

CONSTRUCTION CONNECTIONS

Note from the Director

It's spring, and the construction industry is revving up for what appears to be the busiest summer for commercial and capital projects we've seen in a number of years. The Washington State Department of Transportation has over 215 jobs slated for summer alone.

This time last year, the average number of construction jobs posted in the Seattle Times newspaper was around 200 each week; this year, it appears to be 350. Are we closing skill gaps and providing qualified workers to our industry, or are we closing in on the looming labor shortage predicted for some time now?

In this issue of Construction Connections, many contributors are sharing how they are working hard to attract talent to our industry. Others point out how much further we have to go. The message is clear – when we work together and share our expertise and resources, we can make positive contributions to construction workforce development. If we work alone, our impact is only as far as our organization extends.

The Centers of Excellence initiative is all about connections and collaboration. In year three of our initiative, the CCE will be charting its strategic direction with our steering committee and workforce education partners state-wide. Get involved! We value input that helps us maximize resources, time, and talent. Our products at <http://www.RTC.edu/CommunityResources/CCE> are free for your use. - Heather Fredericks-Winfrey

Washington State Construction Workforce Conference – Access Resources from the Event

The CCE's **Washington State Construction Workforce Conference**, held March 1 and 2 at Renton Technical College was a terrific success thanks to our many partners and presenters. Planning is already underway for next year's event.

This annual conference showcases construction industry trends, practices and workplace issues, and how construction education partners can forge innovative improvements or solutions in these areas. Participants and experts are encouraged to use breakout sessions as forums for discovery, and dignitaries are encouraged to assimilate and learn with and from attendees.

A huge success for us included the number of industry leaders who attended and presented at the event, including: Rafn Construction; Hollis Construction; Olympian Pre-Cast; Mortensen and Company; Mithun + Associates; Absher Construction; Mountain States Construction Company; Rushforth Construction; MacDonald-Miller Facility Solutions; the Boeing Company; Sound Transit; and the Brightwater Project.

Event highlights, including photos, program materials, and a catalog of presentations can be accessed at <http://www.RTC.edu/CommunityResources/CCE/Conferences/conf2006.aspx>

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3000 NE Fourth Street
Renton, WA 98056
Phone: 425-235-2352
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2006 Excellence in Construction Education Awards Announced at Conference

One of many highlights from the Washington State Construction Workforce Conference included our new **Excellence in Construction Education Awards**. Even in our first year introducing this award, we had a highly competitive process. It was difficult to make selections, and each submission is worthy of recognition. We are proud these submissions reflect terrific projects in Eastern and Western Washington.

Award categories and recipients include:

- **Innovation in Apprenticeship:** Get Electrified
- **Innovation in K12:** Educational Service District 101- Spokane Service Team
- **Innovation in Post-Secondary:** Aviation, Construction Engineering, and Safety Career Academy for Young Women
- **Innovation in Private Sector Training:** If I Had a Hammer
- **Company of the Year:** Mountain States Construction Company
- **Partnership of the Year:** Tri-County Apprenticeship, Pre-Apprenticeship and Incumbent Training Project (TAPIT)

We were also pleased to announce a special distinction to our friend Lee Newgent of the Pacific Northwest Ironworkers, Local 86. In his honor, we will introduce an Individual Community Service award in the 2007 Awards.

Read about the fine work of our award recipients and nominees at www.RTC.edu/CommunityResources/CCE/Conference/conf2006.aspx

Bates and Renton Technical Colleges Join Forces for Boiler Operators

Submitted by Dick Chamblin, Bates Technical College

Bates, Renton and the Western Washington Stationary Engineers Training Trust are co-sponsoring the "Washington State Boiler Operators Symposium," June 8 and 9, 2006, at Bates Technical College.

The two-day symposium will feature instructors, industry professionals and boiler inspectors covering topics ranging from operations, safety, and energy efficiency. The program is designed to benefit boiler operators who are new to the field, as well as experienced operators who are searching for process improvement ideas.

Advance registration of \$75.00 includes lunch and refreshments for both days, and as an added benefit, this course meets the requirements for refresher recertification, which is required and approved by The Steam Certification Board of Tacoma and The Steam Licensing Advisory Board of Seattle.

This symposium will be offered annually between the Bates and Renton Technical Colleges' campuses. All proceeds from the symposium will go towards scholarships for the Facilities Maintenance Engineering program at Bates, and for the Commercial Building Engineering program at Renton.

Registration is available by calling 253.680.7300, or email to swood@bates.ctc.edu.

Tacoma Goodwill Industries Receives YouthBuild Grant

Submitted by Rebecca Harrison, Coordinator, Pierce County Construction Partnership

The Tacoma Goodwill Industries was a recipient of a \$400,000 YouthBuild Grant from the federal Department of Housing and Urban Development this February. The grant creates a partnership among Tacoma Goodwill, the Tacoma Housing Authority, and Bates Technical College to help at-risk youth complete their high school education; gain experience in the construction industry; and develop leadership skills. The training itself will be on-the-job, and benefit the Tacoma Salishan project, resulting in at least 10 housing units for low-income families. The proposal received countywide support, including the Tacoma-Pierce County Workforce Development Council.

For more information about YouthBuild, and to read the news release, go to <http://www.hud.gov/new/release.cfm>, or contact Rebecca Harrison at 253.404.3983.

Renton Technical College and the CCE Attend Congressman Smith's *Launch Your Future Now: Math and Science Fair*

Intel Corporation hosted Congressman Adam Smith's Launch Your Future Now: Math and Science Fair in late January. This event featured businesses, industries and colleges with hands-on activities for high school aged students to make direct connections to the importance of math and science skills to their academic and career planning.

CCE staff distributed CDs of our free **Laying the Foundation: Construction Math** book to instructors and faculty chaperones at the event, and conducted a student survey with 90 students on their knowledge of math competencies expected in the construction industry. Results from this survey will be posted on our website by May at <http://www.RTC.edu/CommunityResources/CCE>, and a comparative report will be written for the state's Transitions Math Project.

More Career-Technical Education Instructors Across Washington Gain NCCER Certification

Submitted by Cal Pygott, Northshore School District

Another 32 construction education instructors representing 18 school districts across Washington earned the National Center for Construction Education Research (NCCER) technical certification in March 2006.

The NCCER standards are in the final process of being adopted by the Office of the Superintendent of Public Instruction for statewide use. This standardization of construction pathways ensures continuity and increases safety awareness across programs. The standards also promote work readiness skills.

The newly NCCER-certified instructors are:

Jim Agnew	Bellevue School District
Ryan Alexander	Yakima School District
Bob Arlt	Eastmont School District
Richard Chapin	Spokane School District
Douglas E. Clay	Eastmont School District
Thomas E. Crook	Burlington-Edison School District
Ronald L. Cughan	Auburn School District
Bill Draper	Clark County Skills Center
Richard R. Eggleston	Eastmont School District
Richard B. Ely	Seattle School District
Eric Erickson	Bremerton School District
Wilbur (Bill) Fans	Spokane School District
Curt Genter	Sedro-Woolley School District
Jack Gerber	Tahoma School District
John Hadley	White Salmon School District
Michael Hadway	Spokane School District
Mike Hause	Spokane School District
Charles Allan Hegsted	Shelton School District
Kirk Wayne Hopkins	Spokane Skills Center
Dave Howard	Eastmont School District
Laurie Howard	Hoquiam School District
Gary Lester Kurpgeweit	Yakima School District
Lance Landis	Clark County Skills Center
John McCarley	Franklin Pierce School District
Rick Nordby	Shoreline School District
Lane Pestama	Stevenson/Carson School District
David Richards III	Vancouver School District
Brian Story	Shoreline School District
Richard L. Tinder	Hoquiam School District
Jon Torrence	Eastmont School District
Terry Veltkamp	White River School District
Jim Wickers	Auburn School District

A key effort statewide will be made to articulate secondary construction programs with post-secondary training and apprenticeships. These articulations will ensure the foundational skills and interests students gain in high school courses can transition to professional pursuits after graduation.

Leaders in Construction Advocating Careers for Women

Submitted by Melina Harris, President, Sisters in the Building Trades

A new non-profit organization is breaking ground to support women in the construction industry. The mission of **Sisters in the Building Trades** is to expand a network of active women that will affirm building trades sisters as a positive and growing part of the construction workforce. Sisters in the Building Trades is an open group for women in union or non union jobs, in the field or in the office. Their goals include:

- ✦ Increase the number of trades women through cooperative recruitment efforts and mentoring support for enhanced retention
- ✦ Hold regular meetings allowing women to network and share their knowledge
- ✦ Match mentors to new trades women
- ✦ Partner with disadvantaged women to provide encouragement and hope
- ✦ Reinforce appropriate workplace conduct
- ✦ Supporting recruiting efforts of apprenticeship programs
- ✦ Increase public awareness of construction careers
- ✦ Provide speakers to career fairs and other outreach opportunities
- ✦ Reinforcing appropriate workplace conduct
- ✦ Support recruiting efforts of apprenticeship programs
- ✦ Volunteering for charitable work utilizing our skills

The next potluck for Sisters in the Building Trades is May 9th, 2006 @ 5:00 PM, at the Ironworkers Training office - [4550 South 134th Place, Suite # 101, Tukwila, WA 98168](tel:4550). Check out their website: <http://www.sistersinthetrades.org> or contact Melina Harris at Shyeshye@aol.com.

Ritzville Preservation Trade School: An Investment in the Future

Submitted by Ann Olson, Ritzville Public Development Authority

The Washington State Department of Community, Trade and Economic Development awarded a grant to the Ritzville Public Development Authority (RPDA), to conduct a study determining if a school for historic preservation and restoration technology is viable.

The concept of historic preservation and restoration technology has been around since the 1960s, but degree programs built around these skill sets have only been in place since 1988. Today, there is a wider range of courses available, but availability is still limited.

From the onset of this project, it has been recognized that the Ritzville Preservation Trade School would not be just a City of Ritzville project, but a statewide resource. An advisory board of preservation experts, industry advocates and officials has been formed to guide the study.

“This project will have a dramatic effect on the economic development of rural Washington,” says Ann Olson. “By creating a new generation of preservationists, there will be a larger pool of skilled craftsmen available, which will make projects more affordable, thus sparking revitalization efforts around the state. This project is more than jobs for Ritzville today; it is jobs for rural Washington for years to come.”

For more information as to how you can be a part of this exciting project, contact the Ritzville Public Development Authority at 509.659.1936 rpda@ritzville.com or Ann Olson at 509.659.4242 tloapo@centurytel.net.

The CCE is pleased to present a new Construction Connections feature— Opinion Editorials submitted by construction industry advocates.

This section is intended to provoke thinking and discussion leading to improved practices in workforce education and outreach. To submit an Op-Ed for future newsletters, contact Heather Fredericks-Winfrey at hfredericks@rtc.edu.

Note: Editorials will be reviewed for relevancy and accuracy.

Op-Ed: Seeing is Believing... Isn't It?

Submitted by Sean Lewis, Absher Construction Company

I was honored to be a panel member at the CCE's Construction Workforce Conference in March, helping to address the issue of "Marketing Construction as an Attractive Career Choice." Attendees clearly understood our challenges in attracting new people, especially younger generations, to our industry.

Through our discussions, though, one concept kept popping up. Since then, it has come back to me time and time again, like it's knocking on the door, saying, "*Hello-o-o-o in there... is anyone paying any attention?*"

That concept is *image*.

There is no doubt that solutions for today's (and tomorrow's) construction labor shortages are deep and multi-faceted. There simply is no "one answer." Our challenges here include broader and deeper communication; refinement of and increased training programs; an understanding of the other industries that we're competing with for fresh talent; generations that continue to be unique from their predecessors; and much more. But I can't help but think—and hey, there's that knocking sound again—that *image* plays a fundamental role across all aspects of this entire issue.

Let's just throw out some words to describe the stereotypical response across America to the word *construction*. Consider, for a moment, images we've all heard associated with construction, like *blue-collar*, *low-skill*, *dirty*, *dead-end job*, *pick-up truck*, *uneducated*, and *low pay*.

In this day and age, young people (and their parents, teachers, and counselors) are keen on image. Their immediate impressions and quick conclusions are based on visual cues. Often, they make snap decisions—accurate or not—about who's talking to them, and *how believable and attractive their message is*. We'd better be doing all we can, from the first moment, to put ourselves in as positive a light as possible. *It's mattering more and more every day*.

Elevating our image starts with what we have the most control over: our personal appearance and demeanor, followed by our offices, our vehicles, and our jobsites. (By the way, the second most prevalent message we heard at the conference was "we're all in this together," and the more we all understand that, the better.)

When we're interacting with prospective industry members, we are representing ourselves, our organizations, and our industry. We should present an image that is appropriate and professional. Anyone in marketing or sales knows two things about presenting a new face or idea to someone: one, you *are* going to make an impression, one way or another; and two, you have just one shot at making that impression a good one. And if *image* is as important as our conference session implied, these "front line" interactions are prime opportunities to present a positive one.

Maybe I'm old-school and completely out-of-touch with what appeals to young people. Or, maybe I'm—we're—on to a little something here that ties *directly and fundamentally* to the labor challenges we're facing: appearances and first impressions still apply and are clearly and universally relevant to this issue. I think it's the latter. How 'bout you?

Pizza, Pop and Power Tools – Building Awareness for Young People

Submitted by Carol O'Neill, Community Outreach Volunteer, Washington Women in Trades

There was not a seat to be had in the construction shop at Thomas Jefferson High School in Federal Way. On February 10, 2006, a crowd gathered for the fun and informative third Sound Transit & Trades' **Pizza, Pop & Power Tools** event.

The lunchtime, multi-trade events provide dynamic opportunities for students to learn of rewarding career opportunities in the trades. "We were so happy to have Sound Transit sponsor this event," said Sandy Duvall, Thomas Jefferson High School's Career and College Specialist, "The construction pathway is just another way of providing students [with] options for their 13th year plan."

The first Pizza, Pop & Power Tools in the Puget Sound region was held last December at Seattle's Cleveland High School, in order to inform students of the new Architecture, Construction and Engineering (ACE) program. ACE is beginning this spring at the Duwamish Industrial Education Center. The event was a big hit with both students and teachers, and as a result, ACE is already filled to capacity. Nan Johnson, Seattle Schools District's ACE Pre-Apprenticeship Coordinator, summed it up best when she simply proclaimed: "I'm ecstatic!"

Seattle's Franklin High School held the event to help promote its already existing pre-apprenticeship program for spring and fall quarters, and the Thomas Jefferson event promoted programs for the entire Federal Way School District.

Pizza, Pop & Power Tools has also been successful in Spokane, co-sponsored by local school districts, the Spokane Construction Skill Panel, and regional apprenticeship partners.

Find out more about Pizza, Pop & Power Tools by calling 206.903.9508, or visiting the Washington Women in Trades' website at <http://www.wawomenintrades.com>.

Resources

TEACHERS! Now is the perfect time to tell your graduating students who have earned a scholarship or sponsorship in order to pursue post-secondary construction training to submit their names for recognition in the **Future of Construction – Scholars Directory**. This online directory showcases talented students entering colleges, universities and apprenticeships, and students currently enrolled in post-secondary institutions who are awarded grants and scholarships to fulfill their professional path in construction. The submission process is easy: go to <http://www.RTC.edu/CommunityResources/CCE> and download the form. It can be returned via email to jamico@RTC.edu or via fax 425.235.5816. *Complete forms are guaranteed to be added to this document.*

TopBuildingJobs.com is a free resource for locating jobs in the building industry for college students and alumni. Students can build an online resume, and participate in the Student Ambassador Program, customized for top construction students to increase college awareness and network with other college graduates. Go to <http://www.topbuildingjobs.com> for more.

The **National Association for Women in Masonry** hosts e-meetings the third Wednesday of each month, beginning at 6:00pm. This is a great way for women in construction across the country to connect and network. Check out their website at <http://www.nawmonline.net/chatroom.html>.

Industry Professionals – Are you looking for a way to contribute your expertise and passion for construction? Consider joining the **Washington Construction Workforce Network’s Speakers’ Bureau**. Coordinated through the Construction Center of Excellence (CCE), you can receive free, professional training to present at high schools, conferences, and more. In June, the CCE will offer a Train-the-Trainer course to teach construction math in high schools. Join now, and don’t miss this professional development and personal enrichment opportunity! Contact Heather Fredericks at 425.235.2352, extension 5582 or hfredericks@RTC.edu for details. Membership information is available at: <http://www.RTC.edu/CommunityResources/CCE/Resources/>

The American Institute of Architects - Seattle Chapter hosts a website for its members, and anyone interested in pursuing a career in architecture. Visit <http://www.aiaseattle.org/> to learn about this high-demand occupation.

EVENTS

Join Us at Renton Technical College’s Tech Knowledge College on May 4!

Renton Technical College’s popular community and student open house, Tech Knowledge College, is happening this year on Thursday, May 4 from 5:30pm to 7:30pm. This outstanding, FREE evening of fun and information includes program tours, prize drawings, food, and live radio broadcasts from KUBE and KJR.

The CCE staff will be at **Tech Knowledge College**, presenting **Reflections from Women in Construction: Learning From the Past, Looking Towards the Future** in Blencoe Auditorium, Building C, from 6:15pm to 7:15pm. In this session, we’ll explore the messages women receive about working in the construction industry. This amazing panel of accomplished women will share their unique journeys as part of the construction workforce.

Lucy Bodily, McGraw Hill Construction

Denise Salo, Sound Transit

Tawny Sayers, Northwest Laborers Training Trust

Darlene Septelka, Brightwater Project

Kathy Swan, Tacoma Public Schools

Terry Tilton, Washington State Building and Construction Trades Council

This presentation is free to the public, and will be videotaped for a DVD series on construction pathways. Go to http://www.rtc.edu/docs/Open_House_flyer_Mar06.pdf for Tech Knowledge College details.

The 27th Annual Washington Women in Trades Fair is scheduled on Friday, April 28 at the Seattle Center – Fisher Pavilion and Grounds, from 10:00am to 4:00pm. This is a chance for women, students of Washington State and jobseekers to meet tradeswomen, use power tools, participate in hands-on projects and learn about apprenticeships and high-paying, highly-skilled nontraditional careers. You can learn more about this free event at <http://www.wawomenintrades.com> or by calling 206.903.9508.

WorkSource Snohomish County is hosting its **6th Annual Youth & Young Adult Job Fair** on May 6, 2006, 10:00 am – 2:00 pm at the Lynnwood Convention Center. Organizations can register for booth space until April 26. For more details, go to <http://www.worksourceonline.com/documents/2006YouthJobFairPoster8x11.pdf>

OTHER EVENTS...

Full details on these activities are posted at <http://www.rtc.edu/CommunityResources/CCE/ComingEvents/>

- ✦ Tulalip TERO Job Fair - April 25
- ✦ RTC Employment Fair - April 26
- ✦ Pacific Science Center - Raise the Roof! Event for Kids (through April 28)
- ✦ The Muckleshoot Indian Tribe and the Auburn School District are sponsoring a Career Day - May 3
- ✦ Sisters in the Building Trades Potluck Meeting - May 9
- ✦ Northwest Wall and Ceiling Conference - May 11th - 13th
- ✦ Bellingham Technical College Welding Rodeo - May 19th - 20th
- ✦ Bates/RTC Boiler Operators Symposium - June 8 and 9
- ✦ Construction Center of Excellence Assessment - June 9

Announcements

The **AGC Education Foundation** has an available position for a Construction Careers Coordinator. This position is responsible for the development and coordination of a program for school districts to promote construction as a career. A job description is posted at <http://www.agcwa.com>. Please contact Leanne Liddicoat at 206.284.4500.

Pierce College is looking for a Construction Management instructor. Please go to http://www.pierce.ctc.edu/Pers/Recruit_files/F0609_constmgmt.html for a complete job description.

Did you know...

- ✦ The state revenue forecast for this biennium (2005-2007) increased by \$305 million, chiefly because of strong real estate and construction related activity?
- ✦ Becca Stark of Gig Harbor, Washington (Age 10) won our **Fine Design!** Coloring Contest (entries judged at our conference) – download her picture for your screensaver at <http://www.RTC.edu/CommunityResources/CCE>.
- ✦ The Legislature passed a bill requiring the Department of Transportation to set Apprenticeship Utilization requirements on its capital projects?
- ✦ The AGC Education Foundation is 26 years old?

Construction Center of Excellence Steering Committee

Steve Baldwin, [Snohomish County Workforce Development Council](#)

Chuck Bailey, Ironworkers Local #86, AFL-CIO

William Bender, [Central Washington University](#)

Beth Blanchard, [Workforce Development Council of Seattle-King County](#)

Lucy Bodilly, [Northwest Construction](#)

Bill Bowser, [Puget Sound Electrical JATC](#)

Dick Chamblin, [Bates Technical College](#)

Pinky Dale, [South Seattle Community College/Duwamish Apprenticeship and Education Center](#)

Sean Eagan, [Office of Congressman Adam Smith](#)

Willie Elliott, [Tacoma Pierce County Employment & Training Consortium](#)

Melina Harris, [Sisters In the Building Trades](#)

Rebecca Harrison, [Tacoma Pierce County Employment & Training Consortium](#)

Ed Holmes, [Seattle Area Pipe Trades](#)

Steering Committee (cont.)

Mike Hudson, [Institute of Workforce Development and Economic Sustainability, Association of Washington Business](#)

Sandra Husband, [Washington State Department of Labor & Industries](#)

Steve Ignac, [Lathing Acoustical and Drywall Systems Apprenticeship](#)

Mark Kearns, [Iron Workers Local #86, AFL-CIO](#)

Rodd Kippen, [Pro-Cost](#)

Larry Leet, [City of Seattle](#)

Sean Lewis, [Absher Construction](#)

Leanne Liddicoat, [AGC of Washington Education Foundation](#)

Kevin Managhan, Inland Empire Electrical JATC

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Amy Martinez, [Tri-County Workforce Development Council](#)

Rachelle Leigh McGinnis, [Bates Technical College](#)

Lee Newgent, [Seattle-King County Building and Construction Trades Council, AFL-CIO](#)

Kelcey Packineau, [Yakama TERO Office](#)

Dave Perrin, [Construction Industry Training Council](#)

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Cal Pygott, [Bothell High School](#)

Arnie Reyier, [Rushforth Construction](#)

Denise Salo, [Sound Transit](#)

Sam Samano, [Snohomish County Workforce Development Council](#)

Tawny Sayers, [Northwest Laborers Employers Training Trust](#)

John Schaufelberger, [University of Washington](#)

Dave Stahnke, [Hermanson Company LLP](#)

Doug Steinmetzer, [Heat and Frost Insulators/Asbestos Workers Apprenticeship](#)

Ed Thomas, Retired Welder

Kathy L. Thomas, [Tri-County Workforce Development Council](#)

Don Thompson, Commercial Welding

Jeff Thungc, [Seattle Housing Authority](#)

Colleen Vadheim, [Pierce College](#)

Dale Wentworth, [Seattle Area Pipe Trades](#)

Anne Wetmore, [US Department of Labor](#)