

2015 NCCER ANNUAL REPORT

THE STANDARD FOR DEVELOPING
CRAFT PROFESSIONALS





*NCCER's Annual Report is a five-time winner
of the American Advertising Federation's
ADDY Award for creative excellence.*

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MISSION

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

VISION

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

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 industry-recognized and portable credentials for the construction and maintenance industries. NCCER also offers an array of workforce development resources to help address the skilled workforce shortage including:

- ◆ Accreditation for organizations offering training and assessments
- ◆ Instructor certification to deliver training
- ◆ Standardized curricula
- ◆ Registry system to track and verify credentials
- ◆ Skill assessments and Performance Verifications for upgrade training
- ◆ Industry certifications
- ◆ Build Your Future: NCCER's industry recruitment and image enhancement initiative

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
- ◆ Commitment to training
- ◆ Quality products and services
- ◆ Industry support and customer focus
- ◆ Promoting sustainable career opportunities for craft professionals



FROM THE PRESIDENT

With an improving but uncertain economy, diminishing oil prices and political turmoil, there is much to cloud our focus. However, the need to recruit and train new construction professionals from the craft to management levels and narrow the widening skills gap within our incumbent workforce should remain our single most critical focus. By maintaining this focus, you will be prepared to maximize your opportunities. As NCCER heads into its 20th anniversary year, we celebrate our accomplishments in 2015 and assure our stakeholders and constituents that we are working tirelessly to ensure that you have the workforce development resources you need to remain focused on developing your current and future workforce.

In support of the growing national movement to revive the importance of career and technical education, career readiness and career evolution through career pathways, NCCER focused its resources in 2015. Online module testing became available through the new Testing Management System and a global template for curricula – complete with metric conversions and other international features – was released. NCCER also hosted another successful Construction Career Pathways conference and launched an online connection map for industry and education to connect at the local level.

NCCER's Build Your Future (BYF) initiative awarded 54 scholarships to students seeking training in construction-related careers and reached more than 14,000 students, teachers and parents at various construction career day events throughout the country. BYF surveyed nearly 1,000 students at these events and found that 92 percent of the students surveyed were more interested in construction careers as a result of the events. In addition, 19 states showed their support for construction careers by proclaiming October as Careers in Construction Month.

Our accomplishments this year directly reflect the dedication our stakeholders and customers have to developing the construction workforce. NCCER remains committed to being your partner in developing a safe, productive and sustainable workforce of craft professionals.



Sincerely,

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

Don Whyte,
President

FROM THE CHAIRMAN

NCCER continues to provide premiere workforce development resources that assist the construction industry in building a safe, productive and sustainable workforce of craft professionals. As the 2015 NCCER board of trustees' chairman, I am proud to have worked alongside a progressive team of individuals who are committed to building our future workforce and closing the skills gap in the construction industry.

Strengthening our relationship with education is essential to overcoming our industry's workforce challenges. NCCER's commitment to career and technical education continues to expand each year by finding new ways to engage with these programs. Facilitating collaboration between local educators and industry was a key focus for NCCER in 2015 with the expansion of the Construction Career Pathways initiative. In addition, Build Your Future's efforts to introduce construction careers to young people and improve their perception of the industry contribute greatly in developing a sustainable pipeline of craft professionals.

It has been an honor to serve as the 2015 chairman, and I look forward to seeing the impact NCCER continues to have on our industry going into its 20th year of service.



Sincerely,

A handwritten signature in blue ink that reads "Jerry Rispono". The signature is fluid and cursive, written in a professional style.

Jerry Rispono,
2015 NCCER Chairman

BOARD OF TRUSTEES

Jerry Rispono, ISC
2015 NCCER Chairman

Ed Cassady, Robins & Morton
2015 Vice Chairman

Lowell Wiles, Jacobs
Immediate Past Chairman

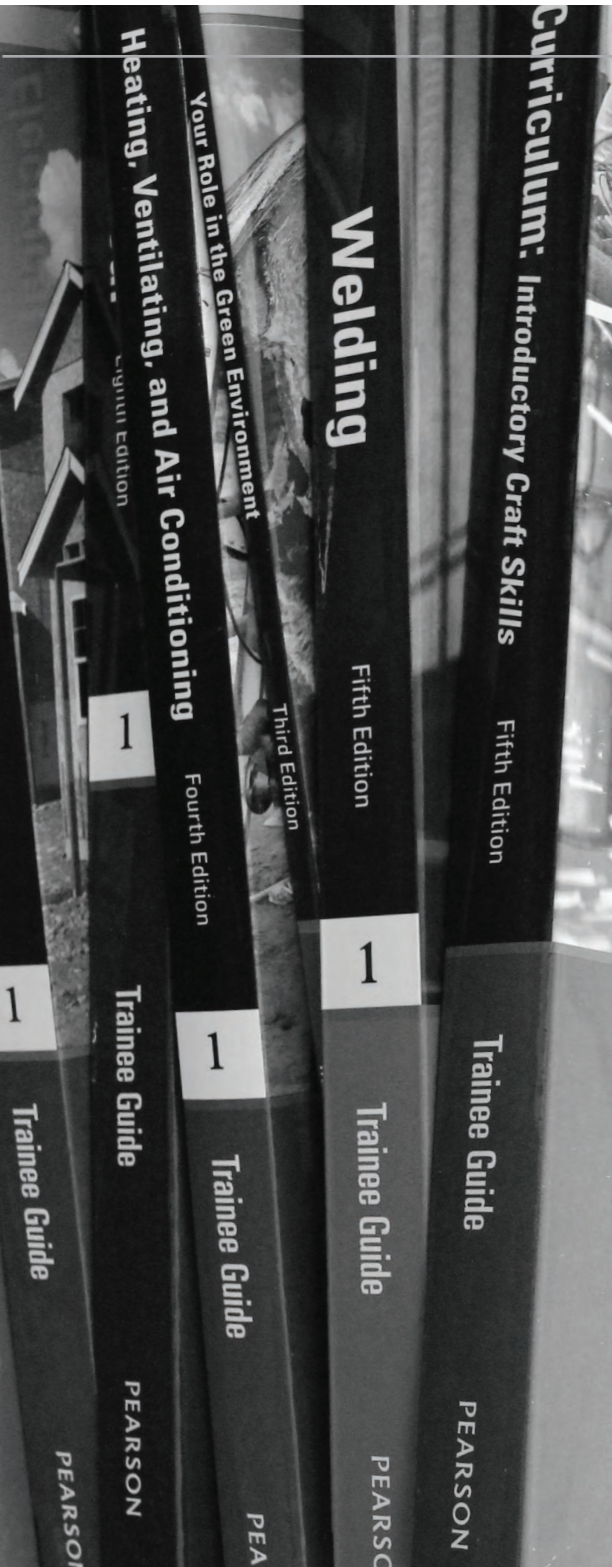
Chip Reid, Current Builders
2015 Secretary

Vincent Giardina, Oscar J. Tolmas Charitable Trust
2015 Treasurer

MEMBERS

Michael Bennett, Cianbro Corporation
Terry Carlsgaard, TIC – The Industrial Company
David Chapin, Willmar Electric Service
Eddie Clayton, Southern Company Generation
Jeff Davis, Furmanite
Tim Dick, Shell Exploration & Production Company
Andy Dupuy, Brown and Root
Jim Hanna, Fluor
Michael Hollingshaus, Tesoro Corporation
Dr. Ray Issa, University of Florida, M.E. Rinker, Sr.
School of Construction Management
Matt Lawrence, ExxonMobil
Tim Lawrence, SkillsUSA
Carl McColey, DuPont
Stephen Mulva, Ph.D., Construction Industry Institute
Eric Regelin, Granix, LLC
Stephen Touns, Turner Industries
C. Rockwell Turner, LPR Construction
Tom Vaughn, Yates Construction
LeAnn Wilson, Association for Career and
Technical Education
Boyd Worsham, The Haskell Company

DEVELOPING



20,723

Pages released

641

Modules released

89

Curricula and assessments released

NEW | REVISED ASSESSMENTS

- ◆ Hydroblasting Technician, V2
- ◆ Masonry, V1
- ◆ Scaffolding, V2
- ◆ Supervisor, V2
- ◆ Tower Crane, V1

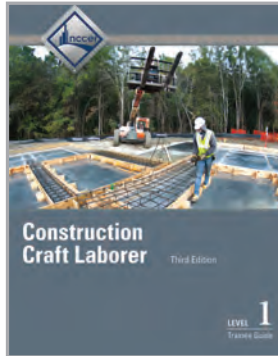
REVISED CORE CURRICULUM

The fifth edition of “Core Curriculum: Introductory to Craft Skills,” the cornerstone curriculum for all NCCER training programs, was revised in 2015. This release includes a math workbook and added focus on industrial tools and safety for rigging and cranes. The revision is the first release of NCCER’s new global template for curricula that includes metric conversions and additional international features. This global template will be applied to all curricula that NCCER revises.

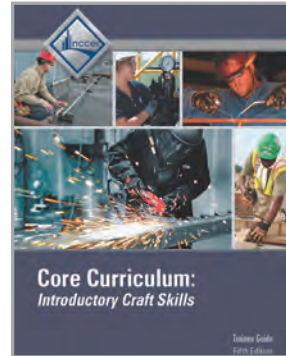
NEW | REVISED CURRICULA



Carpentry Level 4,
5th Edition



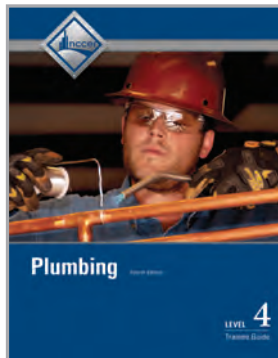
Construction Craft Laborer Levels 1 & 2,
3rd Edition



Core Curriculum,
5th Edition



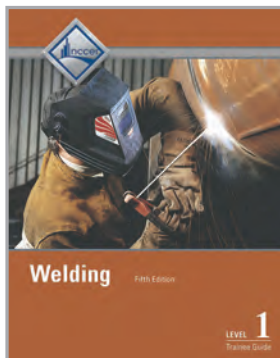
Managing Electrical Hazards, 3rd Edition*



Plumbing Level 4,
4th Edition



Scaffolding,
2nd Edition



Welding Levels 1 & 2,
5th Edition



Your Role in the Green Environment, 3rd Edition

*Updated to 2015 NFPA 70E

ENHANCED NCCERconnect

In an effort to provide a digital solution that meets customers' needs, NCCERconnect was enhanced with faster load times, a cleaner calendar and more. In 2015, 27 new or updated courses were added to the platform, including:

- ♦ Carpentry Level 1, 5th Edition
- ♦ Carpentry Levels 2-3, 4th Edition
- ♦ Core 2015, 5th Edition
- ♦ Electrical Levels 1-4, 8th Edition
- ♦ Electronic Systems Technician Levels 1-3, 3rd Edition
- ♦ HVAC Levels 1-4, 4th Edition
- ♦ Plumbing Levels 1-4, 4th Edition
- ♦ Welding Levels 1-3, 4th Edition

SUPERVISOR ASSESSMENT

In an effort to encourage more organizations to align their existing supervisor training programs to NCCER's Supervisor Assessment and become a consensus credential for supervisory skills validation, NCCER collaborated with Carolinas Associated General Contractors of America (AGC) to revise its Supervisor Assessment and align Carolinas AGC's Project SuperVISION training program to the assessment.

TOWER CRANE OPERATOR ASSESSMENT

NCCER developed the Tower Crane Operator Assessment as part of the new Tower Crane Operator Certification Program for appropriately endorsed Accredited Assessment Centers to deliver certifications directly to employees and members.

PRODUCT DEVELOPMENT PARTNERSHIPS



Completed revision of Masonry series in conjunction with the Masonry Contractors Association of America



Completed the adapted version of the Structural Fitter program for the maritime industry in conjunction with the National Maritime Education Council



Began revising the Insulating program, now titled Mechanical Insulating, with Subject Matter Experts and resources provided by the National Insulation Association

CONTRACTORS WORKFORCE DEVELOPMENT ASSESSMENT

In its first year of use, the Contractors Workforce Development Assessment (CWDA) gained momentum for its ability to evaluate and recognize successful contractor workforce development programs. To showcase an organization's commitment to workforce development, a CWDA seal was developed in 2015 for users who receive grades of A, B or C.



"Being a CWDA participant separates us from our competitors," said Bryan McClure, training manager at LPR. "It's great to see the Strengths and Opportunities for Improvement Report so we can identify areas that need more attention as we continue to enhance our program."

ELEVATING

ASSESSMENTS AND CERTIFICATIONS

51,898	Assessments processed
5,461	Craft Performance Verifications
48,574	Craft Performance Tasks completed
33,342	Pipeline Performance Tasks completed
12,504	Knowledge Verified
5,188	Certified Plus
162	Assessment Administrators certified
397	Master Trainers certified
3,461	Craft Instructors certified
27	Crane Practical Examiners certified
48	Rigger/Signal Person Examiners certified
1,170	Mobile Crane Operator certifications
2,549	Rigger certifications
555	Signal Person certifications

ACCREDITATION

There are currently 5,009 formally recognized points of delivery for NCCER training and assessments under 1,054 programs. Below are the number of new programs for 2015:

93	Applicants
17	Programs fully accredited
239	Accredited Training and Education Facilities
13	Accredited Training Units
192	Training Units
3	Crane endorsement programs
6	Rigger/Signal person endorsed programs

AUDITS

127	Organizations visited
203	Programs audited



MODULE COMPLETIONS

1,445,985

12,735,086

Module completions
in 2015

Cumulative module completions
through 2015

INSPIRING



NATIONAL CARPENTRY COMPETITION

NCCER sponsored the SkillsUSA® national carpentry competition for the sixth consecutive year and the national masonry competition for the third consecutive year. There were 74 carpentry students and 49 masonry students who competed at the 2015 SkillsUSA National Leadership and Skills Conference in Louisville, Kentucky.



AWARDS

NCCER's marketing department won three American Advertising Federation awards, a Telly award and a Harvey Communication award in 2015.

- ♦ Gold ADDY for NCCER's 2013 Annual Report
- ♦ Silver ADDY for the advertisement "Where Are All the Skilled Workers?"
- ♦ Silver ADDY for the Build Your Future brochure
- ♦ Telly award for Build Your Future's "Success" video
- ♦ Harvey Communication Measurement award for NCCER's assessments advertisement in Engineering News-Record



NCCER CONSTRUCTION EDUCATION CHAMPION

Boyd Worsham, vice president of construction support for The Haskell Company, received the Construction Education Champion award at NCCER's fall board of trustees reception. The award was presented by Don Whyte, president of NCCER, and is given to industry professionals with at least 10 years of service to NCCER and who have made significant contributions to construction education and workforce development.



CRAFT INSTRUCTOR OF THE YEAR

NCCER recognized Jonathan Sacks, transmission and distribution training manager at Cianbro, as the Associated Builders and Contractors 2015 Craft Instructor of the Year.

BUILD YOUR FUTURE

Career Fairs

Build Your Future (BYF) continued to promote construction career opportunities at 11 career fairs throughout the country, reaching more than 14,000 students, teachers and parents.

- ♦ **Santa Fe College Construction Career Day**, Gainesville, Florida
- ♦ **Passport to Careers Expo**, Jackson, Mississippi
- ♦ **Northeast Florida Construction Career Days**, Jacksonville, Florida
- ♦ **San Antonio Construction Career Day**, San Antonio, Texas
- ♦ **Construction Career Day**, Kingsport, Tennessee
- ♦ **Career Quest**, Grand Rapids, Michigan
- ♦ **North Carolina Construction Career Day**, Concord, North Carolina
- ♦ **Arizona Construction Career Days**, Phoenix, Arizona
- ♦ **North Texas Construction Career Day**, Dallas-Fort Worth International Airport
- ♦ **Construction Careers Expo**, Pasadena, Texas
- ♦ **Build Your Future Day at ABC's Pelican Chapter**, Baton Rouge, Louisiana

BYF surveyed over 1,100 students at career fairs to learn about their experiences and found that:

92%

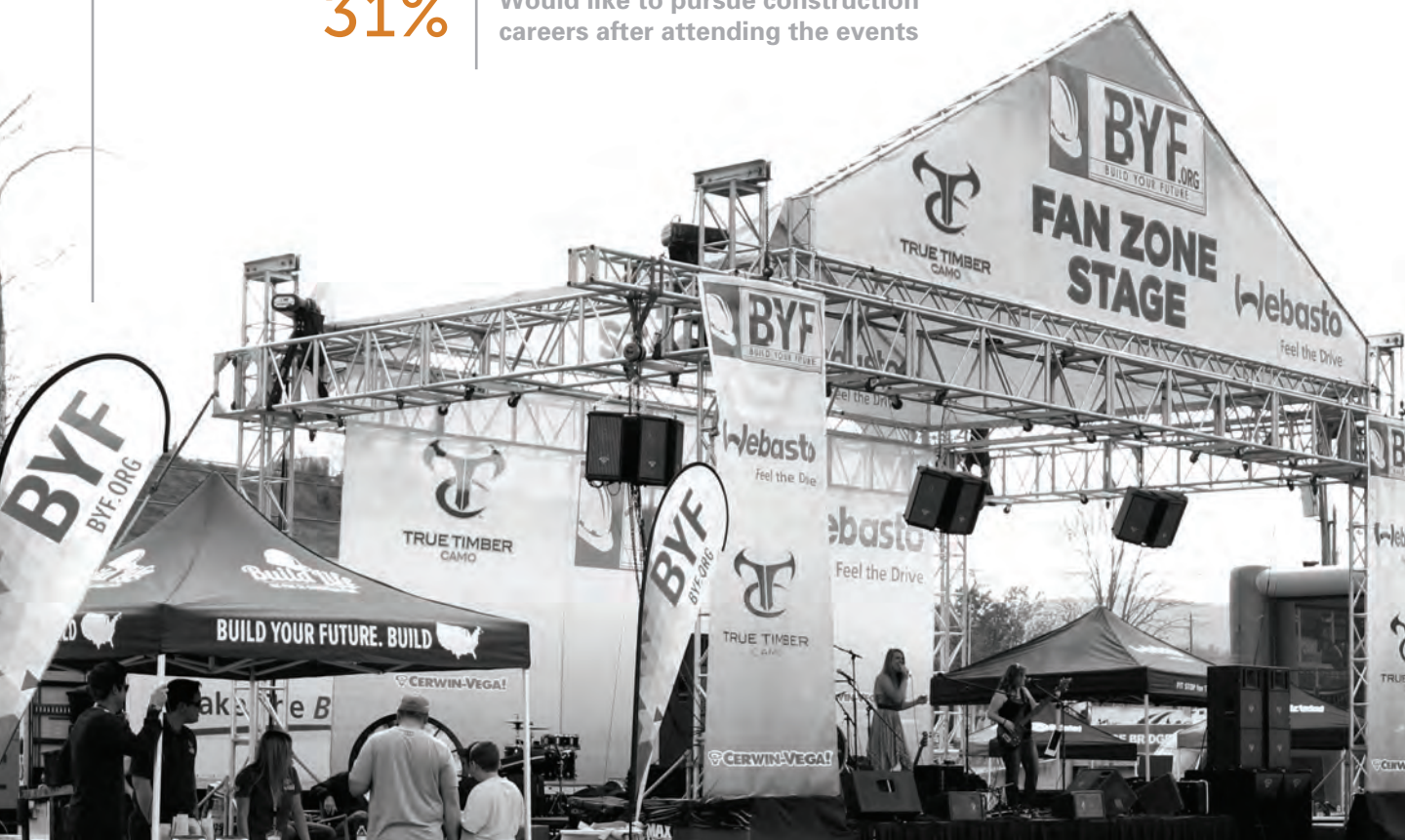
Said the events increased their interest in construction careers

69%

Of the students said they view construction careers more favorably as a result of the events

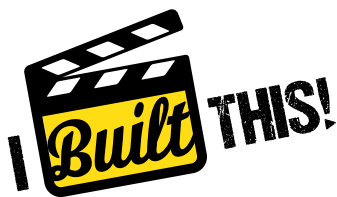
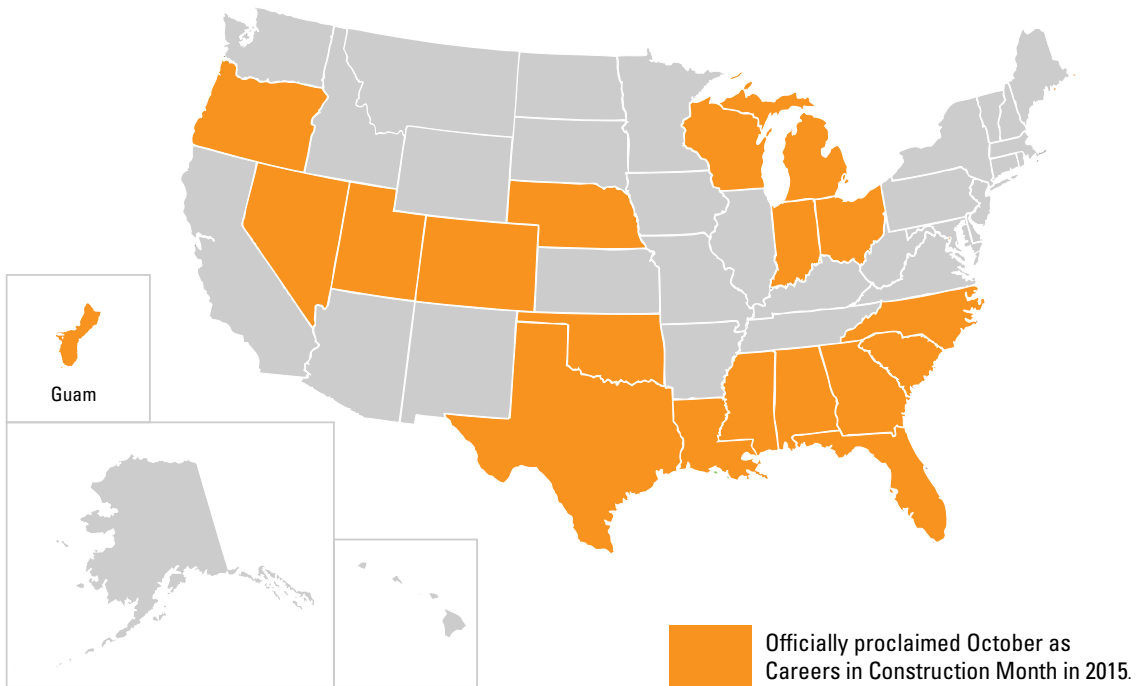
31%

Would like to pursue construction careers after attending the events



Careers in Construction Month

NCCER and BYF once again declared October as Careers in Construction Month, and governors in 18 states and one U.S. territory made it official this year.



“I BUILT THIS” Video Contest

In celebration of Careers in Construction Month, NCCER and BYF teamed up to create the “I BUILT THIS” video contest, giving students and instructors from secondary and postsecondary craft training programs the opportunity to share their construction projects. First place winners received GoPRO HERO video cameras and Lowe’s gift cards, while second place winners received Google Chromecast streaming devices and Lowe’s gift cards. The winning videos were posted on YouTube and at nccer.org/i-built-this.

BUILD YOUR FUTURE *(continued)*

Partners

- ◆ Associated Builders and Contractors
- ◆ Association for Career and Technical Education
- ◆ **Day and Zimmerman** *(new in 2015)*
- ◆ Fluor
- ◆ **Industrial Management and Training Institute** *(new in 2015)*
- ◆ ISC Constructors
- ◆ M.W. Mielke
- ◆ **Miami Dade College: TRAMCON** *(new in 2015)*
- ◆ Nova Group
- ◆ Repcon
- ◆ Robins & Morton
- ◆ **State of Indiana** *(new in 2015)*
- ◆ State of Louisiana
- ◆ The Associated General Contractors of America
- ◆ The Haskell Company
- ◆ **TIC – The Industrial Company** *(new in 2015)*

Scholarships

In the second year of the Build Your Future scholarship program, a total of \$76,000 was awarded to 54 students. To date, the BYF scholarship program has committed to award \$350,000 in funds over the course of five years through the following organizations:

- ◆ Associated Builders and Contractors
- ◆ Folds of Honor Foundation
- ◆ Human Resources Construction Council
- ◆ SkillsUSA
- ◆ Southeastern Construction Owners and Associates Roundtable
- ◆ The Associated General Contractors of America

\$76,000

Scramble for Skills



BYF hosted its fifth annual Scramble for Skills Recruitment Drive and Golf Tournament prior to the Construction Industry Institute's annual conference to highlight the need for the construction industry to strengthen its recruitment efforts and promote construction careers. Approximately 50 golfers from more than 30 industry and educational organizations attended the event and received individualized instruction from PGA professionals through Back Tee Sports. Attendees also enjoyed a long-drive exhibition hosted by two-time world long drive champion Jamie Sadlowski.



For the second year in a row, BYF ran a national advertisement for G.I. Jobs' annual Military-Friendly Employers edition to promote construction career opportunities to transitioning veterans.

Hard Hat Heroes Military Initiative

BYF's Hard Hat Heroes initiative advanced its efforts in recruiting and training transitioning military members and veterans throughout 2015.

- ◆ NCCER and its publisher, Pearson, donated \$1 million of online Core Curriculum for veterans and service members to receive training.
- ◆ NCCER journey-level craft and management assessments were approved for veterans' educational benefits. This allows veterans and service members with construction training or experience to utilize GI Bill® funding for the cost of assessments.

Hard Hat Heroes Industry Partners

- ◆ Associated Builders and Contractors
- ◆ Bechtel
- ◆ Brock
- ◆ Cajun Industries
- ◆ Consolidated Electrical Contractors
- ◆ Crossland Construction
- ◆ Florida Masonry Apprentice & Education Foundation
- ◆ Fluor
- ◆ ISC
- ◆ Jacobs
- ◆ KBR
- ◆ LPR Construction Company
- ◆ Marek Brothers
- ◆ NAWIC Education Foundation
- ◆ Overland Contracting
- ◆ PALA
- ◆ Pearson
- ◆ Performance Contractors
- ◆ S&B
- ◆ Sundt
- ◆ The Associated General Contractors of America
- ◆ TIC
- ◆ Turner Industries
- ◆ Worth & Co. Inc.
- ◆ Zachry

EXPANDING

GLOBAL WORKFORCE DEVELOPMENT INITIATIVE

18,008

International module completions

1,705

International level completions

Curriculum Translations

105

Russian

9

Spanish



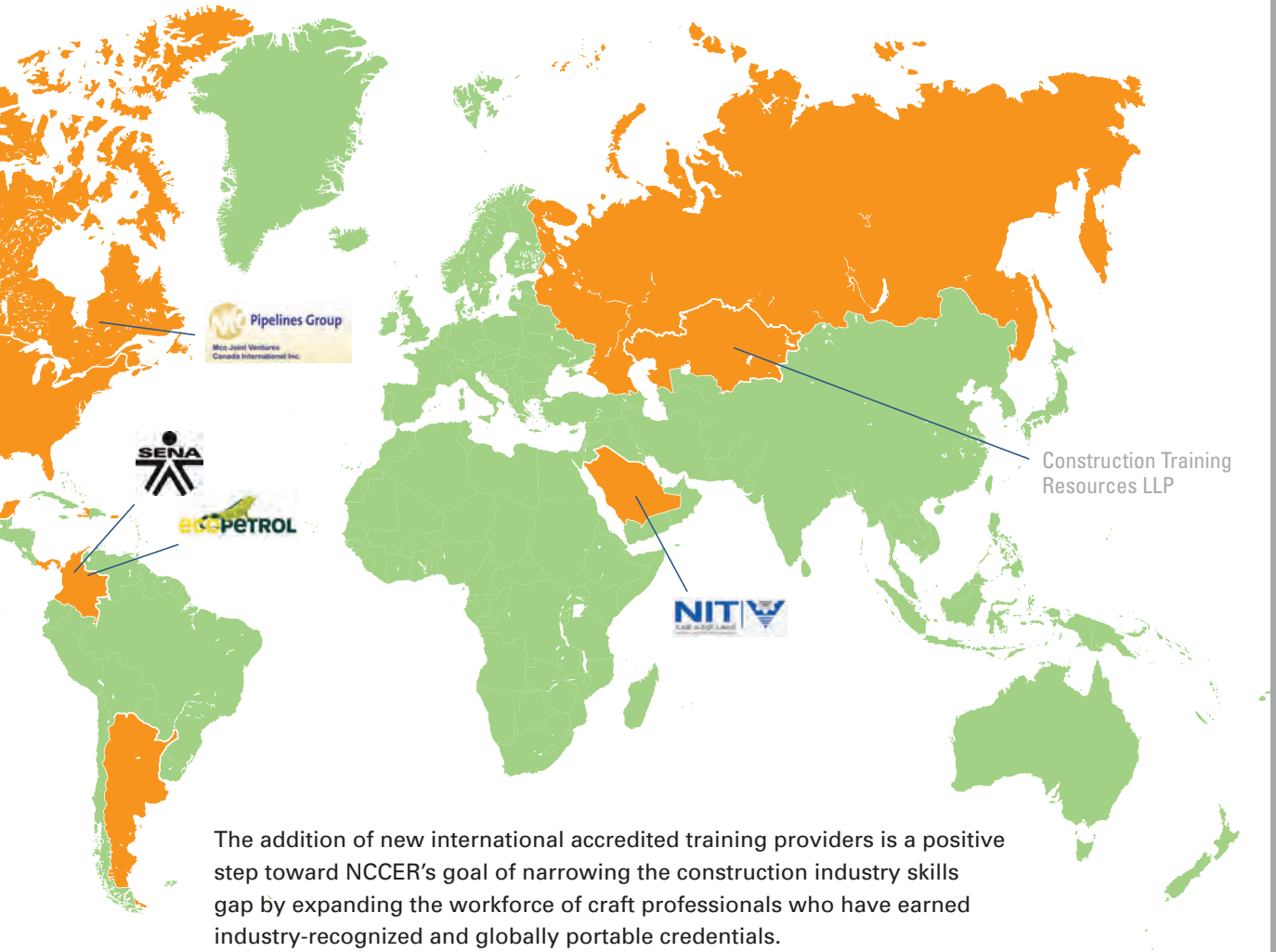
Industry Education Partnership: SENA & Ecopetrol

The partnership between NCCER international training providers Servicio Nacional de Aprendizaje's (SENA), a technical college system in Colombia, and Ecopetrol, the Colombian state-owned oil company, has resulted in nearly 4,000 workers receiving NCCER training. In addition, NCCER credentials have helped workers find employment opportunities in regions such as Cartagena and El Meta, as well as outside the country in Guatemala, the Dominican Republic and Peru.



"Ecopetrol remains committed to strengthening the skills of workers, who may now have greater employment opportunities at the national and international levels," said Orlando Díaz Montoya, manager of Ecopetrol's Barrancabermeja refinery.

Growing the Global Network and Narrowing the Skills Gap



The addition of new international accredited training providers is a positive step toward NCCER's goal of narrowing the construction industry skills gap by expanding the workforce of craft professionals who have earned industry-recognized and globally portable credentials.

International Accredited Organizations:

- ◆ Peter Kiewit Infrastructure Company, Canada
- ◆ Servicio Nacional de Aprendizaje (SENA), Colombia

New International Accredited Organizations in 2015:

- ◆ Construction Training Resources (CTR), Kazakhstan
- ◆ MCC Joint Ventures Canada International, Canada
- ◆ National Institute of Technology (NIT)*, Saudi Arabia
- ◆ Universidad de Ecopetrol, Colombia

**NIT has conducted NCCER training since 2013 as a Training Unit for another Accredited Training Sponsor.*

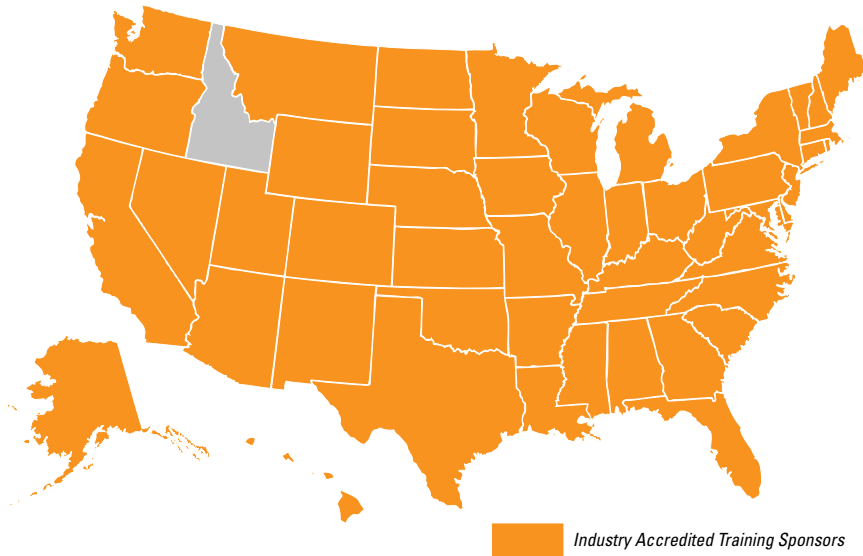
PARTNERSHIPS

50
STATES

NCCER training is utilized in all 50 states among industry, education and government Accredited Training Sponsors.

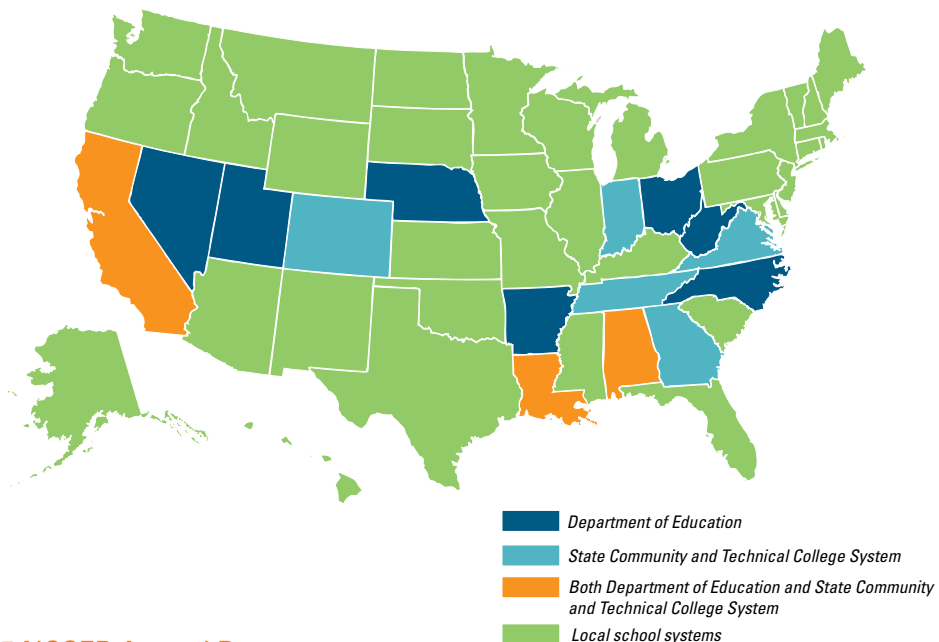
Industry Partnerships

The following states deliver NCCER training through industry associations and contractors:



Education Partnerships

The following states deliver NCCER training through state and local school systems:



Government Partnerships

The following states deliver NCCER training through government organizations:

Alabama	■	Minnesota	■ ●	Washington	■ ●
Arizona	●	Mississippi	■ ●	Washington, D.C.	■ ●
Arkansas	■	Missouri	■ ◆	West Virginia	■
California	■ ● ◆	Montana	■	Wisconsin	■ ●
Colorado	■ ● ◆	Nebraska	■	Wyoming	■
Delaware	■	New Hampshire	■		
Florida	■ ● ◆	New Jersey	■ ● ◆		
Georgia	■ ●	New Mexico	■ ◆		
Hawaii	■	New York	■ ● ◆		
Idaho	■ ◆	North Carolina	■ ●		
Illinois	■ ●	Ohio	■ ●		
Indiana	■ ●	Oklahoma	■		
Iowa	●	Oregon	■ ●		
Kansas	■ ●	Pennsylvania	■ ● ◆		
Kentucky	■ ◆	Rhode Island	■		
Louisiana	■ ● ◆	Tennessee	■ ● ◆		
Maine	■ ● ◆	Texas	■ ● ◆		
Maryland	■ ◆	Utah	■		
Massachusetts	● ◆	Vermont	■		
Michigan	◆	Virginia	■ ● ◆		

- Job Corps
- YouthBuild
- ◆ Corrections

TESTIMONY TO CONGRESS

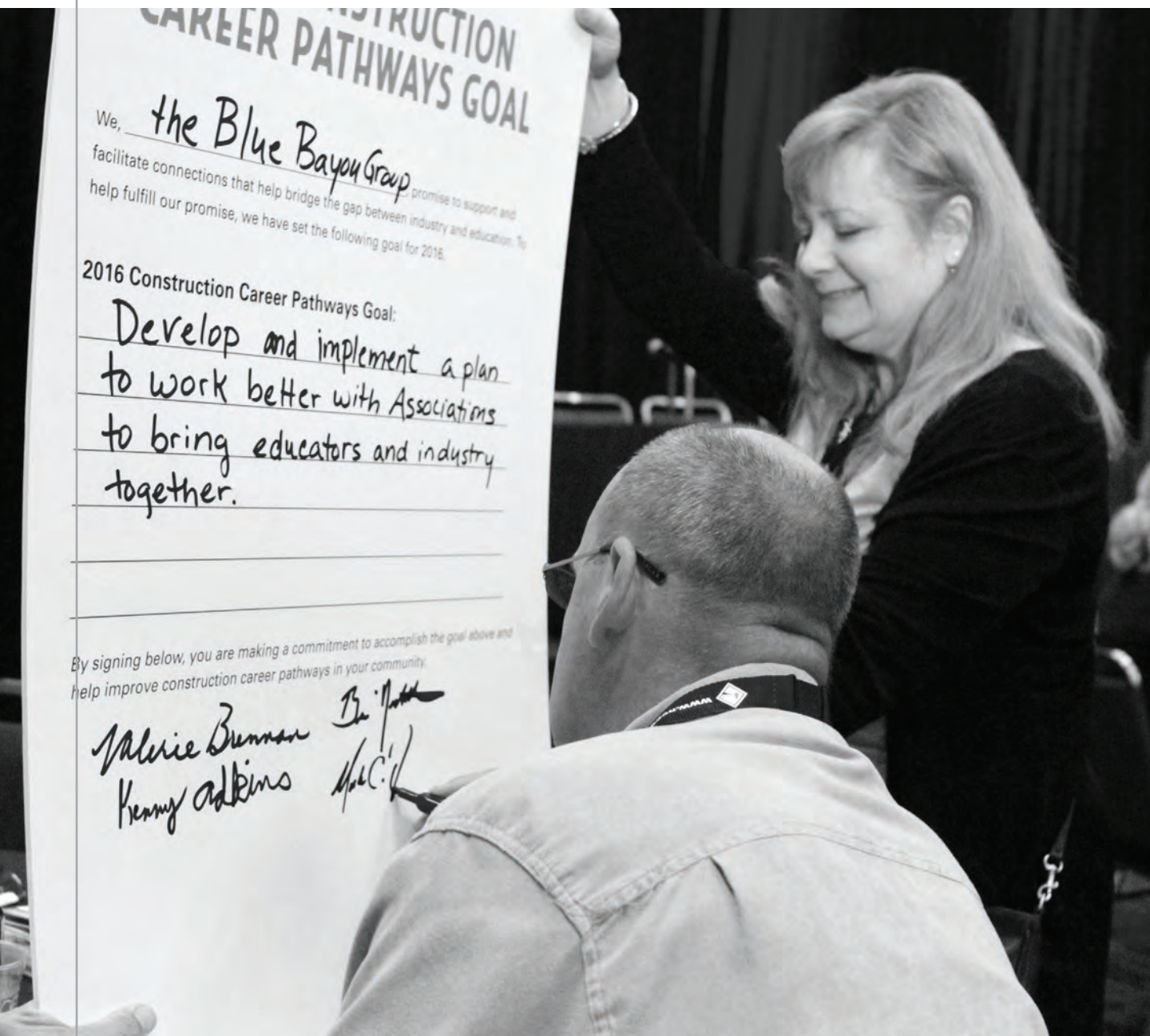
On Oct. 27, 2015, Tim Johnson, senior director of government affairs for NCCER, discussed the importance of aligning CTE programs with industry demand at a congressional hearing about reforming the Carl D. Perkins Career and Technical Education Act.



CONSTRUCTION CAREER PATHWAYS INITIATIVE

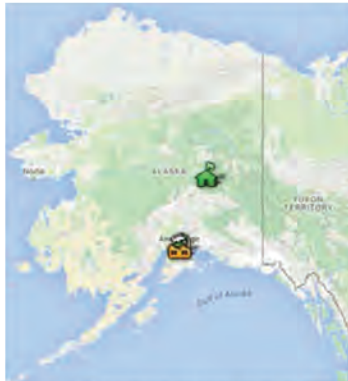
NCCER hosted its third annual Construction Career Pathways Conference prior to the Association for Career and Technical Education's VISION 2015 Conference in November. The following activities took place at this year's conference:

- ◆ Construction industry representatives and education leaders learned to develop meaningful industry and education connections based on best practices from across the country and how to build better advisory councils.
- ◆ Attendees enhanced their communication skills with one another by establishing a set of common vocabulary and goals to implement at the local level.



Connection Map

As part of NCCER's 2014 Construction Career Pathways Conference, a connection map was created at pathways.nccer.org to help industry and education identify each other's needs and collaborate at the local level.



pathways.nccer.org/connection-map

In its first year, Connection Map participation includes:

289

Educators

184

Industry representatives

473

Total participants

COURSE ALIGNMENTS

NCCER aligned curricula objectives with course objectives for the following groups:

7

Career colleges

5

State departments of education

5

Pipeline

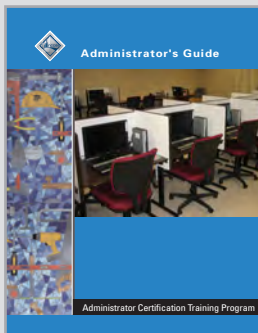
2

Government (Training and Achievement Records)

1

Industry

REVISED MASTER TRAINER, INSTRUCTOR AND ADMINISTRATOR PRODUCTS



NCCER's Master Trainer Instructor Certification Training Program, Instructor Certification Training Program, Administrator Certification Training Program and assessment personnel training programs were all updated in 2015. As part of this update, the following materials are now available in the new instructional design:

- ◆ Master Trainer Kit
- ◆ Craft Instructor Kit
- ◆ Performance Evaluator Guide
- ◆ Administrator Certification Training Program Kit
- ◆ Coordinator Training Guide
- ◆ Proctor Training Guide

ENHANCED CUSTOMER SERVICE RESOURCES

NCCER has always been highly committed to providing superior customer service. As NCCER continues to grow, new resources have been developed to enhance and streamline the customer experience.

85%

Reduction in wait times for phone calls

50%

Faster resolution times



TESTING MANAGEMENT SYSTEM

NCCER released its Testing Management System for accredited organizations to conduct online module testing. With the new system, module exams are automatically scored and submitted to NCCER's Registry System. The Testing Management System is accessible from any appropriately secured desktop, laptop or tablet, and users can set up classes and report performance profile completions.

114,049

Module exams administered within the Testing Management System



eSTORE

The NCCER eStore sells popular NCCER and BYF items such as shirts, hats, cups and hard hat decals. In 2015, exclusive products for accredited organizations and instructors were added to the store. Authorized personnel can receive unique access codes from NCCER to purchase banners, signs and shirts that display their organization's NCCER affiliation.

FINANCIALS



PARTNERS

- ◆ American Council for Construction Education
- ◆ 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
- ◆ Construction Industry Institute
- ◆ Construction Users Roundtable
- ◆ Design Build Institute of America
- ◆ Gulf States Shipbuilders Consortium
- ◆ Manufacturing Institute
- ◆ Mason Contractors Association of America
- ◆ Merit Contractors Association of Canada
- ◆ NACE International
- ◆ National Association of Women in Construction
- ◆ National Insulation Association
- ◆ National Technical Honor Society
- ◆ National Utility Contractors Association
- ◆ NAWIC Education Foundation
- ◆ North American Technician Excellence
- ◆ SkillsUSA®
- ◆ Steel Erectors Association of America
- ◆ U.S. Army Corps of Engineers
- ◆ University of Florida, M.E. Rinker, Sr. School of Construction Management
- ◆ Women Construction Owners & Executives, USA



BUSINESS PARTNERS



TOTAL REVENUE AND EXPENSES

Figure A	Year End Dec 2014	Year End Dec 2015
OPERATING REVENUE		
NCCER Curricula (Net)	\$6,290,130	\$5,828,434
Cents-Per-Hour Contributions	\$853,864	\$840,264
Endowment	\$470,000	\$510,000
Skills Assessments	\$847,168	\$987,973
Training Tour	\$94,797	\$183,551
Multimedia & Other	\$(8,889)	\$6,722
Total	\$8,547,069	\$8,356,944

Figure B	Year End Dec 2014	Year End Dec 2015
EXPENSES		
Curriculum Development	\$1,598,433	\$1,741,225
Administration	\$2,420,614	\$2,466,913
Workforce Development	\$411,099	\$471,739
Marketing, Research & Internet	\$740,354	\$880,479
Build Your Future	\$324,842	\$284,765
Operations, Registry & Info Systems	\$712,504	\$1,113,524
International	\$133,078	\$140,159
Facilities	\$301,792	\$281,005
Total	\$6,642,716	\$7,379,809

When combined, figures A and B produce a total net revenue of \$977,135 for 2015.

RESERVE AND ENDOWMENT FUNDS

In 2005, the NCCER Board of Trustees authorized the creation of a reserve fund from the annual endowment earnings and profits of NCCER to assist with operational expenses in the event of an economic downturn. Additionally, a \$10 million endowment fund was created to protect NCCER from cyclical economic trends in the construction industry.

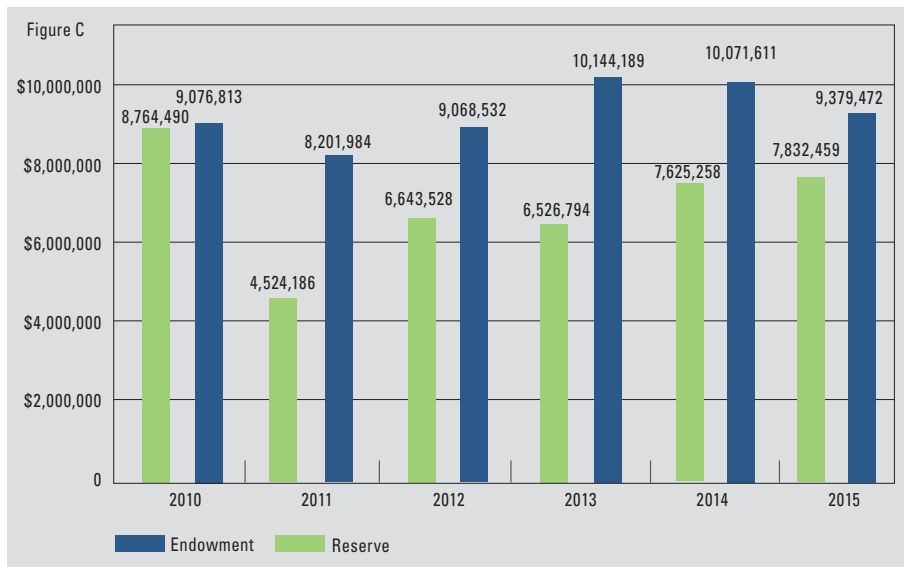


Figure C shows the reserve and endowment fund balance.

CENTS-PER-HOUR FUNDING

NCCER maintains a cents-per-hour training fund, known as the National Training Service Agreement (NTSA). Through the NTSA, contractors voluntarily contribute 16 cents per craft-labor hour to an individual account that NCCER establishes for them. Of that amount, 13 cents is directly reimbursed back to the contractor for approved training and workforce development expenditures, two cents supports NCCER’s workforce development efforts and one cent supports Build Your Future’s recruitment and image-enhancement activities.

Figure D

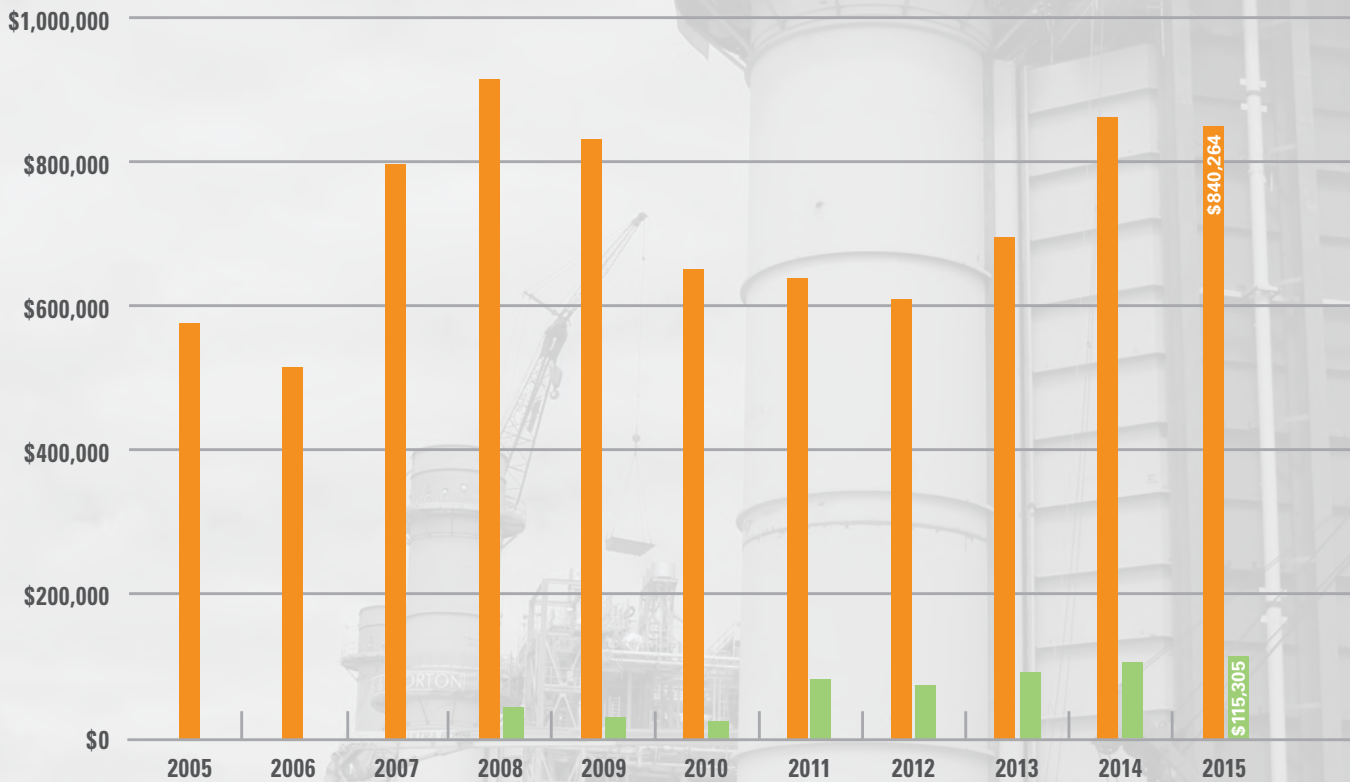
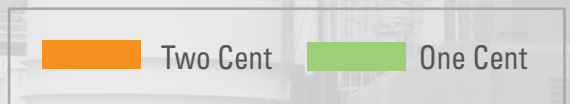


Figure D above shows the NTSA contributions each year.



CONTRIBUTORS

The following industry leaders are recognized for their generous contributions to support NCCER's efforts to build and maintain outstanding workforce development resources:



ABOVE 1 MILLION

BE&K a KBR Company (1.6 million)	◆ ●
Becon Construction Co., Inc. (1.8 million)	◆ ●
Fluor Corporation (2.8 million)	◆ ●
KBR, Inc. (2.25 million).....	◆
Kiewit/TIC Holdings, Inc. (2.6 million).....	◆ ●

\$500 THOUSAND - \$1 MILLION

ISC - Industrial Specialty Contractors.....	● ■ ◆
Repcon, Inc. a RepconStrickland Company.....	■ ◆
Rust Constructors Inc.....	● ■ ◆
Tri-City Electrical Contractors, Inc.....	◆ ●
Zachry Construction Corporation	◆ ●

\$250 THOUSAND - \$500 THOUSAND

ABC - Texas Gulf Coast Chapter	◆
Austin Industrial	◆
Bilfinger Industrial Services	◆ ●
BP Amoco Corp.....	◆
Caterpillar.....	◆
Hensel Phelps Construction Co.	◆
Ivey Mechanical Company	◆ ●
J. A. Jones (Metric Constructors Inc.).....	◆
Kamtech Services, Inc.	◆
Merit Shop Training	◆ ■
Miller Electric Manufacturing Co.....	◆
SimplexGrinnell	◆
Suitt Construction Company	◆ ● ■
TD Industries	◆ ●
The Haskell Company	◆ ● ◆
The Sundt Companies	◆ ● ■
Underground Construction Co.....	◆ ●
Windham School District	● ■

\$100 THOUSAND - \$250 THOUSAND

3M Construction Markets Division.....	◆
Adena Corporation	◆ ● ■
Baker Concrete Construction.....	◆
Caddell Construction Co., Inc.	◆
Cajun Industries, LLC	◆
Carolinas AGC.....	◆
Carolinas Electrical Contractors Association.....	◆
Central Sprinkler Corporation	◆
Clark Construction Group, LLC	◆
ABC Merit Shop Training Program DBA Craft Training Center of the Coastal Bend/	■
Dan Vos Construction Co	◆ ●
Danis Building Construction Company.....	◆
Delta Diversified Enterprises, Inc.	◆

Granite Construction, Inc.....	◆
Gray Construction.....	◆
Gulf States.....	◆
Hardin Construction Company, LLC.....	◆
Harkins Builders, Inc.....	◆
Hess Mechanical Corporation.....	◆ ●
Holder Construction Company.....	◆ ●
Johnson Brothers Corporation.....	◆ ●
Metropower, Inc.	◆
Miller & Long Concrete Construction.....	◆
NOVA Group, Inc.....	◆ ● ◆
Proctor & Gamble	◆
R.L. Turner Corporation.....	◆ ● ■
Riviera Electric LLC	◆ ●
S&B Engineers and Constructors, Ltd.	◆
Sanders Bros., Inc.....	◆
Stanley Jones Corp	◆ ●
Steel Erectors Association of America	◆
The Bell Company.....	◆
The Manitowoc Company.....	◆
Tri-M Group, LLC	◆
US Contractors	◆
Watkins Engineers & Constructors, Inc.	◆
Willmar Electric Service.....	◆ ● ■

\$50 THOUSAND - \$100 THOUSAND

ADT Security Services.....	◆
Bay Harbour Electric, Inc.....	◆ ●
Brasfield & Gorrie.....	◆
Brice Building Company, Inc.	◆
CCC Group, Inc.....	●
CEF of Minnesota.....	■
Construction Training Trust.....	■
Contractors Northwest, Inc.	◆ ■
Ferguson Construction	◆
Gaylor Electric	◆
Helix Electric Inc.	◆
Hill & Wilkinson.....	◆
Hoar Construction.....	◆
Irby Construction Company	◆
Jack Jennings & Sons	◆ ●
James Craft & Sons, Inc.	◆
Lake Mechanical Contractors Inc.	◆
Lowder Construction DBA The Colonial Company.....	◆
M. C. Dean Co., Inc.	◆
Masonry Arts, Inc.....	◆
National Ready Mixed Concrete Association	◆
Paul Risk Associates, Inc.	◆ ■
Pittway Corporation.....	◆
Portland Cement Association.....	◆
Rogers Construction Co.	◆ ●
Rogers-O'Brien Construction	◆
Runnebohm Construction Company.....	◆
Saiia Construction, LLC.....	◆
Shiel-Sexton Company, Inc.	◆ ●
Total Western, Inc.	◆ ●

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

Town & Country Electric, Inc.	◆
Trinity Contractors	◆
Vos Electric, Inc.	◆
Watson Electrical Construction Co.	◆
Wayne Automatic Fire Sprinkler, Inc.	◆
Wayne J. Griffin Electric*	◆ ●
Westra Construction Inc.	◆ ■
Wiginton Fire Systems	◆
Wilson Electric	◆
Wolverine Building Group	◆
Zignego Ready Mix, Inc.	◆

BELOW \$50 THOUSAND

A-Bec Electric	■
A&S Building Systems	■
ABC - South Texas Chapter	■
ABC - Texas Mid Coast CEF	■
ABC of Wisconsin, Inc.	■
AGC of Idaho	■
AJ Kirkwood & Associates, Inc.	■
Affordable Fire Protection an FLSA Company	●
American Constructors, Inc.	●
AquaSouth Construction Inc.	●
Archer Western Contractors*	●
Aztec Consultants	■
Ben M. Radcliff Contractor, Inc.*	●
Bi-Con Services, Inc.	■
Bradley Plumbing & Heating, Inc.*	●
Brown Automatic Sprinklers, Inc.	●
CNI Contractors	■
CSM Group	■
Capitol Painting Co.	●
Carr Electric	■
Champion Electric, Inc.	● ■
Clemson University	◆
Cobalt Painting, Inc.	●
Contractors Steel Supply, Inc.*	●
Corey Delta, Inc.	● ■
Current Builders	● ■ ◆
DVH Company	●
Discoll Electric Co., Inc.	■
Domas & Associates, Inc.	●
Donovan Engineering Inc.	■
EPI General Contractors	●
Eberhart Electric, Inc.	■
Electro-Tech, Inc.	■
Frischia Brothers	●
G. R. Birdwell Construction. LP	●
Gateway Pacific Contractors, Inc.	■
Gould Electric	■
Grinnell Fire Protection	●
Gurnee Heating & Air Conditioning	■
H. J. Russell & Company	●
Hagan Construction Co., Inc.*	●
Hodess Construction Corporation	■
Humphrey & Associates, Inc.	■

Intrepid Enterprises, Inc.*	●
Jeffco Painting and Coating Inc.	●
Jesco, Inc.*	●
Jim Parker Building Company, Inc.*	●
Keller Structures, Inc.	■
Kimmel Construction, Inc.	■
L.E. Travis & Sons, Inc.	●
LPR Construction Co.	■
Laws Construction, Inc.	●
Lehigh Construction Group, Inc.	●
LeMay Electric, Inc.	●
Loberg Excavating, Inc.	●
Luxbrush Painting Co., Inc.	●
M. W. Mielke, Inc.	● ■ ◆
Mays Concrete, Inc.	■
Miller & Roberts, Ltd.	■
New South Construction Co., Inc.	●
North American Labor, Inc.	●
North Bay Construction	■
Notch Mechanical Constructors	●
PaceElectric, Inc.	■
Philip J. Brunger Concrete	■
Potter Electric Inc.	■
Process Systems, Inc.	●
Pryor & Frazer Construction, Inc.	■
RL Turner	■
River City Electronics Co.	■
Robert J. Baggett, Inc.*	●
The Robins and Morton Group	■ ◆
Roche Constructors, Inc.	■
Roers Construction Inc.	■
S. David & Co., Inc.	■
SSI Inc.	●
Skanska*	●
Spade Corporation	■
South-Central Heating & Plumbing	■
Standard Roofing Company*	●
Stone & Webster Engineering Corp.	●
Sun Country Heating & Air Conditioning	■
TE-KO Contractors, Inc.	●
TerWisscha Construction, Inc.	■
ThyssenKrupp Elevator Corporation*	●
United Forming Inc.	●
W. G. Yates & Sons Construction Co.*	●
Western Slope Iron & Supply, Inc.	■
Westmoreland Electric	◆
White-Spinner Construction Inc.*	●
Willis Construction Inc.	●
Winter Construction, Inc.	●
Wittburn Enterprises, Inc.	■
Wright Electric, Inc.	■
Yeager, Inc.	●
Ziegler Industries, Inc.	●



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