Certified Schools

BUILDING THE K12 PIPELINE

Construction Ready K12 Programs inspire early, train consistently, and connect students to construction careers from elementary through high school. This year, K12 programming reached 124,373 career awareness touch points, significantly trained 8,834 high school students, and guided 2,503 high school students into a construction career pathway. In FY25 alone, the Construction Ready K12 Team created 36 new programs that helped form 9 new communities across Georgia and Florida which will create a stronger, more prepared workforce pipeline.

Metrics

124K+

Introductions to Career Opportunities in Construction

8.8K+

Trained

2.5K+

Pursued Construction Career Path

36

New Programs in FY25

9

New Communities in FY25

Vertical Model: Construction Ready Communities

This graphic illustrates a Construction Ready Super Community, where multiple elementary and middle school construction programs connect to a single high school construction program within the same district—creating a strong, aligned pathway for students into the skilled trades.



Establishing vertical communities does more than provide a K12 opportunity for students to participate in construction class throughout their educational career. Having a program at all three school levels gives all students a chance to experience unique hands-on learning, regardless of their future pathway. They learn life skills, confidence, and are able to apply academic standards such as following directions, measurement, fractions, and critical thinking in a practical, real-life way. This can influence perceptions about careers in skilled trades, whether or not they participate in the program at all levels.”

— Stacy Perlman,
Former Elementary
School Principal



High School Program



2 Middle School Feeder Programs



4-6 Elementary School Feeder Programs

100-250

Students enrolled in a typical High School Construction Program

4,000+

Students enrolled in construction in a vertically aligned school cluster

EVERY DOLLAR INVESTED BUILDS OPPORTUNITY AND CHANGE

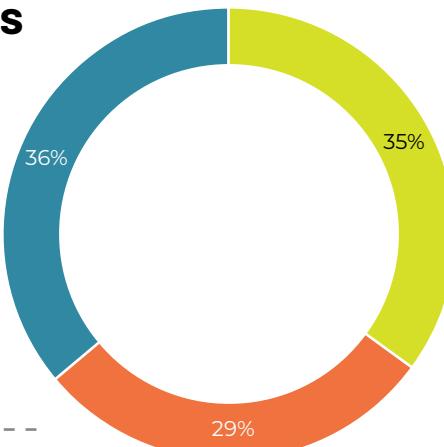
Our financial strength builds more than structures—it builds opportunities. Every dollar invested in Construction Ready is transformed into training, connections, and career pathways. With strong financial stewardship, we continue building the programs, partnerships, and pipelines that create lasting impact.

Construction Ready FY2025 Financials

(July 2024 – June 2025)

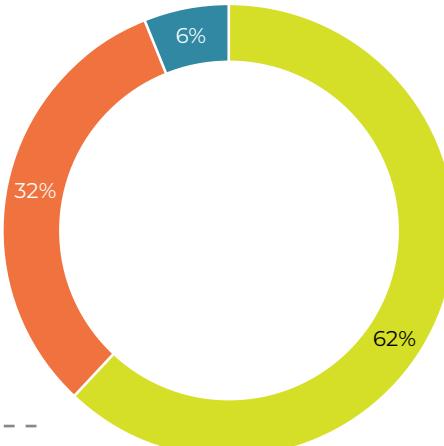
Revenue by Type

- Government: \$1,864,000
- Industry: \$1,583,000
- Philanthropic: \$1,937,000



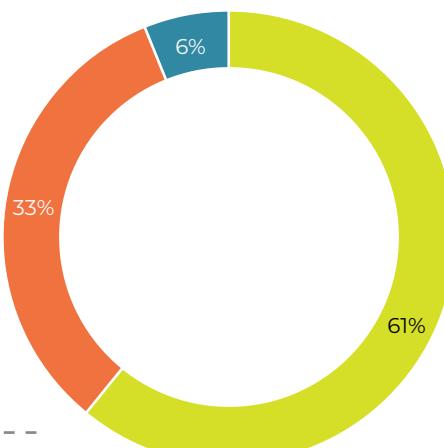
Revenue by Program

- K12 / CareerEXPO: \$3,272,000
- Pre-Apprenticeship: \$1,670,000
- Operations: \$344,000



Expenses by Program

- K12 / CareerEXPO: \$3,036,000
- Pre-Apprenticeship: \$1,661,000
- Operations: \$294,000



WE HELP
MEN AND
WOMEN OF ALL
BACKGROUNDS
AND AGES
Transform
THEIR LIVES
THROUGH
REWARDING
CAREERS IN
THE SKILLED
TRADES



CHAMPIONS' AWARDS BREAKFAST: RECOGNIZING EXCELLENCE THAT TRANSFORMS LIVES

Each year, the Champions' Awards Breakfast celebrates the people and organizations transforming the future of construction. Since 2019, this event has honored those who go beyond excellence—driving change, creating opportunities, and shaping the next generation of the skilled workforce. In FY25, we recognized 17 exceptional honorees before an audience of 120+ industry leaders, workforce development partners, and potential collaborators committed to building careers, strengthening communities, and transforming lives.

K12 Award Winners

Drafting Teacher of the Year

Amanda McClure
Union Grove High School

Metals Teacher of the Year

Matt Hayden
Cedartown High School

Construction Teacher of the Year

Jeff Johnson
West Laurens High School

Administrator of the Year

Dr. Joseph Depenhart
Golden Isles CCA

Leadership in Education

Donny Holmes
Georgia Northwestern
Technical College

Bo Dooley

Sonoraville High School

K12 Graduates of the Year

Avi Sanchez
R.W. Allen Construction

Melany Rodriguez
Titan Electric

Ryan Gilbert

Phoenix International

Impact Award Winner

Horace Kilgore
East Hall High School

Pre-Apprenticeship Award Winners

**Pre-Apprenticeship
Graduates of the Year**
Tra'Quann Williams
Atlanta Gas Light

Dontavious Greene

Crane Operator, International
Union of Operating Engineers

Kimberly Binns

Hogan Construction Group

Organizational Awards

Pre-Apprenticeship Employer of the Year

Hogan Construction Group
Accepted by Paul Hogan Jr.,
Amy Sue Mann

K12 Employer of the Year

Holder Construction
Accepted by Greer Gallagher

Employer of the Year

Allison-Smith Company

Lifetime Achievement Award

Mike Dunham
AGC Georgia



K12 TRAILBLAZERS: WHERE INSPIRATION LEADS TO OPPORTUNITY

Blake Blume

Maxwell High School of Technology, Class of 2022;
Service Technician, Tebarco Mechanical

As a high school student in instructor Mike Mahaffey's HVAC class, Blake Blume found his calling. "If I didn't take that class, I wouldn't be where I am right now," Blake says. "Not only did it teach me HVAC skills, it taught me work ethic."

The program also provided valuable industry connections, one of which led Blake to a job offer from Tebarco Mechanical. After graduation, he stepped right into a career with the company. He flew through a four-year apprenticeship program in an astonishing nine months, bought his first home at age 20, got married, and has thrived as a field service technician.

"I knew I wanted to go in the trades for job security," Blake says. "The trades are always going to be around. And there's a lot of room for growth."



Collin Orme

4C Academy, Class of 2025;
Construction Management Major,
University of Florida

At Albany's 4C Academy, Construction Technology Instructor Randin Burley immerses his students in hands-on building activities. Collin Orme made the most of those opportunities after completing the basic curriculum in his ninth- and tenth-grade years; from that point on, he focused on special projects, particularly playhouses for local children. "I thought that was really cool," Collin says. "It was my first experience doing what I guess you could call project management." Now, as a college-level construction management student, he's headed for a career in that field.



Jacob Baughcum

Franklin County High School, Class of 2025;
Welder, Stovall Machine Products

Jacob Baughcum is a great example of how quickly a high school student can discover a promising career path through training in the skilled trades. He enrolled in Franklin County High School's Metals program as a sophomore, leading to a Work Based Learning (WBL) job as a welder with Stovall Machine Products in Lavonia. He plans to attend a technical college for more welding instruction, while continuing to build valuable work experience and rake in wages that far exceed the typical part-time jobs held by many teenagers.



Brayen Jones

East Laurens High School, Class of 2025; Welder and Fabricator, SteelFab

As a high school senior, Brayen Jones was already well on the way to career success, having become a certified welder and fabricator, and secured a part-time job at the SteelFab plant in Dublin. Brayen initially connected with SteelFab through a rep who visited his welding class at East Laurens. He started work part-time in the summer of 2025; now that he's out of high school, he's begun a rewarding full-time career with the company.



Bailee Stiles

Fannin County High School, Class of 2025; Apprentice, International Brotherhood of Boiler Makers Local 454

Bailee Stiles entered Fannin County High School as a shy ninth-grader, but over the next four years, she transformed into a confident leader, a skilled welder, and an advocate for women in the skilled trades. "She never would take no for an answer," says FCHS instructor Terry Flowers. "If she wasn't good enough at it, then she was going to be [eventually]. She's always working, always pushing."



Diego Garcia

Marietta High School, Class of 2024; Laborer, McCarthy Building Companies

At Marietta High, Diego Garcia enjoyed a variety of practical learning applications through instructor Michael Barcarse's Construction program. "He would always do really well when we would have our industry partners in here to go through different craft skills," Barcarse recalls. One of those industry partners was McCarthy Building Companies, which recruited Diego when he was a senior. He began work immediately after graduation and has been earning valuable experience on the massive Brookhaven City Centre project.



Brandon Carlos

Lanier College & Career Academy, Class of 2024; HVAC Technician, Georgia Mechanical

As a high school freshman, Brandon Carlos already had an eye on his future. "I was always interested in doing a trade," Brandon recalls. "I saw that a lot of people were retiring from HVAC, so I knew there would always be really good opportunities in the future." After graduation, Brandon went to work for Georgia Mechanical; he's also working toward an associate's degree at North Georgia Technical College, funded in part by a scholarship from the Conditioned Air Association of Georgia.



Cannon Hill

Tift County High School, Class of 2024; Engineering Student, Abraham Baldwin Agricultural College

Cannon Hill learned a wide range of hands-on skills through Tift County High School's Construction Pathway, and he put those skills into action at a summer job with Tifton's Jones Construction Company for three years running. "Taking the classes in high school was really what helped me find that I had a talent and a passion to be in construction," says Cannon, who's now a student in the Regents' Engineering Pathway (REP) program at Abraham Baldwin Agricultural College (ABAC). "I definitely want a construction-based career."



PRE-APPRENTICESHIP JOURNEYS: TRAINED IN 20 DAYS. TRANSFORMED FOR LIFE.

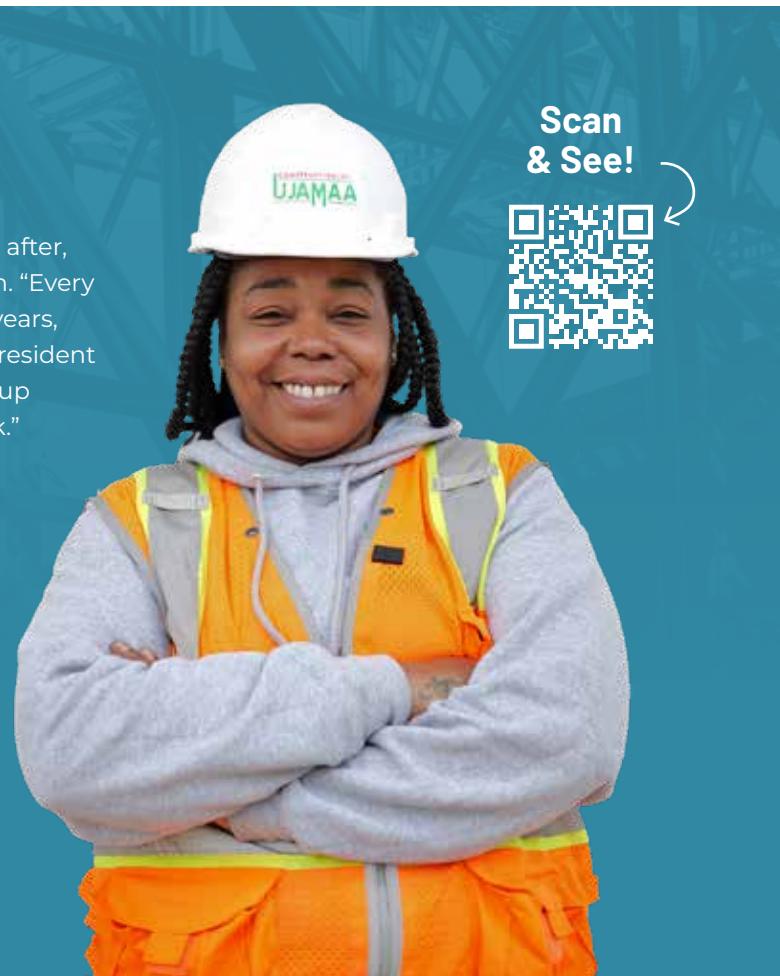
Taylor Dalrymple

Westside Works Group 40; Field Engineer, UJAMAA Construction

Taylor Dalrymple graduated from Construction Ready's Pre-Apprenticeship program at Westside Works. Not long after, her résumé caught the attention of UJAMAA Construction. "Every one of the Construction Ready folks we've hired over the years, they want to get involved," says UJAMAA Executive Vice President Todd Pressley. "Whether it's swinging a hammer, putting up protection, doing whatever—they are invested in our work."

Seeking a career reboot, Taylor had discovered Construction Ready through a Google search. "Construction Ready ultimately helped me turn things around," she explains. "Taking that class and watching my peers get jobs was motivation for me, so I could get out in the field and make [a good living]."

Taylor certainly is doing that. She's on track for a Foreman position with UJAMAA, an industry leader in hiring and empowering women in construction. "What I would say to other women who are considering a career in construction is go for it," Taylor says. "The self-worth and the feeling of being able to say, 'I did it' is the best."



Sam Smith

Westside Works Group 46;
Laborer, Schnabel

Sam Smith cycled through a variety of entry-level jobs before signing up for Construction Ready Pre-Apprenticeship training. "I told myself, 'Something always needs to be done in the construction industry, and it's probably something I can thrive in, because I like to work with my hands,'" Sam recalls. Sure enough, he was hired in November 2024 by Schnabel, an earth retention and foundation construction contractor. His training, he says, "has made a difference in my life and career, because I no longer have to worry about being laid off."



Tim Rogers Jr.

Perry Career Academy Group 5;
Laborer/Pipefitter Helper, PASC

With his high school graduation rapidly approaching, Tim Rogers Jr. knew he needed to figure out his next step. Thanks to Construction Ready and Perry Career Academy, he found a golden opportunity—four weeks of training at no cost to him, and a full-time career with PASCO, a provider of automatic sprinklers and fire protection systems. "I saw a flyer for Construction Ready, so I signed up," Tim remembers. "In the back of my head, something just clicked. It was like, 'You're about to be an adult. It's time to focus.'"



Oliver Figueroa

Westside Works Group 45;
District Manager,
Georgia Cleaning Pros

In just over a year with Georgia Cleaning Pros, Oliver Figueroa quickly worked his way through a succession of promotions, moving from Translator to Foreman to Project Manager to District Manager. Oliver appreciates the role Construction Ready played in preparing him for his transition from a food-and-beverage career to the construction industry. "It really does help a lot to have the knowledge that Construction Ready gave us," he says. "When I came in to work, I knew what to expect and I didn't feel lost."



Brian Hill

Westside Works Group 23;
Field Superintendent, Roof Depot

When Brian Hill learned about Construction Ready training, he was living at Georgia Works, a shelter focused on job training and rehabilitation, and he was at a proverbial crossroads. He's since built a successful career in the roofing industry and a stable lifestyle at home. "I have a 19-year-old son who looks up to me," Brian says. "It brings me joy every time I talk to him, watching him smile and seeing daddy not going in and out of jail. It's like I'm rewriting my family history."



Daynah Florence

Westside Works Group 45;
Project Engineer,
Hogan Construction

Daynah Florence came into Pre-Apprenticeship training with some prior experience—with her fiancé, she had been co-owner of a residential and commercial framing business. After he unexpectedly passed away, she took some time off. Then Construction Ready provided just the spark she needed to get back into the industry. She was hired by Hogan Construction as an Office Engineer and subsequently was promoted to Project Engineer. "The position I'm in right now is because of Construction Ready," Daynah says. "They literally have all the resources that people need to be successful."



Alan Schley Jr.

Westside Works Group 44;
HVAC/Maintenance Tech,
Meridian Management Group

In March 2024, Alan Schley Jr. enrolled in Construction Ready's Pre-Apprenticeship training at Westside Works. He had some HVAC experience on his resume, but he was out of work at the time. Now the 37-year-old is enjoying a successful career as an HVAC/Maintenance Tech with Meridian Management Group, a property management company. "Construction Ready made a difference in my life by helping me with my communication and my time management," Alan says. "I think the training put me ahead of [other job candidates]."



Brandon Battle

Westside Works Group 43;
Carpenter,
New South Construction

Construction Ready Pre-Apprenticeship training gave Brandon Battle a valuable career head start, and he's been running with it ever since. He's worked on several high-profile Atlanta-area projects, most recently with New South Construction at the new Aviation Administration Center at Hartsfield-Jackson International Airport. Construction Ready, he says, "gave me a pivot moment, a big jump. It gave me the credentials that I needed, and I'm very appreciative of it."



Jaylon Cooper

Perry Career Academy Group 3;
Cabling Technician,
NetPlanner Systems

Jaylon Cooper is a product of Construction Ready's partnership with Perry Career Academy, which gives recent graduates of Clayton County high schools access to the innovative Pre-Apprenticeship curriculum that was launched more than a decade ago. "When I heard the program was only 20 days, but I'd be getting like a year's worth of training, I couldn't let that opportunity slip by," Jaylon recalls. "It has impacted my life in an immensely positive way. If I hadn't signed up, I'd probably still be looking for a job."



THE CONSTRUCTION READY Team EXISTS TO INSPIRE, TRAIN, CONNECT, BUILD, AND TRANSFORM THE INDUSTRY



DID YOU KNOW?



\$60K+

annually goes toward lunches and snacks that keep adult learners fueled throughout their Pre-Apprenticeship training.



\$60K

in PPE (Personal Protective Equipment) and starter tools—steel-toe boots, hard hats, safety vests, gloves, safety glasses, and more—is provided by Construction Ready to more than 200 adult learners annually, removing barriers so they can start work immediately.



365+

days of support for graduates is provided by our Pre-Apprenticeship team—from recruitment (6,000+ applicants), background checks, drug tests, and interviews to training, placement, and post-placement coaching.



20

hours of employability training is included in each Pre-Apprenticeship class, covering financial planning, mental fitness, relationship skills, and workplace success strategies.



\$1M

from the K12 budget—at minimum, sometimes much more—is dedicated directly to the front lines in pass-through funding for K12 construction programs needing materials, tools, instructors, training, credentials, impact checks, and much more.



80

certified programs statewide reflect our K12 team's work as the official certifying body for architecture and construction programs in Georgia schools—inspecting, coaching, auditing, and certifying to ensure each meets the industry's "gold standard."



\$300K+

is awarded annually in teacher IMPACT checks to honor high school teachers who create workforce pathways through credentials, career connections, and hands-on learning.



30K

students are now reached annually—up from just 2,500 in 2021—as we've grown from 5 feeder programs to 64 elementary and middle school feeder programs across Georgia and Florida.



Scan & See! Construction Ready partners with the state of Georgia to recruit new construction teachers, helping fill critical vacancies as older teachers retire or leave the classroom.

OUR TEAM

Leadership



Scott Shelar

President & CEO



John Wilhoite

COO



Luke Fletcher

VP, Recruitment
Placement & Retention



Johnny Hughes

VP, Training
Development



**Scan
& See!**

Watch the FY2025
Construction Ready
Recap Video

Staff

K12 Program

Ash Mangham
Director,
Program Support

Clint Pruitt
Director,
Program Development

Carole Ray
Evaluation Team
Leader for K12

Dean Cutler
Director,
Program Support

Roy Rucks
CTAE Senior
Advisor

Stacy Perlman
New Program
Consultant

Pre-Apprenticeship Program

Anthony Welch
Associate Director,
Training and Site
Management

Daniel Jean-Baptiste
Instructor

Lorraine Davis
Admissions Recruiter

Nick Bruno
Admission &
Retention Manager

Veda White
Director,
Admissions &
Community Impact

Operations

Sandra Mathis
Operations
Administrator,
Pre-Apprenticeship
Division

Cortland Good
Executive Assistant

Clayton Koffman
Digital Media
Specialist

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Winter Construction

Michael Hatcher

Sovereign
Construction &
Development

Clayton Koffman

Jonathan King
Southern Company Gas

Daniel Maxson

New South
Construction Company

TEAMBUILDING

Construction Ready hosts an annual Kickball and Field Day event for networking, teambuilding and friendly competition among representatives of Georgia construction companies. Nine teams participated in the 2025 "Battle of the Builders" event.



OUR
Partners
 DO MORE
 THAN PROVIDE
 SUPPORT—
 THEY HELP
 BUILD THE
 FOUNDATION
 FOR LASTING
 CAREERS,
 THRIVING
 COMMUNITIES,
 AND A
 STRONGER,
 SKILLED
 WORKFORCE



PRESENTING - \$100,000+



PLATINUM - \$50,000+



SILVER - \$10,000+

Batchelor & Kimball
 Brightview Landscape Development
 Fidelity Charitable
 Francis Wood Wilson Foundation, Inc
 Garbutt Construction
 Georgia Association of Water Professionals
 H.J. Russell & Company
 Hogan Construction Group
 KC Painting & Coatings
 Marek Interior Systems
 NECA - Southeastern Line Constructors
 Precision Concrete Construction, Inc.
 Roof Management
 The Imlay Foundation, Inc.

BRONZE - \$5,000+

Ace Electric
 Atlanta Electrical Contractors Association (AECA)
 C.C. Owen Tile Company
 Cintra
 Ferrovial Construction US Corp
 Gilbane Building Company
 Impact Development Management, LLC
 Iron Workers Local Union No. 387
 Mayer Electric Supply Company, Inc.
 Petticoat-Schmitt Civil Contractors, Inc.
 The Community Foundation for Greater Atlanta
 The Conlan Company

BASIC - \$2,500+

The Superior Group
 Tractor & Equipment Company

COMMUNITY PARTNERS

CareerRise
 Georgia Department of Education
 Goodwill Industries of Southern Rivers
 Westside Works

THANK YOU TO OUR PARTNERS FOR HELPING US BUILD WHAT'S NEXT

Through Construction Ready's new Tax Credit Initiative, our partners are opening doors for more students to train, connect, and transform their futures in the skilled trades.

COMPANIES:



INDIVIDUALS:

Anonymous
Alyson Abercrombie
Sarah Alfieri
Robert Baker
Sharon Brothman
Russ Brown
Miller Chalk
Dean Cutler
Chad Douglas
Mike Dunham

William Ethredge
Zach Fields
Luke Fletcher
Greer Gallagher
Cortland Good
Doug Hunter
Brad Hutto
Gavin Kalley
Mike Kenig
Scott Lawrence

Meredith Leapley
Christopher Long
Beth Lowry
William Mathis
David Moore
Amanda Osborn
Charles Peabody
Alberto Peluzzo
Mike Raponi
Doug Rieder

Coralys Rodriguez
Roy Rucks
Alan Scoggins
Scott Shelar
Doug Tabeling
Joe Tuggle
William Turpin
Elise White
John Wilhoite
Mark Woodall



FUELING STUDENT SUCCESS THROUGH EVERY TAX CREDIT INVESTED

Across Georgia, students in K12 construction programs are gaining hands-on skills, building confidence, and discovering career paths they never imagined possible. The PEACH Education Tax Credit helps make these opportunities a reality by directing critical funding to innovative construction education programs. These resources provide access to modern tools, safety equipment, industry-recognized credentials, and real-world learning experiences that prepare students for success in the skilled trades.



**Scan
& See!**

K12 Student
Success Story





PUT YOUR TAXES TO WORK FOR CONSTRUCTION!

By submitting your Tax Credit, your tax dollars directly benefit the next generation of the construction industry with **no additional cost to your budget.**

JOIN US TODAY!
ConstructionReady.org/taxcredit

