

A Guide for Home Builders Associations

Developing a Community Partnership
to Build the Future of the
Residential Construction Industry



**Build Your Future.
Build Texas.**

October 19, 2016



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Blueprint to Developing a Community Partnership to Build the Future of the Residential Construction Industry

Why should home builders associations, building industry professionals and educators work together to address the construction industry workforce issues in their communities?

Our craft professionals – carpenters, plumbers, electricians and masons, for example – are on average 58 years old. As they retire, we need skilled workers to take their place.

With the population of the State of Texas projected to double by 2050, Texas will need thousands of homes to house these residents. And, we need skilled professionals to build these homes.

- The shortage of skilled workers in the building industry is a major problem. 52% of home builders experienced a labor shortage in June 2015, up from 46% the previous year.
- The residential construction community must become an advocate for its industry by educating young people – as early as the 8th grade – on the great career opportunities that exist in construction.
- Educators want to be able to direct their students toward meaningful career choices and employment. In Texas, occupations that require an Associate Degree or vocational certificate pay an average of more than \$40,000 a year, compared to the average pay of less than \$25,000 for those with only a high school diploma or less.

True success will depend on how well school administrators and the building community come together to make workforce education a priority. Partnerships between local home builders associations, local school districts, technical and trade schools, and community colleges and universities have proven to be successful for many years in some areas of the state, and the chance to further these initiatives is exciting and welcome.



Ensuring the Future of the Home Building Industry and the American Dream of Homeownership Begins With You

Providing Opportunity for All Students to Succeed

It is estimated that only 40 percent of all college students complete their four-year degree plans. That leaves 60 percent of high school graduates without a clear career path – one that could have led them to vocational and technical education after high school and into a well-paying job in two years or less.

In 2013, the Texas Legislature passed House Bill 5, the comprehensive education reform bill (“The Foundation High School Program”), that gives high school students a choice in their post-graduation path, allowing them to prepare for college, or choosing elective courses (“endorsements”) that prepare them for employment immediately upon graduation from high school by, for example, earning construction industry or trade certifications.

The 84th Texas Legislature, in 2015, passed and the Governor signed into law, House Bill 18 and House Bill 505 that removed the dual credits cap, thereby allowing motivated students the opportunity to graduate from high school with not only an industry or trade certification, but with an Associate Degree. Home building companies are excited about the opportunity to welcome these skilled, educated graduates into our industry to help ensure that we can provide shelter for the citizens of our state.

Skilled Worker Shortage and an Aging Workforce

Many construction workers left the industry when the housing market collapsed during the recession, December 2007 – February 2010, (*Source: National Bureau of Economic Research*) and went to work in sectors that were healthier at the time, such as trucking, and oil and gas production. Despite the rebound in home building, the shortage of construction workers continues, in part because workers are not returning to the industry, the pipeline of talent has dried up as schools have cut vocational training from their curricula, and the healthcare and high-tech industries have attracted potential workers. The fallout from those factors is evidenced in the extended timeline for the completion of a project. While that’s bad for home builders, it’s good news for those looking to enter the construction workforce. 52 percent of home builders experienced a labor shortage in June 2015, up from 46 percent the previous year (*Source: National Association of Home Builders*).

For every three tradesmen who retire, there is only one skilled person coming in to fill their boots. According to the Bureau of Labor Statistics, more than one-third of tradesmen are over the age of 50. The average age of a skilled craftsman such as a carpenter is 50; welder 57; plumber 58; electrician 60; and, stone mason 70. Within the next five years, 20 percent of skilled workers in the construction industry will have retired. Not only does this worker shortage delay the completion of the project, it adds to the cost of the home. For every \$1,000 increase in the cost of an average-priced home in Texas, approximately 22,000 households are priced out of the market (Source: Real Estate Center at Texas A&M University).

Demand for construction workers has spiked across Texas in the last five years as our economy grew with the state’s population explosion and business expansion. With an estimated 655 [net] people moving to Texas every day, it is vital that we can provide housing at an affordable cost to meet this increased demand.

In 2015, the residential building industry in Texas represented over 702,500 jobs and more than \$31.1 billion in the Texas economy (Source: Comptroller of Public Accounts). The occupations within the construction industry projected to add the most jobs and grow at the fastest rates over the next decade are listed on Table 1 (Source: Texas Workforce Commission).

Table 1:

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Change 2012 – 2022	Growth Rate 2012 - 2022	Average Annual Wage 2013 (Texas)
Cost Estimators	7,730	10,110	2,380	30.8%	\$64,546
Carpenters	24,300	30,930	6,630	27.3%	\$32,968
First-Line Supervisors of Construction Trades/Extraction Workers	36,470	46,350	9,880	27.1%	\$55,765
Operating Engineers & Other Construction Equipment Operators	22,670	28,460	5,790	25.5%	\$40,269
Construction Managers	23,360	29,240	5,880	25.2%	\$79,966
Heating, AC & Refrigeration Mechanics & Installers	15,010	18,780	3,770	25.1%	\$41,525
Electricians	33,300	41,020	7,720	23.2%	\$43,077
General & Operations Managers	17,640	21,740	4,100	23.2%	\$106,097
Welders, Cutters, Solderers & Brazers	8,270	10,190	1,920	23.2%	\$51,890
Plumbers, Pipefitters & Steamfitters	24,630	30,210	5,580	22.7%	\$42,515

According to Texas Workforce Commission projections, Texas will have an average of nearly 44,000 job openings annually through 2016 for occupations requiring an Associate Degree or post-secondary vocational certification. In Texas, occupations that require an Associate Degree

or vocational certificate pay an average of more than \$40,000 a year, compared to the average pay of less than \$25,000 for those with only a high school diploma or less.

From November 2013 to November 2014, the construction industry was the third fastest growing industry in Texas. In Texas in 2013, the residential construction workforce supply including payroll and part-time workers was 159,972; the demand was 243,916. The demand in 2015 was 298,596, a 22 percent increase (*Source: Bureau of Labor Statistics*).

The scarcity of workers in construction means employers are paying higher wages to lure laborers to the industry. As of August 2015, average hourly earnings in the construction industry were up almost 3 percent over the prior year; wages for electricians increased by 5 percent. (Wage growth across all industries was 2.1 percent in August 2015.) Pay in the building industry may continue to rise since the shortage of workers is unlikely to get better anytime soon. The Bureau of Labor Statistics projects that the U.S. will need 25 percent more construction laborers by 2022 – a figure that far outpaces the growth of the U.S. workforce overall. A similar increase – 24 percent – is expected for carpenters.

Table 2:

2014 Average Annual Wages for Construction Specialty Trade Contractors in Texas	
Brickmasons and Blockmasons	\$39,291
Carpenters	\$32,968
Tile and Marble Setters	\$32,968
Cement Masons and Concrete Finishers	\$30,451
Construction Laborers	\$27,997
Equipment Operators	\$37,523
Drywall and Ceiling Tile Installers	\$31,741
Electricians	\$43,077
Glaziers	\$36,067
Insulation Workers, Floor, Ceiling and Wall	\$31,283
Painters	\$32,178
Pipelayers	\$34,424
Plumbers, Pipefitters and Steamfitters	\$42,515
Plasterers and Stucco Masons	\$36,650
Roofers	\$29,619

Table 2 shows starting wages for many entry-level jobsite occupations, many of which have a critical shortage of skilled workers (*Source: U.S. Bureau of Labor Statistics*).

Unfortunately, there is a perception that skilled workers are less intelligent than those who hold “white-collar” jobs. The truth is that welders, electricians and pipe fitters must understand math and science, although the standard high school curriculum may not provide the hands-on teaching approach that allows some students to excel in these areas. There is a belief that only those who attend college can make a good living. According to the Bureau of Labor Statistics, the 2014 median annual wage of most positions in the residential building industry was \$39,500 – 10 percent above the U.S. median annual wage of \$35,540.

Partnerships

School districts can partner with institutions of higher education – community colleges and career and technical schools – to provide a wide range of curricula. Excellent, established courses already exist for the Business and Industry endorsement (under which construction falls) through internationally recognized certification programs. Many of these courses are already being offered through trade and technical, and community and junior colleges across the state of Texas. Keep this in mind: each school district is required to provide courses so that students can complete the requirements for *at least one* of five endorsements. School districts are not required to provide the curriculum for all of the endorsements. The home building industry must advocate for construction training programs in our schools.

Trade and technical, and community and junior colleges can make an impact on their communities by working with the local school districts to provide dual credit courses to high schools. In addition to the benefits to business and industry, the opportunity for young people to receive career and technical training should encourage more students to stay in school. Every year in the U.S., one million students drop out of high school. NCCER’s Skills Gap Surveys show that 600,000 construction jobs will go unfilled. Hands-on training makes an impact in the classroom; **81 percent of dropouts say relevant, real-world learning opportunities would have kept them in high school.** Students in career and technical training programs are more engaged, perform better and graduate at higher rates, because they can pursue their individual interests and secure a meaningful high school diploma, an industry certification or license, and even an Associate Degree.

The overall implementation of House Bill 5 is not intended to be solely completed by school boards, administrators, counselors, and teachers alone. It is intended to include the entire community. School districts across the state are working with stakeholders in their local communities – industry groups such as local home builders associations, chambers of commerce, education partners, and local workforce development boards – to implement the law.

The underlying promise of House Bill 5 is taking shape – to enhance student achievement. True success will depend on how well school districts and the building community come together to make workforce education a priority. Partnerships between our local home builders associations, their local school districts, technical and trade schools, community colleges and

universities have proven to be successful for many years in many areas of the state, and the chance to further these initiatives is exciting and welcome.

Texas Association of Builders members and local home builders associations are at work in many areas of the state to provide assistance to their school districts to ensure the future of the building industry workforce, and the Texas Association of Builders supports the goal of students statewide having the opportunity to choose the Business and Industry endorsement, allowing them access to training in the architecture and construction fields. (See “Success Stories on page 14.)

Be a part of shaping the curriculum in your school district so that our industry has the skilled workforce we need to continue to provide quality, affordable housing to the citizens of Texas.

Each year, the Texas Builders Foundation, the charitable arm of the Texas Association of Builders, announces its scholarship application period to over 80 post-high school institutions in Texas that offer construction related training programs. In 2015, however, the interest from applicants for Texas Builders Foundation scholarships was less than expected, considering the industry’s demand for educated and skilled workers. (Qualified applicants must be enrolled in a building industry related program and indicate a desire to enter the construction workforce upon graduation.) This clearly illustrates that the residential building community must become an advocate for its industry by educating young people on the great career opportunities that exist in construction, the ability to earn a construction industry or trade certification or even Associates Degree in two years or less without the burden of excessive student loan debt, and the availability of well-paying jobs upon graduation.

The deficit of a real talent stream into the skilled trades requires a multi-year investment on the part of all stakeholders through communications, training programs, and internships that seed, nourish, grow, and bring new workers into the home building industry. The fact is that most young people do not want to do the “pouring slabs in 100 degree heat” kind of jobs that are a part of home building. What we must impress on this next generation of workers is that they can leverage any experience as a laborer – from carpentry to roofing to masonry – with additional training, into a job site supervisory role or even into the opportunity to own their own company.

In 2010, the Texas Association of Builders established the non-profit Texas Builders Foundation. Since its inception, the foundation has awarded thousands of dollars to students enrolled in trade and technical schools, community colleges and universities in Texas and who are pursuing construction-related certifications or degrees. The Foundation supports the future construction workforce in Texas by not only providing financial assistance to students, but to mentoring these young men and women as they work toward becoming a part of our industry. By working together, we can meet the growing demands for a skilled workforce.

The Texas Association of Builders and its charitable arm, the Texas Builders Foundation, have made workforce training, the growth of Texas’ National Association of Home Builders (NAHB)

Student Chapters, and educating the public on the building industry as an estimable profession – one that is an economic driver that employs thousands of Texans, and singularly provides the skilled workforce that helps the citizens of our state achieve the American dream of homeownership – among its priorities.

Builders, remodelers, developers, craftsmen and trades professionals can and must make an impact on and a true investment in the future of our industry by establishing mentoring and/or internship programs where experienced professionals can help grow the next generation of a skilled construction workforce. The average employee stays at their job for 4.4 years, but the expected tenure of the construction workforce’s younger employees is half that. It has been proven, however, that internships, training and mentoring programs are cost-effective solutions to retaining – and recruiting – young industry professionals. (Source: U.S. Bureau of Labor Statistics)

Communications and Public Relations

Increase public awareness of the rewards and economic contributions of the building industry:

- In 2014, the building industry helped Texans realize the American Dream of homeownership by building 103,045 single-family homes. In 2015, 105,448 housing permits were issued in Texas, an increase of 2.3 percent from 2014.
- In 2015, the residential construction industry in Texas represented over 702,500 jobs and more than \$31.1 billion in the Texas economy.
- With the population of the State of Texas projected to double by 2050, Texas will need thousands of homes to house these residents. And, we need skilled professionals to build these homes.
- Spread the great news of well-paying job availability in the building industry with the general public: chambers of commerce, Rotary Clubs, editorials in the newspaper, TV interviews, etc.

Graduate from high school with an industry or trade certification, and even an Associate Degree.

Home building companies are hiring skilled, educated graduates to welcome into the construction industry.



Build your future. Build Texas.

electrician \$43,077 salary

Talk with your student advisor about construction industry training opportunities. For more information about residential building, contact your local home builders association or the Texas Association of Builders (www.TexasBuilders.org).

Graduate from a community or junior college with an industry or trade certification, and even an Associate Degree.

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mason \$39,291 salary

Talk with your student advisor about construction industry training opportunities. For more information about residential building, contact your local home builders association or the Texas Association of Builders (www.TexasBuilders.org).

Graduate from a community or junior college with an industry or trade certification, and even an Associate Degree.

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carpenter \$32,968 salary

Talk with your student advisor about construction industry training opportunities. For more information about residential building, contact your local home builders association or the Texas Association of Builders (www.TexasBuilders.org).

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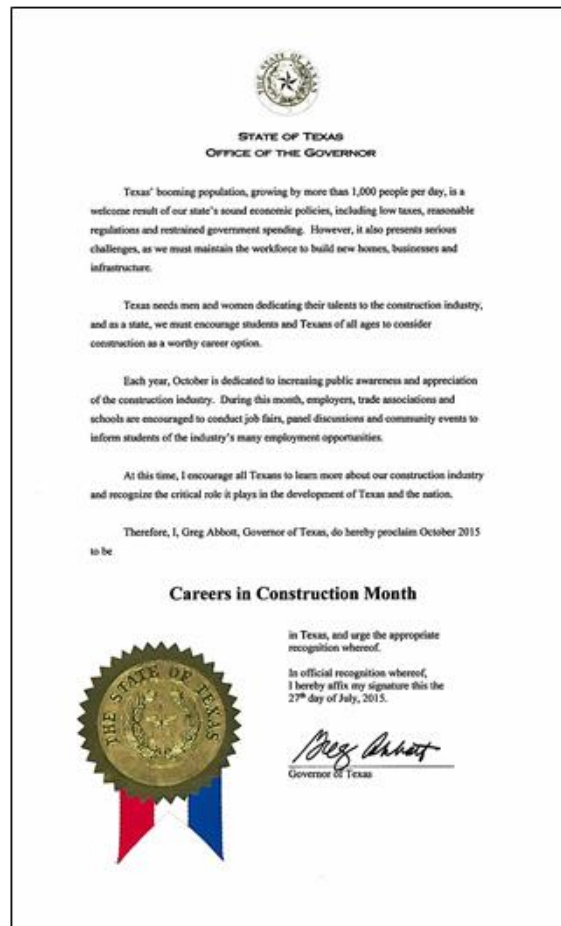
Build your future. Build Texas.

plumber \$42,515 salary

Talk with your student advisor about construction industry training opportunities. For more information about residential building, contact your local home builders association or the Texas Association of Builders (www.TexasBuilders.org).

- Partner with other local construction industry groups (Habitat for Humanity, AGC, NARI, etc.).
- Participate in career fairs, and lease space at local events such as fairs and festivals, to promote the industry.

At the request of the Texas Association of Builders, the Governor of Texas has declared October as “Careers in Construction Month” in 2014, 2015 and 2016.



In his 2016 proclamation, Governor Greg Abbott stated, “Texas needs men and women dedicating their talents to the construction industry, and as a state, we must encourage students and Texans of all ages to consider construction as a worthy career option.....I encourage all Texans to learn more about our construction industry and recognize the critical role it plays in the development of Texas and the nation.”

This proclamation provides the building industry in Texas with an additional tool in our efforts to educate the youth of Texas on the construction industry as a professional career path. Texas needs men and women dedicating their talents to the construction industry, and we must encourage students and Texans of all ages to consider construction as a worthy career option.

Although October is dedicated to increasing public awareness and appreciation of the construction industry, employers, home builders associations, and schools are encouraged to conduct throughout the year job fairs, panel discussions and community events to inform students and the public of the building industry's many employment opportunities, and to learn about the critical role it plays in the economy and development of Texas.



The Skilled Trades Shortage: Where is the Next Generation of Craftsmen?

HomeAdvisor, an online tool to help consumers find home improvement professionals, conducted a survey in February 2016 of its skilled professionals to gain insight into the skilled workforce shortage as it relates to residential construction and home improvement. The following is excerpted from the corresponding report and presents a snapshot of today's skilled worker climate, explores the barriers younger generations face in entering the skilled trades workforce, and identifies opportunities to engage and attract the next generation of craftsmen.

A Snapshot: Today's Skilled Trades Climate

A strong housing economy is essential to the well-being of our nation and its citizens. Housing typically represents 18 percent of all economic activity in the United States, according to Realtor.com's Chief Economist, Jonathan Smoke. But six years into an economic recovery, new construction remains well beneath normal levels of activity. According to the National Association of Home Builder's analysis of Department of Labor data, while residential construction has added 433,300 positions since the lowest point of the housing crash and recession, the total is still some 1.03 million workers shy of peak residential construction employment in 2006. And, while it may be argued that the conditions leading to the housing boom employed an unsustainable number of workers, we're still short the workers we need to meet current and long-term demand.

The skilled worker shortage — and its implications on both the U.S. economy and the growth and success of skilled trades businesses — can be attributed to a combination of factors, including:

Hiring challenges:

Construction is expected to add jobs at the second-fastest rate among U.S. industries between 2014 and 2024, according to Bureau of Labor Statistics forecasts, but business owners are struggling to fill open positions. While half of survey respondents plan to hire one to three skilled workers in the next 12 months, 76 percent of them feel it will be hard to find those new employees. In all, 93 percent of survey respondents expressed belief that their businesses would grow in the next 12 months if not for hiring challenges.

The generational gap:

Since its peak, the construction industry has lost more than 2 million skilled and unskilled workers, reports the Harvard Joint Center for Housing Studies — in large part because aging workers are leaving the workforce entirely. Today, Millennials represent the largest share of the American workforce; more than one in three American workers was born between 1981 and 1997, according to the Pew Research Center. Yet, an October U.S. Census analysis reports that workers age 19 – 34 represent a declining share of the skilled trades workforce. 78 percent of skilled workers surveyed reported ages between 35 and 64 years.

Field attrition:

More than 60 percent of survey participants agree that there are plenty of skilled worker jobs available; however, substantial data exist to suggest that younger workers are not pursuing them. Interestingly, U.S. Census data finds that the participation of Millennials in industries other than construction has remained constant, indicating that the decline in hires among younger workers in the skilled workforce can be attributed not to a lack of young workers, but to the entrance of these workers into other fields. The Associated General Contractors of America reports the highest worker shortages among hourly craft professionals, including carpenters, sheet metal installers, concrete workers, electricians and equipment operators.

Barriers to Entry: Why Aren't Young Workers Pursuing Skilled Trades Jobs?

The ability to attract young workers into the skilled trades field is imperative to the continued health and vitality of the building trade and the U.S. economy. Yet, as the data suggest — and as survey respondents indicate — today's younger workers are not pursuing available jobs in the skilled trades. Some conditions barring the entry of young workers into the field include:

Negative perceptions of the industry:

As Kimmel & Associates, an executive recruiting firm specializing in the skilled trades, suggests: Many young people may not want to do the “dirty work” associated with skilled trades jobs. “The problem,” the firm says, “seems to stem from a cultural lack of respect for blue collar work. The presiding conventional wisdom is that young people must earn a four-year college degree to make a good living.” Nearly half of survey respondents agree, indicating that negative stereotypes and a lack of interest are challenges they face in recruiting younger workers into the skilled trades profession.

Lack of professional exposure and education:

Over the past several years, American high schools have phased out vocational programs and encouraged students to focus more on obtaining a four-year college degree, thereby reducing in-school exposure to the skilled trades. Further, skilled worker apprenticeships have been “vastly underused, poorly coordinated, non-standardized and undervalued by students, parents, educators and policy-makers,” as Diane Jones, former assistant secretary for postsecondary education at the U.S. Department of Education, purports. Therefore, it comes as no surprise that more than half of survey respondents lament a lack of exposure to professions in the skilled trades for younger generations. Nor that a significant percentage feel insufficient resources exist to prepare young workers for a career as a skilled tradesman in the home services industry.

Opportunities: Attracting and Engaging the Next Generation of Craftsmen

While the skilled worker shortage presents significant challenges, it also presents significant opportunities. With more and more aging trades leaving the workforce, there is an urgent need to

create outlets through which skilled craftsmen may transfer their knowledge and skills to the next generation. Further, it is imperative that industry stakeholders work diligently to attract and engage a robust workforce to take over the essential roles that the aging workforce is leaving behind. To that end, industry stakeholders may attract and engage potential skilled workers by:

Harnessing the power of the maker movement:

Many young workers — Millennials, in particular — tend to embrace traditional craftsmanship, as well as the opportunity to leave a tangible mark with their completed work. The proliferation of the maker movement — and of corresponding maker programs and events — can help the industry better position skilled tradesmen not as blue-collared workers but as the essential, authentic craftsmen young workers may aspire to be.

Offering a practical alternative to the four-year-degree:

College isn't right for everyone, and for many students it will guarantee little more than a significant debt upon graduation. The skilled trade offers a sensible alternative to students not on a clear college path. Not only will skilled workers learn indispensable skills that will earn them positions in one of the country's most important and stable economic sectors, but they will also secure well-paying jobs without paying thousands of their earnings back with interest. To that end, the industry should work closely with educational institutions and policymakers to place greater emphasis on career and technical education (CTE) in secondary and post-secondary establishments.

Emboldening entrepreneurship:

More than half of survey respondents credited owning their own business as the primary motivation for entering their chosen professions. As 60 percent of Millennials are working toward that same goal, underscoring job benefits such as autonomy, flexible hours and entrepreneurship can help to attract younger workers into the skilled worker field.

Creating opportunities for mentorships and apprenticeships:

Survey respondents credit mentorships, apprenticeships and family support as their primary forms of initial professional encouragement. Given Millennials' need for feedback, encouragement and continued professional development, it stands to reason that the next generation of skilled workers would also benefit from the experience and guidance of practiced professionals. A consequential lack of exposure and access to the skilled trades has deterred young workers from the field. It's up to seasoned industry stakeholders to provide the tools and encouragement needed to inspire young workers to return. Individual businesses, trade associations and educational institutions are uniquely qualified to create mentorship and apprenticeship programs to prepare young workers for meaningful, long-term positions in the skilled trades. In fact, it's perhaps the best way to ensure the transfer of knowledge and skills from the aging skilled workforce.

Conclusion

The implications of America's skilled worker shortage are far-reaching. Not only is the workforce gap affecting our local and national economies and building sectors, but it is also stalling the professional progress of small business owners and threatening to impede the perpetuation of essential knowledge and skills. Only by identifying and addressing the barriers keeping young workers from pursuing skilled trades professions can we ensure the continued sustainability of our housing economy and workforce for generations to come.



**Build Your Future.
Build Texas.**

Punch List for Building a Community Partnership Begin now to solve the workforce shortage in your area.

Getting Started

Find at least one member to be the workforce advocate for your area and form a Workforce Advocacy Committee at your local HBA.

What are some ways in which the home builders associations, community leaders and schools can work together?

- Form a committee of community stakeholders that includes HBA members, representatives from the Chamber of Commerce and your local workforce development agency, school administrators from the independent school districts, trade and technical schools and community college and universities.
- Make building industry professionals – builders, remodelers, developers, tradesmen – available to speak to students in the classroom. Target 8th graders who will soon be making their career or college path decisions, and work with 9th – 12th graders to educate them on the building industry as a professional career choice.
- Work with parent groups! Outreach to parents is critical.
- Encourage builders to host field trips to job sites where students can learn first-hand how a home is built and the many different types of jobs and skills that building a home requires.
- Establish internship and/or mentoring programs for students who are working toward earning a trade certification, license or construction related degree.
- Participate in career fairs and job placement events. Host “Career Night” at your local association. Encourage the entrepreneurial side of construction and the opportunity to become a business owner. By earning a trade certification, license and/or Associate Degree, students are building a foundation for a career path.
- Hold fundraisers to purchase supplies, tools and equipment for a school’s construction program.
- Include local school district and college administrators in “Elected Officials Night.”
- **Talk with your State Senators and Representatives about the need for workforce training programs in your area. Invite them to join you on field trips to job sites and to stakeholder meetings.**

- Submit editorials to your local newspaper to promote the residential building industry as a professional career choice.
- Make use of social media – YouTube, Instagram, Facebook, LinkedIn, Twitter.

Do not be hesitant to reach out to the schools in your area – those that do not currently offer construction related training programs and those that do – and let them know that your members and HBA are available as resources. Ask them how you can assist in starting a new construction program or in growing the existing program.

Involve students in your HBA’s charity projects. Building an Operation FINALLY HOME house? Invite the students to spend a day on the job site. Even if they’re sweeping floors or cleaning windows, let them be a part of the philanthropic side of building.

Help a class build a playhouse or tiny house to raffle off for charity or to fund the school’s construction program.



Sponsor NAHB Student Chapters. Affiliation solidifies the relationship with the school and provides teachers and students with current industry information and tools – everything that is available to members including access to NAHB.org.

The mission of the NAHB Student Chapters program is dedicated to enriching the educational experiences of students by offering them first-hand exposure to the real world of the building industry through NAHB membership, educational programming, and connections to builders and associates. The relationship with association members can help educators ground their curriculum in the real needs of real businesses, leading students to obtain skills that are highly valuable in the job market, and preparing our home builders association leaders of tomorrow.

High Schools and Secondary (Trade) Schools Student Chapter Program:

- The fee per High School and Secondary (Trade) School student is \$5 per year

Four-Year and Two-Year Schools’ Student Chapter Program:

- Student membership fee for four-year and two-year programs is \$25 per student

For more information about NAHB Student Chapters or to apply for affiliation, contact:

Greg Zick, Director, NAHB Student Chapters
 gzick@nahb.org
 (202) 266-8493

Local Home Builders Associations' Community Partnerships

Progress and Participation

Dallas Builders Association

East Texas Builders Association

Greater Houston Builders Association

Greater San Antonio Builders Association



Heart of Texas Builders Association

Hill Country Builders Association

Home Builders Association of Greater Austin

Home Builders Association of San Angelo

North Texas Home Builders Association

Tyler Area Builders Association

West Texas Home Builders Association

12 of Texas' 28 local home builders associations are talking with or are actively working with their area ISDs and/or colleges to enhance or start construction trades programs in their schools.

Dallas Builders Association



The Metro East Division of the Dallas Builders Association has worked with the Garland Independent School District (GISD) for four decades to assist in developing and training young men and women in the science of the construction industry. For over 40 years, GISD has trained students in cabinetry, electrical technology and installation, plumbing, framing, and many other aspects of the industry.

“We worked with them to develop a system for partnering with the building industry and Habitat for Humanity to construct homes up to a certain stage – actually on the campus of one of the high schools,” said Jerry Carter, a Garland builder who has long been a part of this initiative. “Lots were acquired by the GISD or Habitat, mostly in depressed areas where the land had little marketable value, but that has allowed this partnership to revitalize these areas as well as provide a home, and homeownership for those who need it the most, and who often have the least resources to ever achieve the American Dream. The homes were then moved to the properties and completed by Habitat and the new homeowners. We also provide a monthly allowance to the classes to purchase expendables for the kids to use in the learning process.”

East Texas BA

In June 2016, members of the East Texas BA, Texas Association of Builders representatives, and administrators from Longview ISD, Hallsville ISD and Kilgore College met to discuss the possibility of a trades program being introduced into one or more of these schools’ curriculums. Conversations with the high schools are continuing, and the HBA will continue to work with all of the area schools over the next year to start a construction trades program in at least one area school.

Greater Brazos Valley BA

GBVBA’s Education Committee Chairman Jason Marek is a graduate of a trade school and has become a passionate advocate within his HBA for them to work with the Bryan and College Station ISDs to add construction trades programs in their high schools. Members of the HBA, representatives from the Texas Association of Builders, and administrators from both the Bryan and College Station ISDs met in September 2016 so that builders could talk with the schools’ administrators about the critical need for skilled trades and to share their willingness to work with the ISDs on curriculum, mentorship and employment for students who join the (proposed) trades program. Bryan ISD’s CTE Director has indicated interest and has met with administrators of the Greater Waco Advanced Manufacturing Academy (GWAMA), an extremely successful program (see Heart of Texas BA for more information on the GWAMA program). Additionally, the HBA is talking with Blinn College – they have a campus in Bryan – to add more construction related programs to their Workforce Education Department.

Greater Houston Builders Association

In 2016, the GHBA Education Committee and Young Professionals Committee joined forces to strengthen the association's partnership with the NAHB Student Chapter at Jones Future Academy, a magnet school with a focus on construction technology.

Initially, the GHBA board approved providing financial assistance to Jones Academy students in order to attend GHBA "ABC of Building" classes offered once a month at the GHBA. Jones Academy bussed 20 students with a chaperone for the two-hour classes during the school year. Additionally, Young Professionals Committee members welcomed and visited with the students upon arrival to the GHBA.

Beginning in the fall of 2016, a guest speaker from GHBA now goes to Jones Academy to speak to the 150 students who are in the CTE program about the home building industry, and each Friday, the student chapter members are bussed with a chaperone from the school to shadow a builder for the day.

Greater San Antonio Builders Association

St. Philip's College

Texas Builders Foundation Trustee Dan Markson, a member of the Greater San Antonio Builders Association (GSABA), had the opportunity to tour the Quintana Road Campus of St. Philip's College in San Antonio that houses the college's construction technology department that includes both classroom instruction and hands-on building labs. Subsequently, with the support of the leadership and staff of GSABA, a NAHB Student Chapter has been established at the college. To celebrate the new Student Chapter, a day-long event was held in August 2015. High school students from the Northside ISD's Construction Careers Academy were invited to lunch with the college's construction students and guest speakers including State Senator José Menéndez, and a strategic planning session for the new Student Chapter took place in the afternoon.

St. Philip's Student Chapter members have made commitment to community service a central part of the group's mission. In the spring of 2016, they plan to renovate Beethoven Maennerchor, a historic business in the King William District in San Antonio. The work will include roof repairs, painting and light structural work to restore this German beer garden founded in 1867 to its former glory. In the fall, they will work on a residential project for a family in need and receive hands-on experience in roofing, plumbing, electrical and other general maintenance.

GSABA has also created a monthly speakers' series, where members of the industry speak about various aspects of the students' future industry.

University of Texas-San Antonio (UTSA)

In April 2016, GSABA accepted an invitation to join UTSA's Construction Industry Advisory Council which serves as industry representation to the students and faculty of the Construction Science Management program. The program has been focused on commercial construction, but GSABA's inclusion has been welcomed in an effort to diversify the skills and opportunities for this highly competitive program. GSABA's Greater San Antonio Education Foundation will support these students by awarding scholarships and through internships and mentoring.

Student Chapter and GSABA partnership being considered: Construction Careers Academy (CCA) is the premier magnet school in the Northside ISD that prepares students for careers in the construction industry. Whether a student plans to attend a four-year university, get a two-year associate degree, or enter the workforce after high school, CCA will provide them with the skills necessary to achieve their goals.

Dr. Adena Williams Loston, President of St. Philip's College in San Antonio, when speaking to the Student Chapter said best what the members of the Texas Association of Builders must convey to ensure our future workforce: ***"Anyone can be fired from a job, but no one can take away a skill or a trade that you have."***



Approved

Heart of Texas Builders Association

The Heart of Texas BA began working in March 2016 with Greater Waco Advanced Manufacturing Academy (GWAMA) administrators to add a construction trades program. GWAMA draws students from 17 ISDs across McLennan County, including the Waco ISD. Under the leadership of HOTBA President Scott Bland, a curriculum was developed, and over \$200,000 has been raised (a wing of the GWAMA facility is vacant, and the school's administrators are willing to customize it to begin offering construction trades programs in the fall of 2017). The Waco ISD's Board of Trustees voted to add the Construction Sciences Academy to GWAMA at their meeting on October 27, 2016.

Classes begin in the fall of 2017. There's a lot to be done before the first trades classes begin, and we will continue to keep you posted as we reach additional milestones in the process.



Hill Country Builders Association (Marble Falls, Kerrville and Fredericksburg)

The Hill Country Builders Association (HCBA) has begun a “Tradesmen Are Real” campaign, selecting their poster men and women from the volunteers that work on their Trades Committee. They are active in the HCBA, have come up through the trades, and they want to share their successes with future generations who can continue the legacy that tradesmen are cool, real and successful. The campaign is geared toward 8th – 12th grade students and gives them a real view of the lives that the men and women in trades lead – fun, successful, profitable and meaningful lives.

HCBA Tradesmen Are Cool...Tradesmen Are Real...Real Successful.

Matthew Schumann
Owner: Schumann Granite - Fredericksburg, Texas
Professional Firefighter - Chief - EMT
9th Grade Education - GED Trades

Champion Sportsman

Million Dollar Business - 6 Employees

HCBA Wine Country Division
Hill Country Builders Association

On March 3, 2016, the HCBA solidified its partnership with the Marble Falls ISD Career and Technology Education Program by launching a NAHB Student Chapter at Marble Falls High School. Over 200 students who have expressed an interest in the construction trades are members of the Student Chapter. Their membership was underwritten by former HCBA president and Marble Falls High School Class of 2001 graduate John Winsborough. The HCBA Construction Trades Partnership will make available skilled craftsmen who will visit the construction trades shop to reinforce key building skills such as framing, roofing, HVAC, electrical, plumbing and green building techniques. In addition to the professional training that will be provided, the HCBA is coordinating with member companies to provide building materials donations to the program.

The construction trades students first major project is to build a tiny house on the high school campus in the fall of 2016. The home will be auctioned off, and all proceeds will go to the

construction trades program. MFISD's Audio/Visual and Aerospace students will also participate in the partnership. A/V students will be producing virtual home tours for the HCBA's Parade of Homes. Aerospace students will also pilot the CTE program's Unmanned Aerial Vehicles (drones) to capture aerial video for featured Parade of Homes properties.

In the fall of 2016, the builders of Fredericksburg (HCBA Wine Country Division) are helping the students of Fredericksburg High School Building Trades Program to build a 14"x40" 560 square foot home. Young lives are being changed in Fredericksburg! Follow the process of the build at <https://www.facebook.com/search/top/?q=casa%20uber%20alles>.

Home Builders Association of Greater Austin

In 2016, HBAGA and Austin Community College re-established its NAHB Student Chapter. In late 2014, the HBA and ACC partnered on a tiny home that produced an income of about \$18,500. The revitalized student chapter is growing, and HBAGA is planning to establish an earmarked fund within the Texas Builders Foundation to award scholarships to students in ACC's construction program and to fund future student projects.

Home Builders Association of San Angelo

The HBA of San Angelo is spearheading the creation of a building trades program at Howard College. The Howard College -San Angelo Construction Trades Center of Excellence Advisory Committee – whose members include representatives from across the community – has been meeting throughout 2016, and the Trades Center hopes to offer its first classes in the fall of 2017. The Advisory Committee is helping to develop the curriculum and secure materials donations to build the students' training facility. Kelly-Moore Paint Company, Inc. has committed to providing all drywall and painting materials that are needed for students to complete their course requirements and other companies have expressed interest in donating equipment and supplies.

This is truly a community effort, and dozens of students and parents have contacted members of the Advisory Committee to learn more about the Trades Center and when enrollment will begin.

The Advisory Committee includes builder and associate members of the HBA of San Angelo, representatives from the Texas Association of Builders and the Texas Builders Foundation, Howard College, Concho Valley Workforce Development Board, San Angelo Chamber of Commerce, the Mayor of the City of San Angelo, and City of San Angelo Economic Development.



North Texas Home Builders Association

Members of the North Texas HBA have been meeting with representatives of the Wichita Falls ISD and Vernon College to add trades programs to the schools' curriculums. WFISD currently offers a "construction 101" course in which almost 100 students are currently enrolled. The WFISD has begun construction on the new Career and Technology Center to be open to students in the fall of 2017.

Vernon College is working with the Texas Workforce Commission to determine the need for construction trades in Wichita Falls. The North Texas HBA is also working to form an Advisory Committee to learn the levels of interest and the potential of community involvement in additional construction programs.

Tyler Area BA

Members of TABA met with representatives of the Tyler ISD Career & Technology Center in April 2016, and in October 2016 held their first of a speakers' series with the TISD CTC. Each month, TABA will provide a speaker for the three classes. The first topic was Permitting and Inspections, and TABA brought in members from the City of Tyler Planning and Zoning to facilitate the classes. HBA staff also gave a brief overview of TABA, who their members are, and the role they play in the communities they serve.

West Texas HBA

WTHBA members, led by Mitchell Anderson, Larry Driskill and Dan Wilson, have become advocates for workforce development in Lubbock. They have met with Cooper ISD's superintendent, principals and counselors about adding construction programs to their curriculums. WTHBA member David Miller serves on the Frenship ISD board, and Keith Patrick, director of the ISD's Entrepreneurship Program, have become involved in these discussions.

WTHBA members Robert Wood and Larry Driskill serve on Lubbock's Advanced Technology Center Advisory Board. Involving South Plains College, the Lubbock ISD and a number of community partners, the center is designed to deliver cooperative technical education programs to support the development of a skilled technical workforce for Lubbock and the South Plains region.

A meeting was held in September 2016 with these and other ISD administrators in the area, and the consensus was to continue the discussion on how best to work together to add construction trades programs in area schools.

Add your community partnership success story here!

Contact Lorraine Urey at the Texas Association of Builders at (512) 476-6346 or Lorraine@TexasBuilders.org.

Resources

Texas Association of Builders (TAB)

www.TexasBuilders.org

Founded in 1946, the Texas Association of Builders (TAB) is a 10,000 member trade association that consists of home builders, remodelers, developers, and other companies and individuals who have an interest in making sure that the State of Texas is and remains a place that is healthy, safe and welcoming to both home building and the American dream of homeownership.

TAB is part of a three-tier trade federation: the National Association of Home Builders (NAHB) represents the home building industry at the federal level; TAB represents the industry at the state level; and 28 local home builders associations (HBA) represent the industry in the counties and cities throughout the State of Texas. The organizational structure of this trade federation and the relationship that TAB enjoys with both NAHB and each of its local HBAs gives TAB access to the home builders of Texas who are responsible for well over 90% of the houses that are built in the state every year. In addition to this network of home builders, TAB and its local HBAs also enjoy strong relationships and partnership opportunities with many visible and influential non-home building businesses that are indirectly involved and engaged in the residential construction industry (for example: suppliers, insurance companies, warranty companies, etc.). Representing over 702,500 jobs and more than \$31.1 billion annually in the Texas economy, the state and local associations play a crucial role in providing housing for Texans.

Local Home Builders Association (HBA)

Find the HBA in your area:

<http://www.texasbuilders.org/membership/find-your-local-association.html>

Texas Builders Foundation

www.TexasBuildersFoundation.org

The Texas Builders Foundation, the charitable arm of the Texas Association of Builders, serves as a resource to students, the residential construction industry, and the citizens of the State of Texas. It's mission is to support and develop the future of Texas' construction workforce and facilitate the charitable activities of the residential construction industry. The Foundation has awarded thousands of dollars in scholarships to Texas students in construction related programs. It is organized as a public charity within the meaning of Section 501(c)(3) of the Internal Revenue Code, and all donations to the Foundation are tax deductible to the extent allowed by law.

National Association of Home Builders (NAHB)

NAHB.org

NAHB.org/StudentChapters

NAHB.org/SkilledLabor

ACE Mentor Program of America, Inc.

acementor.org

The ACE Mentor Program of America, Inc. (ACE: Architecture. Construction. Engineering.) helps mentor high school students and inspires them to pursue careers in design and construction.

Our mission is to engage, excite and enlighten high school students to pursue careers in architecture, engineering, and construction through mentoring and to support their continued advancement in the industry.

Association for Career and Technical Education

actonline.org

The Association for Career and Technical Education is the largest national education association dedicated to the advancement of education that prepares youth and adults for careers. It's our mission is to provide educational leadership in developing a competitive workforce. ACTE is committed to enhancing the job performance and satisfaction of its members; to increasing public awareness and appreciation for career and technical programs; and to assuring growth in local, state and federal funding for these programs by communicating and working with legislators and government leaders.

Build Your Future. Build America.

byf.org

Our goals are to make career and technical education a priority in secondary schools; shift the public's negative perception about careers in the construction industry to reflect the wide range of professions available; and provide a path from ambition, to training, to job placement as a craft professional. Build Your Future is an NCCER initiative that is a collaborative grassroots approach to construction workforce forecasting and development that includes recruitment, training, placement, retention and image enhancement strategies. *(See NCCER below)*

Home Builders Institute (HBI)

www.hbi.org

HBI is a national leader for career training in the building industry. It prepares students with the skills and experience they need for successful careers through pre-apprenticeship training, job placement services, mentoring, certification programs, textbooks and curricula. With an 80 percent job placement rate for graduates, HBI training programs are taught in local communities across the country to youth, veterans, ex-offenders, displaced workers and other underserved populations. HBI training programs do more than just provide job skills; they build

character and self-esteem, providing students with the interpersonal skills they need to succeed on the job and in life. It partners with the National Association of Home Builders (NAHB) on various workforce development initiatives.

International Code Council's (ICC) High School Technical Training

www.iccsafe.org/hsttp

ICC's HSTTP is a flexible educational program divided into four parts: building, plumbing, HVAC (mechanical) and electrical. This four-part structure enables a Technical School to integrate one or more parts of the program into its current construction trade curricula to better provide students with a comprehensive knowledge of construction trades. Students completing all elements of a part, including a final exam, will receive a nationally-recognized Certificate of Achievement (COA) from ICC. The program includes the necessary course materials, exams and certificates to ensure easy implementation. Visit:

<http://www.iccsafe.org/about-icc/career-in-building-safety/high-school-technical-training-program-tool-kit/>

National Center for Construction Education and Research

nccer.org

NCCER develops standardized construction and maintenance curriculum and assessments with portable credentials. These credentials are tracked through NCCER's registry that allows organizations and companies to track the qualifications of their craft professionals and/or check the qualifications of possible new hires. NCCER also drives multiple initiatives to enhance career development and recruitment efforts for the industry, primarily through its Build Your Future initiative. (*See Build Your Future. Build America. above*)

SkillsUSA

skillsusa.org

SkillsUSA's mission is to empower its members to become world-class workers, leaders and responsible American citizens, and improves the quality of America's skilled workforce through a structured program of citizenship, leadership, employability, technical and professional skills training. SkillsUSA enhances the lives and careers of students, instructors and industry representatives as they strive to be champions at work. SkillsUSA serves more than 300,000 students and instructors annually; the organization has 13,000 school chapters in 54 state and territorial associations. More than 14,500 instructors and administrators are professional members of SkillsUSA.

Texas Workforce Commission

<http://www.twc.state.tx.us/partners/workforce-development-boards>

Resources, tips and tools to build a stronger Texas workforce.

TIVA: An Association for Career & Technical Educators

tiva.org

TIVA is the professional organization for Career and Technical Educators certified in Trade & Industrial Education. TIVA participates in activities that assist in the professional growth of our students. Teachers are kept abreast of activities that affect their lives through regular email updates, newsletters and postings. Two conferences are run annually in the summer and winter where workshops, specialized training, mentoring and networking opportunities are primary objectives. Advanced certifications and TEA accredited activities dominate the organized activities occurring during both of these week-long conferences. A key to the success of the conference training is the widespread involvement of industry leaders and instructors in the training sessions and workshops.

Career One Stop (formerly America's Service Locator)

careeronestop.org

Your source for career exploration, training and jobs. Sponsored by the U.S. Department of Labor, a proud partner of the American Job Center Network.

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**Build Your Future.
Build Texas.**



Texas Association of Builders
TexasBuilders.org



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