

FOCUSED ON

# RECOVERY

2010 ANNUAL REPORT

NATIONAL CENTER FOR CONSTRUCTION EDUCATION AND RESEARCH







RECOVERY

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## About NCCER

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 an array of additional workforce development resources to help address the skilled workforce shortage including:

- Accreditation
- Instructor Certifications
- Standardized Curricula
- Automated National Registry
- Skill Assessments
- Certifications
- Construction Management Academies
- Recruitment and Image Enhancement that includes *Build Your Future* campaign
- Career Development Resources



## Mission

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

## Vision

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

## NCCER Core Values

NCCER will accomplish its mission within the context and parameters of the values that are ingrained in our foundation and to which we are deeply committed:

- Integrity in all that we do
- Credibility in everything we provide
- Innovation in process and systems
- Unrelenting commitment to training
- Quality in our products and services
- Unyielding industry support and customer focus
- Fostering of sustainable career opportunities for craft professionals





## FROM THE PRESIDENT

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As I reflect on 2010, I have never felt more privileged to be part of an organization that responds to the industry's needs and reaffirms the importance of trained and certified craft professionals within our industry. While last year was a tough year for the construction industry, our organization, along with many of you, showed tremendous resilience. With the support of our staff, customers and stakeholders we turned opportunity into growth.

I am pleased to report that as our industry transitions to recovery, NCCER's highest priority is to attract, train and retain the skilled workforce needed for our industry to take full advantage of the upturn.

Throughout this report, you will see how we are committed to our core values and our customers as we highlight key initiatives and summaries of our progress.

I look forward to another year of opportunity as we expand on our 2010 achievements and continue to serve the industry's workforce development needs. Thank you for your support.

Sincerely,

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

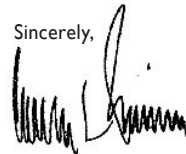
Donald E. Whyte  
President



OUTGOING CHAIRPERSON

## FROM THE CHAIRPERSON

The past year has been an arduous one for everyone in the construction industry. The economy has been slow to recover, and we have all felt it. However, there have been recent signs of recovery, and we all need to be prepared for the deficit of skilled workers that will be facing us all. NCCER has been working diligently to fortify their training, curriculum and assessment programs and to stay on the forefront of workforce development. They have responded to the needs of the industry by developing certifications that meet new federal regulations and have brought attention to the crucial need for elevating recruitment. The following pages outline the 2010 efforts of the NCCER.

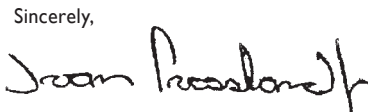
Sincerely,  


Carole Bionda  
 2010 NCCER Chairperson, NOVA Group



INCOMING CHAIRPERSON

There has never been a more important time for the construction industry to invest in education. This is crucial as we continue to work hard to close the workforce shortage gap that threatens our country's future. It is my belief that education is of the utmost importance in the construction industry. I was pleased to see the renewed efforts NCCER gave to career and technical education in 2010, as this is essential in solidifying our efforts for recruiting the next generation of craft professionals.

Sincerely,  


Ivan Crossland  
 2011 NCCER Chairperson, Crossland Construction

## Board of Trustees

2011 NCCER Board of Trustees:

### 2011 NCCER Chairman:

Ivan Crossland, *Crossland Construction*

### 2011 Vice Chairman:

Bob Parker, *Repon Strickland*

### Immediate Past Chair:

Carole Bionda, *NOVA Group, Inc.*

## Members

Alan Burton, *Cianbro Corporation*

Keith Byrom, *Precision Resources, A Subsidiary of Zachry Holdings*

Wayne Crew, *Construction Industry Institute*

Andy Dupuy, *Shaw Power Group*

John Gaylor, *Gaylor, Inc.*

Vincent Giardina, *LeGlue & Company, CPAs*

Bill Hardaway, *Fluor*

Darrell Hargrave, *KBR Services*

Michael Hollingshaus, *Tesoro Corporation*

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

Matt Lawrence, *ExxonMobil*

Tim Lawrence, *SkillsUSA*

Carl McColey, *DuPont*

David Mielke, *M.W. Mielke, Inc.*

Brian Pritchard, *Shell*

Chip Reid, *Current Builders*

Jerry Rispono, *ISC Constructors, LLC*

Gerry Sprentall, *Intel*

C. Rockwell Turner, *L.P.R. Construction Co.*

Mike Uremovich, *STARCON International, Inc.*

Lowell Wiles, *Jacobs*





**RESPONDING TO THE INDUSTRY**



## TRAINING



In response to the diverse training needs of the industry, NCCER released more than 120 curriculum and assessment projects working collaboratively with more than 150 Subject Matter Experts (SMEs). New titles released include *Industrial Coatings Level Two* and Spanish titles *Carpentry Level Three* and *Insulating Level One*. Revisions were made to *Boilermaking*, *Electronic Systems Technician*, *Ironworking Level One*, *Welding Level Three*, *Welding Advanced Topics*, and Spanish title *Electrical Level One*. Also *Sprinkler Fitting Level One* was released with the NFPA 13 2010 updates. New assessments were released for *Commercial Carpentry*, *Heavy Equipment Operations*, *Industrial Coatings Level One*, *Industrial Maintenance Electrical Training Program*, *Instrumentation*, *Industrial Maintenance Mechanic*, *Rigger (Basic, Intermediate and Advanced)*, *Signal Person* and *Tower Crane*.



### RENEWABLE AND SUSTAINABLE CONSTRUCTION



Emerging training needs were addressed within renewable and sustainable construction by releasing new products in Solar, Sustainable Construction and Weatherization. To further strengthen the NCCER green curricula, four HVAC modules and *Sustainable Construction Supervisor* were approved by the U.S. Green Building Certification Institute (USGBC) for continuing education units under the Green Building Certification Institute's (GBCI) Credentialing Maintenance Program. NCCER also received approval by the North American Board of Certified Energy Practitioners (NABCEP) as an accrediting body, and *Introduction to Solar Photovoltaics* was recognized as a supplemental reference for NABCEP's (Photovoltaics) PV Entry Level Exam.

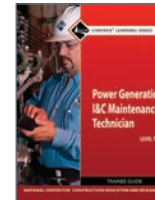


### POWER

A Power Industry Fundamentals program was created to serve as a stepping stone to careers in Power Generation Maintenance, Power Line Worker and Wind Turbine Maintenance. In addition, complete Power Generation Maintenance,



Power Generation Maintenance Electrician and Power Generation Instrument and Controls, programs for maintenance and electrical professionals were developed to maximize efficiencies and enhance performance of power plants.



### MODULE NUMBERING SYSTEM

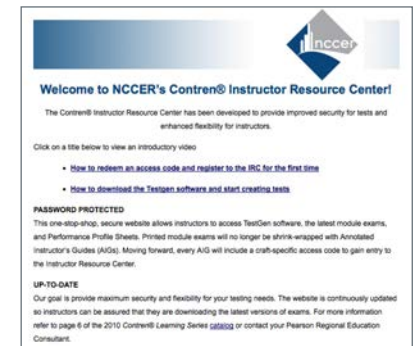
To allow for greater efficiency in historical tracking of modules used in multiple crafts and the facilitation of module completions record-keeping, NCCER implemented a new numbering system that will affect modules that are borrowed from their original craft and used as-is in related curricula. Previously, these modules were renumbered according to their placement in the new craft, now they will keep their original module numbers.

### CUSTOM BOOK BUILDING

Through the Pearson Custom Library, NCCER now provides customers the ability to tailor their own course delivery. Customers now have the flexibility to build their own textbooks based on the NCCER modules they need for a unique tailored program that fits the goals and objectives of their company.

### ONLINE INSTRUCTOR RESOURCE CENTER

To improve security and allow instructors to gain access to the most up-to-date materials, TestGen software, module exams and Performance Profile Sheets can now be downloaded through the online Instructor Resource Center (IRC), a secure Web page. Every Annotated Instructor's Guide now includes a craft-specific access code that allows the instructor to gain entry to the IRC. The IRC also provides enhanced flexibility for instructors to download all exam resources and even customize exams by adding customized questions.



## TRAINING TOOLBOX

NCCER completed the development of The Training Toolbox, to be located on the NCCER website. It is designed as a one-stop shop for best practices to support NCCER Accredited Sponsor Representatives, Assessment Administrators, Master Trainers and Craft Instructors. It provides resources for developing and maintaining craft training programs including: training methodology, budgets, program implementation and instructional and classroom best practices. It supports every component of setting up training programs, from procuring instructors and materials to running an industry advisory board to marketing programs. There are additional links for resources and downloads for traditional and hybrid training.



## CONSTRUCTION MANAGEMENT ACADEMIES

Continuing the legacy of strong leaders in the industry, 69 individuals graduated from the NCCER Construction Management Academies at Clemson University in Clemson, South Carolina and the Nature Place in Florissant, Colorado.

### TESTIMONIALS-ACADEMY

**“My experience at the Academy was exceptional. I have been in the construction industry for 23 years and the Academy, by far, exceeded all training classes I have experienced to date. The instruction and setting were exceptional, and the course material spot on.”**

**Michael Freehling, Vice President Construction Operations, System Electric Company**



**“My experience at the NCCER Construction Management Academy was very fulfilling. Over my 22 years of construction experience I have learned many management skills and the NCCER Construction Management Academy helped me to put it all into perspective...**

**I recommend this program no matter how many years of experience you have in the business.”**

**Scotty Holland, Shaw Power Area Manager, VC Summer Nuclear Project**

**“My experience at the academy was “rich”. I have learned so much about project management and how important it is that we provide opportunities for development to our project managers and potential project managers. I have gained professional growth that has impacted my communications with our project management.”**

**Mittie D. Cannon, Ed.D., Training Manager, KBR**

**“The Academy location, accommodations and atmosphere fostered networking opportunities to broaden our circle of resources available to further our careers. The skills learned during the NCCER Women’s Leadership Academy are tools to enhance our ability to influence and affect our employers’ bottom line by implementing best practices in different areas of our business.”**

**Diana M Morell, MBA, PMI-SP, Project Controls and Contracts Manager, Total-Western, Inc.**

**“I greatly enjoyed my time at the Academy... I gained skills and practices that help me in my role as a construction project manager on a day-to-day basis. I would recommend the Construction Management Academy to anyone managing a construction project.”**

**David H. Allen, Project Manager, Moores Electric**





**RECHARGING THE WORKFORCE**



## ACCREDITATION



NCCER's accreditation process is the benchmark for quality construction industry training and assessment. In 2010, 42 new organizations were

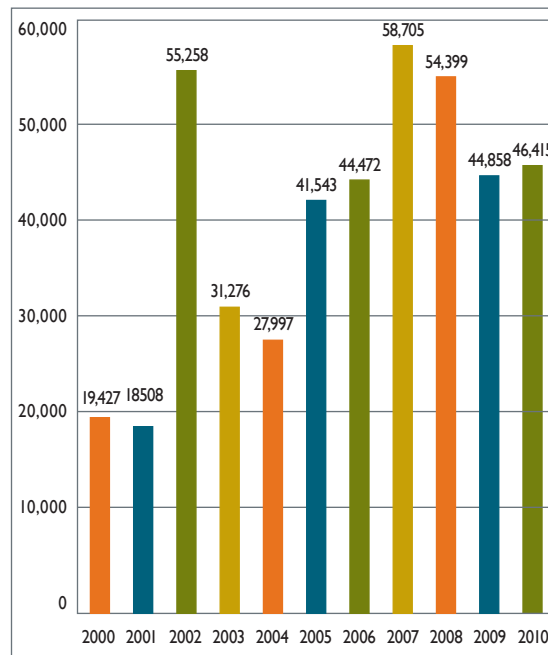
accredited, 212 new organizations pending accreditation approval, and 221 were Accredited Training and Education Facilities (ATEFs). There are now more than 921 ATEFs, a 31.5 percent increase from the previous year.



## ASSESSMENT & CERTIFICATION

In 2010, NCCER processed over 45,000 assessments for craft and pipeline personnel. Through the National Craft Assessment and Certification Program, over 24,000 certified-written credentials and over 5,000 certified-plus credentials were issued. Under the Pipeline Training and Assessment Program, nearly 15,000 assessments were administered and 48,000 performance tasks were verified. In addition, close to 2,000 National Construction Career Tests were delivered, and 1,200 management assessments were administered.

### ASSESSMENT ORDERS

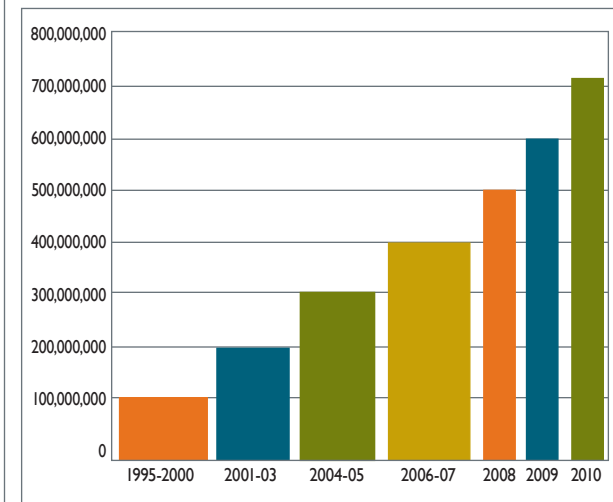


## CREDENTIALS

2010 was a milestone year for NCCER resulting in 1,020,000 module completions. NCCER issued 314 Master Trainers certifications who in turn certified nearly 4,000 craft instructors to teach the NCCER curricula. Continuing on its progressive growth, 145 administrators were certified through the Administrator Certification Training Program.

### MILLIONS OF MODULE COMPLETIONS

Over 1 million actual module completions in 2010.



## AUTOMATED NATIONAL REGISTRY



In an effort to provide better functionality and management of the Instructor List in the Automated National Registry (ANR), NCCER revamped its ANR to allow NCCER Accredited Training Sponsors to obtain more accurate instructor lists and eliminate the submission of the Form 300/300A. Electronic Submission of all Performance Verifications (PV) was also implemented, eliminating the use of faxed and mailed PVs.

The ANR website was also utilized on a bi-monthly basis for NCCER to reach out to its customers by posting relevant news and updates on the home page. Twenty-six webinars were conducted on how to use the ANR and 273 participants took part in these training sessions. There are now 551 active Training Sponsors on the ANR.

## TESTIMONIALS

“When I think about the times of manually entering Training Form 200s and signing and obtaining signatures, I openly welcome the ANR. [It] saves time and it makes processing the Form 200 fast and easy. I especially like receiving the student’s certification credentials in a timely manner; and the students greatly appreciate it!”

**Clint Mayrant, EST Program Director,**  
ATI Career Training Center

“We are now requiring our Accredited Training and Education Facilities to use the Automated National Registry system because it is so easy to record your module completions. It’s a seamless system that usually takes one application with ease.”

**Al Herndon, Regional Apprentice Representative,**  
Florida Masonry Apprentice & Educational Foundation, Inc.

“The ANR is great. It saves time, saves paper and filing space, and improves the accuracy of information.”

**Dave Burch, YouthBuild Program Director,**  
YouthBuild USA/YouthBuild International

“The NCCER’s Automated National Registry (ANR) ensures that training records for offenders in our care are maintained with ease. The fact that training completions are recorded in the ANR helps offenders verify training experience necessary to find meaningful employment in the construction craft trades post-release.”

**Tom Shaw, Director, Educational Services,**  
CCA, Facility Support Center

## Master Trainer Highlights



In July, Dan Barrow was recognized by the Texas Industrial Vocational Association (TIVA) and the Career and Technology Association of Texas (CTAT) for his support helping Texas schools in their use of the NCCER curriculum.

Dan Barrow is the Manager for Craft Supervisor Development for Zachry Industrial, Inc., and serves as a Master Trainer for NCCER and offers the ICTP training courses to Zachry instructors and to teachers statewide. To date, Dan has helped certify nearly 200 teachers in Texas. He has presented workshops regularly at annual VATAT and TIVA conferences. Dan consistently looks for opportunities to help students achieve by training and expanding the NCCER certification programs across the state. Dan is working with a group of industry leaders to create compact agreements through the Texas Coordinating Board of Higher Education which will allow a seamless articulation of the NCCER materials from the local high schools to community and junior colleges.

## MOBILE CRANE OPERATOR CERTIFICATION

NCCER received ANSI re-accreditation of its Industrial/All Purpose Crane, Rubber Tire Truck Mount Crane and Rough Terrain/All Terrain Crane scopes. The Crawler Mount Crane Program also received ANSI accreditation in September 2010. Over 2,000 Mobile Crane Operator written assessments and practical exams were processed and nearly 600 certifications were issued. In addition, over 70 Mobile Crane Practical Examiners (CPEs) were certified, which was more than double the number of CPEs from 2009.

“The Mobile Crane Operator Certification is way above the other certifications available. The administration of the testing is easy; the exams are well-rounded and test for more knowledge, than any other operator exam I have seen.”

**Richard Nickel, Vice President, Carolina Bridge Company Inc.**

## RECOGNITION

In addition to having the Mobile Crane Operator Certification Program accredited by ANSI, the program was also recognized by Occupational Safety and Health Administration (OSHA) in June and Associated General Contractors of America (AGC) and Associated Builders and Contractors (ABC) at the end of the year. U.S. states that have accepted the Mobile Crane Operator Certification Program as a certifying organization for crane operators include: California, Indiana, Maryland, New Mexico, Michigan, Minnesota, North Carolina, Pennsylvania, Tennessee, Washington, and the 25 Federal OSHA-regulated states including, Puerto Rico and the Virgin Islands.

“Through this agreement OSHA and NCCER are working together to attain our mutual goal of improving crane safety in the construction industry.”

**Bill Parsons, Acting Director for OSHA’s Directorate of Construction**

“I would like to congratulate NCCER’s [Mobile] Crane Operator Certification Program, which has been accredited through the American National Standards Institute (ANSI) and formally recognized by the Occupational Safety and Health Administration (OSHA), each of which is an outstanding accomplishment.”

**Stephen Sandherr, Association of General Contractors of America CEO**

“As one of the only four crane operator certification programs currently in existence, Associated Builders and Contractors is proud to offer its’ support to NCCER’s Mobile Crane Operator Certification Program as not only an independent verification of a crane operator’s skill and aptitude, but as an effective tool to help further educate and train personnel on safe crane operations. We look forward to the benefits that this program will afford to both ABC’s members and chapters, as well as the industry.”

**Kirk Pickerel, Associated Builder and Contractors President and CEO**



ANSI Accredited Program #0763  
PERSONNEL CERTIFICATION  
Industrial/All-Purpose, Rough Terrain/All Terrain,  
Rubber Tire Truck Mount, and Crawler Mount  
Crane Programs





## RIGGER / SIGNAL PERSON CERTIFICATION PROGRAM

In response to the release of the new OSHA rule, 29 CFR part 1926 subpart CC, NCCER released a certification program for signal person and a three-level certification program for riggers (basic, intermediate and advanced). These certification programs include written assessments and practical examinations that meet or exceed current ASME consensus safety standards and OSHA 29 CFR part 1926 subpart CC. Riggers and signal persons were required to meet the requirements of OSHA's new standard for qualification by November 8, 2010.



## CHOOSE CONSTRUCTION INITIATIVE GROWS FROM BUILD YOUR FUTURE

Stemming from the success of the *Build Your Future* campaign, the Choose Construction Initiative (CCI) was developed as a collaborative grassroots approach to construction workforce forecasting and development. This initiative will include recruitment, training, placement, retention and image-enhancement strategies. The ultimate goal of the Choose Construction Initiative is to lead new potential construction-industry candidates, as well as incumbent, under skilled and displaced workers, to opportunities for job-placement, advanced education and training and, ultimately, long-term rewarding careers in the construction industry. CCI will conduct collaborative outreach to industry stakeholders, including construction users, contractors, industry associations, government and labor to build support for all aspects of the Initiative. The vision for CCI includes forecasting nationally, recruiting strategically, training locally and placing regionally. CCI is supported by NCCER, Construction Workforce Development Center (CWDC), Associated Builders and Contractors, Inc. (ABC), Associated General Contractors of America (AGC) and Construction Users Roundtable (CURT).



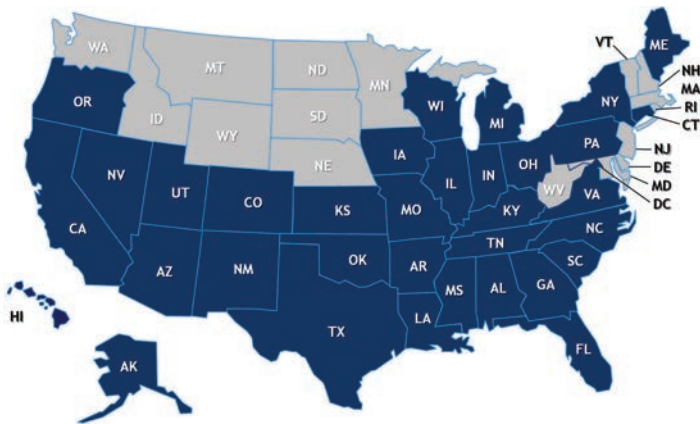


A construction site at sunset. The sky is a bright, uniform yellow. In the foreground and middle ground, there is a complex, dark silhouette of a building's steel framework. This includes a grid of horizontal and vertical beams, along with numerous vertical rebar rods extending upwards. The structure is intricate, with many diagonal bracing elements. The overall composition is a high-contrast silhouette against a bright background.

**REFINING THE MESSAGE**

## CAREERS IN CONSTRUCTION WEEK 2010

Careers in Construction Week is held in October each year and is an integral part of the *Build Your Future* campaign. Partnerships between contractors, associations, government entities and schools nationwide were forged and multiple construction career events and programs were hosted to increase public awareness of the hard work and contributions of our nation's craft professionals. Governors across the country also issued proclamations in recognition of Careers in Construction Week.



## HIGHLIGHTS FROM ACROSS THE COUNTRY:

### ARIZONA

Phoenix- The 10th Annual Arizona Construction Career Days hosted by the Association for Construction Career Development (ACCD) took place October 21 and 22, at the Army National Guard Papago Park Range. The Construction Career Days' events are a workforce development tool that introduce high school students throughout the state of Arizona to careers in the construction industry and support the pipeline that will provide the craft professionals of tomorrow.

### FLORIDA

Ocala- Marion Technical Institute (MTI) in Marion County, Florida hosted three green industry related workshops from October 18 – 21, addressing “what does it mean?”, “how can we benefit and learn from it?” and “how can we benefit by building with green masonry?” These events allowed instructors and students to speak directly to potential employers, contractors and the local community about current construction trends and the benefits of masonry construction.



**NEVADA**

Las Vegas- National Women in Construction (NAWIC) hosted a Construction Careers Day at the Las Vegas Speedway on October 15, where 1,000 students from Clark County schools were exposed to multiple career opportunities in the industry. This event was a collaboration between NAWIC, Association of General Contractors (AGC), Construction Financial Management Association (CFMA) and the Clark County School District.

**OHIO**

Broadview Heights- The Northern Ohio Chapter of Associated Builders and Contractors (ABC) hosted a Boy Scouts Merit Badge event at the ABC Training Center in Broadview Heights (Cleveland), Ohio on October 23. A total of 34 Boy Scouts from nine troops participated, earning badges in carpentry, plumbing or electrical. The historical Carpentry Merit Badge was brought back by the Boy Scouts as they celebrated the organization's 100th anniversary. ABC members, instructors, construction craft students and staff volunteered their expertise and time as part of this event and introduced students to careers in construction.

**TEXAS**

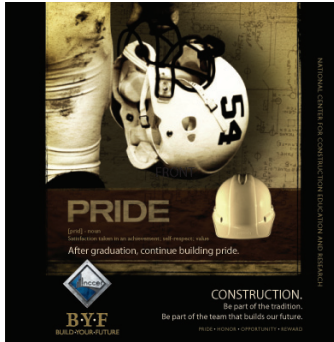
Houston- YouthBuild Houston observed Careers in Construction Week, October 18 – 22, with guest speakers, field trips, fundraising and awareness. Michael Strong, host of the Home Improvement Hotline and president of Brothers Strong and GreenHaus Builders, spoke with YouthBuild Houston about the values of a career in construction. Mario Chacon with Solar Turbines and Turbo Fab spoke about industrial construction and challenged students to take the limits off of their ideas of construction. Teaming up with Hands on Housing, a local volunteer initiative, YouthBuild Houston ended Careers in Construction Week with a Green Home Improvement day in Jacinto City, Texas, with U.S. Congressman Gene Green and Councilman Christopher Lawrence Ochoa. The team used their construction skills to repair a historic home that is now the residence of an elderly, disabled veteran.

**WASHINGTON, D.C.**

Washington, D.C.- The D.C. Students Construction Trades Foundation broke ground on October 26 on a single-family house that will provide a hands-on training site for students studying carpentry, electrical, HVAC and other technical specialties in the Academy of Construction and Design at Cardozo Senior High School. Nearly 100 students, community residents, faith-based leaders, school administrators, building industry executives and district government officials participated in the ceremony in Northwest Washington, launching the Academy's Build a House – Build a Future construction education program.

## BUILD YOUR FUTURE VIDEO

The 2010/2011 Build Your Future (BYF) recruitment video debuted during Careers in Construction Week, October 18 – 22, 2010. Contractors in more than 40 states partnered with schools to pay tribute to our nation's craft professionals and promote construction as a career of choice. The video can be viewed at [byf.org](http://byf.org).



"There are so many personal rewards that come with construction. You can actually look back and see what you accomplished that day. A lot of jobs don't give you that gratification. In construction you can feel it."

**Donald Starr, Ironworker, L.P.R. Construction, Inc.,**  
MARLINS STADIUM Project



"Welding has given me the opportunity to be truly independent. Nothing is better than earning a great paycheck while experiencing the pride and honor of building America."

**Melissa Rubly, Certified Welder,**  
Zachry Industrial, Inc.



"Construction provides opportunity and advancement anywhere you want to go."

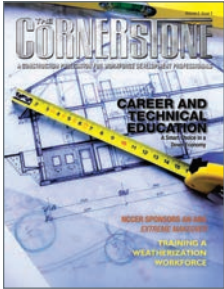
**Joan Sanders, Pipefitter,**  
S&B Women's Program



"I enjoy the teamwork in construction. It's like putting together a puzzle...all the trades come together to build one building that millions of people can enjoy."

**Rico Richardson, Electrician, Wayne Griffin Electric, Inc.,** NASCAR HALL OF FAME Project

## CORNERSTONE MAGAZINE



The Cornerstone, NCCER's magazine dedicated to workforce development, grew its distribution more than 22,000 nationwide and more than tripled its online distribution from the previous year.



to



growth in spreading the message.

## ONLINE STORE

A new e-store was launched in 2010 to offer branded

NCCER items and apparel. The online store now provides customers the ease of a 48-hour turnaround on most orders. Signs are included on the e-store to help customers promote the value of training and certification within the industry and to the public.



## WEBSITE

NCCER initiated a taskforce to begin the restructure of its website [www.nccer.org](http://www.nccer.org). The current website received more than 22 million total clicks in 2010. Forty-seven percent of these clicks were new visitors.



## SOCIAL NETWORKING

Throughout 2010, NCCER continued its involvement in social media, maintaining outreach through videos and news uploaded on YouTube, Facebook and Twitter.

## IN THE NEWS

NCCER released 19 press releases in 2010 and was mentioned in over 304 articles through 164 publications. The press release efforts earned NCCER a free publicity value of over \$3,000,000. Compared to 2009 with \$300,000, this year showed a 1,000%

## ADDY® AWARDS

NCCER was the recipient of two Gold ADDY for its 2009 Annual Report and the 2010 *Build Your Future* campaign. The American Advertising Federation, a not-for-profit industry association, conducts the ADDY® Awards through its 200 member advertising clubs and 15 districts. It is the only creative awards program administered by the advertising industry for the industry. With over 60,000 entries annually, the ADDY® Awards are the world's largest and arguably toughest advertising competition. The ADDY® Awards represent the true spirit of creative excellence by recognizing all forms of advertising from media of all types, creative by all sizes and entrants of all levels from anywhere in







**RENEWING OPPORTUNITIES**





NCCER continued to work with YouthBuild and its chapters to reach more than 15,000 students.



## JOB CORPS

In 2010, Job Corps Directive No. 09-11 mandated that all center-operated construction training programs become accredited by NCCER. All instructors were also required to earn NCCER Instructor Certification (ICTP) and Green Instructor certification by August 2010. NCCER presented to two of the largest facilitating groups of Jobs Corps training: U.S. Department of Labor Region V, Chicago and the U.S. Forest Service. Between the two organizations, more than 10,000 students participated in ongoing training.

## ASSOCIATION FOR CAREER AND TECHNICAL EDUCATION (ACTE)

In an effort to revitalize NCCER's ties with career and technical education, NCCER joined the Association for Career and Technical Education in the Skills for America – NOW! Coalition. The Skills for America—NOW! Coalition has been organized to meet the nation's most serious challenge in decades: re-skilling millions of American workers. The Coalition represents prominent business and educational organizations that have unanimously endorsed urgent recommendations for governmental leadership.

## CENTER FOR ENERGY WORKFORCE DEVELOPMENT (CEWD) AND FLORIDA ENERGY WORKFORCE CONSORTIUM (FEWC)

NCCER remained on the cutting edge of the energy sector through its relationship with the Center for Energy Workforce Development (CEWD) and the Florida Energy Workforce Consortium (FEWC). The combined efforts of CEWD and FEWC leadership resulted in the Florida Department of Education recognizing a 17th career cluster for Energy. In 2010, NCCER began working with Subject Matter Experts (SME) from CEWD and FEWC to develop a new module entitled *Introduction to Alternative Energy* to support the new career cluster in Florida. The purpose of this program is to present information that will increase the number and skill level of craft professionals to meet the workforce needs of the current and emerging alternative energy industries.

## Groundbreaking

In November, a groundbreaking ceremony was held to commemorate NCCER's future permanent home. The Haskell Company of Jacksonville, a leading design-build firm, will be completing the project for a fall 2011 move-in.

The 31,000 square-foot building will be designed to Leadership in Energy & Environmental Design (LEED) Silver Certification. As the leading provider in construction training and certification, NCCER's new headquarters will reflect its mission while serving as an educational facility to showcase instructional methodology and the work of skilled craft professionals. Also included in the building will be the national headquarters for ProV™, NCCER's testing and assessment development partner.





In June, NCCER sponsored and supported the national SkillsUSA Carpentry Competition held in Kansas City, Missouri. At the annual National SkillsUSA Championships, over 5,000 students competed in 96 occupational and leadership skill areas. NCCER also participated in the conference's SkillsUSA University as a presenter. The SkillsUSA University holds educational sessions that are scheduled throughout the national conference which focus on topics in professional development, legislative updates, occupational and technical career trends and program overviews. This year, NCCER co-presented on "Careers in Construction" with The Haskell Company and Morton Buildings.



## SHIPBUILDING

In November, the Gulf States Shipbuilding Consortium, an NCCER Accredited Training Sponsor, and Alabama Industrial Development Training (AIDT) and Austel USA held a grand opening ceremony for the Maritime Training Center, a \$12 million, 60,000 square-foot training facility. AIDT, an institution of the Alabama Community College System, encourages economic development through job-specific training. The Maritime Training Center is a one-of-a-kind facility that will provide company-specific job training to Alabama's burgeoning shipbuilding industry. AIDT will manage the state-of-the-art facility and teach workers shipbuilding skills needed to work in Mobile's growing maritime industry. The facility will offer instruction and real-world experience for everything from welding, fitting and crane operation to ship planning and shipyard supervision.



## STATE EDUCATION AGENCY PARTICIPATION

### OHIO

The Ohio Department of Education (DOE) aligned their construction craft training programs with industry-recognized standards by utilizing NCCER's Contren® Learning Series. An official partnership was signed between the Ohio DOE and the Ohio Valley Construction Education Foundation (OVCEF) to implement this national linkage. The OVCEF Board encouraged schools to pursue NCCER accreditation and has volunteered to accredit any school interested within the Ohio Valley ABC region, allowing students to earn industry recognized credentials for all completed training tasks.

### MISSISSIPPI

The Mississippi Construction Education Foundation (MCEF) and Mississippi Department of Education established an industry and education partnership focused on offering construction career opportunities through NCCER training. More than 5,000 students enrolled in 186 different craft programs at 104 vocational centers throughout Mississippi and have received NCCER credentials.

### NORTH CAROLINA

The North Carolina Department of Public Instruction mandated that all construction education programs offering carpentry, electrical or masonry in North Carolina public schools provide students with skills and knowledge that meet or exceed industry standards. All programs must be NCCER accredited to ensure participating students graduate with industry-recognized skills and knowledge that prepare them for further education and employment. Construction craft instructors were required to complete the NCCER Instructor Certification Training Program (ICTP) during the 2009-2010 school year, and all construction education programs have been mandated to gain NCCER accreditation by August 2011.

### ARKANSAS

The Arkansas Department of Career Education, formerly the Arkansas Department of Workforce Education, used the NCCER Contren® Learning Series in their construction technology and welding programs statewide.

### GEORGIA

The Construction Education Foundation of Georgia (CEFGA) supports the Georgia Department of Education by working with high schools and technical colleges to accredit their construction education programs and ensure students are learning relevant skills from industry-certified trainers. In 2010, nearly 14,000 high school students were enrolled in construction training, many of which earned NCCER credentials through classroom and hands-on instruction.



Ed LePage (center) receives the 2010 Craft Instructor of the Year Award from Mike Uremovich, ABC National Chairman-elect (left) and Don Whyte, President of the National Center for Construction Education and Research.

## CAREER COLLEGES

NCCER supported the resurgence of career and technical education by working with career colleges to deliver quality training and credentials. Over the past two years, this focus has led to an increase in post-secondary schools using the NCCER curriculum. In addition, Lincoln College of Technology and Vatterott Educational Centers became NCCER Accredited Training Sponsors.

## CONTRACTOR'S WORKFORCE DEVELOPMENT ASSESSMENT

As owners recognize the importance of safety and held their contractors to high standards of safety performance, industry-wide safety performance improved. Today a strong safety program is essential for contractors. Similarly, owners and contractors understand that a qualified workforce is critically important to a safe, productive, on-time and on-budget project. They also understand that the competence and quality of a contractor's workforce is the direct result of the contractor's commitment to workforce development.

Under the guidance of the Construction Users Roundtable (CURT) Workforce Development Committee, the Metric Subcommittee created the Contractor's Workforce Development Assessment (CWDA) to evaluate and provide a qualitative metric that would fairly and consistently represent a contractor's commitment to workforce development. This tool is intended for use by owners and contractors in the pre-qualification phase of the contractor and subcontractor selection process. The initial pre-pilot phase of CWDA was completed in 2010. The final pilot of the CWDA was initiated in late 2010, and it is targeted for completion in early 2011. In cooperation with researchers from the University of Kentucky, NCCER will facilitate the development of this assessment. 0



David J. Issac (center) receives the 2010 Craft Professional of the Year Award from Mike Uremovich, ABC National Chairman-elect (left) and Ed Rojeck, Director of Marketing for Tradesmen International (right).



SanDee Olson-Meyer (left) receives an NCCER Construction Education Champion Award from Katrina Kersh, Director of Workforce Development for Marek Family of Companies and Don Whyte, President of the National Center for Construction Education and Research.



A photograph showing the silhouettes of several construction cranes against a clear blue sky with some light clouds. The cranes are positioned at various heights and angles, creating a sense of scale and activity. The foreground is dark, suggesting the construction site is in shadow or at dusk/dawn. The overall mood is industrial and focused.

**REINVESTING IN THE MISSION**

## PARTNERS

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

### PARTNERS LIST:

- 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
- Carolinas Electrical Contractors Association
- Center for the Improvement of Construction Management and Processes
- Construction Industry Institute
- Construction Users Roundtable
- Construction Workforce Development Center
- Design Build Institute of America
- The Manufacturers Institute
- Merit Contractors Association of Canada
- Metal Building Manufacturers Association
- NACE International
- National Association of Minority Contractors
- National Association of Women in Construction
- National Insulation Association
- National Ready Mixed Concrete Association
- National Technical Honor Society
- National Utility Contractors Association
- NAWIC Education Foundation
- North American Technician Excellence
- Painting & Decorating Contractors of America
- Portland Cement Association
- SkillsUSA
- Steel Erectors Association of America
- U.S. Army Corps of Engineers
- Women Construction Owners & Executives, USA
- University of Florida, M.E. Rinker School of Building Construction

### BUSINESS PARTNERS:



## Giving Back to the Community

### FOLDS OF HONOR

Each holiday season, NCCER selects a charitable organization to donate contributions. This year NCCER and its employees chose the Folds of Honor Foundation (FHF), a 501(c)(3) charitable organization with a mission to empower deserving military families with educational support and opportunities. FHF provides post-secondary educational scholarships to the spouses and children of service members disabled or killed as a result of their military service to our great nation. NCCER matched every dollar its employees donated for a total of \$3,020.



### RELAY FOR LIFE

In addition to Folds of Honor, NCCER contributed to a T-shirt sponsorship in the Relay for Life of Alachua High Springs, Florida event.



## FUNDING

**TOTAL REVENUE AND EXPENSES:** Figures X and Y show the total actual revenue expenses for 2010.

Figure X	Year End Dec 2009	Year End Dec 2010	Figure Y	Year End Dec 2009	Year End Dec 2010
<b>TOTAL NET OPERATING REVENUE</b>			<b>TOTAL EXPENSES</b>		
Contren Revenue	\$6,198,197	\$5,405,488	Craft Projects	\$1,737,949	\$1,789,717
Cents-Per-Hour Contributions	\$827,259	\$656,055	Administration	\$1,492,532	\$1,407,533
Endowment Income	\$545,000	\$550,000	Workforce Development	\$657,549	\$681,248
Skills Assessments	\$603,439	\$581,360	Marketing, Research & Internet	\$640,236	\$600,967
Academy Income	\$63,820	\$23,125	Operations, Registry & Info Systems	\$577,719	\$597,673
Master Trainer Income	\$103,460	\$121,700	Customer Service	\$72,604	\$73,525
Multimedia & Other Revenue	\$6,973	\$7,919	Facilities	\$248,689	\$248,738
<b>Total</b>	<b>\$8,348,148</b>	<b>\$7,345,646</b>	<b>Total</b>	<b>\$5,427,277</b>	<b>\$5,399,401</b>

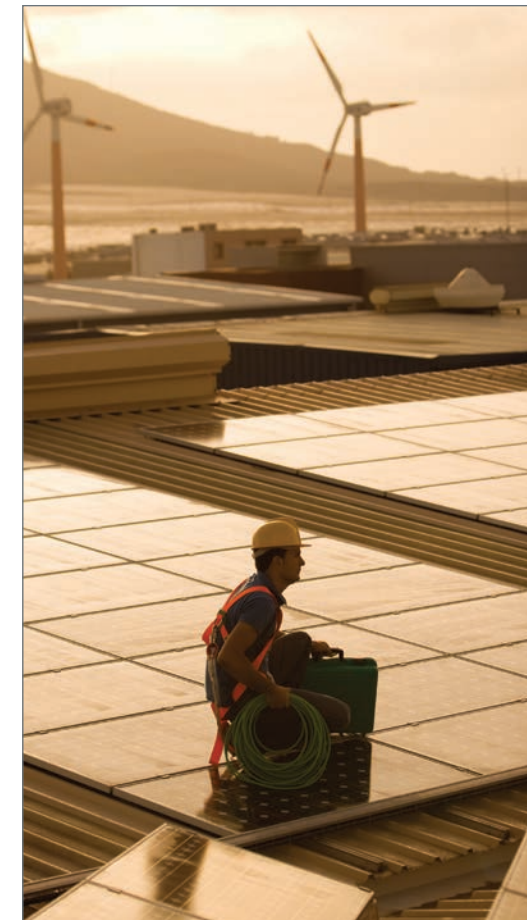
### CENTS-PER-HOUR FUNDING

Cents-per-hour funding is a proven method for funding a contractor'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 well-established fund is known as the National Training Service Agreement (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 mechanism provides independent third-party verification that funds are applied only to training-related activities. Figure Z shows total NTSA contributions each year.

See pages 34-35 for a list of NTSA contributors.



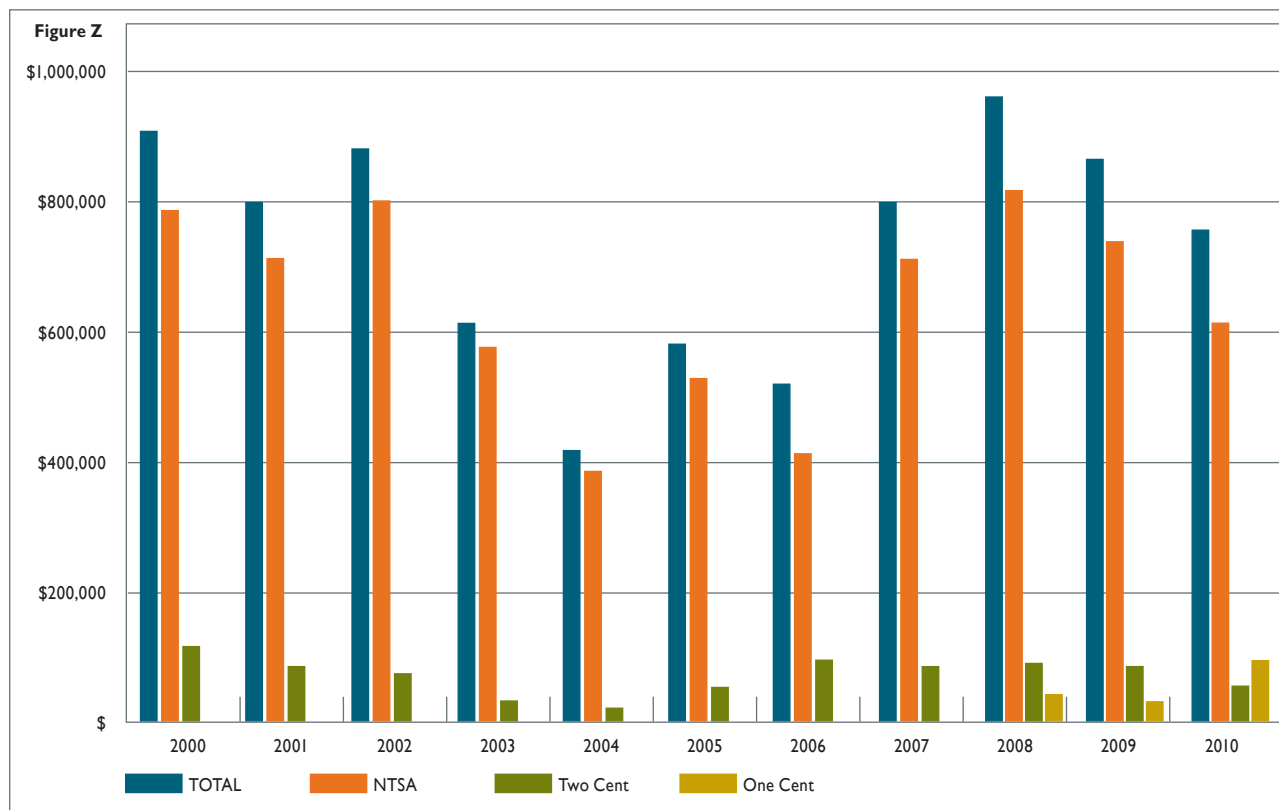
## ONE CENT PER HOUR FOR RECRUITMENT AND IMAGE ENHANCEMENT

Several NCCER NTSA contributors are now adding one cent and converting to a 16-cent per craft hour contribution. This additional one-cent per hour fund is a mechanism that was created specifically to support NCCER recruitment and image enhancement efforts for the industry. The importance of this program cannot be overstated. Those contractors on board are already making a difference. NCCER is preparing to launch a full awareness campaign on this initiative in 2011. See pages 34 – 35 for a list of one-cent contributors.

## TWO CENTS PER HOUR

Many organizations hold funds internally to support their training programs; they voluntarily contribute two cents per hour to help support NCCER's workforce development efforts. Some of these organizations are now converting to a three-cent contribution to support the recruitment and image enhancement efforts. Figure Z shows the total two-cent contributions for 2010. See pages 34 – 35 for a list of two-cent contributors.

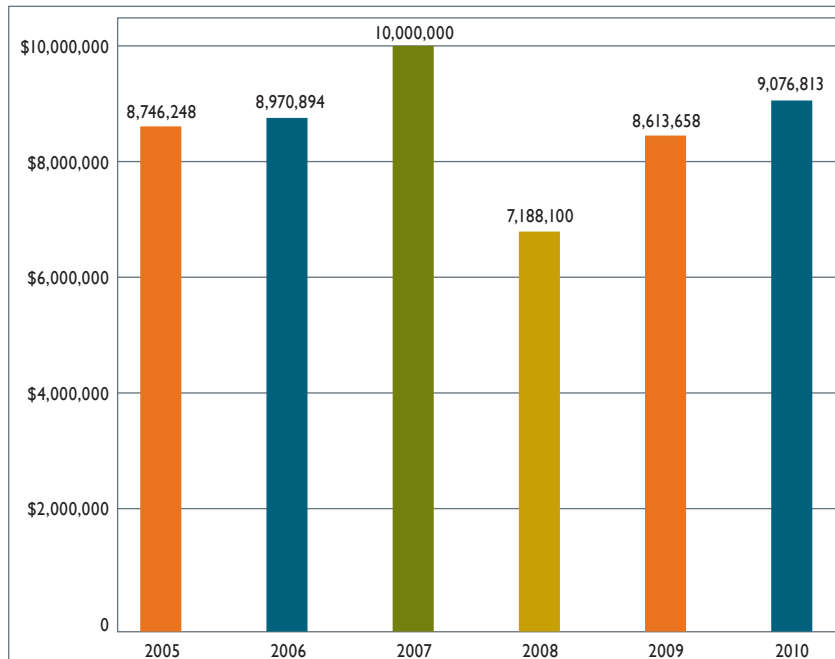
### CENTS PER HOUR CONTRIBUTIONS



## ENDOWMENT FUND

Armed with years of industry experience, NCCER leadership took steps to prepare our industry's cyclical propensity from the very beginning. A \$10 million endowment fund was initially set to protect NCCER against economic downturns in the industry. At the end of 2010 the endowment fund balance was \$9,076,813. See pages 34 – 35 for a list of endowment contributors.

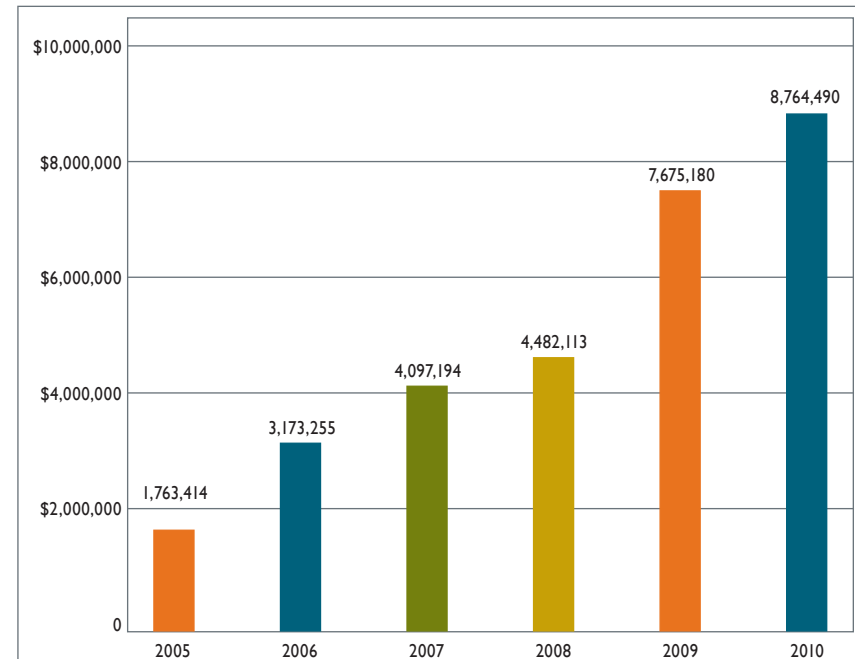
**ENDOWMENT FUND BALANCE**



## RESERVE FUND

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 further protects NCCER from economic downturn and enables NCCER, upon the board of trustees' approval, to underwrite the costs of developing products, programs or services that arise from unexpected opportunities.

**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 a KBR Company.....	◆●
Becon Construction Co., Inc.....	◆●

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

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

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

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

- ◆ Endowment Contributors
- NTSA Contributors
- Two Cents-per-Hour Contributors
- ◆◇ One Cent-per-Hour Contributors
- \* Retirement Systems of Alabama

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

Repcon, Inc. a RepconStrickland Company.....	■
ISC Constructors, LLC.....	■◇
Holder Construction Company.....	◆●
Riviera Electric LLC.....	◆●
Stanley Jones Corp.....	◆●
Johnson Brothers Corporation.....	◆●
NOVA Group, Inc.....	◆●
Baker Concrete Construction.....	◆
Clark Construction Group, LLC.....	◆
Hardin Construction Company, LLC.....	◆
The Manitowoc Company.....	◆
Merit Shop Training.....	◆◇■
Windham School District.....	●■
Dan Vos Construction Co.....	◆●
R.L. Turner Corporation.....	◆◇■
Willmar Electric Service.....	◆◇■
3M Construction Markets Division.....	◆
ABC - Texas Gulf Coast Chapter.....	◆
The Bell Company.....	◆
Caddell Construction Co., Inc.....	◆
Carolinas AGC.....	◆
Carolinas Electrical Contractors Association.....	◆
Danis Building Construction Company.....	◆
Granite Construction, Inc.....	◆
Gulf States.....	◆
Proctor & Gamble.....	◆
S&B Engineers and Constructors, Ltd.....	◆
Steel Erectors Association of America.....	◆
US Contractors.....	◆
Adena Corporation.....	◆◇■
Hess Mechanical Corporation.....	◆●
Cajun Industries, LLC.....	◆

Central Sprinkler Corporation.....	◆
Delta Diversified Enterprises, Inc.....	◆
Gray Construction.....	◆
Harkins Builders, Inc.....	◆
Metropower, Inc.....	◆
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.....	◆●
Rust Constructors 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 Systems.....	◆
Bay Harbour Electric, Inc.....	◆●
Wayne G. Griffin Electric *.....	◆●
Jack Jennings & Sons.....	◆●
Rogers Construction Co.....	◆●
Construction Training Trust.....	■
ADT Security Services.....	◆
Brasfield & Gorrie.....	◆

Brice Building Company, Inc.....	◆	RL Turner.....	■	CNI Contractors.....	■
Gaylor Electric.....	◆	Roche Constructors, Inc.....	■	Gurnee Heating & Air Conditioning.....	■
Hill & Wilkinson.....	◆	New South Construction Co., Inc.....	●	Eberhart Electric, Inc.....	■
Hoar Construction.....	◆	Spade Corporation.....	■	Ziegler Industries, Inc.....	●
James Craft & Sons, Inc.....	◆	Humphrey & Associates, Inc.....	■	ThyssenKrupp Elevator Corporation *.....	●
Lake Mechanical Contractors Inc.....	◆	Brown Automatic Sprinklers, Inc.....	●	A-Bec Electric.....	■
Lowder Construction DBA The Colonial Company.....	◆	AJ Kirkwood & Associates, Inc.....	■	Skanska*.....	●
M. C. Dean Co., Inc.....	◆	L.E.Travis & Sons, Inc.....	●	W G Yates & Sons Construction Co.*.....	●
Masonry Arts, Inc.....	◆	Hodess Construction Corporation.....	■	Aztec Consultants.....	■
Pittway Corporation.....	◆	Jeffco Painting and Coating Inc.....	●	TE-KO Contractors, Inc.....	●
Rogers-O'Brien Construction.....	◆	White-Spinner Construction Inc. *.....	●	Contractors Steel Supply, Inc.*.....	●
Runnebohm Construction Company.....	◆	AGC of Idaho.....	■	North Bay Construction.....	■
Saiia Construction, LLC.....	◆	Bi-Con Services, Inc.....	■	ABC of Wisconsin, Inc.....	■
Trinity Contractors.....	◆	Lehigh Construction Group, Inc.....	●	Western Slope Iron & Supply, Inc.....	■
Vos Electric, Inc.....	◆	M. W. Mielke, Inc.....	◆	Cobalt Painting, Inc.....	●
Wayne Automatic Fire Sprinkler, Inc.....	◆	TerWisscha Construction, Inc.....	■	Discoll Electric Co., Inc.....	■
Wilson Electric.....	◆	Kimmel Construction, Inc.....	■	Standard Roofing Company. *.....	●
Wolverine Building Group.....	◆	Laws Construction, Inc.....	●	CSM Group.....	■
Zignego Ready Mix, Inc.....	◆	South-Central Heating & Plumbing.....	■	River City Electronics Co.....	■
		Wittburn Enterprises, Inc.....	■	Yeager, Inc.....	●
		Jesco, Inc.*.....	●	Gateway Pacific Contractors, Inc.....	■
		LeMay Electric, Inc.....	●	G. R. Birdwell Construction. LP.....	●
		Clemson University.....	◆	SSI Inc.....	●
		PaceElectric, Inc.....	■	Capitol Painting Co.....	●
		Wright Electric, Inc.....	■	AquaSouth Construction Inc.....	●
		Pryor & Frazer Construction, Inc.....	■	Loberg Excavating, Inc.....	●
		Sun Country Heating & Air Conditioning.....	■	DVH Company.....	●
		Intrepid Enterprises, Inc.*.....	●	Ben M. Radcliff Contractor, Inc.*.....	●
		Potter Electric Inc.....	■	Miller & Roberts, Ltd.....	■
		Mays Concrete, Inc.....	■	American Constructors, Inc.....	●
		S. David & Co., Inc.....	■	H. J. Russell & Company.....	●
		North American Labor, Inc.....	●	Roers Construction Inc.....	■
		Winter Construction, Inc.....	●	EPI General Contractors.....	●
		Affordable Fire Protection an FLSA Company.....	●	Luxbrush Painting Co., Inc.....	●
		Gould Electric.....	■	Stone & Webster Engineering Corp.....	●
		A&S Building Systems.....	■	Philip J. Brunger Concrete.....	■
		Bradley Plumbing & Heating, Inc. *.....	●	Domas & Associates, Inc.....	●
		Robert J. Baggett, Inc.*.....	●	Friscia Brothers.....	●
		Carr Electric.....	■		

## BELOW \$50 THOUSAND

ABC - Texas Mid Coast CEF.....	■
CEF of Minnesota.....	■
United Forming Inc.....	●
Willis Construction Inc.....	●
Westmoreland Electric.....	◆
ABC - South Texas Chapter.....	■
Keller Structures, Inc.....	■
LPR Construction Co.....	■
Donovan Engineering Inc.....	■
Notch Mechanical Constructors.....	●
Jim Parker Building Company, Inc.*.....	●
Process Systems, Inc.....	●
Grinnell Fire Protection.....	●
Champion Electric, Inc.....	●
Hagan Construction Co., Inc.*.....	●
Electro-Tech, Inc.....	■
Arther-Western Contractors*.....	●
Corey Delta, Inc.....	●



**WE'LL STAY FOCUSED - AS LONG AS IT TAKES!**



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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](http://www.nccer.org)

