



2019 Annual Workforce Development Report

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Building Skills.
Building Futures.

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Associated Builders and Contractors

Keystone

A WORD FROM THE PRESIDENT-CEO

G. David Sload

Workforce development is a phrase that is used often today by legislators, the education system and the community, but it is a phrase that is not always fully understood. Here at ABC Keystone, we understand workforce development.

In 2018, the Chapter embarked on newly-energized workforce development strategic goal setting, and 2019 was the first incarnation of these ambitious objectives. Over the course of the year, we brought careers in construction to over 4,127 interested individuals.

This 2019 Workforce Development Annual Report is designed to share with you the many initiatives being developed and put into action by ABC Keystone through partnership with our members. We have seen tremendous growth in our reach over the past year, and the Chapter is poised to build on these successes in the future.



Board Commitment to Workforce Development

The ABC Keystone Chapter has a robust strategic planning process. Every year, members and staff convene to review goals, objectives, leading indicators and supporting actions to continually refine the work of the association. The 2019 Chapter Strategic Plan laid out a very clear goal:

Be the leading force in the construction industry for workforce development and training by offering award-winning education programs that meet the demands of the industry.

Specifically, the workforce development challenge was to increase articulation agreements with schools from six to 12 and increase outreach opportunities with schools to one event every month. The 2018 hiring of a Vice President for Education, Safety and Workforce Development allowed for a focused effort in building relationships and increasing ABC's presence in the education arena and surrounding communities.





ARTICULATION AGREEMENTS

Articulation agreements are formal agreements between ABC Keystone and educational entities or community-based organizations that result in ABC giving apprenticeship credit for the education received through the partner. Articulation agreements are based upon the partner teaching a curriculum that is the same or comparable to that used by ABC Keystone; students maintaining acceptable grades and attendance records; and, both parties having responsible points of contact to maintain the integrity of the program.

ABC Keystone had articulation agreements in place with certain institutions for years. Lancaster County Career and Technical Center, Berks County Career and Technical Center, Harrisburg Area Community College, The Janus School, Penn College of Technology and Thaddeus Stevens College of Technology were long-standing partners.

ABC Keystone increased the number of articulation agreements from 6 to 20* by December 31, 2019.

*Some partners have multiple agreements

ABC Keystone's Current Articulation Agreements:

Berks County CTC	The Janus School
Berks Connections/Pretrial Services	Lancaster County CTC
Commonwealth Charter Academy	Penn College of Technology
Cumberland Perry AVTS	Pequea Valley High School
Daniel Boone Area High School	Reach Cyber Charter School
Elizabethtown Area High School	School District of Lancaster
Hamburg Area High School	Thaddeus Stevens College of Technology
HACC	
Insight PA Cyber Charter	

COMMUNITY OUTREACH



The best way to share information on apprenticeship and ABC Keystone is to open the facility to the public. Over 700 high school and career and technical center contacts in our chapter footprint were invited to bring students to four “open tour” dates, which consisted of discussions on pre-apprenticeship and registered apprenticeship, the need for skilled trades persons, and a building tour. The open tour dates exposed 168 individuals to ABC Keystone. Two tours specifically for Insight PA Cyber Charter students and families were held in February and August, while a tour for Commonwealth Charter Academy students and their families was held in November.

Specific outreach efforts were aimed at high school educators, guidance and career counselors, and administrators, who were invited to attend one of two “Educator Open Houses” to learn more about ABC Keystone and how pre-apprenticeship is an option for their junior- and senior-level students. Events were held in June and August.

One of the events with the best student attendance was the Mock Craft Competition in March. In the fall of every year, ABC Keystone asks its best performing 4th-year apprentices to compete against one another for the chance to compete on behalf of the Keystone Chapter at the ABC National Craft Competition in March. Competitors then spend the winter months honing their craft skills. A final way of preparing them for the crowds and distractions they will face at the national competition is to hold a timed “mock competition” and invite the general public. On Friday, March 8, more than 180 students learned about registered apprenticeship and watched the competitors complete their projects.

Throughout 2019, ABC Keystone staff attended 17 career fairs, gave 53 presentations and provided 33 tours of the facility.



ABC Keystone's Annual Mock
Craft Competition & Career Fair



HANDS-ON HOUSE EXHIBIT

In a first-of-its-kind partnership, ABC Keystone and Hands-on House Children’s Museum of Lancaster are collaborating on a new construction-themed exhibit at Hands-on House, a nonprofit education center. ABC Keystone is the main sponsor for the exhibit, slated to open in early 2020. Geared towards elementary-school ages, the exhibit will teach children about different occupations and trades in the construction field, supporting construction industry workforce development.

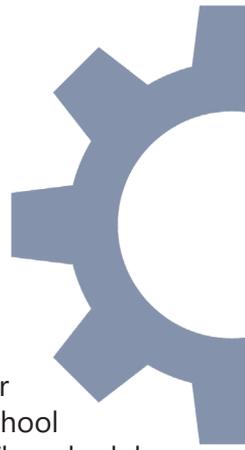
Titled “HOH Construction Co.,” the planned exhibit will allow children and their families to simulate entering a job site, where they will first “STEP Up to Safety” — with the opportunity to put on hard hats, gloves, and vests — and then choose from a set of tools related to their chosen construction trade. As they interact with the many elements of the exhibit, children and parents will learn about the career opportunities provided by the construction industry in addition to education and training paths available, such as apprenticeship. ABC Keystone’s members will take part in building much of the structure for the exhibit itself, and elements of this production will be available for children and students to see as they explore the exhibit.

In addition to ABC Keystone, the Building Industry Association of Lancaster County, Clark Associates Charitable Foundation, Steinman Foundation, and Remco Inc. have committed funding to this project as Trade Sponsors.

For HOH Construction Co. updates, please visit:

<https://www.handsonhouse.org/support/hoh-construction-co/>

CONSTRUCTION WARS



Construction Wars is ABC Keystone's hands-on career exploration event for middle school students. The chapter invites students from all 113 public school districts in the chapter's 11-county footprint to attend the full-day event. The schedule rotates students through different stations, each with a hands-on component:

- Carpentry – build a wooden bench
- Plumbing – build a PVC connection and test the connections
- Electrical – wire light bulbs and complete a circuit
- Safety – practice CPR chest compressions
- Tool demonstration – learn about and use common hand tools
- Sheet Metal – build a sheet metal toolbox

ABC members are an integral part of the events. It is members who volunteer their time to work at the stations or lead a group of students, and member sponsorships provide each student with personal protective equipment, lunch and a goodie bag. On average, member donations in the form of cash, materials and supplies are valued at over \$9,000 each time the event is held. Apprentice volunteers are the highlight for students as they tell stories about working in the field and going to school.

In its fourth year, the 2019 Construction Wars events in March and October hosted over 520 students and educators, 50 apprentice volunteers, and 187 volunteers total.

Thank you to
our many member
volunteers and
sponsors for
their support of
Construction Wars!



STATE GRANTS

Despite sponsoring registered apprenticeship programs for 50 years, the association never requested outside funding to support program growth. ABC Keystone did something in 2019 it had never done before: apply for and receive state grant funds.

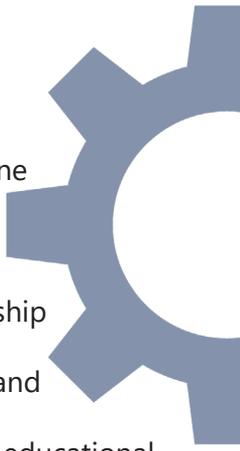
Governor Tom Wolf made it a priority to expand registered apprenticeships and pre-apprenticeships and in doing so made funding available to increase not only the number of apprentices in Pennsylvania, but the types of occupations and the diversity of participants. PAsmart is the Administration's statewide movement for accountability, readiness and training, and serves as the umbrella for funding multiple programs and projects consisting of education and training opportunities, apprenticeships and STEM careers.



ABC Keystone was awarded \$67,182 in State Grants to support program growth.

Through the Lancaster County Workforce Development Board, ABC Keystone requested PAsmart *Growing Registered Pre-Apprenticeship Program* funds to build the Lancaster-Berks Construction Pre-Apprenticeship Connection (P-A Connection). The grant funds were intended to increase the number of youth, returning citizens, and underemployed citizens in pre-apprenticeship programs in the two-county area and provide the skilled trade and employability skills to build the workforce pipeline necessary to meet demand in the commercial/industrial construction trades. Grant objectives included expanding the number of pre-apprenticeship articulation agreements with educational entities and community-based organizations and providing a clear pathway into registered apprenticeship.

ABC Keystone's proposal was awarded \$67,182 for use from February 1, 2019 to June 30, 2020. The proposal was committed to 1) finalizing an articulation agreement between Keystone and Berks Connections/Pretrial Services (BCPS); 2) increasing the number of pre-apprenticeship articulation agreements from six to ten; 3) tracking pre-apprenticeship participants for entry in to registered apprenticeship; and, 4) counting BCPS participants that enter registered apprenticeship programming at ABC Keystone. As of December 31, 2019, all measurable goals have been met.



Pre-apprenticeship students training at ABC Keystone.



P-A CONNECTION

Pre-Apprenticeship

At its core, a pre-apprenticeship is a program that prepares someone to enter a registered apprenticeship. The program should provide academic information (theory) and skills training (hands-on) that is tailored to specific occupations and industries, and it should have an established connection to a registered apprenticeship program or programs.

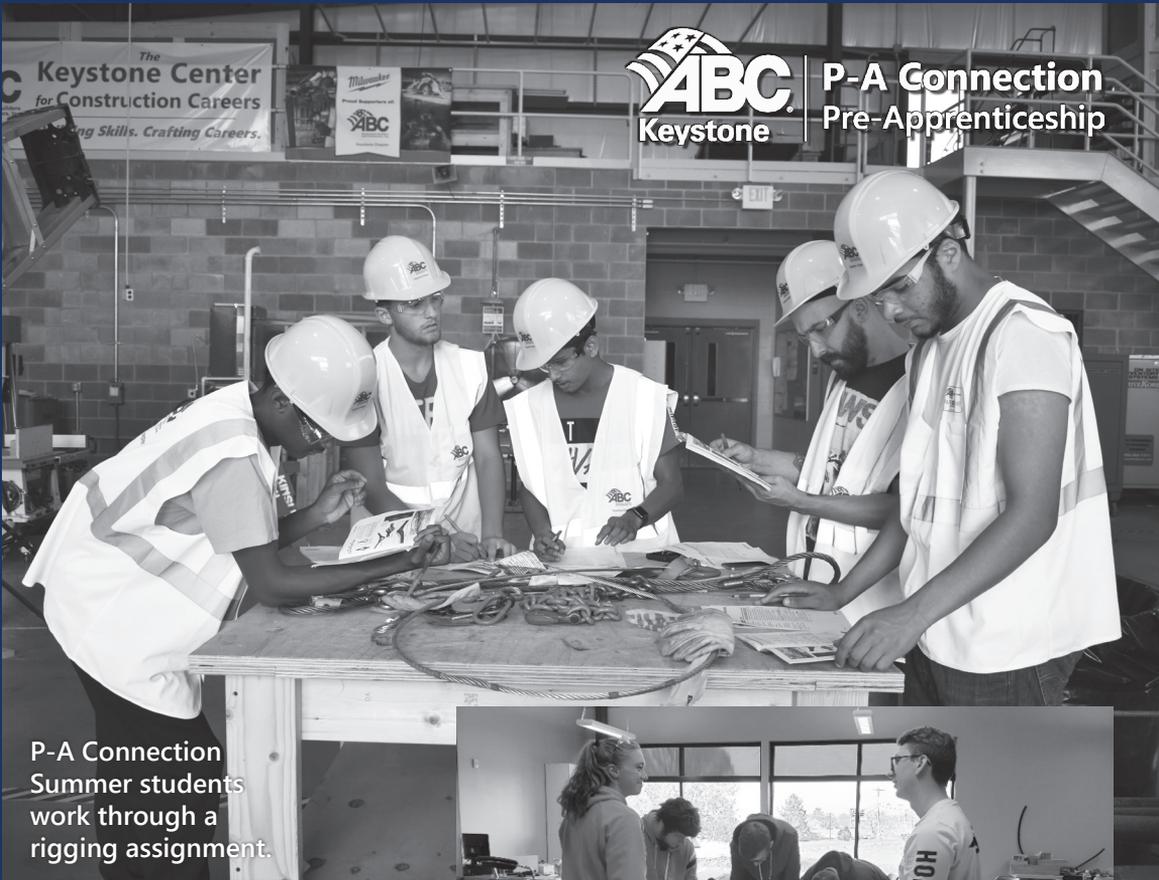
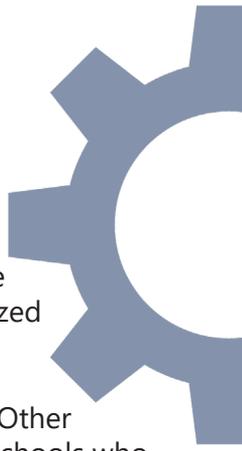
The Pennsylvania Department of Labor & Industry made a concerted effort at the end of 2017 to have program sponsors register their pre-apprenticeship programs. Only registered programs are eligible to receive state funding and/or grants. State registration of the program requires registrants to adhere to a set of standards, including, but not limited to:

- Having an organized, written plan and an agreement with a registered apprenticeship sponsor that provides graduates with articulated credit;
- Provision of classroom training in a skilled occupation, taught by qualified personnel and using an appropriate curriculum;
- Periodic review and evaluation of pre-apprentice performance; and,
- Recognition for successful completion by certificate.

ABC Keystone has provided pre-apprenticeship programming since 1998 through its partnerships with the Lancaster and Berks County Career and Technical Centers, HACC and The Janus School. The decision was made to register our pre-apprenticeship program to provide additional credibility to sending schools.

Receipt of PAsmart grant funds was only one impetus for expansion of ABC's pre-apprenticeship programming.

During outreach conversations with area schools, educators and administrators shared frustration at their inability to get their students into a career and technical center program, and if there was space available, often the student was relegated to his/her second or third choice in programming. For their part, CTC instructors and administrators recognized that some students entered CTC simply to avoid going to their sending school. Many educators we spoke with were concerned over senior-year students having no plan in place for continued education or employment. Other groups seeking pre-apprenticeship programming were cyber and charter schools who were unable to send their students to CTCs and wanted hands-on trade options for their clients.



ABC | P-A Connection
Keystone | Pre-Apprenticeship

P-A Connection Summer students work through a rigging assignment.



Students from Berks/Schuylkill Construction Pre-apprenticeship program discuss blueprints.



Multiple Partners, Multiple Cohorts

ABC Keystone's flexibility in the method of providing pre-apprenticeship programming, along with school district flexibility in student scheduling, has allowed for a rapid expansion in both the number of partnerships and the number of pre-apprentices. Likewise, our curriculum is created in a modular format and makes it easy to schedule classes and modify them when necessary.

P-A Connection is designed to serve two functions: provide a career exploration opportunity for students who are unsure of their future path and provide students interested in construction careers an opportunity to get a head start on their programming, since completion of the program gives students one semester credit towards registered apprenticeship in any one of seven trades at ABC Keystone.

Keystone's first in-house cohort of students began in March 2019. Over the course of 13 weeks, they completed the NCCER Core Curriculum along with a class on Rough Terrain Forklift and OSHA 10-Hour training. Core Curriculum is the exact text used with the registered apprentices – those already in the trades – so our instructors have adapted their classes to provide additional context and improve student understanding. Of the six students that started the Spring 2019 cohort, five completed all requirements and graduated, receiving a certificate of completion and an OSHA 10-hour card.

During 2019, three P-A Connection cohorts were hosted at the Keystone facility. There were 26 students that attended the classes, with 17 completing all required courses and graduating.

**ABC Keystone graduated 17
pre-apprentices in 2019.**

One of our school partnerships is a consortium of four neighboring schools. The Berks/Schuylkill Construction Pre-Apprenticeship consists of Hamburg Area High School (Berks County), Brandywine Heights Area High School (Berks County), Schuylkill Haven Senior High School (Schuylkill County) and Blue Mountain High School (Schuylkill County). Classes are held at the Hamburg Area High School, with the other three schools allowing for altered student schedules to attend classes. This consortium is a model program and a great example for other schools that may not have enough students to create a full cohort and are willing to partner to provide programming.



Increased Instructor Certifications

The increase in partnerships has necessitated an increase in the number of apprenticeship instructors certified through ABC Keystone. The NCCER curriculum requires that every instructor teaching the curriculum must be certified through an NCCER-certified Master Trainer.

The training program includes an introduction to NCCER and the workforce development system; how learning occurs; communication for learning; leadership and group dynamics; administration and classroom management; teaching strategies; instructional aids; evaluation techniques; and navigating NCCER learning resources.

In 2019, Keystone certified 19 instructors through three in-house Master Trainers.

ABC Keystone instructors provide hands-on training to pre-apprentices and apprentices.





ALL 'BOUT CONSTRUCTION GIRLS CAMP

The association's relationship with Lancaster County Workforce Development Board allowed for grant funding for a girls' camp. The camp is a proactive approach to address workforce shortages in the industry and is a new workforce development initiative for the Keystone Chapter.

The All 'bout Construction Girls Camp, which is to be held June 15-19, 2020, is intended for Lancaster County girls between the ages of 14 and 18. It will provide girls the opportunity to explore careers in construction through inspiration and mentoring from industry professionals.

Campers will experience several construction trades as they build skills through multiple hands-on activities. Through other individual and group activities, the girls will also gain effectiveness in problem solving and managing team dynamics. Field trips with local contractors are scheduled throughout the week to ensure campers get to see construction in action. At the ABC Keystone training facility, attendees will utilize their newly-gained knowledge of select trades to build their very own take-home projects incorporating carpentry, electrical, HVAC, and plumbing trade skills.



TEACHER IN THE WORKPLACE



The Commonwealth of Pennsylvania incentivizes relationships between business and education through Teacher in the Workplace grant funding. The Teacher in the Workplace program provides the opportunity for eligible organizations, in partnership with their Local Workforce Development Board, to develop and/or implement programs that connect the classroom to the workplace for K-12 educators in Pennsylvania.

The Lebanon Educator-Workplace partnership (LEWP) approached ABC Keystone as a partner for their 2019 grant. The LEWP project engaged participating educators in five non-consecutive days of professional learning during the school year. The project objectives were to increase educators' understanding and integration of the Pennsylvania Career Education Work Standards in their classroom instruction and share educator-created lesson plans electronically with schools across the region as a resource to support integration of the Standards in classrooms.

ABC Keystone provided four educators from three schools in Lebanon County with the opportunity to be apprentices. They were provided all reading materials and provided personal protective equipment before starting class. Our partner educators spent one day taking Plumbing 2, one day in Carpentry 3, and a day in Electrical 2. Feedback was very positive and was focused on how they didn't have knowledge of this type of learning before joining our classes.

Educators participating in the LEWP Teacher in the Workplace program discuss class curriculum.





EFFORTS AROUND REENTRY

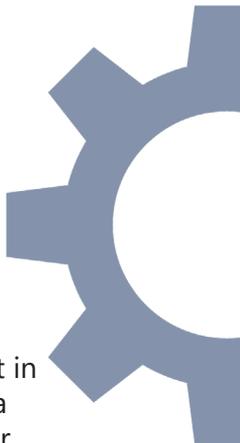
Workforce development is intended to connect supply with demand, workers with employers. In a time of low unemployment, contractors need to look beyond traditional sources of skilled labor to untapped sources, such as citizens returning to employment after incarceration, otherwise known as reentrants.

A group in Reading, PA, titled Berks Connections/Pretrial Services (BCPS), is a nonprofit organization that provides reentry programming for individuals involved in the justice system. BCPS runs a program, Rebuilding Reentrants and Reading (R3), that provides eight weeks of training in the construction trades, as well as 53 hours of cognitive behavioral therapy and hands-on experience working with Habitat for Humanity. The program was established in 2017 and has made significant strides in serving their clients, with 74% currently employed and 93% having not recidivated (*Source: BCPS*).

BCPS was seeking a partnership with an organization providing registered apprenticeship training, and ABC Keystone's model and membership made perfect sense. Keystone visited the Reading-Muhlenberg Career and Technical Center where the R3 training classes are held and spoke with the instructors, administrators and students to gain a better understanding of their program and to provide guidance in modifying the training to meet the NCCER Core Curriculum. An articulation agreement was signed May 8, 2019, and provides R3 graduates six months credit towards registered apprenticeship in any ABC Keystone trade. In addition, Keystone staff and contractors now teach the R3 blueprint reading courses.

Graduates of the R3 program that seek entrance into the commercial and/or industrial field work with the BCPS Employment Development Specialist and their resumes are provided to ABC Keystone to assist with their placement.

REGISTERED APPRENTICESHIP



The logical next step for those graduating pre-apprenticeship is enrollment in registered apprenticeship and employment in the trades. ABC Keystone is a registered apprenticeship sponsor and has been providing skills training for 51 years. The Chapter's Keystone Apprenticeship and Training Trust oversees apprenticeship programs in eight member-determined occupations.

There were significant changes to the program during 2019. First, the Trust made the decision to move from utilization of part-time instructors to the hiring of two full-time instructors and two dedicated, trade-specific instructors. The four consist of Tom Fasnacht, Director of Carpentry; Randy Doxzon, Director of HVAC and Plumbing; Chad Foor, Electrical Instructor; and Jerry (Junior) Brown, Sheet Metal Instructor. They all are passionate about their craft and are all graduates of the ABC Keystone apprenticeship program. The move to full-time instructors is already proving to be beneficial, with the shop getting more consistent use and the instructors strategizing future shop and curriculum improvements.

Another improvement to programming is the reinstatement of Masonry as an apprenticeship under Keystone's sponsor umbrella. The Witmer Group was instrumental in moving the program forward, and while the company is currently teaching only Witmer employees, future classes will be open to other applicants. In addition, members are looking to ABC Keystone to institute a Metal Building Erector and Heavy Highway Carpentry program in the future.

ABC Keystone Apprenticeship Programs

4-year Programs

- Carpentry
- Electrical
- HVAC
- Plumbing
- Sheet Metal

3-year Programs

- Heavy Equipment Operator
- Masonry

2-year Program

- Craft Laborer



CAREER & SAFETY EDUCATION

Workforce development consists not only of moving people into a pipeline but retaining them by developing their careers. ABC Keystone supports those retention efforts by providing career and safety education for all levels of employment.

Career Development offers a wide range of classes to develop the hard and soft skills needed for success, including Leadership Development, Superintendent Training, Crew Leader, Blueprint Reading, Mental Fitness, Project Management, Electrical Licensing Preparation and Understanding the Construction Process. The Chapter's Director of Education held 81 courses for 1,314 participants in 2019.

Safety is ongoing and forever changing. Workers must be well-versed in safety and field supervision to ensure that safety concerns are being addressed. By providing classes such as OSHA 10-Hour and 30-Hour, Adult AED, CPR and First Aid, Rough Terrain Forklift, Mobile Elevating Work Platform and a multitude of "Competent Person" trainings, our Director of Safety Services ran 77 classes for 826 participants in 2019.

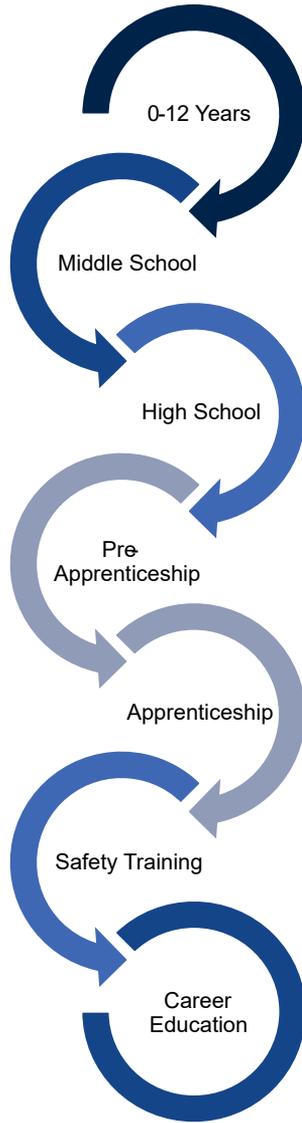


**BUILDING
MINDS.**

**BUILDING
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**BUILDING
FUTURES.**

ABC Keystone is your partner in workforce development - from introducing the young child to construction through exhibits such as the Hands-on House Construction Co., to providing leadership education to future CEOs. Together, we will continue to work to fill the pipeline by training the next generation of construction professionals.



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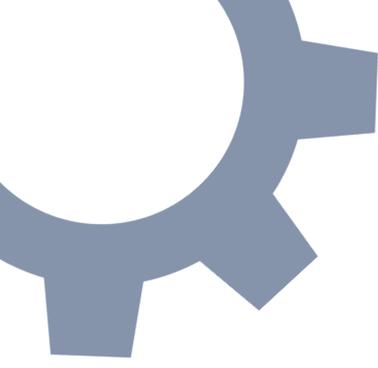


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