

The Merit Shop Spokesman

ABC Keystone Newsletter



Associated Builders and Contractors, Inc.

Keystone Chapter

LONG BEACH CONVENTION CENTER

The Lifeblood of Our Industry

2

Keeping Up the Momentum

3

Rev Up Your Recruiting & Retention

5

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The Merit Shop Spokesman

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A Message from the Chair

The **Lif**eblood of Our **Ind**ustry

BY: DOUGLAS M. DVORCHAK, 2019 CHAIR OF THE BOARD, ABC KEYSTONE

As an association we perform many activities that are vital to our members. We recently visited our legislators in Harrisburg; we provide training and networking opportunities; we hold career development sessions, and we provide safety services. The list is almost endless.

Our most important endeavor will be celebrated May 16, at the Central Hotel in Harrisburg. This is the night of our ABC Keystone Apprenticeship Graduation. Educating merit shop craft professionals is paramount to the future success of our members as well as to our association. Not only are we supplying manpower for our jobsites today, but we are also showcasing future leaders in the construction industry. Apprenticeship has proven to be a portal, not only to a family supporting occupation, but to management and ownership positions within organizations.

The founding fathers of the Keystone Chapter identified the importance of apprenticeship and education early in the development of the chapter. Our apprenticeship program began in 1968, and we now have a total of 63 students scheduled to graduate this year: 15 in Carpentry, eight Construction Craft Laborers, 22 in Electrical, three HVAC, eight Heavy Equipment, six in Plumbing and one in Sheet Metal. In total, ABC Keystone had 352 students in our apprenticeship program this year. With the growing demand for hard working, educated construction workers, our goal is to expand our apprenticeship program to suit member needs.

Speaking of our apprentices, recently I had the privilege to watch five of Keystone's apprentices participate in the craft competition in Long Beach, CA. The craft competition gives apprentices the chance to showcase their skills in front of hundreds of ABC members throughout the country. All five did an excellent job in representing our Chapter.

In addition to our apprenticeship programs, it is exciting to see the growth of our pre-apprenticeship programs. This gives high schoolers and young people the opportunity to experience a construction trade and have their efforts translate into a full year or half year credit in the Keystone apprenticeship program. We have had a pre-apprenticeship relationship with the Lancaster

& Berks CTC since 1999. Recently, we have added articulation agreements with Lancaster School District, Milton Hershey, Ephrata (through IU13), Cumberland/Perry CTC and Berks Connections Pre-Trial Services. Our pre-apprenticeship program supplements current programs in place and/or provides the entire curriculum. One school currently has a group of students at our shop and classrooms every Friday. This program is proving to be an excellent pipeline for Keystone's apprenticeship offering.

We have had many successes in engaging Junior High and High School students with the opportunities available within the construction industry. One great example is our Construction Wars event held twice annually. The recent Construction Wars saw over 225 students visiting our shop and classrooms and taking part in construction activities. As we move forward, we will look for more opportunities to engage young people and educate them on the construction industry and what it has to offer.



Douglas M. Dvorchak, ARM
2019 Chair of the Board, ABC Keystone
Asst. Vice President, Murray Securus
dodvorchak@murrayins.com
(717) 397-9600

A Message from the President-CEO

The **First Quarter** is Over... *Keeping Up the **Momentum***

BY: G. DAVID SLOAD, ABC KEYSTONE PRESIDENT-CEO

It is hard to believe that we have already moved into the second quarter of 2019. As we look back at the first quarter, we look to our guiding principles to see if we are providing the membership with the value and the tools needed to help them succeed. After all, this is a member-driven association, and we need to make sure we have a good balance of advocacy, member-to-member networking, education and training.

Progress in the world of advocacy is hard to measure. As we started a new legislative session at the State Capitol several firsts occurred. This season, we have seen a number of our members' Representatives and Senators taking key positions in leadership or chairing important committees. Hopefully, this will help us push our agenda when it comes to apprenticeship reform, licensing, and anti-PLA legislation. Only time will tell, however. Our members' participation in ABC PA Free Enterprise Day helped to solidify our message.

When it comes to member-to-member networking, the first quarter saw 1,207 total members attend seven different events. With a variety of different events and venues, we strive to cover a broad spectrum of our membership. We thank the members that attended and value the feedback that we get at the end of each event. We have several events to host during the last three quarters: Apprentice Graduation, the Golf Outing, the August Summer Mixer, Excellence in Construction Awards, and don't forget the free quarterly Regional Construction Wake-up Call Events.

On the education and training front, we hosted 523 member students in a variety of safety and management education classes. This did not include the 354 apprentices that also train monthly. Keystone relies on the members' needs to determine what education and training we provide. If there is something that you need, and you can't find it on our website, please let us know. Chances are that if you need it, some other member does also.

Last but certainly not least - the members tasked us with expanding our workforce development efforts. While we may not see some of the dividends for several years, we have made great strides. During the first quarter, we had an impact on 1,215 students and educators through building tours and career awareness events. This has led us to new articulation agreements and new groups participating in pre-apprenticeship programs. You will see a number of adult pre-apprenticeships begin in the second and third quarters, providing members with some good entry-level employees.

Hopefully, you were able to take advantage of at least one or more of the benefits mentioned above. Again, please let us know how we are doing. Are we meeting your needs? Are there things you would like to see that we are not offering? Your input is paramount to the success of the Keystone Chapter.



G. David Sload
President-CEO
dave@abckeystone.org

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OSHA 3774-02 2019

Celebrate the Graduating
Apprenticeship Class of 2019 & the
Outstanding Craft Professionals!

Thursday, May 16, 2019

5:30 pm – Networking Reception

6:30 pm – Dinner & Program

Central Hotel &

Conference Center – Harrisburg

Register online at abckeystone.org

ABC Keystone

2019

Apprenticeship Graduation

& Craft Professionals
of the Year Awards



Rev Up Your **Recruiting** and **Retention**

BY: JIM WEISCHEDEL, DIRECTOR OF CONSULTING, SAMARITAN BUSINESS CONSULTING

Recruiting and hiring is a huge topic today. With near record unemployment numbers and a shortage of skilled talent, organizations' operations and bottom lines are being impacted by the lack of labor. The unemployment rate in the US is 3.9% as of last April, and some Pennsylvania counties (including in South Central PA) were below this number. According to the US Department of Labor, for the first time in at least 20 years, there are currently more job openings in the US than there are unemployed workers.

In addition to finding workers, it is important to make the right hires. The cost of turnover can be very high, even tens of thousands of dollars depending on the position. In addition to hiring replacement costs, there are costs for training the new employee, productivity inefficiencies until they get up to speed, errors, lost opportunities, and other costs.

You need the candidates, so let's start with recruiting. Where do you find these candidates? Don't forget to look within your own organization. Can you grow some of your current employees to fill more highly skilled or leadership roles? This is a longer term solution, as employers must put a robust training and development program in place to make this happen. What level do you hire? Can you hire lesser skilled apprentices and provide a training program rather than hiring skilled workers directly? In our next session in the series, we'll explore a wide variety of recruiting strategies and sources.

It is important to develop your employment brand. What is it like to work at your company and how can you communicate what is attractive to potential candidates? You need to be authentic with this because some candidates may talk with your current employees to find out the real scoop. And, if working there is different than the image you portrayed in the hiring process, the newly hired employees may soon leave anyway and you are worse off. So, it's more important than ever for employers to work on improving employee engagement and the work culture.

Once you find candidates, you need a good process to select the right one or ones. What are the critical characteristics or competencies that you should evaluate and what can you just teach someone? The employee needs to be a cultural fit, so some employers are establishing interviewing processes to line

up candidates with the employee culture and company values. Assessments can be very helpful here. We will discuss these topics in sessions 5 and 6 of the series.

Given the current shortage of talent, I would argue that the organizations that hire and retain their key talent will have a huge competitive advantage.

ABC is Your Human Resources Education Connection

May 14:

Prevailing Wage & Davis Bacon Workshop
Presented at NO COST by Beneco

July 24:

Developing Your Skilled Labor & Leaders: Grow Your Own!

Aug 21:

Employment Law Competencies for Supervisors

Sept 18:

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HR Peer Group A:

Meets 1st Tues of the month quarterly starting 2/4/20

HR Peer Group B:

Meets 2nd Wed of the month quarterly starting 2/12/20

Contact Barbara@abckeystone.org | (717) 653-8106 x315

Young Professionals at ABC

The **IMPORTANCE** of **MENTORSHIP**

BY: ELMER ZOOK, CEO/PRESIDENT, QUALITY BUILDINGS LLC

Mentor: a trusted counselor; coach

Protégé: a person who is guided and supported by an older and more experienced or influential person

The ABC Young professionals have a mission statement of Empowering Young Professionals to integrate into ABC and the construction industry through: Networking, Education and Mentorship. In order to continuously cultivate the three components of our mission statement, we incorporated Networking, Education and Mentorship into our monthly committee meetings, with the mentoring consisting of a 15-20 minute presentation of the life of somebody's daily responsibilities.

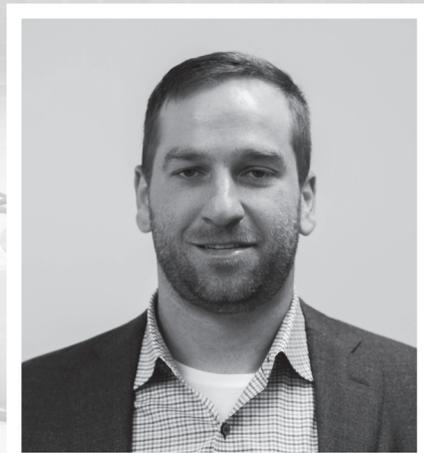
My personal experience with mentoring has been a huge part of my personal and professional development. Learning from somebody who has already accomplished something that you are attempting to accomplish is extremely helpful and can help you to potentially avoid some of the mistakes that you will be prone to make without this wisdom and guidance.

In my position in building a business and adjusting to the demands of a rapidly growing business, I can say that mentorship has been crucial. It is easy to burn out when you think you are by yourself, but spending a few minutes in conversation with somebody that you trust and has faced very similar challenges can quickly change your perspective on the situation that you are facing.

As **mentors** ourselves, there are numerous individuals that might greatly appreciate words of encouragement and, so let's be willing to give that perspective on a situation where we can be helpful to somebody or offer advice.

As a **protégé**, let's ask questions and seek out those who are experienced in the areas we need to develop personally and professionally.

In the current construction climate here in the Keystone region, skilled labor is a big challenge which drives the need for mentorship in all aspects from business development, estimating, project management, job cost accounting, construction law, carpentry, electrical, plumbing, HVAC, masonry, and everything else that goes into construction. The increasing effect that technology continues to play in construction brings a need for mentorship across the board as the construction industry continues to thrive.



Elmer Zook
CEO/President
Quality Buildings LLC

All Politics are Local

BY: BRENT SAILHAMER, DIRECTOR OF GOVERNMENT AFFAIRS

If even-numbered years where the Office of the President isn't on the ballot are known as "off-year" elections, then elections in odd-numbered years are the off-off-year elections. Normal turnout in a Presidential election nationwide, while inherently lackluster, usually exceeds 50% of the registered electorate. Odd-numbered years? 20% is considered good. And while most people usually can't tell you who their school directors are, or even their county commissioners, odd-year elections are, for many reasons, the most impactful.

With a primary election just weeks away, most people are focused on anything but that. However, these elections not only are the most directly impactful on the general public, they also have ripples into future elections that help explain how we get the elected officials we have at every level.

Nearly everyone will have a slate of county commissioners, township or borough officials, and school directors on the ballot on May 21. And, if you're like a majority of the few people who actually will vote, you'll probably randomly select names that might sound familiar or are at the top of the list. But consider this:

- County government accounts for the distribution of more social services per capita than any other level of government except the federal level.

County commissioners approve budgets for nursing homes, bus and mass transit systems, road and bridge repairs, homeless and temporary assistance programs, health services, and more. Chances are, if you've ever needed help with a government form or approval of an application, you've had to go to your county courthouse.

- Townships, boroughs, and cities are directly responsible for your trip to work, the grocery store, home, and vacation. While the Pennsylvania Department of Transportation (PennDOT) is responsible for 41,000 road miles across the Commonwealth, the more than 2,500 local municipalities in Pennsylvania are responsible for a staggering 70,000 miles of roads – nearly twice what the Commonwealth manages. Crumbling bridges, potholed roads, and paved access to new housing developments in your neighborhood all are paid for by supervisors you elect.

- With 500 school districts, Pennsylvania has one of the most complex public education systems in the nation. And each district elects a slate of school board directors who have no education or experience requirement, but are charged with the collection and expenditure of millions of dollars. In fact, nearly \$30 billion annually is spent in Pennsylvania each year by elected officials that few people know. By far, the largest portion of the property taxes

you pay each year goes to programs under the control of elected school board members.

So while most people don't "have" or take the time to familiarize themselves with candidates for local elections, these choices could end up costing taxpayers millions of dollars. Not convincing enough? Also consider that local elected officials are generally considered the "farm team" for higher level elected offices. Prior to his service in Congress, Rep. Lloyd Smucker served as a West Lampeter Township Supervisor. In 1989, former Governor Tom Corbett began his political career as a township commissioner for Shaler Township. And Josh Shapiro, who currently serves as Pennsylvania's Attorney General and is widely rumored to be a strong candidate for Governor in 2022, is a former Montgomery County Commissioner.

So it might seem like a lot of work to research your candidates for the May 21 election, but rest assured that the people you help put into office – either by voting or not voting – will affect your wallet and your future.

ABC Keystone Nets Silver Grassroots Award

At the ABC Convention in Long Beach, CA, in March, the ABC National office recognized various levels of commitment to advocacy among the 69 chapters nationwide. Criteria for recognition included:

- Regular communications to members regarding advocacy issues
- Dedicated committee structures
- Improved lobbying efforts and more

Because of its high level of commitment to advocacy, the Keystone Chapter brought home a Silver Grassroots Award, making it one of the top chapters in the organization for government affairs and member engagement.

The Keystone Chapter is proud to continue a long tradition of member engagement on policy and issues related to free enterprise. For 60 years, the Chapter members and staff have worked to promote free enterprise and defend the merit shop in Harrisburg and Washington, D.C. This award serves as a testament to the commitment and hard work of ABC members who regularly take part in committee meetings, advocacy events, and outreach to legislators, administrators, and staff.

Thank you to YOUR commitment to free enterprise and the merit shop mission!

Happy Anniversary!

Thank you for your continued support of the merit shop!

Join us in congratulating these members celebrating anniversaries in May 2019

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President

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ABC Keystone Trivia Tuesday Mixer *Presented by Barley Snyder*

More photos
available on
Facebook!

Barley Snyder

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Keystone Chapter

ABC PA Free Enterprise Day



Associated Builders and Contractors, Inc.

Pennsylvania

Excellence In Construction

Let Your **Best Projects** Win You **Work!**

BY: EMILY WINSLOW, DIRECTOR OF EVENTS & SPONSORSHIPS

Even though the Intent to Submit deadline for Excellence in Construction Awards entries has passed, there is still time to put together an entry. If you think you have an award-winning project, it's not too late! Entries are not due until June 7, and we would be more than happy to enter your project into the program. You may be asking, "Why should I spend the time putting together an entry?" Or you may be thinking, "That project is done, and I don't want to think about it anymore!"

There are plenty of benefits to earning an Excellence in Construction Award for your company. One of the easiest and most effective ways to utilize your award is through marketing. It can be as simple as adding the EIC Award Logo (which we provide) to your email signature. You can also add the logo to other marketing and media campaigns you already have in place.

ABC Keystone sends out a press release to media outlets throughout South Central PA announcing the award winners. We also provide you with a press release template, again trying to make it as easy as possible for you, to distribute to your media contacts. We want our members to gain as much exposure as possible for their accomplishments and will help you with your press release template if needed.

We haven't even touched on the award itself! Having clients and partners walk in to your office to see the impressive Eagle Award on display will be a great topic of conversation and another opportunity to talk about the great work that you and your team are doing.

Speaking of your team, the awards dinner is a great opportunity to recognize your team for all their hard work on these projects. The team can enjoy a night out to celebrate. We also provide a place to take a team photo that can be used in marketing for the company or a way to highlight teamwork in an HR campaign.

So instead of asking yourself, "Why should I be submitting an entry?" You should be asking yourself, "Why haven't I submitted yet?"



2018 Project of the Year Poole Anderson Construction Give a Child a Voice Fitness Center

Discover more about the EIC Awards program:

abckeystone.org/excellence-in-construction/



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Two Flights – 7:30 am & 1:30 pm
Shotgun Starts

Iron Valley Golf Club

Chapter Calendar - Events, Education & Training



Keystone Chapter

2019

May

- 9 Basic Fall Rescue Training (Starts 5/9)
- 9 Quality Customer Service - *Part of the Professional Development Series*
- 14 Understanding Financials for Non-Accountants - *Part of the Leadership Development Series*
- 14 Prevailing Wage & Davis Bacon Workshop - No Cost Seminar Presented by Beneco
- 14 Adult AED, CPR & Basic Medic First Aid
- 15 ABC Keystone Capitol Region Construction Wake-up Call Event
- 16 OSHA 10-Hour Construction (Starts 5/16)
- 16 ABC Keystone Apprenticeship Graduation & Craft Professionals of the Year Awards Dinner
- 23 Competent Person for Jobsite Safety Inspections
- 23 Crew Leadership for Effective Teams
- 28 ABC Keystone Northeast Regional Construction Wake-up Call Event
- 30 ABC Keystone Lancaster Regional Construction Wake-up Call Event

June

- 4 Rough Terrain Forklift Training
- 5 Pre-Apprenticeship – Open House for Educators
- 6 Mobile Elevating Work Platform Supervisor Training
- 11 ABC Keystone Golf Outing Presented by: Harmon & Davies, P.C.
- 11 Mobile Elevating Work Platform (Aerial Lift) Training
- 11 Laws of Leadership - *Part of the Leadership Development Series*
- 13 OSHA 30-Hour Construction (Starts 6/13)
- 13 Positive Assertiveness - *Part of the Professional Development Series*
- 24 Hazard Communication: Stay Current with HCS and GHS
- 26 ABC National Legislative Conference Bus Trip to Washington, D.C.
- 27 Competent Person – Confined Space Entry

Save the Date:

August

- 6 ABC Keystone Summer Outdoor Mixer Presented by: Saxton & Stump LLC
Our most popular mixer of the year! Sponsorships available!



2019 Spring
Regional Construction
Wake-up Call Series

Spring Topic: *A Discussion on Improving Safety Performance*

Featuring representatives from
OSHA, ABC-member Contractors
and Insurance Professionals

View dates/locations online
at abckeystone.org

Coming to Your Backyard!



Discover more
events/education/training
and register
online at:
abckeystone.org

If you don't see the **education** and **training**
that you need, contact the Chapter!
We can **customize** to your needs.

Apprenticeship Trust Approves Move to Full-Time Instructors

The Keystone Apprenticeship and Training Trust recently voted to allow ABC staff to hire full-time apprenticeship instructors for the fall of 2019. Over the years, we have received feedback from apprenticeship users that hiring full-time instructors was the next step in improving the program, and the Trustees determined that now was the time to move forward. This decision will enhance the apprentice's education experience even further. Some of the benefits of having full-time trade instructors include:

- Continuity from year to year with the knowledge that all material has been covered each year
- Providing time for instructors to prep for classes; augmenting their preparation time
- Flexibility in class sizes; providing improved instructor/student ratios
- Instructors working together to make training more like an actual jobsite

Our members say it best:

"Full-time instructors learn the strengths of each student and enhance the educational experience to prepare our craftsmen to become leaders in the workforce."

- Ed Nescot, The Farfield Company
Chairman of the Keystone Apprenticeship & Training Trust

"Transitioning the Keystone ABC Apprenticeship program to a full-time instructor lead program will significantly improve the education the students receive and will take the program to the next level."

Chris Smith, Benchmark Construction Company, Inc.

"ABC is consistently focused on providing high quality education, training, and workforce development. Transitioning the apprenticeship program to full-time instructors is an opportunity to improve the program's quality."

- Ed Gordon, Wohlsen Construction Company



Keystone Chapter

Welding Classes Starting Now!

D1.1 Structural Welding Classes & Certification

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The Latest Member News

Galbraith/Pre-Design, Inc.

Galbraith/Pre-Design recently welcomed Zach Latchford as the newest member of the Galbraith team. He serves as Project Manager, Co-Operations Manager, and Technology at Galbraith. Zach is responsible for overseeing a broad array of projects, planning and scheduling for the team, and ensuring that projects are completed to high standards. Latchford joins Galbraith with 13 years of construction and project management experience. As an integral part of the Galbraith team, Zach recently completed two (2) training programs offered by ABC Keystone – Leadership & Project Management; and also Advanced Blueprint Reading – totaling 36 hrs.

Kinsley Construction, Inc.

Kinsley Construction, Inc. has been selected by CHR Corporation to build the newest Rutter's store in Leesport, Pennsylvania. The Leesport Rutter's will be 10,257 square feet and will include one of Rutter's largest restaurants, providing an award-winning food and beverage menu, Rutter's 29-degree Beer Cave, indoor and outdoor seating to accommodate guests, free Wi-Fi and large restrooms. This location will operate 24 hours a day. Construction began in early March, with completion slated for around Labor Day.

Saxton & Stump, LLC

Saxton & Stump, a Pennsylvania-based law firm, has announced the establishment of a Hospitality Group with the addition of seasoned hospitality attorney Anthony J. Foschi. With nearly one hundred professionals across three offices, Tony will serve clients from Saxton & Stump's expanding Harrisburg location. *"Tony is a highly respected attorney in the hospitality industry,"* said CEO James W. Saxton.

"His reputation and experience will allow us to expand our services for our clients and will diversify our capabilities. He is well known in the Harrisburg business and legal community and further strengthens our growing business and real estate law practices."

Wagman Construction, Inc.

Wagman Construction has completed renovations on the new 1741 Club at PeoplesBank Park in downtown York, Pa. The stadium's former White Rose Hall has been converted into the 1741 Club, named for the year York was founded. The 3,200 square-foot space was designed to be targeted as an attractive and relaxed venue for businesses taking out club memberships. *"Wagman was bought into producing the outcome we needed within our budget and focused on meeting our needs through the construction process,"* said Eric Menzer, president of York Professional Baseball Club, LLC. *"The quality of the work is outstanding, and they hit the schedule to the hour. It's a great result from top to bottom."*

Wickersham Construction and Engineering, Inc.

Wickersham Construction and Engineering, Inc. has appointed David A. Nace as President in ownership and management of the Lancaster-based construction company. Dave has been employed by Wickersham since 1985, recently serving as Executive Vice President. He is a past Chair of the Board of Directors for ABC Keystone. Dave earned his Bachelor's degree at Penn State University, State College, PA and his Masters of Business Administration (MBA) at Penn State University, Harrisburg, PA.

If you have news to share, please send your press release for consideration to:
kristi@abckeystone.org

Welcome to our Newest Member!

as of April 15, 2019



Keystone Chapter

York P-B Truss, Inc.
William Whewell
3487 Susquehanna Trail North
York, PA 1706
ph. (717) 779-0327
willw@yorkpbtruss.com

Sponsor: Brian Floyd,
Gunn-Mowery LLC

Meet many of 2019's newest members at
ABC Keystone's Summer Outdoor Mixer
Presented by: Saxton & Stump, LLC

Tuesday, August 6, 2019

4:00 pm: YP hour – with games!

5:00 – 7:30 pm: Everyone

Register online: abckeystone.org

Add the **ABC Member**
logo to your website!

View examples at:

brkreider.com

freylutz.com (affiliations tab)

paramountcontracting.biz

qualitybuildings.com (awards tab)

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Apprenticeship Happenings

Craft Competitors Make Keystone Proud

BY: CINDY DEWIRE, DIRECTOR OF APPRENTICESHIP

Dedication, hard work and skill were all displayed at the ABC National Craft Competition (NCC), which was held in Long Beach, CA on March 26 & 27. Keystone was honored to have five competitors representing the Chapter:

Brandon Dippner, CCS Building Group (Electrical)
Anthony Hartz, Brubaker, Inc. (Plumbing)
Khalil Hunter, H.B. McClure Company (HVAC)
Matt Leibhart, Warfel Construction Company (Carpentry)
Tim Thalwitzer, Walton & Company (Sheet Metal)

The competitors did a great job of representing themselves, ABC Keystone, and their employers, and the Chapter is proud of their efforts and abilities. Leading up to the competition, each of these men worked hard in training over a 12-week period with Tom Fasnacht, ABC Keystone Instructor/Shop Manager. During their training, they practiced the written tests as well as spent many hours fine-tuning their practical skills to prepare for the competition. The competitors each gained additional skills and experience that will be valuable to their future careers.

“My biggest take away from the competition was the comradery between all the competitors. It was really neat to meet and network with tradesmen from all over the country,” said Brandon. *“The competition itself was intense, but as soon as you get in your groove on your project you just get in the zone and do your work.”*

The NCC featured 168 craft professionals competing for top honors in 14 competitions representing 12 crafts. The competition included a two-hour written exam and a day-long 6-hour, hands-on practical performance test. *“It was an honor to sponsor our five competitors in Long Beach,”* said Stephanie Larkin, VP of Education, Safety & Workforce Development. *“They showed a great deal of commitment leading up to the events and were true professionals during the competition. We couldn’t be prouder and wish them all the best after they graduate.”*

“The annual National Craft Championships honor the best the merit shop construction industry has to offer,” said 2019 ABC National Chair Tony Rader, Telecom Vice President of National Roofing Partners, Coppell, Texas. *“I am always amazed by the level of dedication NCC competitors show to their craft, safety and professional development. This talented group of craft professionals are leaders in our workforce, and I look forward to their continued contributions to the construction industry.”*

Keystone will start prepping for the 2020 National Craft Competition by holding the 2019 ABC Keystone Local Craft Competition on Saturday, September 21, 2019. Invitations to compete at this local competition will be sent in May to the top five students and employers in each trade. These individuals will take a written exam and perform a hands-on practical project at the local competition, and the top scorer in each trade will be invited to compete at the NCC in March 2020, in Nashville, TN.

Advice for future competitors:

“Keep an open mind and take the opportunities given to you.” – Anthony Harz

“Take the practice sessions seriously. Work hard on prepping, and most of all, if you make it to Nationals, take it all in and be proud of the accomplishment. It’s an exciting event!” – Brandon Dippner

“Getting to work with these craft professionals and interact with them during their training and at the NCC is a true highlight of my job,” said Cindy DeWire. *“I am proud of each of our 2019 competitors for their dedication and hard work over the past four months. I am looking forward to preparing for the September Local Competition and working with the next group of competitors for the NCC.”*

Congratulations to the 2019 ABC Keystone National Craft Competition Team for a job well done!

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