The crane count is high, companies are busy, and the construction outlook is promising. This is all great news; yet, the anticipated shortage of construction workers continues to be a widespread challenge. The growing concern about the attraction and retention of the future workforce calls for swift action. Thanks to the generosity of our constituents and collaboration with partner organizations, we will be launching the following programs in 2017.

Support Services Fund for Construction Careers
Together with the Foundation, the Construction Center of Excellence has established a fund to alleviate various barriers-to-entry into the industry. Obstacles, such as transportation costs and entrance exam fees, can be overwhelming and limiting to those seeking construction careers. “The industry is in dire need of a skilled workforce,” said Shana Peschek, director of the Construction Center of Excellence. “Many challenges can prevent potential workers from securing careers in construction. Our intent is to provide resources and financial support to individuals facing barriers to construction education and employment.” Through a simple application, we will review requests and fund services through an expedited process.

Career-Counseling Services
Working with our state schools’ Career Technical Educators and industry partners, we will be offering individual career consultation to students at the high-school level and beyond, as well as others seeking entrance to and information about the construction industry. This service will function as another way for us to continue bridging the gap between schools, students, and the construction industry. One example of this is our partnership with industry mentors who will be available for individuals engaged in career counseling. Above, Marisol is introduced to her mentor, former scholarship recipient Salvador Arellanes, field engineer with Sellen Construction. Marisol was connected to the Foundation during her senior year in high school by the Seattle Rotary. She expressed an interest in a career in the construction industry, but lacked the resources and information to take the next steps. With assistance from the Foundation, she is now completing her first quarter in Renton Technical College’s Construction Management program. Jen Holm, Foundation Education and Career Counselor, identified Salvador as a professional resource for Marisol, and will continue to provide guidance as they work together.

NEW PROGRAMS TO LAUNCH IN 2017
Creating More Pathways to Construction Careers

A letter from the EXECUTIVE DIRECTOR

Dear Friends,

The advancement of technology has allowed us to communicate and connect with people across the world. The old adage “six degrees of separation” was often used to describe the relationship between two people that can be made in a maximum of six people. Subscribing to social media, it is now common to establish a professional relationship within two degrees of separation. Our increased ability to create wider networks with greater efficiency is a positive development for the construction industry.

How do we leverage our connections, shared opportunities, and partnerships to benefit the needs of the industry? Simply stated, the Foundation serves as your point of connection. Our programs are symbiotic and intentionally designed to unite our constituents in order to guide our mission: former scholarship recipients serve as mentors and teachers, industry leaders create our courses, grant recipients and instructors serve on our Board of Trustees, AGC-member companies provide job-site tours and guidance for student career exploration, etc. Each of you fulfill our mission in unique ways by drawing skills, interests, and connections to giving back.

As you read this newsletter, we invite you to notice our highlighted individuals and the many relationships to our programs. We took deliberate action to showcase our connections with you.

Thank you for building your connections with the Foundation and the AGC of Washington in so many ways. Our programs grow and thrive because of you.

We wish you a new year filled with good health, happiness, and prosperity.

Regards,

Diane Kocer
Executive Director
The building industry in Washington state continues to flourish with the increased demand for individuals in the workforce. The rapid increase of people being promoted to new leadership roles within their companies has created an immediate need for leadership training. Working with general contractors and one of our leadership instructors, Dave Scott, the Foreman Training Program (FTP) launched in April to complete our full spectrum of leadership training programs. As an instructor for both the Supervisory Training Program (STP) and Project Management Development Program (PMDP), Dave saw the need to help aspiring journeymen and new or struggling foremen receive a solid basis of formal leadership training. “Unfortunately, a journeyman may become frustrated when promoted to foreman due to the lack of formal training,” Dave said. “The feeling that the skills will be learned by ‘on-the-job’ training can lead some to fail.” Dave has more than 35 years of construction experience. He worked as a carpenter, carpenter foreman, and a general foreman before being promoted to his current role as general superintendent. His construction background gives the students an experienced perspective of what is needed by today’s foreman to succeed. “From personal experience, one of the most challenging changes in the construction industry may be the move from tradesman to foreman,” Dave said. “Going from doing things to getting things done requires a completely different skill set.” The Foreman Training Program is a four-session class that focuses on how to take a print and work through manpower requirements, production rates, print reading, RFI writing, safety, materials take off, and sub-contractor management. By the end of the program, students will have the confidence to be successful in managing the day, week, and overall project. Since the program’s inception, nearly 80 students have been trained in the Seattle, Northern, and Southern AGC districts. “When the opportunity opened up for our foremen to take the class in the Southern District, it was well attended by our team,” said Don Coover, safety director for Korsmo Construction, who has sent seven employees through the program. “Even our more seasoned foremen commented that they benefited from the course in addition to confirming that they were doing a lot of things right.”

Supervisory Training

The Supervisory Training Program (STP) is designed for field supervisors or anyone who goes to the jobsite with information that can affect the bottom line. Students in the six-module program draw upon their field experience and learn by interaction with others from all areas of the construction industry. The next Foreman Training Program begins February 6, 2017. Visit our website for more info: constructionfoundation.org/classes Additional leadership and development classes include:

FTP participants at graduation

<table>
<thead>
<tr>
<th>New Term</th>
<th>Program</th>
<th>Dates</th>
<th>Instructor</th>
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<tr>
<td>New Term</td>
<td>Construction Leadership</td>
<td>March 13, 2017</td>
<td>Kindra Scobba, Mortenson Construction</td>
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On March 1, 2016, the Foundation hosted its first Giving Day. Our scholars were asked to “pay it forward” by making a donation to the Annual Fund, which supports scholarships, grants, and general programs. Based on their continued involvement with the Foundation, scholarship recipients Kindra Scobba (CWU’15), Noah Martin (WSU’14), and Alex Whitney (UW’11) were identified as Giving Day “champions.” They encouraged their fellow alumni to contribute in a friendly competition between the three state schools.

Why did you agree to be a champion for Giving Day? Giving back my time and financial support for the Foundation is the least I can do after all the support they gave me through school.

Beyond monetary contributions, what are other ways you invest in the Foundation? The Foundation provides so many opportunities to donate your time and connects students to those already in the industry. I enjoy sharing my story and experiences. Not long ago I had the same concerns about where I was going to live in the big city and not understanding what role I was stepping into.

Kindra is a recipient of the 2013-2014 Betcher Family Foundation Scholarship, and the Hugh S. Ferguson Endowment Scholarship; and the recipient of the 2014-2015 Donald and Clarice Bocek Scholarship.

Congratulations to the 2016-2017 AGC Education Foundation scholarship recipients: Pangboyun “Logan” Chen, UW; Griffin Collins, UW; Lacy Draper, Seattle Central College; Brydolf Eakin, UW; Jarrett Ernsel, UW; Michael Feaster, UW; Sam Flore, WSU; Baxter Hagen, UW; Jessica Harris, CWU; Wesley Hunter, WSU; Reem Imbani, UW; Tucker Jones, WSU; Marie Landwehr, WSU; Florencia Lopez, Gray Harbor College; Ashley McGready, Renton Technical College; James Noack, UW; Emma Parks, UW; Wesley Purdum, UW; Sam Ryken, WSU; Tanner Romo, CWU; Charlotte Schmitz, WSU; Connor Schneider, WSU; Nicholas Smith, WSU; Caleb Vasquez, UW; Andrew Voice, UW; Craig Wilson, UW;

You have been a Foundation donor since you graduated college. What inspired your first gift? I saw the importance of scholarships from organizations like the Foundation when I was in school. It was an easy decision for me to give back when I had the means.

How did receiving a Foundation scholarship impact your college experience? I appreciated the opportunity to focus more on my school work rather than worry about how I was going to fund my tuition. It’s a big reason why I give back now — to help provide that to current students. It also gave me the opportunity to meet people in the industry and get a better idea of what my career choice had to offer.

Alex is a recipient of the 2010-2011 William and Jean Scott Building Construction Scholarship, the Employees of Foushee & Associates, Inc. Construction Training and Education Fund Scholarship, and the American Public Works Scholarship.

On the 2016-2017 AGC Education Foundation scholarship recipients:

- Pangboyun “Logan” Chen, UW; Griffin Collins, UW; Lacy Draper, Seattle Central College; Brydolf Eakin, UW; Jarrett Ernsel, UW; Michael Feaster, UW; Sam Flore, WSU; Baxter Hagen, UW; Jessica Harris, CWU; Wesley Hunter, WSU; Reem Imbani, UW; Tucker Jones, WSU; Marie Landwehr, WSU; Florencia Lopez, Gray Harbor College; Ashley McGready, Renton Technical College; James Noack, UW; Emma Parks, UW; Wesley Purdum, UW; Sam Ryken, WSU; Tanner Romo, CWU; Charlotte Schmitz, WSU; Connor Schneider, WSU; Nicholas Smith, WSU; Caleb Vasquez, UW; Andrew Voice, UW; Craig Wilson, UW;
You build our industry

We broaden our impact in the industry through your diverse involvement and generous support. Our constituents are connected to us in so many ways, which allows us to fulfill our mission. Here is a sample of how you can get involved and better your industry for the future.

Meet our connections

Salvador Arellanes, Sellen Construction, recently served on CWU’s Mentorship Day alumni panel. Additional connections:

Gene Colin, Ferguson Construction, established the Gene Colin Two-Year College Scholarship Fund. Additional connections:

Liz Evans, AGC of Washington, partnered with NAWIC to sponsor activities during Construction Adventure Camp this summer. Additional connections:

Paul Garlock, Rush Commercial, has been a continuing education instructor for nearly 30 years. Additional connections:

Brett Griffin, Skanska USA, serves on the TCWT workforce development committee. Additional connections:

Lee Kilcup, GLY Construction (retired), helped create the Construction Leadership Series. Additional connections:

Matt Lessard, Wilson Construction, participated in the 2016 Giving Day for former scholarship recipients. Additional connections:

Greg Mettler, CalPortland, joined the 2016-2017 Board of Trustees. Additional connections:

Thomas Mosby, Highline School District, joined the 2016-2017 Board of Trustees. Additional connections:

Jane Mounsey, GLY Construction, serves on the TCWT workforce development committee. Additional connections:

Nancy Munro, MidMountain Contractors, serves as the AGC of Washington president. Additional connections:

Shana Peschek, Construction Center of Excellence, serves on the TCWT workforce development committee. Additional connections:

Jessica Scarsella, Scarsella Bros., serves on the AGC of Washington Board of Trustees. Additional connections:

Ally Webley, Sellen Construction, is a former scholarship recipient. Additional connections:

Rick Workman, Lease Crutcher Lewis, is the new 2016-2017 Board of Trustees president. Additional connections:

Want to know how you can get involved?
The Foundation supports career development and education opportunities for students and professionals interested in construction careers. We have a vested interest in promoting the industry within the greater community. These efforts all rely on the generous support from our talented base of volunteers. If you are interested in giving back to your industry, visit our website at constructionfoundation.org/giveback to complete a Volunteer Interest Profile. We will match you with volunteer opportunities. For more information, contact Jen Holm at jholm@agcwa.com.

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Salvador Arellanes
Nancy Munro
Brett Griffin
Lee Kilcup
Shana Peschek
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Matt Lessard
Ally Webley
Congratulations to our 2016-2017 grants recipients!

Educating and inspiring the next generation toward construction careers

King County Construction Career Day 2016

The Endowment Fund offers donors the opportunity to create a named endowment and to designate its purpose.

Pioneer ($500,000 plus) Chester & Elizabeth Johnson Memorial Scholarship

Visionary ($100,000 plus) Donald and Clarice Bleezak Scholarship

Employees of Haskell/Cascade Mr. and Mrs. Allan F. Osterberg Scholarship

Robert L. and Betty L. Landau Scholarship

Sellen Construction Company Endowment

Patron ($50,000 plus)

Bob Barnett & Family Endowment

Byron W. & Alice L. Luckowd Foundation Endowment

Dennis & Priscilla Dickert Endowment

Donald L. Clark Memorial Endowment

Employees of Ferguson Construction Endowment

Employees of J.R. Abbott Construction Training & Education Fund

Howard L. Lease Memorial Fund

Hugh S. Ferguson Endowment

Larry Johnson/Prime Construction Endowment Fund

M.A. & M. Ackerly Memorial Scholarship

Robert B. McPherson Memorial Fund

William & Jean Scott Building Construction Fund

Founder ($25,000 plus)

Absher Construction Co. Endowment

AGC of Washington Endowment

Betcher Family Foundation Scholarship

Eugene Construction Education Fund

Employees of Foushee & Associates, Inc. Construction Training and Education Fund

Frank and Susan Young Endowment

Gene Colle Two Year College Scholarship Fund

James P. Cramer Endowment

Joe Arvans Memorial Scholarship

Matthew and Suzanne Leashar Scholarship

Miss Adams LLP Endowment

Molvray/GV Memorial Endowment in memory of Patricia Chikamata Lee

Naprecon, Inc. Endowment

Pease Construction Endowment

Robert W. Austin Memorial Endowment

UMC Churchoffable Foundation Endowment

Members of the AGC Education Foundation annually provide a gift between July 1, 2015 - June 30, 2016.

For more information on giving opportunities, please visit our website at constructionfoundation.org/giveback or contact Adrienne Woods at 206.244.4500.
As 2016 comes to a close, we remember two beloved friends and supporters of the AGC Education Foundation: Clarice Bocek and Allan Morgan.

Clarice Bocek was a familiar face to the entire AGC community and longtime advocate of the Foundation. Throughout the years, Clarice’s love for travel helped inspire countless memorable travel escapades for AGC of Washington members. Clarice and her late husband Don Bocek’s legacy is captured through the Donald and Clarice Bocek Scholarship Endowment, which supports UW and CWU Construction Management students into perpetuity.

Allan Morgan, a continuing education instructor, taught CESCL classes for the Foundation for more than a decade. Allan was known for his dynamic teaching skills, his extensive knowledge of the industry, and his warm personality. Allan believed continuing education was a vital element to the future of the construction industry and would occasionally donate half of his instructor fees to support the Foundation’s Annual Fund.

Both Clarice and Allan leave behind a legacy of support that will continue to influence and shape the construction industry for years to come.