Dear Friends,

The success of an organization depends on the stakeholders’ drive to advance the mission through relevant programs and a focused vision for the future. To this end, our Board of Trustees initiated and accomplished three 2015 action items: to validate and honor the mission by documenting our history; to evaluate existing programs with the intention of measuring success; and most importantly, to prepare for the future by developing a strategic plan.

Looking back 35 years to 1980, we are humbled by the hard work and determination of the AGC members who established the AGC Education Foundation. Their vision to create a Foundation that promotes and develops construction careers has become their legacy. Most of these founders remain active with the Foundation today. Please view the recently-produced video that honors our history, programs, and dreams for the future by visiting our new website: www.constructionfoundation.org.

In preparation for the future, we recently completed our five-year working strategic plan. Five facilitated workshops helped the Foundation’s stakeholders and staff identify opportunities for growth and strategies for reaching desired outcomes. The initiatives and implementation plan are summarized on page 2.

One of the greatest outcomes of 2015 is the renewed partnership with the AGC of Washington. This relationship continues to be mutually valued and respected. We are pleased to accept the 35th named endowment: the AGC of Washington Endowment. This historical gift is significant as it honors the AGC members who created the Foundation while supporting the Foundation’s programs into perpetuity.

With your continued support, we will work to accomplish our goals. Join our founders and leave your legacy to the future of the industry.

You are appreciated. We wish you much success and good fortune in 2016.

Sincerely,

Diane Kocer
Executive Director
The following is a summary of the workshop results. This information is intended to provide a broad view of the initiatives. A more detailed document that provides action items and the deliverable time frame is available upon request.

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### Workshop Results:

- **Future Workforce:**
  - To create relevant programs and opportunities that continue to develop and promote construction careers, recognizing that the industry is facing a critical and constantly changing workforce shortage.

- **Funding Sources:**
  - To advance all programs through strategic revenue sources.

- **Expanding Continuing Education Opportunities:**
  - To provide relevant and quality education programs for AGC members and non-members.

- **Inclusiveness and Diversity:**
  - To align the Foundation with the shifting and emerging demographic of the construction industry; includes, but is not limited to: ethnicity, gender, and socio-economics.

- **Sustaining the Foundation's Momentum:**
  - To continually improve the mutually-valued relationship with the AGC of Washington, Foundation’s Board of Trustees, constituents, and staff.

### Macro Strategies 2015-2020:

- **Representation on the AGC Government Affairs Committee to communicate state education needs that may impact the industry**
- **Community outreach through Tomorrow’s Construction Workforce Today committee**
- **Identify, confirm, and collaborate with five industry partners**
- **New delivery methods Ex: distance learning**
- **Expand current successful programs based on industry feedback**
- **Evaluate all programs, Board of Trustees and committees to ensure all aspects and demographics are included**
- **Continued partnership with the AGC of Washington**

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**Investor’s Corner**

Dedicated to the visionaries committed to the AGC Education Foundation

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**Gene, tell us about your history with the Seattle construction industry.**

I am a transplant from the New York/New Jersey area. After the Army, I came out to Seattle in 1965. Boeing was hiring and I accepted a position in their construction management department, staying for two years until the company’s layoffs. I happened to be supervising one of the projects that Ferguson Construction was doing at Boeing. Ferguson hired me, and the rest is history. I have been at Ferguson Construction ever since.

**What was your initial involvement with the AGC Education Foundation?**

I knew Bob Landau well, and he spoke with me about the AGC of Washington’s desire to create a foundation that would focus on educating the industry. It resonated with me. At the beginning of launching a foundation, you have to define the mission, then gather supporters and convince them that you know how to use their money with efficacy. That was the biggest story we had to tell. Most importantly, in order to tell the story, we needed to bring our money to the table. I presented the story to Hugh Ferguson, and Ferguson Construction was one of the many founding donors. Terry Deeny, Frank Young and Bob Landau convinced me that the Foundation was going to become a stellar example of what a group of people could do when they got together for a common mission. My 35-year involvement has been a phenomenal experience for myself and Ferguson Construction. I see bigger and better things every time I meet with the Foundation staff.

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

Education is by far the Foundation’s most important work. Its focus on educating the AGC members is a priority. This starts at the executive level by charging the management with embracing a corporate culture of continued learning, then passing it on through middle management, and then to the folks with their boots on the ground in the field.

“**The return on investment does not have to do with funds; it has to do with people.**”

**Is there a particular Foundation program that impresses you?**

Yes, the Foundation’s Construction Adventure Camp was wonderful to observe this summer. I could see the minds of these young folks clicking into gear when something was presented to them. Their enthusiasm and excitement was evident when they spoke of building their tool boxes and visiting job sites. The Foundation has been wise to begin introducing students to construction from a young age — what seems very small could wind up with a very large impact.

**As a donor, what do you see as your return on investment when selecting the Foundation as part of your charitable giving?**

I think the return on investment has nothing to do with a typical return on investment, but it has to do with an investment in the individual who is making their way through the programs, and who ultimately pursues a career in construction. By getting kids started out through the summer camp, it interests them in construction. This engagement eventually draws students to not only think about college, but to think about an education in terms of how it relates to construction careers. Not everybody has a notion that they want to go to college, and I think the Foundation fills that gap. The return on investment does not have to do with funds; it has to do with people.

**What do you see as the Foundation’s greatest impact on the industry?**

The industry is continuing to see the Foundation as a resource, and depends upon the Foundation for specific courses and programs. I remember when “safety” was just a word in the dictionary. Now, safety has become its own department in the AGC, which started through the Foundation’s safety courses. In terms of its greatest impact, it is seen as a resource organization that the trades, the universities, and the community colleges, like South Seattle College, can partner with to expand opportunities within the industry.

**Long term, what do you hope for the future of the Foundation?**

The Foundation must continue to offer distinctive and helpful educational experiences for the members and their employees in the office and in the field. It should continue to strive to be the lead career resource organization for the construction industry.
Construction Adventure Camp

The Foundation welcomed more than 25 students to the second-annual summer Construction Adventure Camp. Campers visited job sites including: the Allen Institute for Brain Science, the SR99 Tunnel Project, the Elliott Bay Seawall Project, and the North Transfer Station.

AGC EF AWARDS GRANT TO COLLEGE-PREP HIGH SCHOOL SHOP PROGRAM

Bishop Blanchet High School receives funding for two new bandsaws and sander

The AGC Education Foundation was fortunate to fund a grant for Bishop Blanchet High School's Woodshop Program for the 2015-2016 school year. The funding was granted for two bandsaws and a Jet Drum Sander, all of which have helped to improve the functionality and efficiency of the program for all students involved.

Bishop Blanchet is a Catholic high school located in the heart of North Seattle. Woodshop programs are rare in private, college-prep environments, but the school houses a bustling shop facility, running up to five classes each school year and building sets for the drama department's productions. Bishop Blanchet recognizes the importance of hands-on learning, and under the leadership of Corey Eriksen, the program has evolved over the past eight years. It now includes introductory and intermediate class levels, allowing students to engage in long-term, independent woodworking projects. The introductory class includes a popular wooden toy building project, and the finished products are given to families in need during the holiday season. One of Eriksen's teaching goals is to help students gain an appreciation for the tools they use, so the purchases tie directly back to this philosophy. Additionally, he notes that the tools have drastically improved productivity. To put the impact of this funding in perspective, he has historically had to cut one-third of the student projects per semester, and believes that student productivity will be so improved that going forward they will be able to accomplish every project. "Not only does this enhance their learning experience overall," he said, "but it makes their daily time spent in class more engaging, fun and useful."

A very special thanks to our generous donors who helped make this camp possible

Byron W. and Alice L. Lockwood Foundation
Mr. Gene Collins
Mr. Bill Bender

In-kind donations

GLY Construction
Gray Lumber Company
Lydig Construction
National Association of Women in Construction
MidMountain Contractors, Inc.
Milepost 31
Sellen Construction

AGC EF was proud to partner with AGC of Washington's Future Leadership Forum (FLF) this spring. Proceeds from an FLF-sponsored event directly subsidized tuition and other camp fees. Programs like Construction Adventure Camp would not be possible without such generous support. Thank you, FLF!

Corporate and individual donors can be found on page 7.
The generosity of the AGC Education Foundation’s partners allows our programs to consistently flourish and creates opportunities for our scholarship recipients to get involved. During her junior and senior years at Central Washington University, Kindra Scobba received multiple scholarships, including: the 2013-2014 Betcher Family Foundation Scholarship, the 2013-2014 Hugh S. Ferguson Endowment Scholarship, and the 2014-2015 Donald and Clarice Bocek Endowment Scholarship. Her engagement with the Foundation exemplifies the vision of our founders and generous donors.

“The AGC Education Foundation offered me more than financial support,” she said. “Yes, the scholarships took a lot of stress out of being a college student, but they also came with a network of people to help me through my college career.”

Throughout both years, Kindra participated in some of the Foundation’s programs made possible by the Byron W. & Alice L. Lockwood Foundation, including a Mentorship Day for CWU’s Construction Management students, and a remodel of the Foundation’s Ready Set Build program. The Foundation’s Mentorship Days have become a favorite tradition among foundation scholars and construction management students. Kindra found it to be such an impactful experience that she sat on the panel this fall to give guidance to current CWU Construction Management students. Thanks to her leadership, a group of CWU students gave the Ready Set Build program a much-needed remodel. The Ready Set Build program is popular with middle-school students, introducing them at a young age to the science and math elements that go into construction. Moving forward, the AGC EF has a program that is much more physically manageable and appropriate for the students who are using it.

Kindra graduated from CWU in June, and is employed with Mortenson Construction, the company she interned with for two summers. She achieved her goal of working in healthcare and is currently assigned to the Swedish Medical Center Cherry Hill Campus.

“Work is challenging, and of course there have been some ups and downs, but I wouldn’t change a thing,” she said. “Working full time is taking a lot of stress out of being a college student, but they also came with a network of people to help me through my college career.”

The Foundation is proud to support Kindra. We look forward to seeing her contributions to the industry.

**Conrad Lark, Business Manager**

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**Workforce Development Update**

By Jen Holm, AGC EF Education and Career Counselor

New initiatives continue to advance the Foundation’s Workforce Development programs. Always seeking opportunities for growth, we began the year with a goal of targeting specific industries for industry recruitment, identifying women and high-school counselors as two important groups. These goals were accomplished through a career presentation at a local all-girl’s high school, and by co-hosting a day-long field trip for high-school counselors and educators.

The AGC Education Foundation is committed to increasing diversity within the industry, and supporting women interested in construction careers is one important facet of that goal. Holy Names Academy is a local all-girl’s high school, with a strong academic focus in Science, Technology, Engineering, and Math (STEM). With the help of three women from Sellen Construction and McKinstry, we presented construction careers to nearly 40 students interested in construction, engineering and architecture. While direct outreach to students is crucial for industry development, it is important that we target the educators charged with guiding students to their career choices. Together with the Construction Center of Excellence and the University of Washington, the Foundation hosted a field trip for high-school teachers, counselors, and other career and technical education (CTE) teachers. Participants were introduced to the various academic and career paths that can lead to viable careers. After a presentation by Bill Bender, chair of the UW’s Construction Management department, participants toured two of GLY Construction’s South Lake Union jobsites, including the Allen Institute for Brain Science.

The day concluded with a presentation from Shana Peschel, director of the Construction Center of Excellence, and a tour of the apprenticeship programs at South Seattle College’s Georgetown campus. We are grateful for our strong network of former scholars, volunteers, and industry partners who are eager to share their wisdom and experiences in order to create the future construction workforce.

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**Scholar Spotlight**

Kindra Scobba

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**Conrad Lark, Business Manager**

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ONLINE GIVING AVAILABLE

[www.constructionfoundation.org](http://www.constructionfoundation.org)
What's Happening at AGC EF

- Letter from the Executive Director
- AGC of Washington Endowment
- New Named Endowments Support Scholarships
- Strategic Planning - Macro Strategies
- Investor’s Corner
- Lean Construction Advanced Pull Planning - NEW!
- Construction Adventure Camp
- Grant Recipients and Grant Spotlight
- Scholar Spotlight
- Workforce Development Update
- Giving Opportunities
- 2016 Distinguished Service Award
- Board of Trustees

2016 DISTINGUISHED SERVICE AWARD
FOR PAUL GARLOCK
Recognizing Extraordinary Service to our Foundation

We are pleased to announce that Paul Garlock will be awarded with the 2016 Distinguished Service Award for his years of dedication and contributions to the Foundation. Friends and colleagues will honor Paul at the AGC of Washington’s Annual Convention on January 29.

Paul Garlock is a certified project superintendent with more than 35 years of construction-industry experience. He started as an apprentice carpenter, and earned his way through the ranks of carpenter, carpenter foreman, tenant improvement superintendent, assistant superintendent, project superintendent, senior project superintendent, and now project general superintendent at Lydig Construction.

Paul has taught continuing education courses for the Foundation since 1987. He developed, implemented, and currently teaches the Foundation’s Construction Technical Skills (CTS) series and Time Management for the Construction Professional courses. He has taught PMDP and STP, and sits on the AGC of America STP curriculum task force. Paul has served on the Continuing Education Advisory Committee, and currently serves on the Foundation’s workforce development committee, Tomorrow’s Construction Workforce Today.

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