**Letter from the EXECUTIVE DIRECTOR**

Dear Friends,

We invite you to visit our office—not only to allow us to share with you all of the exciting activities the AGC Education Foundation is undertaking but also to observe the transformation that is taking place in our area. We are a neighborhood that is filled with more cranes and flaggers than Starbucks’ coffee shops. We are surrounded by so many construction projects, the current South Lake Union fashion appears to be hard hats and high visibility vests. This is great news and evidence of a booming construction industry.

According to experts, while this appears as good news for the industry, it also raises fears about the future workforce. “Many construction firms are already having a hard time finding qualified workers and expect construction labor shortages will only get worse,” states Stephen E. Sandherr, CEO, AGC of America. “We need to take short-and long-term steps to make sure there are enough workers to meet future demand and avoid the costly construction delays that would come with labor shortages.”

Workforce development is a key component of the Foundation’s mission. We are working to help you secure your companies’ futures with skilled employees through a number of endeavors including: Mentorship Day with college students, Construction Career Days with high school students, Construction Adventure Camp and Ready-Set-Build for youth, grants to schools and organizations, and student scholarships. We cannot accomplish this alone and seek your partnership. During 2015, our Foundation will create a new committee called Tomorrow’s Workforce Today (TWT). TWT is intended to be a council of industry professionals who will advise us about their immediate and anticipated workforce concerns. TWT will direct the Foundation’s workforce development initiatives and programs. Together, we can create “tomorrow’s workforce today” while keeping your current employees up-to-date on their educational needs.

On behalf of everyone at the AGC Education Foundation, we wish you a prosperous 2015 and offer you our continued gratitude for your support.

Sincerely,

Diane Kocer
Executive Director

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**MENTORSHIP DAY**

**Central Washington University**

Thanks to the generosity of our donors and the volunteer service of several former AGC EF scholarship recipients, forty Central Washington University construction management students participated in Mentorship Day. Students received advice from panelists about career options and expectations during the first years after college. Job site visits included heavy/civil and commercial projects: Mercer Street, the Allen Institute for Brain Science, and the North Transfer Station.

**Special thanks to volunteers from:**

BNBuilders, GLY Construction, Guy F. Atkinson Construction, Lydig Construction, PCL Construction, Sellen Construction, Skanska USA Building, and Walsh Pacific

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**2015 DISTINGUISHED SERVICE AWARD FOR LEE KILCUP**

**Recognizing extraordinary service to the Foundation**

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**2015 DISTINGUISHED SERVICE AWARD FOR LEE KILCUP**

**Recognizing extraordinary service to the Foundation**

We are pleased to announce that Lee Kilcup will be awarded the 2015 Distinguished Service Award for his years of dedication and contributions to the AGC Education Foundation. Friends and colleagues will honor Lee at the 2015 AGC of Washington Annual Convention on January 23.

Lee graduated from Washington State University in 1978 with a bachelor’s degree in Construction Management. He started his career with Webcor Builders, PK Construction, and RC Hedreen Co. He retired from GLY Construction after 27 years with the company. Lee’s job titles have included field engineer, project engineer, superintendent, project manager, chief estimator, VP of Operations, Senior VP, president, CEO, and homebuilder. Lee served as Board of Trustees president for both the AGC Education Foundation and the AGC of Washington.

Lee has played an instrumental role in establishing the Foundation’s Construction Leadership Series, which launched in September 2014. He has participated in the AGC Executive Management Course and various peer groups and executive trainings. Lee and his wife Anne joined the Foundation’s Legacy Society in 2012.
Tell us a little bit about yourself, your background and how you got involved with the Foundation.

I knew I wanted to be a carpenter at a very early age. My dad was a carpenter and I was lucky to have a family who supported my decision to join the industry. I learned about the Construction Management program at Washington State University and knew it was a perfect fit. My dad was involved with the AGC through Wilcox Construction so when I went to WSU, Bob Wilcox told me about the Foundation’s scholarship program. I filled out the paperwork and was introduced to Bob McEachern, a Foundation board member who was also a former member of my fraternity. He encouraged me to apply. However, when I did, I received a letter back saying they didn’t give scholarships to WSU students—only UW students. I called Mr. McEachern and told him what happened and he said, “I’ll call you back.” A short time later I received a call back from the AGC and they said, “You’re going to be our first WSU recipient.” It was the “Bob McEachern Scholarship,” named for a man who had been very involved with the Foundation. My tuition was paid in-full from my sophomore through senior year. During my time at WSU I established a friendship with Bob McEachern. He would bring me to Jobsites and give me tours of the projects he was working on—I always left feeling inspired and amazed.

After college, how did you continue to stay involved with the Foundation?

I started going to AGC meetings a few years ago. I was interested in giving back and helping people just like Bob helped me. He gave me a really great poem called “The Bridge Builder.” He kept it in his wallet. It’s about a man who’s building a bridge and another man approaches him and says, “Why are you spending your whole life building this bridge?” The man responds, “I’m not building it for myself, I’m building it for the people who come after me.” It was never about the money with Bob; it was about taking the time to help someone succeed from the next generation. I hope to continue Bob’s work through my involvement with the Foundation.

How did you decide to give your first gift to the foundation?

When I was younger I gave my time and effort because that’s all I had, but I still wanted to contribute. When you are older and have the money to contribute—do the young people should get others involved and give their time. You also have so much to learn. Honestly, every time I sit at a board meeting I learn something new. I know that I will gain more than I will ever be able to contribute.

In your opinion, what is the most important work the Foundation does?

I believe scholarships are the most important because it demonstrates to others that there’s value to education and joining our industry. The award amount should be on par with a football scholarship. I like that we are looking for well-rounded people and giving scholarships. It seems that halfway through college you start really figuring out what you want to do. Getting a scholarship can change someone’s life—they graduate with a marketable skill—and can go on to build a high rise building that will forever be part of a city skyline.

How did you get involved with the GET program and what inspired you to involve the Foundation?

I was thinking about the Foundation’s investments. Giving out $1,000 scholarships doesn’t make that big of a difference when you look at how expensive tuition is now. I’d rather give out scholarships that are $10,000 or more, much like the full-ride I received when I was an AGC EF scholar. When I looked at the GET program, it seemed to me like a good way to do that, and it will have more buying power 20 years from now.

As a former scholar, do you have any advice for current scholars wanting to get involved with the Foundation?

My advice — just do it. Start getting involved. When I first started with the foundation, I was part of the continuing education committee, but I knew my true passion was helping with scholarships. Get involved and you’ll find the spot where your true passion lies. Find something that speaks to you and makes you say, “This is what I want to do.” And then you need to have the guts to do it.”

Building strong interpersonal skills separate successful people from others. This series helps bridge the gap from the technical knowledge gained in school to the softer skills necessary to be a leader in tomorrow’s construction industry.

“Our new Construction Leadership Series was designed for individuals with 10-plus years of construction industry experience and who were identified by their companies as one of tomorrow’s leaders. With a limited number of seats, we launched the series in September with 16 students.

The seven modules, developed with the assistance of Lee Kilcup, retired CEO of GLY Construction, are highly-interactive, technical knowledge gained in school to the softer skills necessary to be a leader in tomorrow’s construction industry.

 contractedor companies, the participants came to the series with a combined 239 years of industry experience. “This leadership series is important for the industry because much of the content is not taught elsewhere. It is learned on the job, sometimes at great expense,” said Kilcup. “This is a way for me to help an industry that has given me much more than I could ever give back.”

Each student was assigned a company mentor, who participated in selected activities throughout the series. With a “learn today and apply tomorrow” approach, students were able to take what they learned in class to the job the next day.

“Building strong interpersonal skills—such as communication and motivating people—separates successful people from others,” said Paul Constantine of Constantine Builders, Inc. “This series helps bridge the gap from the technical knowledge gained in school to the softer skills necessary to be a leader in tomorrow’s construction industry.”

The next Construction Leadership Series will begin in January 2015. For more information about registration and the application process, please contact Dan Morris at dmorris@agcwa.com

DEVELOPED BY INDUSTRY EXPERTS FOR TOMORROW’S LEADERS

AGC EF’s new and innovative education course is already receiving rave reviews

For more information about registration and the application process, please contact Dan Morris at dmorris@agcwa.com
Eleven 4th-6th graders were introduced to the construction industry and STEM learning this summer thanks to the AGC Education Foundation's first ever Construction Adventure Camp.

Participants in the camp experienced hands-on learning through building, jobsite tours, safety presentations and more. "As an educator, I always taught from the standpoint that children need to be provided with hands-on opportunities that open up understandings that cannot be learned from books and classroom settings alone," said Dan Morris, AGC EF director of education and training. "For some, this was the first time they ever used tools."

On the first day, in addition to undertaking a scavenger hunt for building materials and taking an AGC Building tour, the campers built something they would need for the rest of the week: wooden tool boxes. The next four days were packed with hands-on activities and a jobsite tour of Sellen's Rufus 2.0 project. Gray Lumber and Sellen Construction provided supplies for the camp.

"Some of the best parts were all of the hands-on activities and the jobsite visit," said Kerry Soileau, Ferguson Construction safety manager, whose son Marc was a camper. "That jobsite visit spurred many discussions on the drive to camp and at home."

Students also participated in a question-and-answer session with Terry Deeny, Deeny Construction, on the building of the Space Needle, a cement/concrete tutorial by Don Grimes of CalPortland, a safety presentation by AGC’s Andrew Ledbetter, and the construction of bird houses, cement garden stones and a coffee house.

"The camp started a lot of conversations between my son and me and allowed me to share my construction experiences and talk over potential opportunities for him," Soileau said.

This was the first Construction Adventure Camp and has received national attention from the AGC of America.

"My son Kellan had such a wonderful experience and continues to explore construction-related projects at home," said Stephanie Gebhardt, CFO for MacDonald-Miller Facility Solutions. "If you plan to have another camp next year, please keep Kellan in mind. He’s already talking about signing up."
15 students receive scholarships for 2014-2015

Kelsey Gardner, Washington State University
Chester H. & Elizabeth N. Johnson Memorial Scholarship, AGCEF Investing in Leaders Scholarship
Kelsey is in her senior year working toward her bachelor’s degree in Construction Management with a Business Administration minor. She was elected twice as the Outstanding Construction Management Student of the year by faculty for 2012-2013 and 2013-2014. Kelsey is the vice president of the Associated Students in Construction Management (ASCM) club and a member of the WSU Design-Build Institute of America (DBIA) team. After graduating, she is interested in a career as a superintendent.

Brian Merris, Central Washington University
Mr. Robert L. & Betty L. Landau Scholarship
Brian Merris is a senior working toward his Construction Management degree. He is a member of the CWU AGCEF student chapter and a Geology Club member. Brian has actively worked in construction for 10 years and has held duties such as carpenter, foreman and superintendent. After graduating, he hopes to work as a project manager.

Akklu Ferede, South Seattle Community College
Gene Colin Two-Year College Scholarship
Congratulations to the first recipient of the AGCF Education Foundation’s Gene Colin Two Year Scholarship! Akklu Ferede is studying welding. His goal is to obtain work in order to support his family. His favorite thing about school is the helpful staff and instructors.

The following corporate and individual donors have provided a gift between July 1, 2013-June 30, 2014.

CORPORATE
MidMountain Contractors, Inc.
Allison Construction Supply, Inc.
Concrete Ingenuity, Inc.
Henschell & Associates, Inc.

INDIVIDUALS
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Allan and Inger Osberg

Champions ($5,000-$9,999)
Abbott Construction, Inc.
Coughlin Porter Lundin, Inc.

Individuals
($5,000-$9,999)
Gray Lumber Company

Champions ($2,000-$4,999)
Gene Colin

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David Scalzo

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Bob Marconi
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Sean Wurman
Adrienne Woods
Frank Young Jr.

Thank you to all of our donors for participating in the 2013-2014 Annual Fund. Your generosity supports the programs of the AGC Education Foundation.
What’s Happening at AGC EF

- Letter from the Executive Director
- Mentorship Day 2014
- 2015 Distinguished Service Award
- Construction Leadership Series
- Investor’s Corner
- Construction Adventure Camp
- Scholar Spotlight
- Grant Recipients
- Guaranteed Education Tuition (GET) Program
- Giving Opportunities
- By The Numbers
- Tomorrow’s Workforce Today (TWT)

This Year By the Numbers

2,827 students attended classes
11 Grants provided
15 scholarships awarded

17 AGC Member Companies Serve on AGC EF Board of Trustees

Abbott Construction
Absher Construction
Ashbaugh Beal
CalPortland
Deeny Construction
Foushee & Associates

GLY Construction
Gray Lumber
Kibble & Prentice
Lease Crutcher Lewis
Lydig Construction
Moss Adams LLP

Osberg Construction
Parker, Smith, & Feek
Sellen Construction
University Mechanical Contractors, Inc.
Wilcox Construction

Tomorrow’s Workforce Today

By Jen Holm
AGC EF Education and Career Counselor

I am thrilled to rejoin the AGC Education Foundation staff to apply my understanding of workforce challenges that impact today’s society. Seeking answers to career development pathways led me to pursue and complete a Master’s degree in Organizational Psychology. As the construction industry rebounds throughout the state, we are reminded of the urgent need to address workforce issues. In particular, some of the questions and concerns we seek to address pertain to:

- Retention: How do construction companies train and develop employees in a way that fosters organizational loyalty rather than encouraging “job surfing”?
- Recruitment: How do we effectively create an awareness of the varied construction careers available to today’s students?
- Resources: Who are our untapped partners and resources as we seek to build a skilled workforce for the next generation of leaders?

We ask you to participate in Tomorrow’s Workforce Today (TWT) by helping us to answer these questions and raise other important issues. We hear your concerns and want to provide solutions that are intentional, relevant and impactful to your companies. I look forward to interacting with you as we build this important program to meet your workforce needs for the future.