

# INDIANA CONSTRUCTION ROUNDTABLE FOUNDATION

## 2019 ANNUAL REPORT



### **Our Impact: Conferences, Career Fairs and Special Events**

Year to date, the Build Your Future Indiana program has interacted with **53,587** individuals. Through many different types of events as highlighted below.

|  |  |
|--|--|
| February 4 <sup>th</sup>                       | Formalized partnership with Indiana Builders Association.  |
| February 4 <sup>th</sup>                       | IBA Legislative Day  |
| February 11 <sup>th</sup>                      | Construction Users Roundtable, Orlando, Florida  |
| February 11 <sup>th</sup>                      | Area 31 Continuing Education Fair  |
| February 20 <sup>th</sup>                      | Work-based-learning event at Penn High School in Mishawaka   |
| February 20 <sup>th</sup>                      | ACE Mentoring afterschool program at McKenzie Center   |
| February 26 <sup>th</sup>                      | Beech Grove High School & TREMCO Roofing event   |
| February 28 <sup>th</sup>                      | Indiana Subcontractors Tradeshow. =  |
| February 28 <sup>th</sup>                      | C2E Expo, Lafayette, Indiana.  |
| March 4 <sup>th</sup>                          | Ambassador training, Warsaw, IN  |
| March 11 <sup>th</sup>                         | Andre Carson's Opportunities Fair  |
| March 15 <sup>th</sup>                         | Americas Graduates Career Development Conference.  |
| March 20 <sup>th</sup>                         | Educational event at Don Hall's guesthouse, Fort Wayne   |
| April 11 <sup>th</sup>                         | Hendricks County Apprenticeship & Trades Fair  |
| April 16 <sup>th</sup>                         | After School Network Conference  |
| April 22 <sup>nd</sup>                         | NCCER visit, Gainesville, Florida and CEFGA visit, Roswell, Georgia  |
| May 14 <sup>th</sup>                           | College & Career Transitions Fair, Kokomo Excel Center   |
| May 15 <sup>th</sup>                           | Garrett High School signing day  |
| May 15 <sup>th</sup>                           | ACE Indianapolis scholarship awards dinner   |
| May 23 <sup>rd</sup>                           | First SEAL established at Hamilton Heights<br>BY class presentation  |
| June 10 <sup>th</sup>                          | BY class presentation  |
| June 21 <sup>st</sup>                          | Construction educators, professionals and association executives country-wide best practices presentation. |
| July 22 <sup>nd</sup>                          | Ambassador training, Angola, IN  |
| August 2 <sup>nd</sup>                         | CANstruction, Indiana State Fair   |
| August 23 <sup>rd</sup>                        | Middle school guidance counselors presentation   |
| August 30 <sup>th</sup>                        | Area 31 Partnership Day. Just one week before, Kate Martin,  |
| August 28 <sup>th</sup>                        | State Earn and Learn at Garrett Keyser Butler Community School Corporation.                                |
| September 16 <sup>th</sup>                     | Attend Eric Fisher's Construction I and Construction II classes with WTHR regarding State Earn and Learns  |
| September 24-26 <sup>th</sup>                  | JA JobSpark – Indianapolis   |
| October 1 <sup>st</sup> -2 <sup>nd</sup>       | JA JobSpark – Evansville   |
| October 10 <sup>th</sup>                       | BYF Indiana Career Symposium   |
| October 30 <sup>th</sup> -Nov. 1 <sup>st</sup> | National FFA Convention & Expo   |
| December 3 <sup>rd</sup> -4 <sup>th</sup>      | Indiana Youth Institute Kids Count Conference  |

### **Our Impact: Event Highlights**

#### ***BYF Indiana Career Symposium – October 10<sup>th</sup>***

An event to find your fit in planning, building or finishing a construction project. Students explored careers throughout the construction industry and experience hands-on simulations. This

event was supported by Indiana Builder's Association, Indiana Constructors Inc., the Asphalt Paving Association of Indiana, and the Indiana Subcontractors Association.

The students were involved in vocational programs and sought careers immediately after high school or through higher education in construction management, engineering, and architecture. They learned about all the incredible career opportunities in construction for students.

This event was an educational and interactive event providing students with an overall feel for the opportunities existing in the construction industry through either university or construction trade organizations. Activities included

- An overview of career opportunities existing for college bound students including programs offered by Ivy Tech, Purdue University, Vincennes, and Ball State University.
- An informative presentation by representatives from commercial, residential, and civil construction workers and owners to describe career paths, daily life and the industry.
- A breakdown of career opportunities in planning, building and finishing construction and the personality traits of those who do well in those careers.

#### **Our Impact: Partnerships and Sponsorships**

In 2019, BYF Indiana continued to partner with many local organizations, many of whom are listed above as we participated in their various events.

A partnership of note was with Hamilton Heights High School. Through Hamilton Heights' construction curriculum, students gained the opportunity to participate in paid internships during the summer and fall of 2019. Adding this component to their curriculum more than doubled the number of students interested in the construction course available at Hamilton Heights. ICR Foundation helped facilitate the discovery of employers willing to host paid interns.

#### **Our Impact: Adult Learners**

In 2019, the first full year of the BY Construction Training program, **242** Hoosiers received certifications in NCCER Core and OSHA-10 at **15** training locations provided throughout Indiana. BY Construction Training partnered with Adult Education providers, such as MSD of Washington Township in Indianapolis, Blue River Career Programs, and Anthis Career Center in Ft. Wayne, Community Centers such as John Boner Neighborhood Center, Southeast Community Services, and Mary Rigg Neighborhood Centers in Indianapolis, and Northend Community Center in Lafayette, and employers, such as Messer Construction and Jack Laurie Group to ensure that students received a well-rounded training and career preparation program that resulted advancement into construction careers. In 2019, over **130** of BY Construction students transitioned into entry level careers, at a median starting wage of nearly **\$14/hr.** BY Construction Students came from diverse backgrounds with over **72%** of students coming from minority groups and over **50%** of students having a felony conviction on their record.

#### **Our Impact: BY Construction Training Hiring Events**

Differentiating the BY Training from other training opportunities is the emphasis we place on getting trainees hired into jobs at the end of the training. This is facilitated by Indiana Construction Roundtable Foundation's connectivity to employers. During the scheduled training,

employers attend class to educate trainees about the types of jobs they're eligible for once graduating, the company culture, and the salary and benefits packages. Employers then return at the end of the training session to attend the hiring day event. Each student who graduates the class can interview with employers individually, with the goal of 100 percent of attendees receiving job offers during this event. In 2019, ICRF hosted **8** hiring fairs for our BY Construction Training graduates. All graduates interviewed individually with representatives of over **35** unique construction companies of all sizes, with numerous students receiving job offers on the spot.

**Our Impact: Media and Marketing**

**Social Media**

In 2019, Build Your Future's Facebook made 26,419 organic impressions with 3,713 in Q4. Currently, there are 655 people who follow the program on Facebook. Build Your Future Indiana also has 754 followers on Twitter.

**Website Updates**

ICRF continued work toward launching its new website in 2019. This website will improve communication efficiency with stakeholders. The new website will have portals all ambassadors, teachers, and guidance counselors can access to expedite requesting ambassadors, claiming events, or requesting materials. With final steps occurring in 2019 Q4, we are on track for an early 2020 launch.

**Financials**

| <b>ICR Foundation FY2019 Expenses</b>                                |                       |
|--|-----------------------|
| Launch Creative (website, grant writing, etc.)                       | \$29,613.87           |
| Ongoing Support (salaries, overhead costs, insurance, postage, etc.) | \$1,023,327.31        |
| Indiana Builders Association   | \$50,000.00           |
| BY Training/Drug Testing   | \$79,205.76           |
| Media (TV, cable, digital, web)                                      | \$157,462.30          |
| Events (attendance fees, promotional items, etc.)                    | \$59,780.99           |
| Other (to be assigned)   | \$1,504.52            |
| <b>TOTAL</b>   | <b>\$1,400,894.75</b> |

Through 2019, ICR Foundation ran within budget. ICRF employed three full-time staff members with three employees dedicating part of their time to ICRF. This increase in staffing allowed the ICR Foundation to increase its footprint impacting more individuals.