



Indiana Construction Roundtable Foundation

2021 Annual Report





Our Mission

The mission of Indiana Construction Roundtable Foundation is to inform, encourage and empower individuals to pursue a career in the construction industry, leading to a more sustainable workforce.

Our Vision

Every Hoosier will have the knowledge and ability to access and develop a career in the construction industry and related fields.

Our Core Values

Inclusion

An opportunity for a career exists for all who aspire to contribute to the construction industry and related fields.

Safety

An educated and equipped workforce is a safer workforce.

Quality

A well trained workforce leads to a higher quality of construction and a more sustainable workforce.

Education

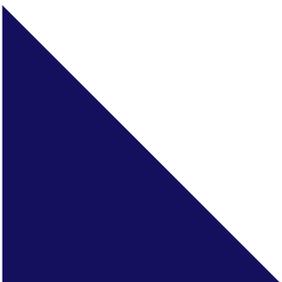
All Hoosiers are aware of the opportunities that exist in the construction industry.

Impact

A commitment to making a difference for all who aim to pursue a sustainable career in the construction industry or related fields.

Innovation

Embracing technological and educational innovation within the construction industry leads to improved quality, increased productivity, and greater environmental sustainability.



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Introduction

The Indiana Construction Roundtable Foundation (ICRF) continued its meaningful impact on youth and adult learners during 2021 by adding programs, making enhanced services available to learners, and growing outreach opportunities. Through Build Your Future Indiana (BYF) for K-12 students and BY Construction Training (BY) for adult learners, ICRF focused on workforce development efforts positioning itself as the premier vehicle to pursue career opportunities available in the construction industry.

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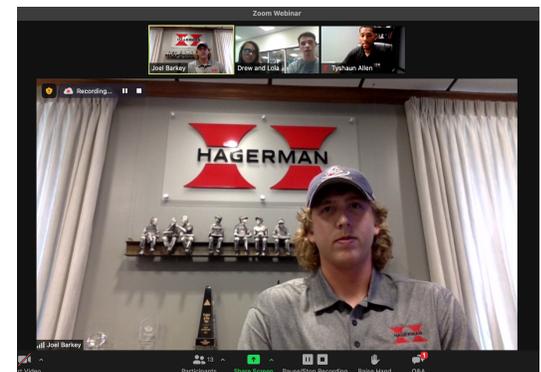
OUR IMPACT: Success Stories

Throughout this report, ICRF shares its successes from the year. These successes are sometimes represented in number form only. For ICRF, these numbers represent real people who are benefitting from the programs and services offered. ICRF is proud to share these outcomes as *Success Stories* throughout this report.

Student Panel & Hard Hats at JA Job Sparks

In September with partners from The Hagerman Institute, The Harmon Group, Garrett High School and Hamilton Heights High School, Build Your Future Indiana facilitated *Hear from your Peers* during Junior Achievement of Central Indiana's virtual JA Job Spark event which had over 10,000 students participating over the two-day event. Current high school students from Hamilton Heights and Garrett spoke to 8th-grade attendees about participating in and studying the construction industry.

In Q3, BYF participated in Northern Indiana's JA Job Spark by passing out plastic hard hats which the students loved. This event had just over 4,200 attendees.



Above: During *Hear from your Peers*, Hamilton Heights students Lola Wilson and Drew Monnin shared alongside Garrett student and Hagerman intern Joel Barkey.



At left: Students and volunteers visited the Architecture, Engineering, and Construction cluster at JA Job Spark in Northern Indiana.

OUR IMPACT: Success Stories

Lives Changed following a Career Change



Above: BY Graduate Billy Owens posed with BY Navigator Meaghan Owens following his completion of class.

After 10 years as a cable technician, BY graduate Billy Owens found himself laid off due to the COVID-19 pandemic. After his truck broke down making contract work more difficult, Billy, a single father, knew he needed to gain new skills to make him marketable in the workforce and provide for himself and his child. Knowing he enjoyed working with his hands and being outdoors, a BY Construction Training flyer caught his eye and he enrolled at the John Boner Neighborhood Centers.



Billy prioritized attendance throughout class and participated in a 6-week, paid internship offered to the class through a partnership with NeighborLink. He found his niche while excelling through the internship program so much so he was asked to return as an alumni mentor for future classes.

“I’m really grateful for this program. I not only learned a lot; I had fun doing it!”

At right: BY class members including Billy Owens worked with NeighborLink on a home repair project.

In October, Billy earned his OSHA-10 and NCCER Core Curriculum certifications. In November, Billy accepted a \$19-per-hour position in construction landscaping, an opportunity which will positively impact not only his life, but also the life of his child. He said of the BY Construction Training, “I’m really grateful for this program. I not only learned a lot; I had fun doing it!”

OUR IMPACT: My Journey to Construction Virtual Visits

When the response to the COVID-19 pandemic forced many schools to restrict visitors to their classrooms, Build Your Future Indiana adjusted the traditional in-person Ambassador visit to a recorded, virtual YouTube series called *My Journey to Construction*. This video series was viewed across the state as an alternative option to provide students with firsthand insight into the construction industry directly from trades professionals.



MORE THAN 12 VIRTUAL INTERVIEWS AVAILABLE



SEEN BY OVER 1,000 STUDENTS



OUR IMPACT: K-12 Students

Whether a school- or community-run career fair, statewide virtual career exploration program, or national youth convention, BYF spent all of 2021 sharing the great opportunities available in the construction industry with students in all corners of the state. While connecting with students and providing them with opportunities to explore the careers available in the construction industry, ICRF spent time connecting with people in all the spheres of influence for students including their parents, counselors, teachers, and superintendents.

NUMBER OF
EVENTS
ATTENDED

30

NUMBER OF
INFLUENCERS
REACHED

1,319

NUMBER OF
STUDENTS
REACHED

67,482

Through these activities and interactions, BYF made students aware of the many of resources available to them. Specifically, students were introduced to BYF's career assessment tool which aids students in discovering which path in construction is best for them. The BYF website had *over 12,000 sessions* as a result of the emphasis on the usefulness of this tool by *over 9,000 users*.

BYF Events Highlights



At left: Third graders built miniature workbenches that doubled as desktop pencil holders. During the activity, students used hammers while wearing safety glasses to follow along with virtual facilitator, Kayleen McCabe. Middle and high schoolers in construction trades assisted the students in the classroom.

Below: FFA members visited the BYF booth hosted with partners the Hagerman Institute and NCCER at the FFA National Convention & Expo held in Indianapolis in late October.



OUR IMPACT: Adult Learners

Following the unsettling nature of 2020, some stability returned to the BY Construction Training program in 2021. In partnership with the Indiana Department of Workforce Development, adult education providers, community centers, and industry employers, the BY Construction Training program prepared more adult learners for their future in the construction industry specifically assisting them in earning their OSHA-10 and NCCER Core Curriculum Certifications.

2021 Program Metrics



19 CLASSES COMPLETED



>20 COMMUNITY PARTNERS ENGAGED

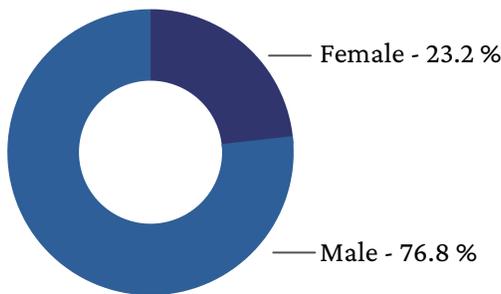


>200 ADULT LEARNERS TRAINED

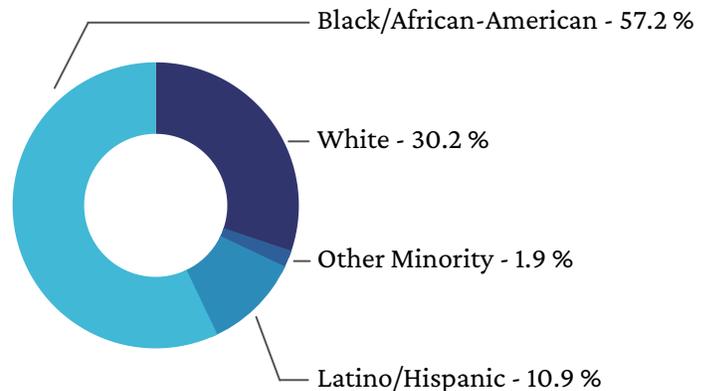


>100 EMPLOYER ENGAGEMENTS

GENDER

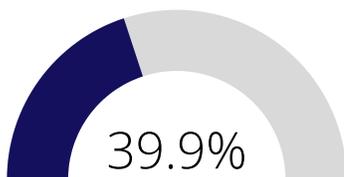


ETHNICITY



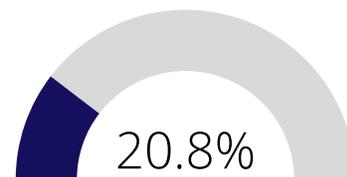
JUSTICE-INVOLVED

BY proudly accepted all Hoosiers regardless of their involvement with the justice system. The BY Construction Training program was a pivotal asset in the rehabilitation and growth of this population as they navigate reentry into society.



NON-DIPLOMA/GED HOLDING

To eliminate as many barriers as possible, the BY Construction Training program did not require applicants to hold any diplomas, degrees or certifications for admittance. On the contrary, BY propelled adult learners towards diploma completion or degree attainment through earning certifications as a first step toward their future careers and education.



OUR IMPACT: BY Construction Training Expansion



BY Plus

Through a partnership with the Central Indiana Community Foundation, NeighborLink Indy, the Indianapolis Legal Aid Society, and numerous community centers and adult education providers in Indianapolis, ICRF received funding from the Lilly Endowment Inc. through its Enhancing Opportunities in Indianapolis grant to amplify and expand the BY Construction Training program in Indianapolis. The first few cohorts started in Q3 2021 and like the traditional BY Construction Training program, they completed an eight-week training program to earn OSHA-10 and NCCER Core Curriculum Certifications coupled with employer engagement and an end-of-class hiring fair for program graduates.

Through BY Plus, students had the opportunity to engage in paid, hands-on work experiences at worksites managed by NeighborLink Indy. In addition, local community centers worked with students to provide other needed wraparound services including childcare, basic skills training, financial coaching, transportation assistance, and legal counseling provided by Indianapolis Legal Aid Society for class participants.



Above & at right: BY Plus class participants put their training to use at NeighborLink Indy worksites.



BY Roads

In June, ICRF and the Indiana Department of Transportation (INDOT) launched BY Roads, a first-of-its-kind partnership bringing Hoosiers cost-free training that prepared Hoosiers aged 18 and older for careers in the highway and road construction industry. BY Roads built on the proven model of BY Construction Training and expanded it to include hands-on training in highway construction safety, heavy equipment identification, excavation math, crane safety and emergency procedures.

Graduates earned an ATSSA Flagger Certification, along with OSHA-10 and NCCER Core Curriculum Certifications. The end of their 11-week program concluded with a hiring event to assist participants in finding careers in the industry with support from over 10 highway construction firms.



Above: Summer 2021 BY Roads participants and instructors.

OUR IMPACT: BY Construction Training Expansion (continued)

Piloting BY at Indiana's Department of Corrections

Through a new partnership with the Indiana Department of Corrections (IDOC), ICRF piloted the first class within a prison at Westville Correctional Facility. The facility, housing 3,200 male inmates under increasing levels of security, hosted the class weekly to those who were on track to be released. The weekly class began in October and finished in early 2022. The **35 students** after completion and successful release will work with Hoosier Initiative for Re-Entry (HIRE) and ICRF to find gainful employment within the construction industry.

OUR IMPACT: Five Years of Success

This year marked the fifth year of adult learners across the state graduating from the BY Construction Training and starting their careers in the construction industry. Since it launch, the program has had continued impact on individual lives and in many communities across Indiana as seen in the photos and data below.

At right: Throughout the years, adult learners have participated in classroom and hands-on training before interviewing with employers at a job fair to cap off the program.



Program Metrics for Five Years of Success



OVER 87% COMPLETING PROGRAM & EARNING NCCER & OSHA CERTIFICATIONS



NEARLY 75% EMPLOYED WITHIN SIX MONTHS OF COMPLETION



ON AVERAGE, GRADUATES IN CONSTRUCTION EARNED \$24.90 PER HOUR



OUR IMPACT: Social Media & Marketing

ICRF consistently recruited and shared successes through social media. As these platforms continue to be a primary mechanism for reaching the public, ICRF used them as a way to educate followers on the opportunities which are available to them via ICRF programs. Through social media, ICRF reached potential adult learners, industry professionals, like-mission organizations, and traditional media outlets to further the impact and reach throughout the state of Indiana. ICRF's social media showed *an increase of nearly 400 followers* across all platforms this last year.

Traditional Media Coverage

In addition to social media, ICRF pursued traditional media outlets to share our accomplishments. In September, the expanded BY Plus program was featured in *WRTV's Hiring Hoosiers*, *WISH-TV's Multicultural News*, and *WTHR's Local News* segments. Later in the year, ICRF visited with Gerry Dick on *Inside Indiana Business*. In each instance, ICRF shared the shortage Indiana's construction workforce is facing and how ICRF's programs prepare both youth and adult learners alike to address the deficit.



Details on Construction Foundation's Plan to Address Workforce Needs

The Indiana Construction Roundtable Foundation is using a \$7 million grant to train and place 1,000 new workers needed in central Indiana's construction industry. We get details on the plan from Nate Klink. Please click [here](#) for more information.



At left: Executive Director Nate Klink joins Gerry Dick on *Inside Indiana Business*.

BYF & BY Job Site Banners

As many have experienced, it is very difficult to go by a construction site without curiosity while looking at all the heavy equipment operating and all the amazing work being done. Recognizing the opportunity, ICRF created 10' x 4' banners to hang at construction sites to encourage passersby to visit our websites and learn more about ICRF's programs.

Below: Browning placed a BYF banner alongside their banner to promote students to look into the construction industry as an option for their future. This sign could be seen from I-465 East, a major thoroughfare in Indianapolis.



FINANCIALS

Through 2021, ICRF operated within budget. ICRF employed eight full-time staff members and one part-time staff members with an additional three employees dedicating some portion of their time to ICRF. ICRF is proud of the outcomes accomplished while staying within budget. Annual expenses totaled \$1,564, 243, and revenues finished at \$1,649,178.

In 2021, ICRF spent nearly \$1.2 million or 75% of all expenses in direct support of its programs.



BY

