



# Indiana Construction Roundtable Foundation

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2022 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.



# 2022 Annual Report

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## Introduction

The Indiana Construction Roundtable Foundation (ICRF) lived out its mission in 2022 by focusing on both young people and adult learners throughout the state of Indiana. ICRF believes in the ripple effect when positively impacting the lives of individuals who in turn impact the lives of those in their classrooms and their communities. Through both adding new programs and improving current offerings, ICRF positioned Build Your Future Indiana (BYF) for K-12 students and BY Construction Training (BY) for adult learners as the premier vehicles to pursue career opportunities available in the construction industry.

### Our Mission

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### Our Vision

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

## OUR IMPACT: Success Stories

ICRF is proud to share its successes from the year through both quantitative and qualitative measures. The numbers tell a compelling and powerful story. Just as importantly, our *Success Stories* throughout this report put names and faces to the lives BYF and BY impacted in 2022. It is our honor to share their stories and help be a piece of their future.

### Childhood Dreams become Reality for Rosa F.M.

Walking around Home Depot and looking at construction materials is Rosa F.M.'s idea of a good time. And now, thanks in part to BY Construction Training, these days she gets to do it as part of her job... which means she is finally doing what she dreamed of when she was a kid!

As a child, she watched her dad do construction work in Florida, and she thought she would like to do something in that field as well. After graduating from Lawrence Central High School though, she decided that dental assisting offered the future she wanted. It didn't take long for Rosa to realize that she was wrong: the dental field didn't give her the opportunity to be creative or build things!

Fast forward to 2018, Rosa now has two children and a husband. After searching her soul, she decided to go back to her roots by taking classes toward a degree in construction management at Ivy Tech.

Then she saw something on the internet that gave her career shift a major boost! Reading about the BY Construction Training program, she was impressed with how quickly she could complete the classes, gain more experience, and get two certifications. She signed up!



*Left: Rosa F.M. poses for headshot for the new company she started.*

*Below: Rosa using some power tools at her business.*



(continued p. 3)

## OUR IMPACT: Success Stories

### Childhood Dreams become Reality for Rosa F.M. *(continued)*

In 2022, after Rosa graduated from BY Construction Training, she started Rosa Rose Construction. She considers the lessons and support she received from her instructor to be one of the biggest benefits of the class, and she knows she still can call to ask for advice and help.

“*My instructor was great, and I still call him for advice!*”

Rosa acts as general contractor in her firm, guiding residential renovations and repairs, and subbing to specialists as needed. Her goal is to develop a team of HVAC, plumbing, electrical, carpentry, and flooring contractors who will work as a team and stand behind each other's work and to be able to continue to walk down the aisles of Home Depot and call it work!

### Wrap-Around Services Make All the Difference for Austin H.

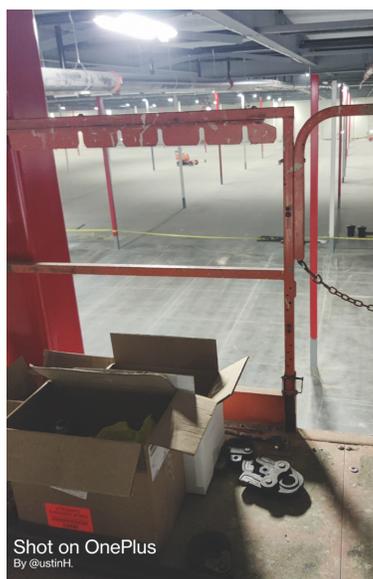
Austin H. had hit a rough patch and found himself living at home with his parents after he lost his driver's license. Trying to figure things out, Austin got a job within walking-distance from him at a nearby school. He helped out in their before-and-after-care program but the hourly wage was low and he couldn't get full-time hours.

Scrolling on Facebook, Austin saw an ad for the BY Construction Training program. It sounded too good to be true and even had the thought it might even be a scam, but he decided to look into it because he had nothing to lose.

He took an Uber to the first class at Southeast Community Services and decided that it was worth coming back. With his previous construction experience, he knew some of what was being covered in the eight-week class, but earning his OSHA-10 certification gave him a foot in the door when it came to applying for jobs.



*Above: Austin H. poses for a quick selfie during at Ferrer Mechanical Services.*



*Left: Austin H.'s view during his apprenticeship.*

“*They saved me time and money. I got permission to drive to work, to the grocery and to see my kids.*”

The most immediate and important help from the program wasn't job placement, it was the legal help. The BY Navigator connected Austin to the Indianapolis Legal Aid Society who was able to help him with some outstanding legal issues.

Austin told BY, “the lawyer typed up everything to present to the judge. They saved me time and money. I got permission to drive to work, to the grocery and to see my kids. Plus, they got the reinstatement fee waived. I still have to pay higher insurance rates, but I'm in a better place today.”

Now working as a plumbing apprentice at Ferrer Mechanical Services, Austin is enjoying his work, and says he is learning something every day.

## OUR IMPACT: BYF Indiana

This year has been a banner year for Build Your Future Indiana (BYF), ICRF's youth-serving program. This program helped young people see themselves in the construction field in their futures whether as a skilled tradesperson or in another role connected to the industry.



Through these activities and interactions, BYF helped students realize the numerous resources available to them. Specifically, students were introduced to BYF's career assessment tool that helps students discover which construction trade might be best for them. The BYF website and quiz had *over 13,500 sessions* by *over 9,000 users*.

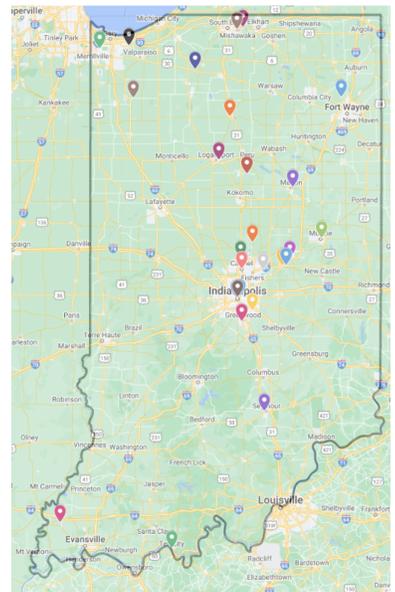
### Connecting Educators to Each Other and the Industry

One of the highlights of the year was the Construction Educators Consortium and Summit. This new program for construction educators provided a space for best practices and resources to be shared amongst educators.



Additionally, the Summit was a two-day event where educators learned about many important components related to the courses they offer. Information from the Indiana Department of Education about the new Graduation Pathways, information from the Indiana Department of Transportation about providing civil construction courses in high schools, and from the Indiana Builders Association about grants and relationships available through the residential sector of the industry.

These efforts were recognized by the Indiana Society of Association Executives as the *Innovative Membership Program* for 2022 due of its reach and success.



Above: Each pins represents a school district present at the 2022 Construction Educators Summit.



Right: Dr. Flora Jones, PhD presents about the new IDOE Graduation Pathway..

## OUR IMPACT: BYF Indiana

### Connecting Students to Employment

BYF focused on providing work-based learning opportunities for students through summer and fall 2022. Thus far, **six schools** were connected to the program. These schools received assistance in placing their students into summer 2022, fall 2022 and spring 2023 internship opportunities. In total, **612 students** learned about participating in work-based learning opportunities. Of those 612 students, **32 students** were introduced to the construction industry through internships.

### Connecting Students to Industry



Above: BYF spent many hours during 2022 interacting with students directly at various events throughout the state. Whether large-scale, multi-organization events or individual classroom presentations, these opportunities for interaction gave students hands-on experiences to see what it is like to live a day in the life of a construction professional.

## OUR IMPACT: BY Construction Training

Through many partnerships, BY Construction Training (BY) for adult learners held another impactful year with a record-number of graduates finishing classes and earning at a minimum their NCCER Core Curriculum and OSHA-10 certification. This year saw many adult learners earning additional certifications on top of their foundational components and saw many new populations being served where they are as classes were offered in Spanish and in a prison-based setting.

### 2022 Program Metrics



**18 CLASSES COMPLETED**



**>20 COMMUNITY PARTNERS ENGAGED**

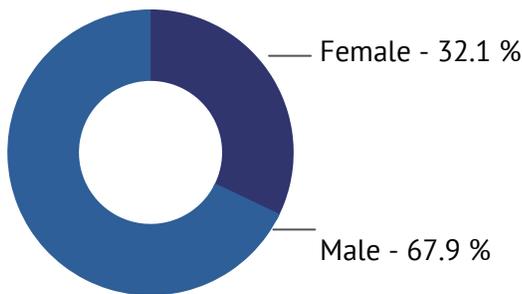


**>230 ADULT LEARNERS TRAINED**

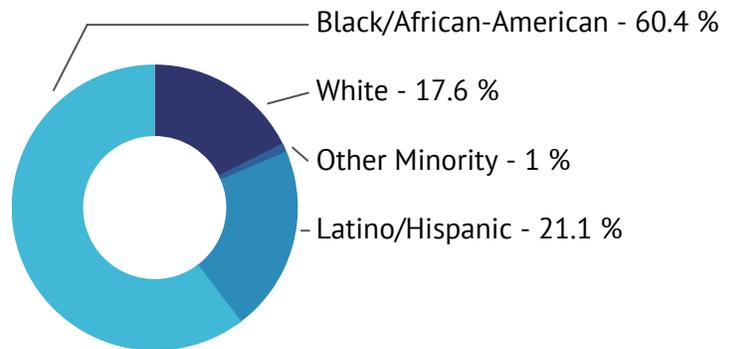


**>100 EMPLOYER ENGAGEMENTS**

### GENDER

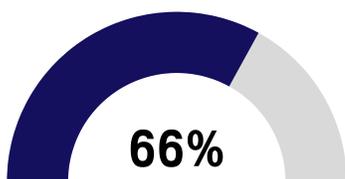


### ETHNICITY



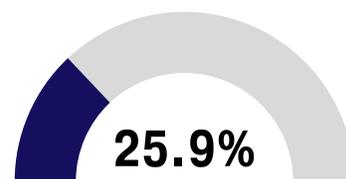
### JUSTICE-INVOLVED

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

BY Construction Training is often a first step for adult learners toward diploma completion or degree attainment. In 2022, a little over quarter of attendees were non-diploma or GED-holding adults.



## OUR IMPACT: BY Construction Training

### BY Plus

This year, the BY Plus arm of ICRF's construction training program continued its partnership with the Central Indiana Community Foundation, NeighborLink Indy, the Indianapolis Legal Aid Society, a number of community centers and adult education providers throughout the city to achieve the goals of the Lilly Endowment Inc.'s Enhancing Opportunities in Indianapolis grant. Adult learners completed an eight-week training program earning their OSHA-10 and NCCER Core Curriculum certifications while engaging with future employers before 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, BY Navigators and local community centers worked with students to provide other needed wraparound services including basic skills training, financial coaching, transportation assistance, and legal counseling.

*Below: BY Plus adult learners participating in many of the different aspects of the program.*



### BY Roads

In partnership with the Indiana Department of Transportation, BY Roads was launched. A first-of-its-kind partnership bringing Hoosiers a cost-free training related to careers in the highway and road construction industry. BY Roads was built on the proven model of BY Construction Training. This expanded model included 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.

*Left: BY Roads participants in class and graduating.*



## OUR IMPACT: BY Construction Training

### BY Justice

Through a new partnership with the Indiana Department of Corrections, ICRF held their first class within a prison at Westville Correctional Facility. The program was made available to individuals on track to be released, and the weekly class finished in early 2022. Upon release, the **35 students** who successfully completed the program were connected with employers across the state of Indiana. Due to the nature of the course, ICRF is not able to capture photos of this arm of programming.



Above: BY en Español participants use power tools, interview and graduate as part of the program.

### BY en Español

Through a new partnership with La Plaza, ICRF piloted the first BY Construction Training en Español in the summer of 2022. The class was hosted at Highlander Park, in conjunction with Warren Township Adult Education, and successfully graduated **16 students!** Students had access to supportive services including employment workshops, financial presentations, income supports, and immigration assistance.

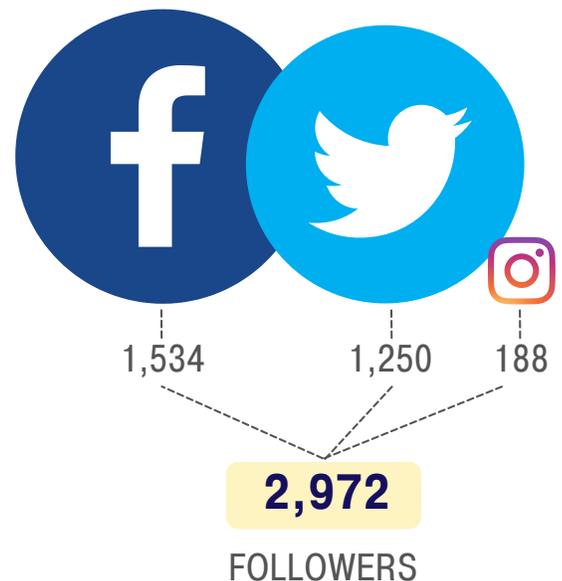
## OUR IMPACT: Social Media & Marketing

As social media platforms continue to be a primary mechanism for reaching the public, ICRF connected with potential adult learners, industry professionals, like-missioned 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 500 followers** across all platforms this year.

## OUR IMPACT: Financials

ICRF operated within budget in 2022 with nine full-time staff members and one part-time staff member. Three additional employees dedicated some portion of their time to ICRF throughout the year. ICRF is proud of the outcomes accomplished while staying within budget.

Annual expenses totaled \$2,033,999 and revenues finished at \$2,120,381.



**In 2022, ICRF spent nearly \$1.5 million or 75% of all expenses in direct support of its programs.**



# PARTNER WITH US!



We have launched our sponsorship program and your investment in our programs comes with great benefits to your business while helping us make an even bigger impact next year.

Scan the QR code or contact Matthew Nance at (317) 446-5171 or via email at [matthew@indianaconstruction.org](mailto:matthew@indianaconstruction.org) to learn more.

