



# **CRAFTSMANSHIP DEFINED**

**2008 ANNUAL REPORT**

**NATIONAL CENTER FOR CONSTRUCTION EDUCATION AND RESEARCH**





NCCER is a not-for-profit education foundation created by leading contractors and associations to develop standardized craft training and assessment programs with portable credentials for the construction industry. NCCER also develops a full line of safety and management programs and an array of workforce development resources to help address the skilled workforce shortage.

## Mission

Our mission is to build a safe, productive, and sustainable workforce of craft professionals.

## Vision for 2010

Our vision is to be universally recognized by industry and government as the training, assessment, certification, and career development standard for the construction, maintenance, and pipeline craft professional.



## Table of Contents

2	President's Letter
3	Chairmen's Letters
4	Programs & Services
14	Industry Outreach
26	In the News
30	Financials
34	Core Values
36	Partners

## NCCER 2009 Board of Trustees

### Chairman

*Rick Graves*  
Fluor Enterprises Inc.

### Vice Chairman

*Carole Bionda*  
NOVA Group

### Immediate Past Chair

*Steve Halverson*  
The Haskell Company

### Members

*Alan Burton* – Cianbro Corporation

*Keith Byrom* – Precision Resources  
*A subsidiary of Zachry Holdings*

*Ed Cassidy* – BE&K, Inc.

*Wayne Crew* – Construction Industry Institute

*Ivan Crossland* – Crossland Construction

*Tim Ely* – Beacon Electric Company

*John Gaylor* – Gaylor, Inc.

*Jerry Gorski* – Gorski Engineering

*Dr. Ray Issa* – University of Florida M.E. Rinker  
School of Building Construction

*Andy Johnson* – KBR

*Andy Jones* – Shell Downstream Inc.

*James Jordan* – MEDCO

*Walter Lisiewski* – Jacobs Field Services  
North America Inc.

*Carl McColey* – DuPont

*David Mielke* – M.W. Mielke, Inc.

*Chip Reid* – Current Builders

*Gerry Sprentall* – Intel

*Jonathan Yarbrough* – ExxonMobil

# From the President



Skilled craft professionals are the foundation of our industry. Our country was built by hardworking men and women who have passed their desire to learn and master a craft on to their children. This custom brought forth a sense of pride, professionalism, and respect called craftsmanship; and it has been handed down for many generations.

Over the years, however, craftsmanship has become somewhat of an afterthought to many, and our industry is longing for its return. The Cornerstone of Craftsmanship campaign was introduced in 2008 to help revive this tradition. The campaign is designed to spotlight the commitment and accomplishments of individuals who exemplify the truest form of craftsmanship, while educating the general public about our industry. Throughout 2009, we will continue to expand the campaign and rebuild the mindset that construction is a profession that everyone can be proud of.

The 2008 Annual Report is a tribute to craftsmanship and all that it stands for. We have featured profiles of men and women who take pride in their work and are proud to share their story. We have also featured construction projects that represent craftsmanship through their teamwork, innovation, and quality of work. At NCCER, we define craftsmanship through our programs and services to the industry. Throughout the following pages, you will see examples of *Craftsmanship Defined*.

Sincerely,

A handwritten signature in black ink that reads "Donald E. Whyte". The signature is written in a cursive style.

Donald E. Whyte

# From the Chairmen



I am proud to report that while certain aspects of the construction industry are ailing, commitment to workforce development remained at a consistently high level during 2008, and NCCER had a successful year once again. This annual report outlines all of NCCER's successes in 2008 and the progress made toward

fulfilling the mission to provide a safe, productive, and sustainable workforce of craft professionals.

A handwritten signature in black ink that reads "Steve Halverson".

Steve Halverson  
2008 NCCER Chairman  
CEO, The Haskell Company



Although we may face economic challenges in 2009, the eventual upturn of the economy will result in an even greater need for skilled craft professionals. Therefore, it is imperative to stay proactive and remain focused on workforce development.

As a contractor, I embrace NCCER's mission to build a safe, productive, and sustainable workforce of craft professionals. Fluor was instrumental in the creation of NCCER more than 10 years ago, and it is my distinct honor to serve as the 2009 chairman. NCCER is a leader in providing workforce development resources and is vital in the preparation of our next generation of craft professionals.

A handwritten signature in black ink that reads "Rick Graves".

Rick Graves  
2009 NCCER Chairman  
Senior Vice President, Fluor Enterprises, Inc.



# Programs & Services

NCCER continued to elevate our standardized training and assessment process to ensure that we provide the industry with premier workforce development resources that **define craftsmanship**. As a result, we experienced many successes in 2008: We developed new green training curriculum, our crane operator certification program received ANSI accreditation, and the National Registry processed more than 850,000 modules. The following section depicts the progress made in each of our programs and services in 2008.

---

## Featured Project:

### Blue Ridge Gatorade Facility in Wythville, Va. The Haskell Company, Design-Build Contractor

The Blue Ridge Gatorade Facility is a 924,000 square foot four-line bottling plant and distribution center. During the 16-month schedule, Haskell self performed the site due diligence, architecture, engineering, interior design, landscaping, construction management, structural steel fabrication, and concrete tilt-up panels. The project consisted of at least 35 other subcontractors and suppliers. The plant was the largest LEED® Gold certified food and beverage facility in 2007 and was chosen for the 2008 Tilt-up Concrete Association Award.





Figure 1.  
MASTER TRAINERS

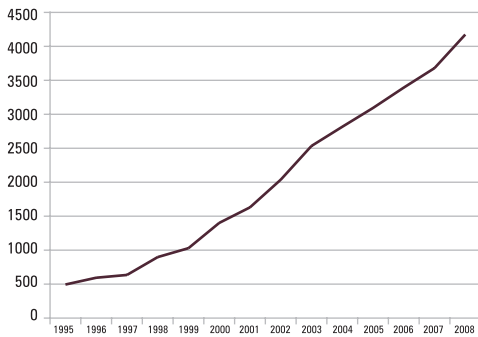
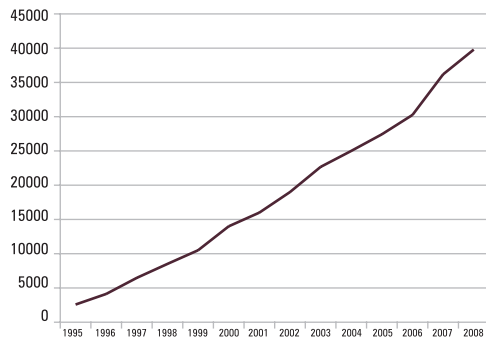


Figure 2.  
CRAFT INSTRUCTORS



Schwengels



Knudson

## ACCREDITATION

NCCER's accreditation process continues to be the benchmark for quality training and assessments. In 2008 we processed 125 applications for accreditation. This is a testament to our commitment to provide the highest caliber of craft training and skills assessment.

NCCER facilitates linkage between schools and industry to help provide trainees with future employment opportunities. Secondary, post-secondary, career and technical schools, and colleges may receive status as an Accredited Training and Educational Facility, or ATEF. We approved 64 ATEF applications in 2008, bringing the total number of ATEFs and Accredited Training Units throughout the nation to nearly 600.

Audits are an integral part of the accreditation process and ensure that training sponsors and assessment centers comply with NCCER policies and procedures and are meeting industry standards. In 2008 NCCER conducted more than 160 audits.

## INSTRUCTOR CERTIFICATION

We continue to ensure the uniform and consistent delivery of craft training through our Instructor Certification Training Program. NCCER holds training classes each month to certify new master trainers. These classes sold out once again in 2008, and 494 individuals received master trainer certification. These individuals in turn certified more than 4,000 craft instructors.

### *CRAFT INSTRUCTORS RECEIVE TOP HONORS*

Industry associations Associated Builders and Contractors Inc. and the Associated General Contractors of America select a top instructor from nominations received from their individual chapters each year. In 2008, two NCCER certified carpentry instructors were chosen to receive these prestigious instructor of the year honors: Jerry Schwengels from ABC Wisconsin and Mark Knudson from the Construction Industry Training Council of Washington.



## STANDARDIZED CURRICULUM

NCCER continued to provide the industry with cutting-edge curriculum to help ensure a skilled workforce of craft professionals. NCCER developed and/or revised a total of 120 products in 2008 to meet the needs of the industry. These products ranged from electrical and green training to addressing the industry's diversity needs with an array of Spanish translations and products.



### TRAINING GREEN

In response to the industry's call for sustainable building, NCCER partnered with the Sustainable Facilities and Infrastructure Research Team at Virginia Tech's Myers-Lawson School of Construction to develop green training for the construction industry. Titled "Your Role in the Green Environment," this curriculum provides fundamental instruction in the green environment, green construction practices, and green building rating systems. The curriculum is endorsed by Green Advantage® and NCCER has been recognized as a U.S. Green Building Council Education

Provider. The text is printed on 100 percent recycled paper with soy ink and includes an array of green tips throughout the book. In addition to the green module, NCCER began incorporating numerous green tips into all of the revised curriculum throughout 2008.

“NCCER’s foresight in the development of this program should be acknowledged by the larger U.S. green building movement, because it will have an enormous, positive impact on the effort to design and build high-quality, environmentally responsible facilities and homes.”

— Charles Kibert, director, Powell Center for Construction and Environment; professor, University of Florida, M.E. Rinker School of Building Construction

“USGBC is excited about NCCER’s “Your Role in the Green Environment,” which specifically targets the trades. We look forward to seeing additional courses to build upon this solid base and train craft professionals with necessary skills to prepare them for new green jobs.”

— Ryan Snow, LEED® AP manager, professional development, USGBC



### DENNIS GOODE

Carpentry Instructor  
Crossland Construction

Dennis Goode inherited his father's passion for the construction trades. His dad was not only a carpenter, but also a machinist and a mechanic. Dennis enjoyed working with his father and learning from his vast experiences. Dennis applied this family dedication to his work ethic and continues to share his learning and work experiences with his own students as a carpentry instructor.

Dennis enjoys teaching and the challenges it brings. He believes knowledge is power, and as an instructor, he receives great satisfaction from seeing his students become more confident as they learn new skills. For Dennis, being able to provide today's students with a skill that can have such a positive impact on their life financially and emotionally is truly rewarding.

*“Construction has afforded me a lifetime of fulfillment and accomplishment.”*



### *BRIDGING THE GAP*

In our commitment to address the training needs of the Hispanic workforce, NCCER developed an online instructional language series with constructNet International to teach key construction job site phrases to Spanish speakers.

NCCER also translated 13 curriculum titles and 10 assessments to Spanish as part of our short-term strategy for Hispanic workforce development.



### *SHARING KNOWLEDGE*

NCCER's Subject Matter Experts (SMEs) are instrumental in the development process of the Contren® Learning Series. More than 350 SMEs volunteered their time and expertise throughout 2008 to develop and revise curriculum. SMEs ensure that Contren® remains current with industry standards.

“As an SME, I have the opportunity to positively affect craft professionals and organizations through the development of their skills. Learning from current standards keeps you competitive within the industry.”

— Gus Castillo, division safety manager, Brand Services, LLC



*Subject Matter Expert committees:  
Top, Spanish industrial pipefitter  
assessment; bottom, project management.*

### *ONLINE CURRICULUM*

To keep up with evolving technologies, NCCER continued to work with Pearson to make significant enhancements to the Contren® Connect e-books. New media features were added to adapt to the changing needs of career and technical instructors. Some of these features include interactive and engaging self-study tools, online lectures with interactive video clips, active figures, lesson plans, and slide presentations. Online lectures and audio summaries were also translated to Spanish for several crafts.

In addition, NCCER began the development of select pipeline modules for computer-based training.



### ELECTRICAL CURRICULUM REVISED FOR NEC®

In 2008 all four levels of the Contren® Learning Series Electrical curriculum were updated to meet the 2008 National Electrical Code® revisions.



### PROJECT MANAGEMENT VIDEO

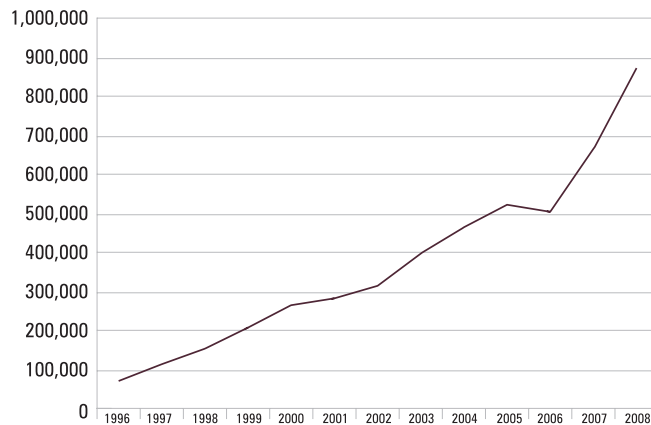
To meet the needs of up-and-coming project managers, NCCER began development of an interactive project management DVD to stimulate class discussion on management topics. The video features real-life on-the-job scenarios and serves as an ideal supplement to the Project Management curriculum.



### NATIONAL REGISTRY

One of the cornerstones of NCCER is the National Registry, which processed more than 850,000 module completions during the course of 2008, reaching a cumulative total of nearly 5 million modules. The 5 million milestone will be met in just half the time it took to reach the 4 million milestone. Figure 3 demonstrates that module completions submitted each year have steadily increased since 1996 and is evidence that NCCER is helping build a safe, productive, and sustainable workforce of craft professionals.

Figure 3.  
MODULE COMPLETIONS



### KIMBERLY-JOY HARRIS

Lead Corrosion Control Coordinator  
Enbridge Pipelines Inc.

Kimberly-Joy Harris grew up surrounded by a family of craftsmen, which sparked an interest in construction at a very young age. Just before earning her applied science in electronics degree, Kimberly attended a career day event at her college and decided to pursue a career in the pipeline industry after being inspired by a pipeline career fair representative.

Upon graduating, Kimberly became employed in the oil/gas industry. After a few years, she pursued an opening in the corrosion control field within her company. She has been in the industry for 21 years now and has worked on both onshore and offshore projects throughout the U.S. and abroad.

Education and training have been instrumental in Kimberly's career. She holds multiple college degrees and certifications and is currently working toward a doctorate in education. Training has given Kimberly a thorough understanding of construction projects, and now she helps train others.

*"The construction industry has advanced my personal development and holds unlimited opportunities."*

Figure 4.  
ANR REGISTERED USERS

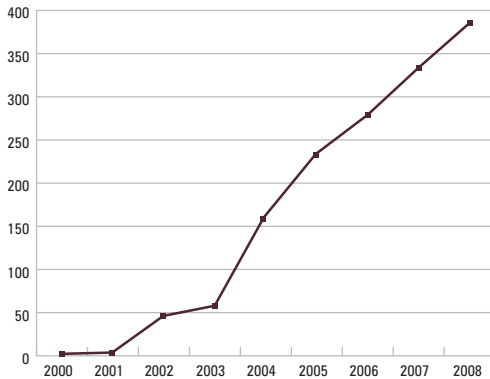


Figure 5.  
ASSESSMENT SALES



More than 350,000 assessments have been distributed through our assessment programs.



### *AUTOMATED NATIONAL REGISTRY*

Throughout 2008, NCCER enhanced the Automated National Registry (ANR) to provide users with increased functionality. Enhancements include masked social security numbers and improved e-mail and reporting capabilities. As a result, the number of ANR users increased 13 percent during 2008, boosting overall registered users to 385. These users saved more than 71,000 sheets of paper through online submissions, equating to 8.5 trees.



### **ASSESSMENT AND CERTIFICATION**

In an effort to continue to elevate skill level and enhance career progression, NCCER distributed more than 31,000 assessments through the National Craft Assessment and Certification Program in 2008. We also distributed more than 20,000 pipeline assessments through the Pipeliner Training and Assessment Program. In addition, NCCER awarded more than 25,000 certified-written and 2,100 certified-plus credentials to craft professionals in 2008. More than 151,000 certified-written or certified-plus credentials have been awarded since the programs' inception.

### *CRANE OPERATOR CERTIFICATION PROGRAM*

A crowning achievement in 2008 was the awarding of ANSI accreditation to the Crane Operator Certification Program. In December, the Industrial/All-Purpose, Rough Terrain/All Terrain and Rubber Tire Truck Mount programs were accredited by the American National Standards Institute (ANSI). This recognition allows the program to be viewed by federal and state agencies as a viable program that meets their regulatory requirements..



“ANSI looks forward to a continued partnership and is thrilled to have NCCER as an ANSI Accredited Personnel Certification Program.”

— Vijay Krishna, program manager, ANSI Personnel Certification Accreditation

### *OWNER COMPANIES RECOGNIZE NCCER ASSESSMENT AND CERTIFICATION PROGRAMS*

#### **ExxonMobil**

ExxonMobil has specific standards for qualification of contractor and subcontractor craft skills in specific U.S. refining and chemicals manufacturing facilities. Compliance with these craft skill qualification requirements is a condition to remain on the approved contractor list. In addition to recognizing NCCER credentials for other crafts, ExxonMobil now recognizes NCCER's Crane Operator Certification Program in meeting their certification standard for crane operators.

#### **Shell**

Shell/Motiva requires their contractors' workforce to be NCCER or equal craft skill assessed and certified.

“The NCACP ensures that we have the highest quality skill set to perform our jobs. Safety, productivity, and controlling cost is critical, so a well-trained, skilled workforce means everything to us.”

— Mark Fields, category manager, Shell

### *NATIONAL CONSTRUCTION CAREER TESTS REVISED*

In June NCCER began revising its academic assessments — the National Construction Career Tests. These tests were revised to better align with the Contren® Learning Series level one curriculum and end-of-program career and technical education competencies. More than 1,800 tests were delivered in 2008.



#### **DONALD SICK JR.**

Foreman  
Watson Electrical  
Construction Co.

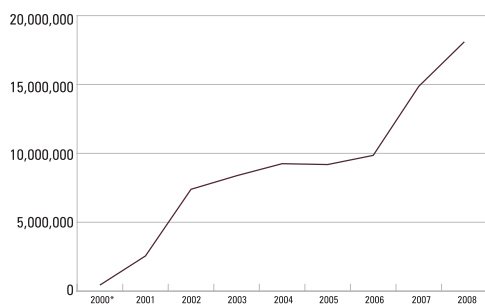
Donald Sick Jr. began his electrical career working as an electrician's helper during summer and holiday breaks in high school. He immediately fell in love with the trade.

Donald's training has given him a great start in the construction industry. He is currently a foreman with Watson Electrical Construction Co. and attributes his father as his inspiration to join the industry.

Donald defines craftsmanship as quality work done in a safe, timely fashion that produces an outstanding product. He strives for this standard on a daily basis and expects the same from other co-workers and trainees.

*“I really enjoy the constant changing of tasks — always doing something different. Both the physical and the mental aspects appeal to me.”*

Figure 6.  
WEB SITE HITS: WWW.NCCER.ORG



## ONLINE COMMUNICATION

NCCER continued to enhance communication efforts in 2008 through the use of our Web site. As our primary media, we began the initial planning of many new enhancements to debut throughout 2009. Some of these enhancements include a redesign of the product e-store, a training toolbox section which will include a wealth of resources for the novice and veteran training manager, and testimonial video clips dispersed throughout the site.

NCCER Web site hits increased 22 percent over the previous year, for a total of more than 18 million hits in 2008. We also received more than 17,000 hits and 600 requests for more information due to our online marketing efforts. In addition, NCCER entered the realm of social networking by launching an NCCER video page on YouTube.

## GOING GREEN

NCCER strives to be environmentally responsible and began printing our promotional collateral on paper endorsed by the Forest Stewardship Council. The FSC was created to change the practice of sustainable forestry worldwide and shift the market to eliminate habitat destruction, water pollution, and displacement of indigenous people and wildlife.



## SHAPING LEADERS

NCCER strives to shape effective leaders in the construction industry through our construction management academies for project supervisors, project managers, safety managers, and women seeking leadership skills. Each academy was filled to capacity, and in October, NCCER selected The Nature Place in Florissant, Colo., as a second location for the spring academies.

“The quality and real-world knowledge of the instructors was better than any other class or academy that I have attended... There was continuous learning and bonding throughout the entire week, even outside of the classroom. We plan to send all of our company project managers and superintendents.”

— Richard Nickel, vice president, Carolina Bridge Co. Inc.



[above] The Nature Place,  
Florissant, Colo.

[right] Women's Leadership  
Academy group activity at  
Clemson University



### RICKY MORAN

Equipment Operator/  
Foreman  
Fluor Power Services

Ricky Moran had always looked at his father as a role model. Everyday Ricky saw his father come home and knew that he was the provider for the family. Ricky knew that the construction industry would allow him to take care of his own family.

For the past 13 years, Ricky has worked as the equipment operator/foreman for Fluor Power Services. In those years, he has been able to work on numerous job sites in seven different states.

Education has been the key for Ricky to learn different skill sets. He holds many licenses and works on a variety of equipment, including forklifts, rollers, road graders, tandem trucks, and cranes. Credentials offer him more opportunities on the job, such as a sense of achievement and job stability.

*“Craftsmanship is the ability to safely, correctly, and efficiently do a job that you can proudly say is your work. It's like being an artist, your finished product is on display.”*

# Industry Outreach

NCCER continued to strengthen and **define craftsmanship** in our outreach to provide leading training and career development resources to the industry. Throughout 2008, NCCER attended more than 150 conventions and meetings within the government, owner, contractor, and education communities. This outreach helped to sustain our message on the importance of craft training and lay the groundwork for further developments and partnerships in 2009.

---

## Featured Project:

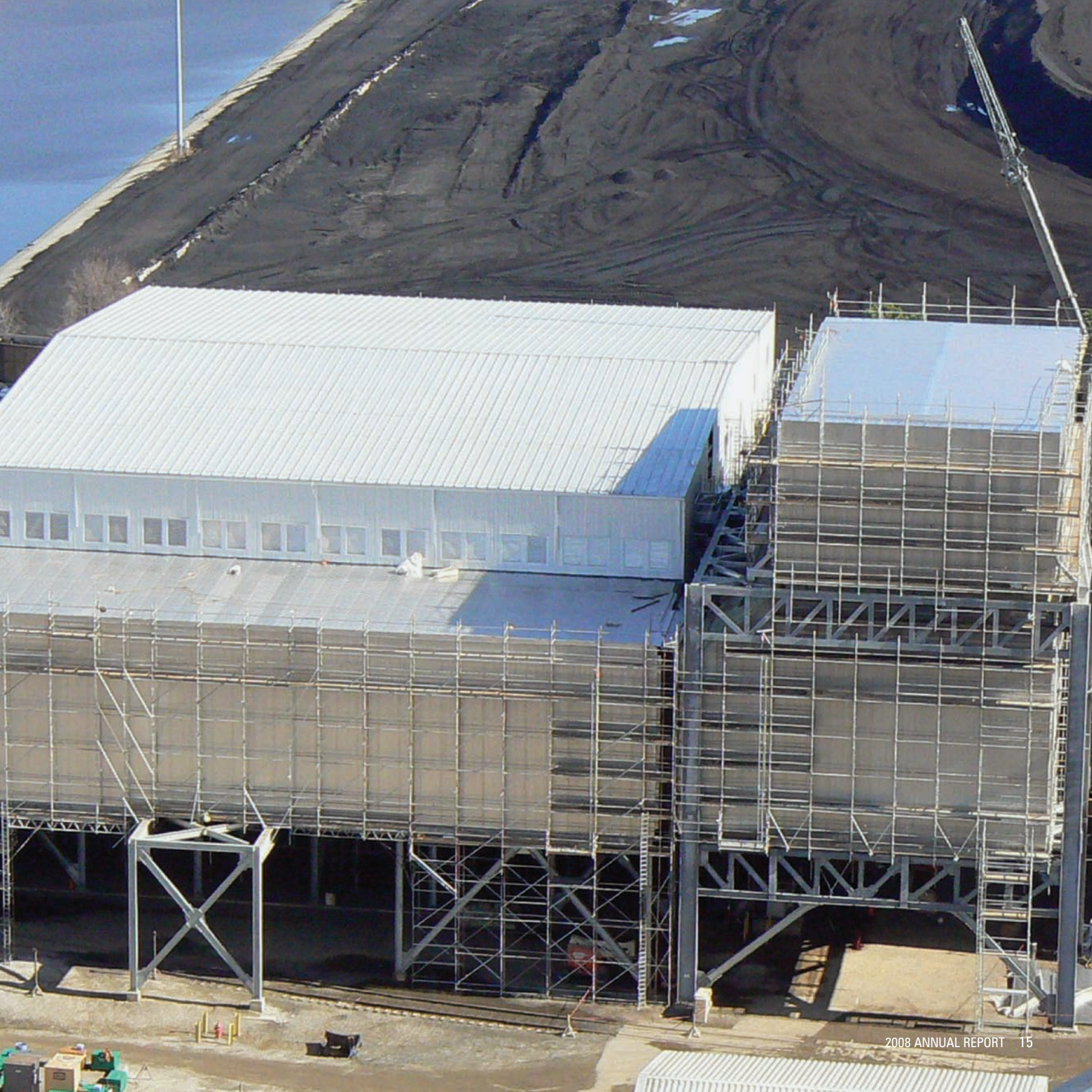
**Plant Scherer Baghouses, Juliette, Ga.**  
**BE&K, General Contractor**

Plant Scherer is a coal-fired power plant with four units, each producing 880 megawatts in a balanced drift mode. Each unit has one cold-side electrostatic precipitator. BE&K's EPC contract includes engineering, procurement, construction, and startup of four complete pulse-jet fabric filter baghouse systems downstream of the existing cold-side precipitator.

Plant Scherer is the fifth largest electric generating plant in the United States and provides enough electricity in one year to power three cities the size of nearby Macon.







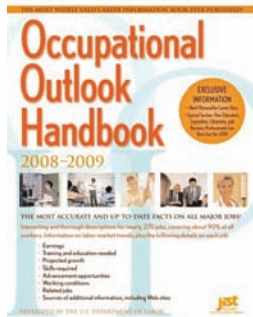


Figure 7.  
JOB CORPS – TOTAL: 122

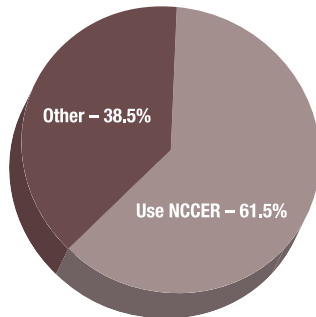
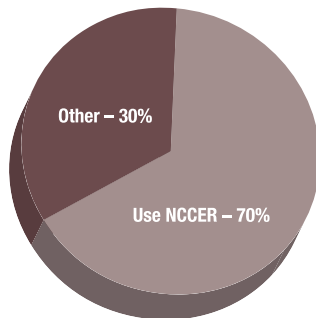


Figure 8.  
YOUTHBUILD – TOTAL: 120



## GOVERNMENT

NCCER continued to develop relationships among federal and state entities in 2008. NCCER met with various workforce development and industry representatives from the Department of Labor, Department of Education, and the Department of Corrections in an effort to provide training and career opportunities to anyone seeking construction employment.

### DEPARTMENT OF LABOR

NCCER continued to foster relationships with various entities within the U.S. Department of Labor. Two key entities funded by the DOL include Job Corps and Youthbuild. More than 61 percent of Job Corps facilities actively train with the NCCER curriculum, and 70 percent of Youthbuild chapters are NCCER training units. In addition, NCCER is referenced in the DOL “Occupational Outlook Handbook” and on its Career Voyages Web site as a resource to anyone pursuing or researching construction careers.

### DEPARTMENT OF EDUCATION

NCCER continued to enhance relationships between industry and education by facilitating partnerships between the public and private sectors. More than 32 state Department of Education Web sites recognize NCCER curriculum, and multiple states have adopted NCCER competencies. Recognizing the value of industry accreditation of career and technical programs, NCCER approved 64 applications for Accredited Training and Educational Facilities in 2008.

### DEPARTMENT OF CORRECTIONS

In response to the industry’s need to build a safe and sustainable workforce of craft professionals, NCCER works with the Correctional Education Association as an education partner to provide the training tools to lower recidivism rates. More than 12 state and federal department of correction agencies are now NCCER Accredited Training Sponsors.

## PARTNERSHIPS AND ALLIANCES

### GREEN ADVANTAGE

NCCER developed a partnership with Green Advantage® on the development of its introductory green module, “Your Role in the Green Environment.” The module is beneficial to students and practitioners planning to sit for the Green Advantage® Commercial/Residential Certification Exam.



### THE GULF COAST WORKFORCE DEVELOPMENT INITIATIVE

NCCER has been involved with the Gulf Coast Workforce Development Initiative since its inception in 2006. The initiative's goal was to train 20,000 entry-level workers by 2009. NCCER continued to participate with GCWDI partners throughout 2008 and can proudly report that the goal was met more than a year ahead of schedule. At the end of 2008, more than 21,400 entry-level workers were recruited within the Gulf Coast area.



### CHOOSE CONSTRUCTION INITIATIVE

NCCER partnered with the Construction Users Roundtable (CURT) and the Construction Workforce Development Center (CWDC) to begin a three-pronged approach to resolve workforce shortages in the industrial sector. The Choose Construction Initiative includes a supply/demand forecasting model, a contemporary marketing campaign to improve the industry's image and recruit new trainees, and industry wide partnerships with existing associations to train, place, and retain workers. Other partners in this initiative include the Associated Builders and Contractors Inc. and Associated General Contractors of America.



**GERRY SPRENTALL**  
Construction Manager  
Intel Corporation

Gerry Sprentall was inspired to join the construction industry by his high school industrial arts teacher, his own curiosity about how things work, and his father who provided the foundation for innovation and logical thinking.

Gerry believes that the construction industry is a combination of technical abilities and the skills of art. Successful individuals learn essential technical components and apply a personal touch of talent that sets them apart from others. Credentials offer a method to demonstrate professionalism and technical competence.

Gerry defines craftsmanship as the combination of technical ability and the application of skill demonstrating an art. A craftsman performs each task, paying special attention to detail, and provides a quality product that the customer appreciates and the craftsman can be proud of.

*“Good things come to those who work hard, and a person maintaining this edge can achieve a very secure career in construction.”*

# McGraw Hill CONSTRUCTION



## *MCGRAW-HILL CONSTRUCTION*

NCCER and McGraw-Hill Construction partnered to develop an online career center built exclusively for the construction, maintenance, and pipeline industries. This unique database allows individuals who possess NCCER credentials to tag their online resume with the NCCER logo, designating their NCCER certification. Contractors can also search for resumes of NCCER trained and/or certified craft professionals.

## *OWNERS*

NCCER continues to work closely with the owner community in helping drive the necessity of a skilled construction workforce. As an active member and partner of the Construction Users Roundtable, NCCER works with local Construction Users Roundtable groups to help promote the importance of workforce development. NCCER also partners with the Construction Owners Association of America to engage members in workforce development.

## *CONSTRUCTION INDUSTRY INSTITUTE*

Throughout 2008, NCCER worked closely with the Construction Industry Institute to promote the value of craft training across all industry fronts. To effectively sustain the construction workforce, it is imperative that owners and contractors see craft training as an investment and not a cost. NCCER was involved in the development of the CII study “Construction Industry Craft Training in the U.S. and Canada” and incorporated this business case for craft training in all of our presentations to the industry.

## **EMERGING PARTNERSHIPS**

### *NATIONAL ASSOCIATION OF MANUFACTURERS*

NCCER began discussions with the National Association of Manufacturers to develop a strategic partnership to jointly educate young people and anyone interested in the career opportunities the construction or manufacturing industries provide.

The purpose of this partnership is to facilitate joint activities, such as efforts to help shape the future of secondary career and technical education, enhance the information pipeline to educators and the public, and advocate public and private investment in workforce development initiatives that lead to industry-recognized skills certifications.

## INDUSTRY GUIDANCE

Our organization is strengthened through the support and guidance of our various committees, each working toward the same goal. Our workforce development committee is comprised of industry training representatives who lead the construction, maintenance, and pipeline industries in the development, promotion, and provision of craft training. NCCER also receives guidance from the assessment, pipeline, and safety committees.



### Committee Member Wins Crystal Achievement Award

Nancy Eaton, an NCCER workforce development committee member, was the recipient of NAWIC's Crystal Achievement Award. This award recognizes NAWIC members who promote the role of women in construction through initiatives, policies, or legislation.

### Construction Education Champions

In 2008 NCCER created the Construction Education Champion award. This honor is given to industry professionals with at least 10 years of service to NCCER who have made significant contributions to construction education and workforce development efforts. The first NCCER Construction Education Champion award was received by Dean Wilks, who has served the construction industry for 42 years. The second award recipient was Dick Johnson, who has served the industry for 26 years.



Dean Wilks, left



Dick Johnson, left

## BRIAN K. FELLER

General Superintendent  
Gaylor Inc.



After working maintenance at a movie theater during high school, Brian realized he enjoyed working with his hands and seeing the results of his labor. Once he completed high school, Brian decided the path of a traditional college was not where he wanted to go, so he took a job working for a small electrical contractor. After three months, Brian had a great appreciation for the electrical industry and understood the potential for growth was endless.

Brian's motivation is inspired by the excitement and expression when his co-workers accomplish an activity they thought was impossible or they had never done before. Feller credits Art Meyer, construction manager for Davis International, as his inspiration to join the construction industry.

*"I operate from the perspective of passing along the knowledge you have to others, that way we all benefit."*

## BUILD YOUR FUTURE SPONSORS

Build Your Future is made possible by generous contributions from the construction industry. NCCER would like to recognize the following sponsors:

### PLATINUM: \$15,000



**CATERPILLAR**



**McGraw Hill  
CONSTRUCTION**



### GOLD: \$10,000

**FLUOR**

### SILVER: \$5,000



### BRONZE: \$2,500

Case Construction  
Current Builders, Inc.  
Sundt Construction, Inc.

### SUPPORTER: \$1,000 AND BELOW

Becon Construction Company  
Contractors Northwest Inc.

## SUSTAINING THE INDUSTRY

NCCER directs multiple initiatives aimed at attracting young people and educating the public about the industry workforce. As an organization, NCCER ensures that craft professionals understand the opportunities for advancement and growth at each step in their career path.

### *BUILD YOUR FUTURE*

Build Your Future is a national education and recruitment campaign created to engage and enlighten young people to pursue careers in the construction industry. This campaign is completely funded by generous contributions from the construction industry.

#### On Location

NCCER released the 11th Build Your Future video in October 2008. This video features fascinating construction projects from around the country, such as the new Dallas Cowboys stadium in Texas, the U.S. Navy Seabees training center in California, and the Bartow power plant in Florida. The filming of the video began in May and finished in July. The video features interviews with craft professionals, project managers, and owners extolling the virtues of a career in construction. The BYF video also reached a combined 3 million viewers via television, DVD, YouTube, and the Careers Web site.



## CAREERS IN CONSTRUCTION WEEK

Careers in Construction Week is held the third week in October each year and is an integral part of the Build Your Future campaign. Contractors, associations, government, and schools nationwide partner and host construction career events and programs to increase public awareness of the hard work and contributions of our nation's craft professionals and increase students' interest in pursuing construction as a career.

In 2008 NCCER recorded more than 40 events in 15 different states and, once again, received recognition from the White House for our efforts to encourage young Americans to pursue the important field of construction.

**Arizona** – The AGC Arizona chapter sponsored a construction softball. Eight teams of contractor members participated in this inaugural event. The education committee of AGC Arizona also held a Construction Teacher Appreciation Day for 50 of Arizona's construction teachers.

**Colorado** – AGC of Colorado hosted Construction Career Days at the Adams County Fairgrounds. Events included hands-on activities, such as wiring an electrical box, surveying, fastening drywall, and operating heavy equipment. Supporters included ABC, Kenny Electric, Colorado Designers Alliance, Wagner Equipment, McGraw-Hill, and TIC/The Industrial Company.

**Connecticut** – Connecticut Construction Industries Association sponsored a two-day event for high school students to explore the commercial construction industry. Activities included table exhibits, heavy equipment displays, and craft demonstrations.

**Georgia** – The Construction Education Foundation of Georgia and the AGC Southwest Georgia Workforce Alliance hosted a career day at the Exchange Club Fairgrounds. High school and technical college students from the region gathered for an interactive career day. More than 200 students participated.



*Students talk with industry professionals at an open house sponsored by Career Development Systems and South Suburban College.*



## ESAD KURTANOVIC

General Foreman  
The Haskell Company

When Esad Kurtanovic immigrated to the United States 10 years ago, his goal was to use his strong work ethic and carpentry skills to carve out a better life for his family.

Inspired by his father, who was a successful project superintendent in Europe, Esad began his construction career at an early age. Under his father's tutelage, Esad quickly developed a wide range of carpentry skills and established the values that have led him up his career path. His father taught him to do the job right the first time and to only provide the highest quality work.

"Ongoing education has been an integral part of Esad's success. Education and training make your job easier. . . the more you learn, the more you can contribute to your craft."

With carpentry as a career, Esad has achieved the American Dream. He has gainful employment, owns his home, and his children have more opportunities than they would have in his native country.

"If you work hard, you can achieve anything."

*"Taking pride in my work is what craftsmanship is all about."*



**Illinois** – Career Development Systems and South Suburban College hosted an open house at a home under construction by the building construction program students.



**Kansas** – Crossland Construction partnered with If I Had A Hammer to introduce math curriculum and hands-on activities to sixth-grade students in southeastern Kansas school districts. Monarch Cement Company hosted a field trip for construction technology students at participating Crossland Connection high schools, and Crossland Construction also gave away Careers in Construction activity books to fifth-grade students in the surrounding Kansas school districts. More than 1,000 students were involved in all of the activities.



**Kentucky** – The Kentucky Construction Career Choice Council played host to approximately 2,000 students in the fourth annual Kentucky Construction Career Days. Some activities included operating an excavator or backhoe, using hand tools, building projects, welding, handling equipment, and competing in the Kentucky Army National Guard obstacle course.

**Louisiana** – Caddo Career and Technology Center held several events including guest speakers, a viewing of the BYF video, and a field trip to distribute construction-related tote bags to high school guidance counselors.



*[top] Career Development Systems and South Suburban College allowed attendees to tour a home currently under construction by the college's building construction program students. [middle] A student attending Kentucky Construction Career Days speaks to a recruiter at the event. [bottom] Students from Baxter Springs, Kan., listen to Rick Craig speak about construction.*

*Construction technology students tour the Monarch Cement Company in Humboldt, Kan.*





*Constructors Association of Western Pennsylvania members interact with children during Careers in Construction Week.*

Approximately 60 students were involved in all the activities.

**Maine** – Portland West Youthbuild, Wright-Ryan Construction Company, and Habitat for Humanity partnered to give students and members of the public a tour of two green build construction sites.

**Pennsylvania** – Constructors Association of Western Pennsylvania celebrated a weeklong event at the Children’s Museum of Pittsburgh. Children visiting the museum had the opportunity to explore construction through multimedia presentations and hands-on activities. A front loader, provided by Cleveland Brothers Equipment Company, greeted visitors entering the museum, allowing them to climb aboard and explore a piece of construction equipment firsthand.

**South Carolina** – Hemingway Career and Technology Center hosted a powerline hazards awareness demonstration for approximately 150 students. This event was also supported by the Santee Cooper Power & Generating training department.



*[left] Students at Caddo Career & Tech Center assemble tote bags for guidance counselors and teachers. [right] Cleveland Brothers Equipment donated the use of a front loader for activities at the Children’s Museum of Pittsburgh.*



## DOUG DAVIDSON

Level 1 Plant Equipment Operator, Gulf Power

Ever since Doug Davidson knew how to use a hammer, he was eagerly helping his family with side jobs and anything that required a nail. The thought of making a career out of his new found skill never really crossed his mind until his junior year of high school — when it was time to give serious consideration to his future.

During his senior year, Doug participated in Gulf Power’s Advanced Career Experience program at the Crist generating plant. It was through his experience that Doug knew a career in construction was his calling. After test driving a variety of positions at the plant, Doug concluded that operations was his passion.

*“The most important thing for me is to be able to provide for my wife and son. Because I am able to do that, I am happier now than I have ever been.”*



*[top] Students at Caldwell County ATC assemble wooden tool kits during Kentucky Construction Career Days. [bottom] Jack Gulisek, Constructors Association of Western Pennsylvania president, assists children at the Children's Museum of Pittsburgh.*

**Texas** – Becon Construction hosted several events at the Becon Sandow Project in Rockdale, including a craft instructor appreciation luncheon, a job site tour for approximately 40 local high school students, and a job site milestone luncheon for approximately 2,000 attendees. Becon also sponsored the NAWIC Block Kids competition in partnership with the NAWIC Houston chapter.

**Virginia** – Shaw Group hosted a career day event at its training facility.

In addition to guest speakers, the event featured more than 45 exhibitors. Other activities included craft demonstrations, video presentations, and a door prize raffle. More than 400 people attended.

**Washington, D.C.** – Associated General Contractors of America and the National Building Museum sponsored the Festival of the Building Arts. Hands-on activities included building with straw, painting, and pipefitting for children.



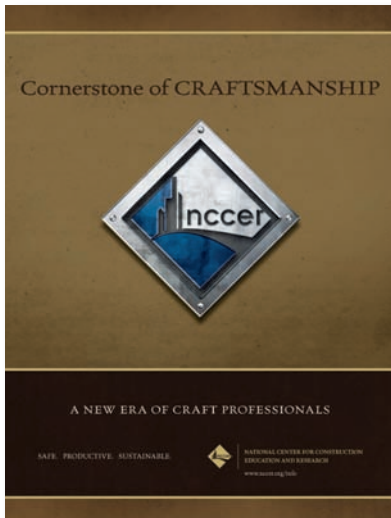
*Attendees at Shaw's training facility in Virginia view exhibitor displays.*

**Wisconsin** – Associated Training Services hosted an “In the Seat Day.”

Attendees were able to sit in a variety of heavy equipment, such as bulldozers, backhoes, excavators, motor graders, and scrapers.



*A Shaw employee prepares for a craft demonstration before guests arrive.*



### CORNERSTONE OF CRAFTSMANSHIP

NCCER launched the Cornerstone of Craftsmanship campaign in the beginning of 2008. This campaign is intended to revive the meaning and importance of craftsmanship and rebuild a prestigious image of craft professionals by recognizing those individuals and organizations who exemplify craftsmanship.

Craft professionals are profiled on the NCCER Web site and in various online and print media. Many of these professionals are also featured in the pages of this annual report.

The campaign will also promote the importance of training and certification throughout the industry.

Special items have been created to allow training centers, contractors, and craft professionals to proudly display their accomplishments. Items include job site banners and training center banners, hard hat decals, patches, and various other emblems.



### KATHRYN HAMBY

Welding Instructor  
Central New Mexico  
Community College

Kathryn Hamby enjoyed working with her hands, learning new things, and tackling a challenge. Her interest in welding sparked after taking a few welding classes in college. Welding paid well, allowed her to express her creativity, and offered the challenge she was looking for. Welding was her ideal career.

After following the construction career path to become owner of her welding company, Kay continues to have a strong commitment to the trade. As a welding instructor, she shares her experiences and knowledge with students who also want to experience the rewards of a welding career. Kay enjoys making a difference in her students' lives and watching them succeed. Kay refers to herself as an example of how commitment, honesty, integrity, and dependability can lead to career success.

*"Find your passion and go for it. Never let anyone stop you from pursuing your goals."*

# In the News

NCCER maximized our media coverage in 2008. During the year, more than 135 pieces of news coverage were recorded. This section highlights some of the articles featured in various news journals around the country on NCCER programs and services. These stories further validate that NCCER and our network of users are continuing to help meet our mission of building a safe, productive, and sustainable workforce of craft professionals.

---

## Featured Project:

### Luminant Oak Grove Steam Electric Station, Robertson County, Texas Fluor, Design-Build Contractor

In June 2007, Fluor was contracted by Luminant to design and build a power plant located in Robertson County, Texas. Luminant's Oak Grove project, with an estimated cost of \$1.8 billion, is a clean coal power plant featuring state-of-the-art emissions control technology and creating approximately 2,000 construction jobs. The plant will consist of two supercritical, lignite-fueled power generation units. When complete, the plant will deliver about 1,600 megawatts of reliable power to Texas.





## ISC CONTRIBUTES TO CENTS-PER-HOUR FUND

*Construction Education Newswire –  
Summer 2008*

Industrial Specialty Contractors, LLC, Baton Rouge, La., became the first organization to participate in the National Training Service Agreement and contribute funds for workforce development and recruitment initiatives. The National Training Service Agreement is an industry-driven funding mechanism that uses cents-per-hour funds to provide quality training to the construction workforce.

ISC, one of the nation's top industrial instrumentation and electrical contractors, will voluntarily contribute a total of 16 cents per craft-labor hour into a workforce development training fund. Thirteen cents of the contribution will be placed into a secured, interest-bearing corporate training account, managed by NCCER, to provide independent third-party verification that funds address the company's training initiatives. Two cents is contributed to NCCER for the development of new training curricula and assessments, program revisions, and to support workforce development services for the industry. The remaining one cent of the contribution will be added to a separate account for restricted use toward industry recruitment and image enhancement initiatives, such as NCCER's Build Your Future campaign.

## WYOMING DOC LAUNCHES AFFORDABLE HOME BUILDING PROJECTS

*U.S. State News – May 2, 2008*

Wyoming Department of Corrections held a ribbon-cutting ceremony for the newly launched Building Tomorrow house program at the Wyoming Honor Farm in Riverton. The project provides eligible inmates with construction skills and experience. They may also earn college credit from Central Wyoming College and NCCER credentials in construction technology.

## BUILD YOUR FUTURE

*HOME – Jan. 1, 2008*

Many high school students are benefiting from dual-enrollment programs, such as those at Santa Fe Community College (SFCC) in Gainesville, Fla. One of the most intriguing programs SFCC offers is the Build Your Future program at the School of Construction. This program offers training that utilizes the NCCER Contren® Learning Series curriculum in five trades: electrical, masonry, carpentry, plumbing, and HVAC. After high school, students are eligible to enter the apprenticeship program at SFCC.

## MLB PLAYERS PROVIDE TOOLS FOR SUCCESS

*MaineToday.com – June 9, 2008*

Volunteers of America Northern New England announced that the

Major League Baseball Players Trust has provided a \$10,000 grant for its Women Building Futures program. This six-month program allows women leaving prison to gain important construction skills and earn a livable wage. It is also a part of the Transition and Reunification Program run by Volunteers of America for the Maine Department of Corrections, who will provide the construction training needed to gain certification from NCCER.

## CONSTRUCTION COMPANIES BUSY BUILDING COMMUNICATION SKILLS

*Mississippi Business Journal – June, 23, 2008*

The Mississippi Construction Education Foundation (MCEF) is helping bridge the language barrier between Hispanic workers and local construction companies. In addition to other courses, MCEF now offers Spanish trade courses from NCCER curriculum to help build communication between management and workers and educate Spanish-speaking workers.

## ONWARD & UPWARD: FORWARD- THINKING CONTRACTORS CAPITALIZE ON BUSINESS DEVELOPMENT OPPORTUNITIES AND CHALLENGES

*Construction Executive – Sept. 2008*

M.W. Mielke, Inc. had an urgent need for skilled workers. Their solution was to create an accelerated in-house training

program with the help of the Contren® Learning Series. With accelerated training, employees become more productive in less time. As an incentive, apprentices receive a pay raise based on attendance and overall GPA for each level completed.

#### **TRAINING CENTER WINS NATIONAL AWARD**

*Air Conditioning, Heating, Refrigeration – The News – July 21, 2008*

The Wyoming Contractors Association's (WCA) McMurry Training Center won the AGC National Construction Craft Training Award at the annual convention held in Las Vegas. WCA recently added 22,000 square feet to the training center in Casper, Wyo. The center offers a customized program using the NCCER Contren® Learning Series curriculum.

#### **WOSSMAN PUTS LESSONS TO WORK**

*The News-Star – April 13, 2008*

There is a classroom at Wossman High School where not a single geometry, social sciences, or psychology textbook will be found. Instead, students learn math by sawing and hammering; social sciences by donating their finished product to a noble cause; and they acquire a positive psychology because the end result is a healthy dose of self-esteem. During the course of the semester, dual-enrollment carpentry students at Wossman build a 6-by-12

storage shed for a nearby Habitat for Humanity subdivision. As their project comes to fruition, students walk away with NCCER credentials and college credit from Louisiana Technical College.

#### **YOUTHBUILD CREATES KATRINA REBUILDING PROJECT**

*Construction Education Newslite – Summer 2008*

This year, YouthBuild established the YouthBuild AmeriCorps Katrina Rebuilding Project that engaged YouthBuild AmeriCorps Graduate Volunteer Corps to use their construction skills and knowledge to help rebuild housing units in the Gulfport region.

The program will consist of 35 youth and offers participants the chance to earn their GED, receive a living allowance, gain hands-on construction experience, and obtain an AmeriCorps education award for post-secondary schooling. The program is funded by the Mississippi Commission for Volunteer Services and is taught by NCCER Certified Craft Instructors.

#### **NORTHERN MAINE CONSTRUCTION HALL OF FAME TO INDUCT THREE**

*PR Newswire – Oct. 3, 2008*

The Northern Main Community College celebrated Careers in Construction Week in October by inducting three county businesses and construction industry leaders into the

Northern Main Construction Hall of Fame. Those honored were Richard Nadeau Jr., president and treasurer of A&L Construction Inc., Raymond Todd, treasurer of R.L. Todd & Son Inc.; and Timothy Todd, president of R.L. Todd & Son Inc.

#### **NORTHLAND PIONEER COLLEGE CLASS CREATING WORKERS**

*White Mountain Independent's Online Edition – Dec. 16, 2008*

Northland Pioneer College/NAVIT and NCCER certified welding instructor Curtis Casey has been teaching his students through the use of NCCER curriculum since 2000 to create a top-notch career-training program. Casey's goal is to not only teach his students how to weld, but also how to work.

#### **HAMMER IN HAND, READY TO LEARN**

*Giles News – Aug. 20, 2008*

Tennessee Technology Center at Pulaski serves three county high schools with its dual-enrollment program. The residential wiring and plumbing classes are two of the many that are off and running. The classes utilize the NCCER Contren® Learning Series curriculum and are structured to assist students in acquiring their state license. In addition to the credit at Tennessee Technology Center, each student will be issued a wallet card from NCCER, certifying his or her level of competency and training.

# Financials

Figure 9.

## 2008 TOTAL OPERATING REVENUE

Contren® Revenue	5,132,277
Cents-Per-Hour Contributions	916,662
Endowment Income	595,000
Skills Assessments	673,195
Academy Income	177,025
Master Trainer Income	163,121
Multimedia & Other Revenue	108,531
<b>TOTAL</b>	<b>7,765,811</b>

Figure 10.

## 2008 TOTAL EXPENSES

Craft Projects	2,157,478
Administration	1,388,970
Workforce Development	636,404
Marketing, Research & Internet	613,961
Operations, Registry & Info Systems	571,914
Customer Service	60,892
Facilities	252,935
<b>TOTAL</b>	<b>5,682,554</b>

*In 2008 Industrial Specialty Contractors became the first company to sign the NTSA agreement and contribute the additional one cent per hour toward the recruitment and image campaign for the industry.*

*“Signing the NTSA allows us to demonstrate a training commitment to our employees, our customers, and the industry.” — Jerry Rispono, president, ISC*

## REVENUE & EXPENSES

Figures 9 and 10 show the total actual revenue and expenses for 2008.

## FUNDING

Cents-per-hour funding is a proven method for funding a contractor or association’s training program that has existed in the construction industry for many years. NCCER maintains a cents-per-hour training fund for contractors to voluntarily set aside funds for training and workforce development efforts. This established fund is the National Training Service Agreement, or NTSA.

### NATIONAL TRAINING SERVICE AGREEMENT

The NTSA is used by the industry as a means to fund a company’s training program. Contractors voluntarily contribute 15 cents per craft-labor hour to an individual account that NCCER establishes and maintains for the contractor. Thirteen cents is directly reimbursed to the contractor for approved training and workforce development expenditures, while the remaining two cents supports NCCER’s workforce development efforts and industry advancement of craft training. This funding mechanism provides independent third-party verification that funds are applied only to training-related activities. Figure 11 shows total NTSA contributions each year. See pages 32–33 for a list of NTSA participants.

### TWO CENTS PER HOUR

Some organizations have already established a program to fund their training

efforts and voluntarily contribute two cents per hour to help support NCCER’s workforce development efforts. NCCER refers to these organizations as two-cent contributors.

Figure 11 shows total two-cent contributions each year. See pages 32–33 for a list of two-cent contributors.

### ONE CENT PER HOUR

Contractors may donate an additional one cent per craft-labor hour on top of the 15 cent or two-cent programs. This additional cent is used to fund recruitment and image enhancement efforts for the industry. See pages 32–33 for a list of one-cent contributors.

## ENDOWMENT & RESERVE FUND

A \$10 million endowment fund was initially set to protect NCCER against economic downturns in the industry. At the end of 2008 the endowment fund balance was \$7,188,000. See pages 32–33 for a list of endowment contributors.

In 2005 the NCCER Board of Trustees authorized the creation of a reserve fund from the annual endowment earnings and profits of NCCER. The fund will help further protect NCCER from economic downturn and enable NCCER, upon the board of trustees’ approval, to underwrite the costs of developing products, programs, or services that arise from unexpected opportunities.



Figure 11.  
CENTS PER HOUR CONTRIBUTIONS

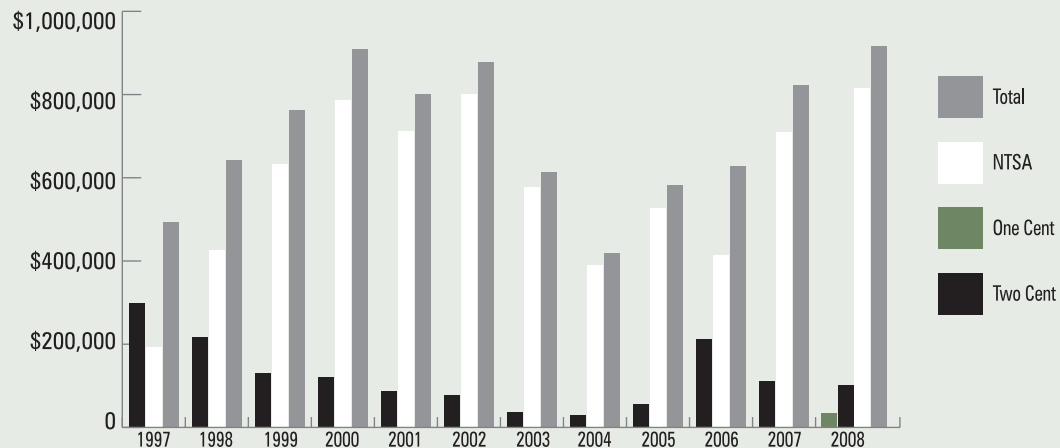


Figure 12.  
ENDOWMENT FUND BALANCE

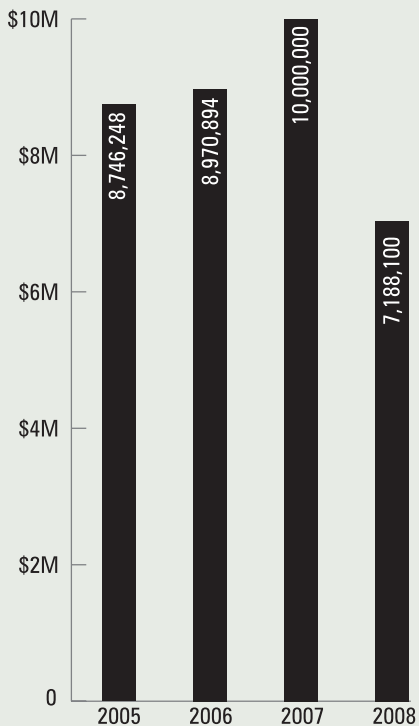
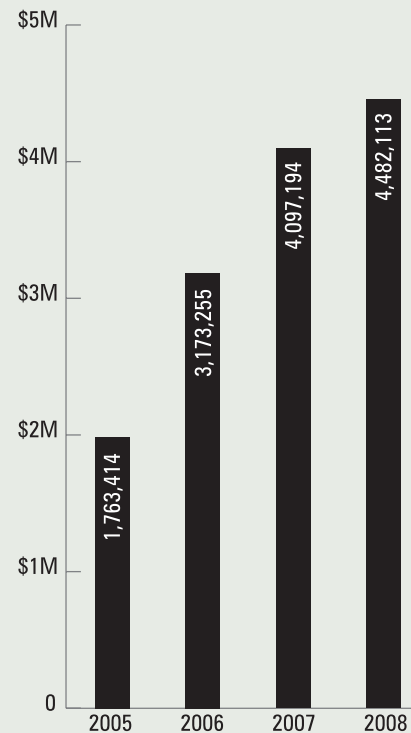


Figure 13.  
RESERVE FUND BALANCE



## CONTRIBUTORS

The following industry leaders are recognized for their generous contributions to support NCCER's efforts to build and maintain world-class curricula and workforce development resources.

### ABOVE \$1 MILLION

KBR, Inc. ----- ◆  
 Fluor Corporation ----- ◆◆  
 TIC/The Industrial Co. ----- ◆◆  
 BE&K Construction ----- ◆◆  
 Becon Construction Co., Inc. ----- ◆◆

### \$1 MILLION - \$500 THOUSAND

Tri-City Electrical Contractors, Inc. ----- ◆◆  
 Zachry Construction Corporation ----- ◆  
 Rust Constructors Inc. ----- ◆

### \$500 THOUSAND - \$250 THOUSAND

The Haskell Company ----- ◆◆  
 BIS FruCon Construction ----- ◆◆  
 Suitt Construction Company ----- ◆◆  
 The Sundt Companies ----- ◆◆  
 Ivey Mechanical Company\* ----- ◆◆  
 TD Industries ----- ◆◆  
 Austin Industrial ----- ◆  
 BP Amoco Corp. ----- ◆  
 Caterpillar ----- ◆  
 Hensel Phelps Construction Co. ----- ◆  
 J. A. Jones (Metric Constructors Inc.) ----- ◆  
 Kamtech Services, Inc. ----- ◆  
 Miller Electric Manufacturing Co. ----- ◆  
 SimplexGrinnell ----- ◆

### \$250 THOUSAND - \$100 THOUSAND

Underground Construction Co. ----- ◆◆  
 Holder Construction Company ----- ◆◆  
 Repcon, Inc. ----- ◆  
 Riviera Electric LLC ----- ◆◆  
 Stanley Jones Corp ----- ◆◆  
 Johnson Bros ----- ◆◆  
 NOVA Group, Inc. ----- ◆◆

Baker Concrete Construction ----- ◆  
 Clark Construction Group, LLC ----- ◆  
 Hardin Construction Company, LLC ----- ◆  
 Manitowoc Crane Group ----- ◆  
 Dan Vos Construction Co ----- ◆◆  
 R.L. Turner Corporation ----- ◆◆  
 Industrial Specialty Contractors, LLC ----- ◆◆  
 Willmar Electric Service ----- ◆◆  
 Windham School District ----- ◆◆  
 3M Construction Markets Division ----- ◆  
 ABC – Texas Gulf Coast Chapter ----- ◆  
 Bell Corp ----- ◆  
 Caddell Construction Co., Inc. ----- ◆  
 Carolinas AGC ----- ◆  
 Carolinas Electrical Contractors Association ----- ◆  
 Granite Construction, Inc. ----- ◆  
 Gulf States ----- ◆  
 Proctor & Gamble ----- ◆  
 S&B Engineers and Constructors, Ltd. ----- ◆  
 Steel Erectors Association of America ----- ◆  
 Danis Foundation, Inc. ----- ◆  
 US Contractors ----- ◆  
 ABC - Merit Shop Training ----- ◆  
 Adena Corporation ----- ◆◆  
 Hess Mechanical Corporation ----- ◆◆  
 Cajun Industries, LLC ----- ◆  
 Central Sprinkler Corporation ----- ◆  
 Delta Diversified Enterprises, Inc. ----- ◆  
 Harkins Builders, Inc ----- ◆  
 Gray Construction ----- ◆  
 Metropower ----- ◆  
 Miller & Long Concrete Construction ----- ◆  
 Sanders Bros., Inc. ----- ◆  
 Tri-M Group, LLC ----- ◆  
 Watkins Engineers & Constructors, Inc. ----- ◆

### \$100 THOUSAND - \$50 THOUSAND

Westra Construction Inc. ----- ◆◆  
 Shiel-Sexton Company, Inc. ----- ◆◆  
 Total Western, Inc. ----- ◆  
 Ferguson Construction ----- ◆  
 Helix Electric Inc. ----- ◆  
 Irby Construction Company ----- ◆  
 Town & Country Electric, Inc. ----- ◆  
 Watson Electrical Construction Co. ----- ◆  
 Paul Risk Associates, Inc. ----- ◆◆  
 Contractors Northwest, Inc. ----- ◆◆  
 CCC Group, Inc. ----- ◆  
 National Ready Mixed Concrete Association --- ◆  
 Portland Cement Association ----- ◆  
 Wiginton Fire Sprinklers Company ----- ◆  
 Bay Harbour Electric, Inc. ----- ◆◆  
 Rust Constructors ----- ◆◆  
 Jack Jennings & Sons ----- ◆◆  
 Rogers Construction Co. ----- ◆◆  
 ADT Security Services ----- ◆  
 Brasfield & Gorrie ----- ◆  
 Brice Building Company, Inc. ----- ◆  
 Gaylor Electric ----- ◆  
 Hill & Wilkinson, LTD ----- ◆  
 Hoar Construction ----- ◆  
 James Craft & Sons ----- ◆  
 Lake Mechanical Contractors Inc. ----- ◆  
 Lowder Construction  
     DBA The Colonial Company ----- ◆  
 M. C. Dean Co., Inc. ----- ◆  
 Masonry Arts, Inc. ----- ◆  
 Pittway Corporation ----- ◆  
 Rogers-O'Brien Construction ----- ◆  
 Runnebohm Construction Company ----- ◆

Saiia Construction, LLC ----- ◆	Hodess Construction Corporation ----- ■	Ziegler Industries ----- ●
Trinity Contractors ----- ◆	Jeffco Painting and Coating Inc. ----- ●	ThyssenKrupp Elevator Corporation * ----- ●
Vos Electric, Inc. ----- ◆	White-Spunner Construction Inc. * ----- ●	A-Bec Electric ----- ■
Wayne Automatic Fire Sprinkler, Inc. ----- ◆	AGC of Idaho ----- ■	Skanska* ----- ●
Wayne G. Griffin Electric * ----- ◆ ●	AJ Kirkwood & Associates, Inc. ----- ■	W G Yates & Sons Construction Co.* ----- ●
Wilson Electric ----- ◆	Lehigh Construction Group, Inc. ----- ●	Aztec Consultants ----- ■
Wolverine Building Group ----- ◆	TerWisscha Construction, Inc. ----- ■	TE-KO Contractors, Inc. ----- ●
Zignego Ready Mix, Inc. ----- ◆	Kimmel Construction, Inc. ----- ■	Contractors Steel Supply, Inc.* ----- ●
	South-Central Heating & Plumbing ----- ■	North Bay Construction ----- ■
<b>BELOW \$50 THOUSAND</b>	Wittburn Enterprises, Inc. ----- ■	ABC Wisconsin Chapter ----- ■
Construction Training Trust ----- ■	Jesco, Inc.* ----- ●	Western Slope Iron & Supply, Inc. ----- ■
ABC - Texas Mid-Coast Chapter ----- ■	Laws Construction, Inc. ----- ●	Cobalt Painting, Inc. ----- ●
United Forming ----- ●	Clemson University ----- ◆	Discoll Electric Co., Inc. ----- ■
CEF of Minnesota ----- ■	PaceElectric, Inc. ----- ■	Standard Roofing Company* ----- ●
Zachry Construction ----- ●	LeMay Electric, Inc. ----- ●	CSM Group ----- ■
Willis Construction Inc. ----- ◆	Wright Electric, Inc. ----- ■	River City Electronics Co. ----- ■
ABC - South Texas Chapter ----- ■	Pryor & Frazer Construction, Inc. ----- ■	Yeager, Inc. ----- ●
Keller Structures, Inc. ----- ■	Sun Country Heating & Air Conditioning ----- ■	Gateway Pacific Contractors, Inc. ----- ■
LPR Construction Co. ----- ■	Intrepid Enterprises, Inc.* ----- ●	G. R. Birdwell Construction. LP ----- ●
Donovan Engineering Inc. ----- ■	Bi-Con Services, Inc. ----- ■	SSI Inc. ----- ■
Westmoreland Electric ----- ■	M. W. Mielke, Inc. ----- ●	Capitol Painting Company ----- ●
Jim Parker Building Company, Inc.* ----- ●	Potter Electric Inc. ----- ■	AquaSouth Construction Inc. ----- ●
Notch Mechanical Constructors ----- ●	Mays Concrete, Inc. ----- ■	DVH Company ----- ●
Process Systems, Inc. ----- ●	S. David & Co., Inc. ----- ■	Loberg Excavating, Inc. ----- ●
Grinnell Fire Protection ----- ●	Winter Construction, Inc. ----- ●	Ben M. Radcliff Contractor, Inc.* ----- ●
Hagan Construction Co., Inc.* ----- ●	Affordable Fire Protection ----- ●	Miller & Roberts, Ltd. ----- ■
Electro-Tech, Inc. ----- ■	Gould Electric ----- ■	American Constructors ----- ●
Arther-Western Contractors* ----- ●	A&S Building Systems, Inc. ----- ■	H. J. Russell & Company ----- ●
Champion Electric, Inc. ----- ● ■	Bradley Plumbing & Heating, Inc.* ----- ●	Roers Inc. ----- ■
Corey Delta, Inc. ----- ● ■	Robert J. Bagtgett, Inc.* ----- ●	EPI General Contractors ----- ●
RL Turner ----- ■	A.J.Kirkwood & Assoc. ----- ■	Luxbrush Painting Co., Inc. ----- ●
Roche Constructors, Inc. ----- ■	Carr Electric ----- ■	Stone & Webster Engineering Corp. ----- ●
Humphrey & Associates, Inc. ----- ■	CNI Contractors, Inc. ----- ■	Philip J. Brunger Concrete ----- ■
Brown Automatic Sprinklers, Inc. ----- ●	North American Labor, Inc. ----- ●	Domas & Associates, Inc. ----- ●
New South Construction Co., Inc. ----- ●	Gurnee Heating & Air Conditioning ----- ■	Frischia Brothers ----- ●
Spade Corporation ----- ■	Eberhart Electric, Inc. ----- ■	
L.E.Travis & Sons, Inc. ----- ●		

◆ Endowment contributors   ● NTSA contributors   ■ Two cents-per-hour contributors   ❖ One cent-per-hour contributors   \* Retirement Systems of Alabama

# Core Values

The following principles have been ingrained into NCCER since our founding in 1996, and as we work toward achieving our mission and vision for 2010, NCCER will continue to apply these values in all of our activities.

**Integrity:** to maintain the trust of the industry by always doing what is right

**Credibility:** to be regarded as the most reliable source of workforce development resources for industry

**Innovation:** to continuously improve our products, programs, and services to benefit the construction, maintenance, and pipeline industries

**Commitment:** complete dedication to our stakeholders, our mission, and goals

**Quality:** to provide the industry with the premier resources for workforce development

**Industry Support:** to uphold and serve the interests of the construction industry and our customers in everything that we do

**Customer Focus:** to devote our resources to serving the best interests of our stakeholders and craftworkers at all levels of development

**Sustainable Career Opportunities:** to ensure that craftworkers understand their opportunities for advancement and growth at every step of career development



# NCCER Partners

NCCER partnering organizations are national associations and organizations that share a common interest in the goals and objectives of NCCER:

- ◆ American Fire Sprinkler Association
- ◆ Associated Builders and Contractors, Inc.
- ◆ Associated General Contractors of America
- ◆ Association for Career and Technical Education
- ◆ Association for Skilled and Technical Sciences
- ◆ Carolinas AGC, Inc.
- ◆ Carolinas Electrical Contractors Association
- ◆ Center for the Improvement of Construction Management and Processes
- ◆ Construction Industry Institute
- ◆ Construction Users Roundtable
- ◆ Design Build Institute of America
- ◆ Green Advantage
- ◆ Merit Contractors Association of Canada
- ◆ Merit Shop Training, Inc.
- ◆ Metal Building Manufacturers Association
- ◆ NACE International
- ◆ National Association of Manufacturers
- ◆ National Association of Minority Contractors
- ◆ National Association of Women in Construction
- ◆ National Insulation Association
- ◆ National Ready Mixed Concrete Association
- ◆ National Systems Contractors Association
- ◆ National Technical Honor Society
- ◆ National Utility Contractors Association
- ◆ NAWIC Education Foundation
- ◆ North American Crane Bureau
- ◆ North American Technician Excellence
- ◆ Painting & Decorating Contractors of America
- ◆ Portland Cement Association
- ◆ SkillsUSA
- ◆ Steel Erectors Association of America
- ◆ U.S. Army Corps of Engineers
- ◆ University of Florida
- ◆ Women Construction Owners & Executives, USA



# In Closing

Throughout this annual report, you have seen how NCCER is helping build a safe, productive, and sustainable workforce of craft professionals, and you have seen how organizations and individuals throughout the industry contribute to our success. To find out how our resources and efforts can help you **define craftsmanship**, visit us at [www.nccer.org](http://www.nccer.org).





**NATIONAL CENTER FOR CONSTRUCTION EDUCATION AND RESEARCH**

**3600 NW 43RD ST, BLDG G • GAINESVILLE, FL 32606 • P 352.334.0911 • F 352.334.0932 • WWW.NCCER.ORG**



