

# Untapped



Indiana Construction Roundtable Foundation  
**2023 Annual Report**



**BUILD  
YOUR  
FUTURE  
INDIANA**





# Tapping potential

**In Indiana, thousands of people who could be working are sidelined by a lack of training or other barriers to employment. At the same time, the state's construction industry struggles to fill positions.**

**The result is untapped potential – in individuals, businesses and a state known for its productive workforce.**

The Indiana Construction Roundtable Foundation (ICRF) taps this potential through a two-pronged strategy: With BY, we provide training and support services to unemployed Hoosier adults and connect them to jobs where they can build buildings, roads, homes,

self-worth and the Indiana economy, and with Build Your Future (BYF), we encourage youth to explore and pursue careers in the construction industry.

With both of these programs, we help people overcome barriers, provide them with the soft skills required by today's workplace and ensure that, no matter where they've come from or what challenges they've faced, all Hoosiers have an opportunity to join the workforce that's building Indiana's future.

**1,200**

More than 1,200 adult students have successfully completed BY programs since the program started in 2018

**99,929**

Last year alone, 99,929 young people participated in BYF programs

# BYF – Build Your Future Indiana



**The construction industry can't wait until students leave school to introduce them to careers in construction. It needs to reach kids while they're still formulating ideas about what lies ahead for them.**

BYF works to facilitate that early contact by reaching kids in kindergarten through 12th grade. Partnering with schools and educators, BYF forms construction clubs, participates in career fairs, arranges visits from industry professionals, provides classroom materials, makes free resources available to students and educators, connects and educates construction educators, all with a focus on hands-on opportunities and real insights into the possibilities presented by construction industry careers.

BYF provides all the materials and curriculum for construction clubs. Club sponsors sign up, and ICRF ships them a kit with fun, hands-on activities.

BYF's 2023 Activities

# 40

new construction clubs across the state with **476 students**

# 42

Construction Educators Summit with 42 educators and 16 industry partners

# 16

## Girls-Only Construction Camp

Girls in grades 7-9 met women working in the industry, tried hands-on activities and visited construction sites

# 110% ↑

Connections with students, parents, teachers, coaches, etc. at 63 community-based events, 110% more than in 2022

# 32

Attended career fairs or arranged for industry ambassador visits at schools in 32 counties

# Construction Club Locations

## Allen County

East Allen County Schools, New Haven Intermediate

## Carroll County

Carroll Consolidated School Corp., Carroll High

## Cass County

Logansport Century Career Center

## Clark County

Greater Clark County Schools, River Valley Middle

Greater Clark County Schools, Parkview Middle

## Elkhart County

Boys and Girls Club of Middlebury

Concord Community Schools, Concord Intermediate (2 semesters)

Concord Community Schools, Concord High

## Grant County

ABC/Marion Community Schools

## Hamilton County

Hamilton Heights High School

## Hendricks County

Mill Creek Community School Corp., Cascade Elementary

Mill Creek Community School Corp., Cascade Middle

Mill Creek Community School Corp., Mill Creek East Elementary

## Johnson County

Greenwood Community School Corp., Northeast Elementary

Greenwood Community School Corp., Isom Elementary

## Lawrence County

COSMOS (Collaboration of Shoals, Mitchell and Orleans Schools)

## Marion County

Fierce Center

Indianapolis Public Schools, Harshman Middle

Lawrence Township Schools, Mary Castle Elementary

Perry Township Success Academy (2 semesters)

Pike Township Schools, Deer Run Elementary

Shepherd Community Center

Warren Township Schools, Pleasant Run Elementary

Wayne Township Schools, Stout Field Elementary

## Martin County

COSMOS (Collaboration of Shoals, Mitchell and Orleans Schools)

## Monroe County

Monroe County Community Schools, Childs Elementary

## Morgan County

Martinsville High School

## Orange County

COSMOS (Collaboration of Shoals, Mitchell and Orleans Schools)

## Rush County

Boys and Girls Club of Rush County Elementary

Boys and Girls Club of Rush County Middle

## Shelby County

Triton Central High School

## Wayne County

Stout Field Elementary

## White County

Boys and Girls Club of White County



## It's not a man's job: Emily Mick

Not everyone has a family member who works in construction and can suggest it as a career. That's why the BYF program is important, says Emily Mick, a foreman with Milestone, working in the highway industry. One of the speakers at last summer's Construction Educators Summit, she told the audience, made up mostly of male teachers, "Girls need to know it's not a man's job. It's just a job. Period." The first step is simply exposing young women to the construction industry. Emily wouldn't have looked into it if her dad - who worked in building trades - hadn't recommended it. Step two? Let young women know they don't have to surrender their femininity to enter the industry. "You can still dress up and be girly on the weekends, but go to work in work jeans, a vest and boots," Emily said. "You don't have to be a masculine woman to work in construction."





# BY Construction Training

**BY Construction Training doesn't simply teach students how to swing a hammer. It provides them with the skills, knowledge and certifications they need to launch meaningful careers in the construction industry.**

With a mix of classroom and hands-on learning, BY Construction Training teaches adult learners basic safety, construction math, hand and power tools, construction drawings, employability and communication skills. Graduates earn two industry-recognized certifications - NCCER Core and OSHA 10 - and the class always includes a hiring fair with construction industry employers who are hiring.



# 447+

In 2023, 447 adults completed the BY Construction Training courses, a 217% increase over the previous year.

# 217% ↑



# 2023 Adult Training Locations

## BY Construction Training is offered in several variations.

**BY Espanol** – offered in a bilingual setting

**BY Corrections** – offered in prisons across the state

**BY Bootcamp** – offered in a condensed, three-week format to expedite economic mobility for participants

**BY Plus** – includes wrap-around support services including legal support from Indianapolis Legal Aid Society and paid, hands-on work experience at worksites managed by NeighborLink Indianapolis, a nonprofit providing home repairs for low-income seniors and individuals. This class is funded by Lilly Endowment Inc. through the Central Indiana Community Foundation for Marion County residents only.

**BY Roads** – prepares students to work on highway and road construction projects. It teaches highway construction safety, hand and power tools, heavy equipment identification, skid steer machine operation, construction math, communications and more. In addition to the OSHA 10 and NCCER Core certifications that all BY graduates earn, these grads also earn McAllister/CAT Skid Steer Operation and ATSSA Flagger.

### Indianapolis

CAFE (Community Alliance of the Far Eastside)

Edna Martin Christian Center

Hawthorne Community Center

Highlander Park Warren Township Adult Education Center

John Boner Neighborhood Center

La Plaza

La Plaza - Latino Opportunity Center (classes in Spanish)

Mary Rigg Neighborhood Center  
Mattison Corp.

Southeast Community Services

### Westville

Westville Correctional Facility

### Michigan City

Indiana State Prison

### Evansville

Trinity United Methodist Church

### Gary

Center For Workforce Innovations

# Tapped!



## Paving a better way: Dante Riley

After spending time in and out of prison for more than a decade, Dante Riley found his work options limited. He did a lot of odd jobs, spent some time in factory work, roofing and landscaping, but didn't see much hope of a career. Then he found out about BY Construction Training. "No one in the class cared about my past record," he said. "As long as I showed up and did the work, they were only there to help me succeed." And he did. For the past two years, he's worked for Rieth-Riley Construction and enjoys the benefits those odd jobs never would have delivered: a steady income, a pension, a chance to buy a house and a sense of pride. "I can drive around town and point out roads I helped pave," he said. "All of that is life-changing."



# Tapped!

## Building stability: Austin Johnson

A few years ago, Austin Johnson could barely pay his bills. Today, he's on stable ground, owning a house and providing health insurance coverage for his 18-month-old daughter, Violet. The difference? He left his job as a line cook at a chain restaurant and signed on with BY Construction Training.

After completing the training program, Austin landed a job in the HVAC industry. Now a fourth-year union apprentice at Peine Engineering who sees no limit to his upward trajectory, he's also started his own business. Even with all of that, though, he is especially proud that his skills make it possible for him to help out with household repairs for his mom and family, and to take care of a home that he can call his own.



# Tapped!



## Finding value: Mickey Ferrantella

One of the biggest challenges for people coming out of incarceration is finding employment. BY Corrections helps to overcome that challenge by going behind prison walls to provide access to the its training and opportunities while men are still incarcerated. Having just completed its third class at Westville Correctional Facility in Michigan City, BY Corrections provides men in prison with the skills, expertise and certifications they need to launch post-incarceration construction careers. As important as that is, though, it's apparently only a part of BY's impact. "The most important part of each person's experience with BY is that they're learning they have value," said Mickey Ferrantella, a 50-year veteran of the trades who teaches BY Corrections classes throughout northern Indiana. "It might be the first time any of them have heard it in their lives."

# Leadership Letter



On the last day at a BY Construction Training class, the smiles are wide. Graduates hold their certificates high and their chins even higher. Family members snap photo after photo. Students hug each other, their instructors and their loved ones. The room is alive with laughter and happy conversation.

It's a stark difference from Day One. On that day, the room is quiet and tense. The students are skeptical and guarded, and you really can't blame them. In their attempts to get traction in the world, many have been promised a lot but delivered little. Many don't have high school diplomas or GEDs, and a lot are justice-involved. They've been made to feel they have no potential.

The difference? BY Construction Training not only assures them they have potential, but helps them tap that potential. By the time they've been handed their certificates, they have confidence in themselves and a belief that they can change their future. This happens whether the class is held at a community center, an office building, a school or a prison. Their untapped potential has been tapped.

Witnessing that transformation reminds me of how lucky I am to get to do this work.



The past year has only increased that feeling. In 2023 more young people and adult learners than ever benefited from ICRF programs than in any year since its inception in 2015. And that means we fed the worker pipeline with more trained individuals than ever.

Consider just a few highlights from 2023:

**Our refined recruitment and retention process resulted in a 217% increase in the number of adults completing a BY class.**

**Of the 447 students who completed BY classes, 216 were justice-involved and 98 didn't have a GED or high school diploma.**

**Our three boot camps allowed some students to finish in two weeks rather than eight.**

**Our youth construction clubs expanded into 40 schools in 19 counties.**

**We launched our first girls-only construction camp.**

Such successes and ICRF's ongoing impact on Hoosiers would not be possible without a strong team, a solid foundation and the collaboration of our supporters and industry partners. In that incredible combination we see potential in the organization itself: the potential to scale up in areas that make sense. Two initiatives we're focused on in the near term that really excite me are an alumni program that will allow us to walk alongside our adult graduates as they gain their footing, and the opportunity to replicate our programs in other states.

In pursuing such a vision, we are inspired by the people who participate in our programs. By recognizing and tapping into their own potential, they benefit their families, their communities and their new-found industry.

A handwritten signature in black ink, appearing to read 'Chris Price'.

**Chris Price**

**President, Indiana Construction Roundtable Foundation**

# Mission

The mission of the 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.

# Vision

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

# 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:** 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.

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

# 2023 Funding Partners



# Financials

**Income:** **\$3,099,879.38**

**Expenses:** **\$2,715,524.72**

In 2023, ICRF applied 86% of its revenue directly to programs. With program enrollments outpacing expectations, revenues exceeded projections, resulting in a surplus that will be applied to ongoing growth.

