CEFGA knows the skilled labor shortage facing our industry requires both short-term and long-term solutions. For construction companies who need reliable, productive workers, and for companies seeking to build a sustainable workforce, CEFGA provides entry-level employees today and a pipeline of future talent for tomorrow.
A MESSAGE FROM OUR PRESIDENT & CEO

It was the early 90s. A group of visionary construction leaders, including Bill Pinto, Bill Hart, Bob Silverman, Tommy Holder and Jim Taylor saw a need to promote the skilled trades in a positive way, and to establish training programs that would prepare the next generation of craft professionals. They knew their vision was big, and so they started an organization that would focus on it. The organization would be called the Construction Education Foundation of Georgia, or CEFGA.

As we prepare our annual report for our 26th year of operation, I find myself thinking of our visionary founders. I’m thankful to have earned their confidence all those years ago to become executive director of CEFGA in 1998. I know they are proud of what our volunteers, board members, sponsors and staff have built CEFGA to be.

Today, CEFGA represents 18 construction trade organizations, 3,000-plus employers and more than 200,000 skilled trade employees. Thanks to you, we are a thriving statewide organization; a powerful and effective voice for construction workforce development in Georgia.

As you will see in this report, our nationally-recognized Construction Ready Program continued placing hundreds of trained, credentialed and highly motivated new people into the construction industry. Notice our estimate that Construction Ready Graduates have earned more than $41 Million in personal revenue since we started this program in 2014.

We also partnered with The Home Depot Foundation to launch a brand new program called Construction Ready PLUS. PLUS is advanced training that allows Construction Ready graduates to acquire additional skills and credentials, such as OSHA 30-Hour, advanced print reading and supervisory skills.

CEFGA has taken a leadership role in strengthening trades education for youth across the state. K12 Pipeline efforts have resulted in industry-certified and student credentialing workforce best practices receiving over $1 million in equipment funding since 2018.

In 2019, we were proud to partner with the National Fund for Workforce Development, Atlanta CareerRise and local employers to explore Job Quality in the construction industry. One of the many outcomes of this work is a new recognition program—the CEFGA Craft Pro Champions Award—which we formally launched in August of this year.

In addition, we celebrated record attendance at our annual CareerExpo and SkillsUSA State Championships in March, attracting more than 8,600 attendees.

Indeed, we are Building Careers and Changing Lives! We are making our founders proud, and looking forward to our next quarter century of operation.

Scott Shelar
President & CEO
CEFGA incorporates with the IRS as a 501c3 organization.

CEFGA achieves NCCER-Accredited Training Sponsor status.

The inaugural CEFGA CareerExpo and SkillsUSA State Championships is held at the Gwinnett County Fairgrounds in Lawrenceville, GA; hosts approximately 1,000 attendees.

CEFGA hosts first-ever SkillsUSA TeamWorks Competition in parking lot of The Home Depot in Duluth, GA.

AGC Georgia becomes General Partner with CEFGA.

CEFGA hires Scott Shelar as Executive Director.

The first mini “Expo and Skills” event is held at Gwinnett Technical College; hosts approximately 200 attendees.

CEFGA begins formal partnership with Georgia Department of Education to bring a trades education to 17,000+ students across the state.

The first AGC Georgia SkillsChallenge, mobilizing industry partners, teachers, and students, launches in East Georgia. Today, AGC Georgia SkillsChallenges are active in eight regions of the state.

CEFGA CareerExpo and SkillsUSA State Championships moves to Georgia International Convention Center in College Park, GA; hosts approximately 4,000 attendees.

CEFGA, in partnership with The Arthur M. Blank Family Foundation, Westside Works and HB NEXT, launches Construction Ready Program.

50,000 NCCER credentials are earned by K12 students.
CEFGA, in partnership with CobbWorks / WorkSource Cobb, launches Construction Ready in Cobb County, near SunTrust Park.

Scott Shelar, CEFGA President & CEO, celebrates 20 years with CEFGA.

CEFGA, in partnership with The Home Depot Foundation and HB NEXT, launches Construction Ready PLUS Program.

100,000 NCCER credentials are earned by K12 students.

The Inaugural Career Counselor Day held at CEFGA CareerExpo

CEFGA, in partnership with The Annie E. Casey Foundation and Atlanta CareerRise, launches Construction Ready in South Atlanta, near Georgia State Stadium.

The Construction Ready program becomes available to all metro Atlanta residents.

CEFGA, in partnership with The Home Depot Foundation and HB NEXT, launches Construction Ready PLUS Program.

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CEFGA, in partnership with The Annie E. Casey Foundation and Atlanta CareerRise, launches Construction Ready in South Atlanta, near Georgia State Stadium.

The Construction Ready program becomes available to all metro Atlanta residents.

CEFGA CareerExpo and SkillsUSA State Championships celebrates 15th year as a large, combined event at Georgia International Convention Center; reaches all-time record attendance with 8,615 total attendees.

CEFGA achieves Re-Accreditation as NCCER (National Center for Construction Education and Research) Accredited Training Sponsor allowing for Georgia high school construction students to continue earning nationally-recognized industry credentials.

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CEFGA achieves Re-Accreditation as NCCER (National Center for Construction Education and Research) Accredited Training Sponsor allowing for Georgia high school construction students to continue earning nationally-recognized industry credentials.
CEFGA promotes the construction industry as a career by supporting training programs and job placement of work-ready people throughout Georgia through its nationally-recognized Construction Ready program, currently offered at four locations in metro Atlanta.

Construction Ready is a four-week program that screens and trains entry-level workers. Earning up to eight industry-recognized credentials, graduates of Construction Ready are drug-free, trained, credentialed and motivated to work. Most Construction Ready students have never been on a construction site. But that’s not an obstacle if the student is willing to learn and work hard. Hundreds have come to Construction Ready with no experience and now have full-time careers in the industry. Others have worked construction before; they too can benefit from every aspect of the program, from the hands-on training to the credentials they earn to the professional skills they gain, such as resume writing and interviewing skills.

Since its inception in June 2014, CEFGA’s Construction Ready program has trained and placed more than 900 students into full-time employment in the construction industry. Now, with the introduction of Construction Ready PLUS, those graduates have an opportunity to further their education and advance their careers. Made possible by a grant from The Home Depot Foundation, Construction Ready PLUS is a 16-week curriculum, taught on Saturdays, that gives students the opportunity to earn additional credentials. Construction Ready graduates must be employed full-time for at least 90 days to qualify for Construction Ready PLUS.

Construction Ready helps metro Atlanta residents get their foot in the door. Construction Ready PLUS, gives them the tools, the knowledge and the skills they need to take their construction career to a higher level.

Construction Ready PLUS Outcomes

- Number of classes: 2
- Number of graduates: 31
- Average hourly wage of students at entry: $12.75
- Average hourly wage, post-graduation: $15.80
- Average increase in wages, post-graduation: $3.05
CONSTRUCTION READY SITES AND PARTICIPATING COUNTIES MAP

Westside Works: The Construction Ready Program at Westside Works is part of a broader effort by Integrity CDC, WorkSource Atlanta, CEFGA, HB NEXT, Invest Atlanta and The Arthur M. Blank Family Foundation to provide greater economic and employment opportunities to families in English Avenue, Vine City, Castleberry Hill and surrounding neighborhoods.

Build Cobb: The Build Cobb Partnership is a collaboration of WorkSource Cobb, The Collective at Cumberland Community Church, CEFGA and HB NEXT to provide greater economic and employment opportunities to families in and around Cobb County.

Georgia Hill: The Georgia Hill program is part of broader efforts by WorkSource Atlanta, Atlanta CareerRise, CEFGA, HB NEXT and The Annie E. Casey Foundation to provide greater economic and employment opportunities to families in and around NPU-V, a set of city neighborhoods the Casey Foundation has been working to revitalize since 2001.

Aerotropolis: Since 2014, the Aerotropolis Atlanta Alliance has been the driving force behind the revitalization of the area around Hartsfield-Jackson Atlanta International Airport (ATL). The Construction Ready at Aerotropolis program is part of the larger effort to provide greater economic and employment opportunities for families in cities around the airport, including Atlanta, College Park, Fairburn, Forest Park and Hapeville. Partners include Atlanta CareerRise, CEFGA, HB NEXT, Coach Consulting, IMPACT Church, the Aerotropolis Atlanta Alliance, WorkSource Atlanta, WorkSource Atlanta Region, WorkSource Fulton and WorkSource DeKalb.

INDUSTRY-RECOGNIZED CREDENTIALS

Construction Ready
• National Center for Construction Education Research (NCCER) “Core”
• OSHA 10-Hour
• First Aid/CPR/BB/AED
• Power Actuated Tool
• Laser Tool
• Forklift Safety Awareness
• A.T.S.S.A Safety Awareness
• Competent Person Training

In Fall Protection

Construction Ready PLUS
• OSHA 30-Hour
• Advanced Blueprint Reading
• Introduction to Construction Project Layout
• Advanced Hand & Power Tool Operations
• Career Pathways
• NCCER Crew Leadership
• Advanced Financial Literacy
Lamal Diggs
For Lamal Diggs, the demands of Construction Ready PLUS were matched by his desire to learn and grow. Born and raised in Buffalo, New York, he moved to Atlanta in his late teens and found trouble with the law. By age 20 he was in prison, where he remained for 13 years. He says around 2014 he began a spiritual journey. Praying for direction, he got the idea to pursue construction as a profession when he was released. That happened in May 2018, and soon after he learned about Construction Ready. Lamal went through Construction Ready training at CEFGA’s Westside Works location. Lamal says his Construction Ready PLUS training has made him a more capable worker in his job with Stewart Brothers, an Atlanta-based paving company. “Construction Ready PLUS is amazing,” Lamal says. “I never would have thought I’d learn the things I learned there. Blueprint reading skills, site layout skills, crew leadership, OSHA 30 – it’s really opening a lot of doors. This is the ultimate program for anybody who is willing to work and willing to learn.”

Alex Dirst
When Alex Dirst enrolled in CEFGA’s Construction Ready at Build Cobb program, he already had some industry experience, but had been out of work for some time. He graduated in September 2018 and was hired immediately by Marietta-based Baldwin Paving, where he went to work in the company’s bridge division. Alex is grateful for Construction Ready’s rigorous training, which he said provided him clear direction and prepared him to reenter the workforce quickly. Alex now works for Alpharetta-based Precision Concrete Construction, which assigned him to a Hyundai manufacturing facility that’s being expanded in Montgomery, Alabama. Alex spent his Saturdays in spring 2019 attending CEFGA’s Construction Ready PLUS classes. “This is huge for me, because I never finished college,” Alex says. “It’s giving me a lot more industry credentials. Construction Ready PLUS has really given me a foundation and motivated me more to go to the next level. There’s so much you can do in construction; it’s just a matter of you putting in the time.”

Construction Ready gave me focus in my life. The program puts you in a position to connect with companies and it’s up to you to stay with the company.
– Darius King, Westside Works

When you like what you do, it’s almost like it’s not really a job. You’re getting paid to do what you enjoy. That’s the great thing about my job.”
– Madison Wright, Westside Works

Construction Ready prepared me for the work that I am doing. I would not have survived without this preparation, especially the attention to safety. Construction Ready gives you the thick skin you need in the industry. Once you get out there, in the field, you’re ready.
– LaCoia Stevenson, Aerotropolis
Because of the instructor's insight, I left every class feeling empowered and equipped to achieve my career goals. Construction Ready helped me to gain a career, and Construction Ready PLUS is helping me to make the most of the career I have.

Ishmael Burden, Build Cobb

Construction Ready got me into a career as an electrician. Construction Ready PLUS will make me more marketable and help me further my career. With the lessons learned already, I've gone back to my job and seen things through a different lens.

Milliam McLoud, Georgia Hill

My life has turned around completely. I can even help other people who need help now. I couldn't help people before because I needed to help myself. Now I'm happy that I can afford to help people.

Jose Vera, Westside Works

I'm happy that I made the decision to challenge myself and try something different, something other than what I've always done. I love my position. I've learned a whole lot and I'm looking forward to learning more.

Tanohoa Wheeler, Aerotropolis

Miliam McLoud

Miliam McLoud spent time working as a loan officer and a property manager. From time to time, he would ponder the idea of a job in construction. After graduating from CEFGA’s Construction Ready at Georgia Hill in August 2018, Miliam was hired by Lilburn-based EC Electric. He later graduated from Construction Ready PLUS in spring of 2019. Drawing on encouragement from his colleagues and the knowledge base his training has provided, he's gaining in confidence with each passing day. “It's a good feeling having people recognize your hard work and see the potential in you,” Miliam says. Miliam considers the time he spent in Saturday Construction Ready PLUS classes a worthwhile investment. “I think the new credentials will make me more marketable and help me further my career. A lot of guys that I work with are amazed that not only do I have my OSHA 10, I also have my OSHA 30, and I'm just getting started.” Like so many other Construction Ready graduates, Miliam says the program literally changed his life. “I was going through some adversity, trying to figure things out, and Construction Ready came at the right time.”

Claudia Rodnez

For Claudia Rodnez, the path to success brought her to CEFGA's Construction Ready program. Today she's working as an electrical apprentice and earning more income than she did in any previous job. Claudia graduated from Construction Ready at Aerotropolis and was hired by the Circle Group, a drywall and ceiling company. Since she was interested in an electrical career, she applied for an apprenticeship program through Local Union 613 of the International Brotherhood of Electrical Workers (IBEW). Work on her first job site ended in early 2018, but by then she had all of her IBEW testing and paperwork in order, and was hired by Atlanta's Uptime Electric Company. She's since moved on to another electrical contractor, Allison-Smith Company, and continues her IBEW apprentice training. Looking back on her decision to pursue a construction career, Claudia says, “I'm really happy I did it. This is the first time in my life that I am supporting myself financially, with no help. It's a good feeling.” She also continued her education on Saturdays by enrolling in CEFGA's Construction Ready PLUS program. “I'm now asking myself, what do I want to be doing two years from now, what do I want five or ten years from now?”
EMployers Say...

Construction Ready gives employers the opportunity to engage new talent who already have vital fundamental skills and safety training. This type of entry-level recruit reduces the risk of job-site accidents and injuries while increasing new hire success and retention rates.

Edwin Parra, Anning Johnson

CEFGA’s Construction Ready programs have provided us with a steady source of qualified employees from entry-level to qualified HVAC installers. These highly motivated candidates have proven to be some of our most dependable employees.

Dave Tzimenatos, McKenney's

We have hired several employees through the Construction Ready program, which gives participants the tools, training, and open doors with which to succeed if they so choose. CEFGA’s programs expose more and more people to the rewards of a life in the construction industry.

Patrick Cordi, Wiginton Fire Systems

TEAM BUILDING

CEFGA staff and partners celebrated Dr. King’s birthday on an Atlanta Civil Rights Tour with foot soldiers of the Civil Rights Movement, Tom Houck and J.T. Johnson. This photo was taken in front of Dr. King’s adulthood home, where he lived from 1965-1968. CEFGA launched the Construction Ready program less than one mile from Dr. King’s adulthood home, and still regularly serves residents of Atlanta’s Westside communities, including Vine City, English Avenue and Castleberry Hill.
CONSTRUCTION READY PLUS IN ACTION

The Construction Ready PLUS curriculum combines classroom instruction at CEFGA’s Westside Works headquarters with hands-on applications at an off-site location. In fall of 2018, the inaugural Construction Ready PLUS class spent five Saturdays at the Salvation Army Bellwood Boys and Girls Club, where they built a fence enclosure for a dumpster, a lattice covering for a picnic area, and a storage shed to house their football equipment.

WORKFORCE DEVELOPMENT ADVOCACY

The National Skills Coalition (Business Leaders United) BLU sent CEFGA representatives, Nicholas Holmes, graduate of Construction Ready, his employer, Anning-Johnson, represented by Edwin Parra, and CEFGA’s Veda White and Jamie Buck to Washington, D.C. to represent Georgia. While there, they advocated for the PARTNERS Act, to support industry partnerships and their work to expand business capacity to run apprenticeship and work-based learning programs, and the BUILDS Act, to support an infrastructure workforce by investing in skills and supporting workers need to meet business demand in infrastructure industries. The team met with legislative aides from Senator Johnny Isakson’s office and participated in a briefing on the Hill.

ABOVE: (left to right) Edwin Parra, Anning-Johnson; Nicholas Holmes, Anning-Johnson; Laila Goharloo, Senator’s Aid, Jamie Buck and Veda White. TOP LEFT: Veda White (in blue) talking with legislators. BOTTOM LEFT: Nicholas Holmes, former Construction Ready graduate who now works for Anning-Johnson, tells his story about how the program helped him get to where he is today and the struggles he faced along the way.
Construction companies are realizing it is not enough just to complete world-class projects. They must look to the future and build their workforce as well. To address the construction industry’s persistent labor shortage challenges, companies are getting involved in local schools, building quality craft training programs, hiring from programs like CEFGA’s Construction Ready, and identifying career pathways for their field-level employees. CEFGA created the Craft Pro Champions Awards to recognize individuals and companies who are making a difference in the industry’s fight to find and develop craft professionals. On August 8, 2019, CEFGA hosted the first annual Craft Pro Champions Awards Breakfast to honor 12 individuals and companies as Georgia’s best construction field-level employees and employers. Congratulations to the winners!

For information about next year’s awards program, contact Alexis Muir at alexis.muir@cefga.org.
K12 PIPELINE GRADUATE OF THE YEAR:
Recognizes a graduate of a high school construction program who is excelling, advancing and thriving in the construction industry.
• Evan Magee, Kennesaw Mountain High School, Class of 2018; Crew Supervisor, Holder Construction

K12 PIPELINE EMPLOYER OF THE YEAR:
Recognizes an employer for working with local elementary, middle and/or high school construction programs to make students aware of careers in construction and connect them with career opportunities.
• Swofford Construction

CONSTRUCTION READY EMPLOYER OF THE YEAR:
Recognizes a company for hiring and effectively developing Construction Ready graduates.
• Precision Concrete Construction

CONSTRUCTION READY GRADUATES OF THE YEAR:
Recognizes program graduates who have been with their company at least two years and are excelling, advancing and thriving in the construction industry.
• Lanray Bakare, Build Cobb Group 6; Senior Project Coordinator, Vankirk Electric
• Khalil Davis, Westside Works Group 11; Field Safety Coordinator, DPR Construction
• Miketa Grant, Westside Works Group 18; Labor Foreman, Marek Interior Systems
• Nicholas Holmes, Westside Works Group 2; Foreman in Training, Anning-Johnson Company
• Trayan Tonkov, Build Cobb Group 1; Repair and Restoration Foreman, Precision Concrete Construction

CRAFT PRO CHAMPION EMPLOYER:
Recognizes companies for their ongoing use of workforce development strategies that promote field-level career progression and provide workers with accessible training and skills development opportunities.
• Anning-Johnson Company

CRAFT PRO EMERGING CHAMPION EMPLOYERS:
Recognizes companies who recently have begun creating workforce development strategies that promote field-level career progression and provide workers with accessible training and skills development opportunities.
• Astra Group
• DPR Construction
• Swinerton
CEFGA partners with the Georgia Department of Education (GaDOE) to provide support and services to skilled trade construction programs statewide with 17,000+ students. The K12 Pipeline elevates and expands Georgia’s skilled trade programs by growing a sustainable workforce for the construction industry and helping Georgia students build a rewarding career path. CEFGA is proud to lead a mobilization of teachers, counselors, Work Based Learning coordinators, CTAE administrators and industry partners who are positively impacting the future. The K12 Pipeline supports construction, metals and drafting programs in elementary, middle and high schools across the state—working with partners from school systems, teachers, employers, legislators and the GaDOE to bring unprecedented resources to local communities. The K12 Pipeline has helped to deliver $1 million in equipment funding to programs since 2018 through the CONNECT Act.

Whether it be a 5th grader experiencing the fulfillment of a job well done while holding their completed toolbox, a middle schooler discovering their passion in a Construction Connections class, or a high schooler earning industry credentials and taking the next step to a quality career as a craft professional—our team is proud to be part of the story. The K12 Pipeline has a clear vision for the future of our young people and skilled trade programs in Georgia’s public schools. The idea is simple: students should never have to stop building and creating throughout their educational experience.

K12 PIPELINE PROGRAMS
The K12 Pipeline programs focus on safety, hand and power tool proficiencies, along with trade-specific skill sets and employability skills. CEFGA’s partnership with NCCER (National Center for Construction Education and Research) allows students in CEFGA Certified Programs to earn industry credentials through standardized construction assessments and performance tasks.
Construction
Berkmar High School, Gwinnett County
Burke County High School, Burke County
Camden County High School, Camden County
Cass High School, Bartow County
Chesnay High School, Hall County
Crisp County High School, Crisp County
East Jackson High School, Jackson County
East Laurens High School, Laurens County
Evans High School, Columbia County
Flowery Branch High School, Hall County
Franklin County High School, Franklin County
Griffin High School, Spalding County
Hardaway High School, Muscogee County
Johnson High School, Hall County
Jones County High School, Jones County
Jordan Vocational High School, Muscogee County
Lee County High School, Lee County
Lee County High School (9th Grade Academy), Lee County
Liberty County College Career Academy, Liberty County
Madison County High School, Madison County
Maxwell High School of Technology, Gwinnett County
Murray County High School, Murray County
Newton County College Career Academy, Newton County
North Paulding High School, Paulding County
Ringgold High School, Catoosa County
Shaw High School, Muscogee County
South Paulding High School, Paulding County
Spalding High School, Spalding County
Statesboro High School, Bulloch County
Upson-Lee High School, Upson County
Washington County High School, Washington County
West Hall High School, Hall County
West Laurens High School, Laurens County

Drafting
Chapel Hill High School, Douglas County
East Paulding High School, Paulding County
Hart County High School, Hart County
Jordan Vocational High School, Muscogee County
Kendrick High School, Muscogee County
Kennesaw Mountain High School, Cobb County
LaGrange High School, Troup County
Lakeview Ft. Oglethorpe High School, Catoosa County
Marietta High School, Cobb County
North Cobb High School, Cobb County
Northside High School, Muscogee County
Union Grove High School, Henry County

Metals
Camden County High School, Camden County
Chattooga High School, Chattooga County
Floyd County College and Career Academy, Floyd County
Franklin County High School, Franklin County
Golden Isles Career Academy, Glynn County
Grovetown High School, Columbia County
Jordan Vocational High School, Muscogee County
Maxwell High School of Technology, Gwinnett County
Murray County High School, Murray County
Thomas County Central High School, Thomas County
Union County High School, Union County
Ware County High School, Ware County
White County High School, White County

CEFGA CERTIFIED PROGRAMS

METRICS SNAPSHOT

High School Programs: **267**
Companies Engaged in 2018-19: **355**
Students Who Earned NCCER Credentials: **1,192**
Graduates Entering the Industry: **505**

See pages 30-31 for complete list of stats and learn how CEFGA Makes an Impact.
Trae Brown
In 2018, Trae Brown represented Cross Keys High School and won the Occupational Health and Safety contest at CareerExpo. After graduation, Trae landed a job as a panel installer for Primus Builders and went to work on a 184,000-square-foot project in Macon, Georgia. Trae said his K12 Pipeline studies and SkillsUSA experience prepared him well for a full-time technical career. Trae’s job has taken him to job sites in Florida, Tennessee, Maryland, New Jersey and Nebraska. “I really like getting to travel and see the country,” he said. “I meet a lot of people. In construction you meet people who do other jobs and learn a lot about what they do. I was interested in construction when I was young, but I wasn’t expecting it to happen so fast [after high school].” Trae’s success is a great example of how partnerships between industry and academia can pay off. The K12 Pipeline works with industry to invest in finding the best-qualified talent and honing their skills, identifying that talent early, and seeing how we can best support the next generation that’s entering the construction field.

Andrew Lamb
In May of 2018, Andrew Lamb participated in Kennesaw Mountain High School’s first Career Signing Day, which featured 12 seniors committing to jobs with seven different companies. Andrew signed with Anning-Johnson Company that day, went to work as an apprentice in June, and has already contributed to several major projects around metro Atlanta. Andrew completed his school’s extensive, multi-semester Construction Pathway program, delivered by his teacher, Jeremy Whitaker. The program embodies CEFGA’s K12 Pipeline vision, which seeks to elevate and expand skilled trade programs statewide in Georgia public school systems. Talk to Andrew and his determination to succeed quickly becomes apparent. No matter what task he’s assigned—even entry-level cleanup work—he’s fully committed to it. Asked if he has set any specific career goal’s, Andrew said: “I want to be in the construction manager’s seat one day.” Andrew’s supervisor says that he’s “off to a great start. If he keeps doing what he’s doing, I think he’ll get to where he wants to go.”

INDUSTRY AND EDUCATORS SAY...
It’s a great time to be in Georgia. When you look at the number of companies that are coming to Georgia and that are already here, the skills that K12 Pipeline students are learning can carry them on into further education, or they can have a job, or better than a job, they can have a career. That’s what’s waiting for our students.
Matt Arthur, Commissioner of the Technical College System of Georgia

In this career path, you can earn while you learn. What an incredible opportunity, because you’re coming into a career with such high earning potential and no student loan debt.
Kayleen McCabe, DIY Network personality and 2019 CareerExpo Breakfast Emcee

Holder works with the schools as closely as we can. It’s very rewarding. This is our future. These are the folks who will build America in the coming years.
Steve Necessary, Holder Construction

Everything in the K12 Pipeline is built on relationships. That’s what industry is wanting and that’s what students are wanting. When students can tell that you really do care and want them to succeed, that’s when you make a real connection.
Jeremy Whitaker, Construction Trades Education Teacher, Kennesaw Mountain High School
Sam Parris
As an HVAC service technician for McKenney’s, Sam is dispatched daily to customers around Atlanta’s northeast perimeter and beyond, to, in his own words, “return people’s lives to normal.” Sam was hired after meeting McKenney’s personnel at the 2016 CEFGA CareerExpo and SkillsUSA State Championships. Sam hails from Gillsville in Hall County, where he grew up on a 70-acre farm. As a homeschooled student, he says he had leeway to experiment with mechanical things in addition to his regular courses of study. “I enjoyed tinkering,” he recalls. “I had this mechanical tendency and I was always finding some outlet for it.” Sam enrolled at Lanier Technical College, graduating with an associate’s degree in 2016. That same year he competed in the SkillsUSA State Championships and won a silver medal in HVAC. While exploring the CareerExpo, Sam was intrigued by McKenney’s, a longtime sponsor of the World of Heating and Air Conditioning exhibit. He asked questions, gathered contact information, followed up and had a job within two weeks. Sam returns to the CareerExpo each year to represent the company and tell students about HVAC careers.

Miles Terry
Miles Terry graduated from Macon’s Westside High School in May 2019 and days after receiving his diploma, Miles reported to work as a carpenter with the Bibb County School District. The offer was too good to pass up: A $32,000 annual salary with benefits, the opportunity to do something he loved, and a team of co-workers with decades of experience to draw on. Miles had an idea he wanted to work with his hands, so as a senior he enrolled at Hutchings College and Career Academy, a charter program for Bibb County Schools that offered a Construction Pathway curriculum. Hutchings proved a perfect fit, with Miles excelling academically, getting involved in SkillsUSA competitions and working a part-time job with Georgia Artisan, a local company that creates made-to-order furniture from reclaimed wood. The job opening with the school district perfectly coincided with his graduation and he was eager to get started on a full-time career. “Carpentry is my passion. And there’s always a need for carpenters. Twenty years from now I’ll still have a job because I’ll know how to build something.”

The war for talent is real. It’s imperative that we find young, talented construction professionals who can grow with our business. There are a lot of opportunities for the right people.
Matt Hirsch, President, Primus Builders

BUILDING OUT
CEFGA Helps an Indiana High School Launch its Own Construction Career Development Program
In 2017, Chad Sutton, Director of Career Development at Garrett High School in Indiana, was inspired by the K12 Pipeline model after hearing CEFGA’s Zach Fields speak at the NCCER Career Pathways Conference. He took the idea back to Indiana and has created a robust Elementary to High School Career Development Program. This year, CEFGA hosted a group from Indiana, to visit CEFGA’s K12 Pipeline model of feeder elementary and middle schools (reaching over 1,000 students annually) beneath current high school programs. The Garrett program is very similar to CEFGA’s, with the addition of integrated academics, or embedded credits, where students study math, English, and eventually science and history based off of the construction and manufacturing platforms. Four vocational training experiences are offered: Construction, Welding, CAD and Manufacturing Processes. The Garrett Construction Career Development program begins in elementary school, from grades 5 through 12. The program recently graduated 10 students in its first class, seven of whom were placed in industry positions directly out of school. The program is estimated to have between 35-40 students in each class over the next few years.
Inspiring Tomorrow’s Workforce:

THE 2019 CAREEREXPO
& SKILLSUSA STATE CHAMPIONSHIPS

The CEFGA CareerExpo links students directly to professionals in the areas of construction, utility contracting, highway contracting, electrical contracting, mechanical contracting, energy, mining and more. The CareerExpo features hands-on displays that allow students to engage with industry leaders, equipment, materials, and tap into their unique skills and interests. The event also features the SkillsUSA State Championships, a competition in which students showcase their skills in a number of construction-related disciplines.

CEFGA’S CareerExpo Eyes a 2020 Move to the Georgia World Congress Center

From humble beginnings—debuting in the parking lot of a suburban Atlanta Home Depot—to outgrowing the second-largest convention center in Georgia, the CEFGA CareerExpo and SkillsUSA State Championships has enjoyed a remarkable run of growth and success over the past 15 years. The 2019 edition, held March 21-22 at College Park’s Georgia International Convention Center, drew a record 8,615 total attendees. It was the CareerExpo and SkillsUSA gathering’s final year at the GICC, where it has been held since 2009; next year it moves to the Georgia World Congress Center in downtown Atlanta.

CEFGA’s decision to move to the larger GWCC—made more than a year ago—was prescient, considering the packed aisles and hallways at the GICC. Mirroring the state of Georgia’s economy in general, and the construction industry in particular, a palpable sense of energy infused the convention floor as thousands of students visited 17 industry “Worlds” and observed more than 400 competitors in the SkillsUSA contests.

As Georgia’s economy continues to thrive and bring about new construction projects and job openings, an aging workforce is making it hard to keep up. It’s critical, then, that more young people embrace careers in construction, and the Expo is one important means of exposing them to the industry. As CEFGA and its partners continue to work hand-in-hand to promote the skilled trades, the future is bright, both for the event itself and the construction industry statewide.

As we look out over the floor today compared to what it was 15 years ago, it truly is a dream and a vision come true. High school students left today knowing that construction is a great career. CareerExpo is a key part of the long-term solution to our workforce needs.

Dan Smith, New South Construction Company and CEFGA Board Chair
CareerExpo is needed today more than ever. We need these kids pumped up about construction. It’s a career fair on steroids. How else can you say it? You can’t describe it to someone who’s never attended. They always leave here and say it’s been such a great experience.

Cherri Watson, Associated General Contractors (AGC) of Georgia

The employers can get these kids into an apprenticeship program. They’ll have the opportunity to go from being an 18-year-old making about $26,000 to, if they’re successful, a 23-year-old making over $63,000 as an electrical apprentice when they finish.

Chuck Little, Atlanta Electrical Contractors Association

Every year, it seems like we’re getting a lot more students, more schools and more school counselors. What’s interesting to me is that there are all these companies that are competitors but at CareerExpo we’re all working together for the students.

Elise Berman, Georgia Power

The Home Depot and The Home Depot Foundation are truly committed to the trades. It’s inspiring to see so many young faces at CareerExpo. We are proud to partner with CEF GA to strengthen existing high school construction programs. We love the work that CEF GA does.

Jena Alford, The Home Depot Foundation
As I think back on the last 15 years, I am most proud of our reputation for hosting a quality event for employers and a quality event for our students. We look forward to building on this reputation in the years ahead at the GWCC.

Scott Shelar, CEFGA President and CEO

We all have the same goal during this event: Let’s get students excited about careers in construction. Our staff, volunteers and industry partners put a lot of time and effort into this. And of course, we could not do this without our teachers and parents. They deserve a big thank you for recognizing that there are so many career choices that do not require a four-year degree.

Tina Robison, CEFGA Vice President of Operations and Administration

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**BUILDING EXPOSURE**

**Gateway Center Tours Give Students a First-Hand Look at an Active Construction Site**

In past years at the CEFGA CareerExpo, students could test-drive various pieces of machinery at the World of Heavy Equipment just outside the Georgia International Convention Center. In 2019 that space was occupied by an active construction site, forcing the heavy equipment attraction inside. But CEFGA made the most of the interruption by arranging for tours of the new construction project. The 5,000-seat Gateway Center at College Park will host the Atlanta Skyhawks, the NBA Atlanta Hawks’ G League affiliate, as well as graduations, concerts, high school and college tournaments and other events.

CEFGA partnered with the great team at Choate Construction, the arena’s general contractor, to lead groups of students, counselors, and teachers on tours throughout both days of the CareerExpo. Each tour began with a safety briefing and then proceeded through the fenced area next to the GICC and into the arena structure, which is scheduled for completion this fall.

Superintendent Dustin Wolcott answered questions from students and spoke of the satisfaction he gets from seeing a large-scale project like the Gateway Center come together. He also encouraged students not to believe some of the stereotypes associated with the industry. “I think sometimes construction has an image that they’re all dirty, grungy guys, that they’re not smart,” Wolcott said. “But it’s not as dirty or sweaty or as long hours as a lot of people think it is. And there are people out here with college degrees. A lot of people say in school, ‘Oh, I’ll never use this math again.’ But I can’t tell you how many times I’ve used it on a construction site.”

Participants were able to see first-hand the need and opportunity for young workers in the construction industry as well as the strong commitment to safety with Choate’s One Life program.
A GREAT TIME TO BE IN GEORGIA

SkillsUSA Speakers and Successful Young Professionals Illustrate the Potential of a Career in Construction

DIY Network personality Kayleen McCabe celebrated the successes of a group of recent high school graduates and young professionals earning a living in the construction industry. To attendees at the 2019 CEFGA VIP and SkillsUSA Champions’ Breakfast, the message was clear: Lucrative opportunities abound for young men and women interested in construction careers in Georgia.

McCabe is a vocal advocate for CEFGA’s work in promoting careers in construction. The host of DIY Network’s “Rescue Renovation” produced a video of four young professionals who are thriving in construction careers. One memorable moment in the video is the students’ response to the question, “How much have you spent on your post-high school education so far?” Each of the four responses was zero, prompting a high-five from McCabe and highlighting the value of the company-provided, on-the-job educations these employees are receiving. “In this career path, you can earn while you learn,” McCabe said. “What an incredible opportunity, because you’re coming into a career with such high earning potential and no [student loan] debt.”

CEFGA encourages industry partners to build relationships with schools and teachers not only at the CareerExpo and SkillsUSA State Championships, but through CEFGA’s K12 Pipeline throughout the year. The four employers in the video – Anning-Johnson, Allison Smith, Carroll Daniel and C.W. Matthews – have had success in using this approach, as well as the Atlanta Electrical Contractors Association, which recruits approximately 100 students for its members every year.

“You have to be intentional as a company about reaching out to and engaging these [school] programs,” said Scott Shelar, CEFGA President & CEO. “You have to be not only involved at CareerExpo - but you have to roll up your sleeves and be active at the local level and with your local construction programs.”

GET INVOLVED!

CONSTRUCTION INDUSTRY MEMBERS:
Be a part of the 2020 CarerExpo!
Sponsorship and volunteer opportunities available. Learn more: cefga.org/campaign2020

Become a Sponsor:
Exhibit at the 2020 CEFGA CareerExpo and list your immediate job openings with CEFGA Connect to meet work-ready students at CareerExpo. Sponsorships start at $1,500.

Volunteer:
Inspire the next generation of industry talent by helping to bring the “Worlds of Construction” to life and attract today’s youth to the construction industry.

SCHOOLS:
Plan to attend the 2020 CarerExpo!
You do not need to be a SkillsUSA member to participate. Learn more: cefga.org/careerexpo/schools

School Leaders, Teachers & Counselors:
Promote the construction industry as a career path at the Southeast’s largest construction event.

Students:
Meet construction employers who can inspire your future careers in construction and connect you with immediate work opportunities.
AND THE WINNERS ARE...

Congratulations to the winners of the Georgia SkillsUSA State Championships! Winners advanced to the national SkillsUSA Championships in Louisville, KY, in June. That said, the biggest victories went to any competitor who recognized the value of the hands-on experience they gained and the power of networking with industry representatives.

## COLLEGE RESULTS

<table>
<thead>
<tr>
<th>Event</th>
<th>National Placement</th>
<th>National Placement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architectural Drafting</td>
<td>Megan Cooper, Southern Regional Technical College</td>
<td>15th</td>
</tr>
<tr>
<td>Cabinetmaking</td>
<td>Logan Paramore, Southern Regional Technical College</td>
<td>12th</td>
</tr>
<tr>
<td>Carpentry</td>
<td>Taylor McMasters, Savannah Technical College</td>
<td>8th</td>
</tr>
<tr>
<td>CNC Milling Specialist</td>
<td>Clay Schools, Wiregrass Georgia Technical College</td>
<td>12th</td>
</tr>
<tr>
<td>CNC Technician</td>
<td>John Lake, Wiregrass Georgia Technical College</td>
<td>9th</td>
</tr>
<tr>
<td>CNC Turning Specialist</td>
<td>Jeffrey Betts, Wiregrass Georgia Technical College</td>
<td>2nd</td>
</tr>
<tr>
<td>Electrical Construction Wiring</td>
<td>Joshua Fargnoli, Southern Regional Technical College</td>
<td>4th</td>
</tr>
<tr>
<td>Heating, Ventilation, Air Conditioning, &amp; Refrigeration</td>
<td>Nicholas Hobbs, Columbus Technical College</td>
<td>11th</td>
</tr>
<tr>
<td>Industrial Motor Control</td>
<td>Norberto Castaneda, Georgia Northwestern Technical College</td>
<td>14th</td>
</tr>
<tr>
<td>Masonry</td>
<td>Khalif Collier, Sr., Albany Technical College</td>
<td>2nd</td>
</tr>
<tr>
<td>Plumbing</td>
<td>Aric Lundy, Southern Crescent Technical College</td>
<td>5th</td>
</tr>
<tr>
<td>Sheet Metal</td>
<td>Ryker Collins, Ogeechee Technical College</td>
<td>7th</td>
</tr>
</tbody>
</table>

### TeamWorks
- Gabriel Lopez, Ryan Banks, Jesse Flanagan, and Joel Paez, Georgia Northwestern Technical College | 1st |

### Technical Drafting
- Xuan Huynh, Savannah Technical College | 2nd |

### Welding
- Morgan Davis, Wiregrass Georgia Technical College | 27th |

### Welding Fabrication
- Jake Rice, Felipe Rodriguez, and Jace Tison, Southern Regional Technical College | 20th |

### Welding Art Sculpture
- Andrew Francis, Wiregrass Georgia Technical College | 4th |

## HIGH SCHOOL RESULTS*

This list features Georgia high school students who won Gold medals at the Georgia SkillsUSA State Championships, and their national placements.

* National placements for Georgia winners listed if student competed at the national level.

### Architectural Drafting
- Chris Fettes, Cambridge High School, Milton, GA | 2nd |
- Noe Batista, Maxwell High School of Tech, Lawrenceville, GA |
- An Nguyen, Maxwell High School of Tech, Lawrenceville, GA |
- Melanie Nin, Maxwell High School of Tech, Lawrenceville, GA |

### Building Maintenance
- Davi Diaz, Cross Keys High School, Atlanta, GA | 7th |
<table>
<thead>
<tr>
<th>National Placement</th>
<th>National Placement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cabinetmaking</strong></td>
<td><strong>Metal Working Display</strong></td>
</tr>
<tr>
<td>Patrick Duckett, North Cobb High School, Kennesaw, GA</td>
<td>Harmon Grier, White County High School, Cleveland, GA</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th><strong>Carpentry</strong></th>
<th><strong>Occupational Health and Safety (Multi Sect.)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Emmanuel Cornejo-Escutia, Cedartown High School, Cedartown, GA</td>
<td>Thierno Barry, Cross Keys High School, Atlanta, GA</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>CNC Milling Specialist</strong></th>
<th><strong>Occupational Health and Safety (Single Sect.)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Michelle Morris, Lumpkin County High School, Dahlonega, GA</td>
<td>Jovan Gallegos, Cross Keys High School, Atlanta, GA</td>
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<thead>
<tr>
<th><strong>CNC Technician</strong></th>
<th><strong>Sheet Metal</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Jorge Sandoval, Rockdale Career Academy, Conyers, GA</td>
<td>Michael Bowen, Lincoln County High School, Lincolnton, GA</td>
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<thead>
<tr>
<th><strong>CNC Turning Specialist</strong></th>
<th><strong>TeamWorks</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Alex Cook, Golden Isles Career Academy, Brunswick, GA</td>
<td>Shyann Bailey, Andrew Bearden, Vidal Diaz-Sandavol, and Hamilton Noggle, Adairsville High School, Adairsville, GA</td>
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</tbody>
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<table>
<thead>
<tr>
<th><strong>Construction Blue Print Reading, Test Only</strong></th>
<th><strong>Technical Drafting</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Brianna Rhodes, Mary Persons High School, Forsyth, GA</td>
<td>Avery Barcarse, Marietta High School, Marietta, GA</td>
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<thead>
<tr>
<th><strong>Construction Math</strong></th>
<th><strong>Tile</strong></th>
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</thead>
<tbody>
<tr>
<td>Fiore Sturdivant, Kennesaw Mountain High School, Kennesaw, GA</td>
<td>Jaden Brock, Calhoun High School, Calhoun, GA</td>
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<thead>
<tr>
<th><strong>Construction Technology Display</strong></th>
<th><strong>Welding</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Elian Barron, Tift County High School, Tifton, GA</td>
<td>Sage Owings, Chattooga High School, Summerville, GA</td>
</tr>
<tr>
<td>Hunter Howard, Tift County High School, Tifton, GA</td>
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<thead>
<tr>
<th><strong>Drywall</strong></th>
<th><strong>Welding Fabrication</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hunter Harris, Murray County High School, Chatsworth, GA</td>
<td>Jared Gunter, Grant Pulliam, Holden Thomas, and Blake Turner, White County High School, Cleveland, GA</td>
</tr>
<tr>
<td>Neal Henry, Murray County High School, Chatsworth, GA</td>
<td>Jacob Cody, Brandon Sisson, Devon Kiley, and Jacob Griffin, Cedartown High School, Cedartown, GA</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th><strong>Electrical Construction Wiring</strong></th>
<th><strong>Welding Sculpture</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Austin Pitts, Upson-Lee High School, Thomaston, GA</td>
<td>Courtney Todd, Maxwell High School of Tech, Lawrenceville, GA</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th><strong>Heating, Ventilation, Air Conditioning and Refrigeration</strong></th>
<th><strong>Woodworking Display</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethan Sellars, Hart County High School, Hartwell, GA</td>
<td>Bryce Boutwell, Houston County Career Academy, Warner Robins, GA</td>
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<table>
<thead>
<tr>
<th><strong>Industrial Motor Control</strong></th>
<th><strong>Woodworking Display</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Jerry Lowe, Camden County High School, Kingsland, GA</td>
<td>Bryce Boutwell, Houston County Career Academy, Warner Robins, GA</td>
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<thead>
<tr>
<th><strong>Masonry</strong></th>
<th><strong>Woodworking Display</strong></th>
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<tbody>
<tr>
<td>Kevin Fraire, Gordon Central High School, Calhoun, GA</td>
<td>Bryce Boutwell, Houston County Career Academy, Warner Robins, GA</td>
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<table>
<thead>
<tr>
<th><strong>Mechanical Drafting Display</strong></th>
<th><strong>Woodworking Display</strong></th>
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<tr>
<td>Jonathan Britt, Chapel Hill High School, Douglasville, GA</td>
<td>Bryce Boutwell, Houston County Career Academy, Warner Robins, GA</td>
</tr>
<tr>
<td>Rafael Paschal, Chapel Hill High School, Douglasville, GA</td>
<td>Bryce Boutwell, Houston County Career Academy, Warner Robins, GA</td>
</tr>
</tbody>
</table>
CEFGA INVESTMENT BUILDS THE CONSTRUCTION TALENT PIPELINE

CEFGA appreciates the support of the following donors. Thanks to your contributions, we are able to promote the construction industry as a career by supporting construction and training programs, and job placement of work-ready people throughout Georgia. Together, we are building the construction industry one person at a time.

CONSTRUCTION READY DONORS

THE ANNIE E. CASEY FOUNDATION

THE ARTHUR M. BLANK FAMILY FOUNDATION

Atlanta CareerRise

WORK SOURCE GEORGIA

A proud partner of the Workforce Innovation Network

K12 PIPELINE DONORS

THE ARTHUR M. BLANK FAMILY FOUNDATION


THE CEFGA CAMPAIGN DONORS

PRESENTING ($30,000)

GEORGIA HIGHWAY CONTRACTORS ASSOCIATION

THE HOME DEPOT

Technical College System of Georgia

PLATINUM ($20,000)

AGC Georgia

HB NEXT

Georgia Power Foundation

GOLD ($10,000)

CWM CONTRACTING CO.

GaDOE

Georgia Energy and Infrastructure Construction Consortium

Georgia Power

HOLDER

JE DUNN

McCARTHY

METROPOWER

NEW SOUTH

WINTER
SILVER ($6,000)
- Baldwin Paving Company
- Construction Clean-Up Specialists
- DPR Construction
- E.R. Snell Contractor
- Georgia Sheet Metal (JATC)
- Parrish Construction Group
- Pittman Construction Company
- Mid-South Roof Systems
- Swinerton

BRONZE ($3,000)
- A4 Inc.
- All South Sprinkler Company
- Anning-Johnson Company
- Astra Group
- Atlanta Electrical Contractors Association (AECA)
- Baker Concrete Construction
- Batson-Cook Company
- Building Officials of Georgia
- C.C. Owen Tile Company
- Carroll Daniel Construction Company
- Collins and Arnold Construction Company
- Cooper, Barnette & Page
- The Conlan Company

BASIC ($1,500)
- All-State Electrical Contractors
- Alpha Insulation & Waterproofing Company
- Anderson Construction
- Argos USA
- Balfour Beatty
- Beacon Roofing Supply
- Blount Construction Company
- Bowen & Watson
- C&M Masonry Contractors
- CD Moody Construction
- Chaot Construction
- The Circle Group
- Classic Concrete Forming
- Commercial Roofing Specialties
- Construction Materials
- Dollar Concrete Construction Company
- Ed Castro Landscape
- Ely Concrete Construction
- FS 360
- Fluor
- Gainesville Mechanical
- Garbutt Construction
- Genoa Construction
- Georgia State Financing and Investment Commission
- Grace Construction Products
- Herc Rentals
- HLB Gross Collins
- Hanson Aggregates
- The Jon Smith Group
- Marek Interior Systems/Memco
- Martin Concrete
- Martin Marietta
- North Perimeter Contractors
- Peachtree Equipment
- Pritchard & Jerdan
- Renfroe Construction
- R.K. Redding Construction
- R.W. Allen Construction
- Sports Turf Company
- Stasco Mechanical Contractors
- TCM Waterproofing
- Tebarco Mechanical Corporation
- United Rentals
- Universal Steel
- Up Scaffolding
- Versico
- Willis Towers Watson Group

KICKBALL TOURNAMENT SPONSORS
- AGC - YLP
- Batson - Cook Company
- Brasfield & Gorrie
- C.W. Matthews Contracting
- DPR Construction Inc
- Enterprise Fleet Management
- Faith Technologies
- Harrison Contracting Company
- HB NEXT Corporation
- Holder Construction Company
- JE Dunn Construction
- McKenney's
- New South Construction
- R & D Mechanical Services
- Ready Mix USA
- The Roof Depot
- Winter Construction Company

**REVENUE BY TYPE**
- Government: $837,831 (30%)
- Private Industry: $584,140 (41%)
- Philanthropic: $612,578 (29%)
- Total Revenue: $2,034,549

**BY PROGRAM**

<table>
<thead>
<tr>
<th>Revenue</th>
<th>65%</th>
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</thead>
<tbody>
<tr>
<td>Expenditures</td>
<td>59%</td>
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</tbody>
</table>

**FINANCIALS** Fiscal Year: July 1, 2018 through June 30, 2019

- CONSTRUCTION READY
- CAREEREEXPO/SKILLSUSA
- K12 PIPELINE
- ADMINISTRATION
CEFGA relies on the generous support and involvement of construction companies and other organizations throughout Georgia. A special thanks to each of these companies, especially AGC Georgia and its many members for their leadership in Regional Workforce Development Alliances throughout our state.

### Construction Ready Partners and Employers Since Program Inception in 2014
- Companies who supported CEFGA’s K12 Pipeline middle school and high school construction program on school advisory boards, certification teams, and in other roles
- Companies who participated in CareerExpo 2018
- Companies who donated to CEFGA

#### ICON KEY
- Construction Ready Partners and Employers Since Program Inception in 2014
- Companies who supported CEFGA’s K12 Pipeline middle school and high school construction program on school advisory boards, certification teams, and in other roles
- Companies who participated in CareerExpo 2018
- Companies who donated to CEFGA

#### Construction Ready Partners and Employers Since Program Inception in 2014
- B4 Lumber
- 2000 Concrete
- A & B Sheet Metal
- A. West Enterprises
- A4 Inc.
- AAA Commerical Floors
- ABC Traffic Solutions
- Ace Electric
- Adams Construction Services
- Adams Exterminators
- Advance Electrical & Industrial
- Advanced Concrete Services
- Aircro Industrial Services
- Airgas
- Alan Harp Design
- Albany Technical College
- Alexander Contracting
- All Roof Solutions
- All South Sprinkler Company
- All-State Waste
- Allen & Batchelor Construction
- Allen & Graham
- Allen Floors
- Allied Paving Contractors
- Allison Smith Company
- All-State Electrical Contractors
- Alpha Insulation & Waterproofing Company
- Altman & Barrett Architects
- American Glass & Mirror
- American Structural Concrete
- American Welding Society
- Atlanta Section
- Anderson Construction
- Anning-Johnson Company
- Apex Painting & Decorating
- Apollo Roofing Company
- Applied Software
- Architectural Glazing Systems
- Architectural Visions Inc (AVI)
- Argos USA
- Arrow Exterminators
- Art Plumbing Company
- ArtUSA Noise Control Products
- Asa Carlton
- Ashmore Concrete Plumbing
- Ask-Kay Electrical Contractors
- Associated General Contractors of Georgia
- Astra Group
- Astro Interior Contracting
- Atkins Electric
- Atlanta & North Georgia Building Trades
- Atlanta CareerRise
- Atlanta Commercial Millworks
- Atlanta Electrical Contractors Association
- Atlanta Gas Light
- Atlanta Lighting Protection
- Atlas Demolition
- Auburn University
- Augusta Concrete Block Company
- Augusta Industrial Services
- Augusta Sash & Door
- Augusta Technical College
- Axios Industrial Maintenance
- B&D Concrete Cutting
- Baker Concrete Construction
- Baker Roofing Company
- Baldwin Paving Company
- Ballfour Beatty Construction Company
- Barnett Southern Corporation
- Bass Electrical Contracting
- Batson-Cook Company
- Beacon Roofing Supply
- Ben B Gordy Construction
- Ben Hill Roofing
- Benkel Construction Services
- Benning Construction Company
- Benton-Georgia
- Bill Roberts Electrical
- Birdair
- Blessed Masonry
- Blount Construction Company
- Bowen & Watson
- Braden Fellman
- Brand Energy Infrastructure Services
- Brandit
- Brandsafway Solutions
- Brasfield & Gorrie
- Brasington Bailey Construction
- Brent Scarbrough Construction
- Brick Industry Association
- BrightView Landscape
- Broad River Welding
- Brown, Nelms Co., CPAs
- Bryant Electrical Contractors
- Bryson Constructors
- BTD
- Buckhead Landscape
- Building Officials of Georgia
- Butch Thompson Enterprises
- C.C. Owen Tile Company
- C.W. Matthews Contracting Company
- C&M Masonry Contractors
- CA South
- Cain Electric Company
- CANA Communications
- Capital City Electrical Services
- Carlisle Syntec Systems
- Carroll Daniel Construction Company
- Carroll EMC
- Carson Enterprise
- CBP Environmental
- CD Moody Construction
- Cemex
- Centennial Contractors Enterprises
- CenterPoint Sitework & Utilities
- Central Georgia Technical College
- Century Fire Protection
- Ceramic Tile Education Foundation
Certain Teed
Chambers Mechanical Contractors
Chamless Construction Specialties
Champion Paints
Chattohoochee Technical College
Cherokee Block & Brick
Chaat Construction
City of College Park Power
CJB Construction
Clark Construction Services
Classic Concrete Forming
Cleaver Brooks
Cleveland Carter Enterprises
Coastal Pines Technical College
Cobb Law Group
Collins and Arnold Construction Company
Columbia Forest Products
Columbus Technical College
Commercial Floors
Commercial Glass Installation
Commercial Roofing Specialties
Complete Stairs Company
Concrete Design & Repair
Conditioned Air Systems
Conklis Metal Industries
Construction
Clean-Up Specialists
Construction Materials
Contractor's Register / The Blue Book Network
Contractors South
Cooper, Barnette & Page
CORE Project Management
Cowin Equipment
Company Southeast
Crabapple Landscapexperts
CrossStone Management
Crowder Construction Company
CSRA Electrical JATC DCO
CSS Coating
CTAERN
Custom Building Products
Custom Enclosure Solutions
D & L Contractors
D. W. Sanders
Tile & Stone Contracting
DACA
Dahlauser Group
Day & Zimmerman
Dean Electric Company
Deerfield Environmental
Deerwood Fasteners
Delta Termite and Pest Control
Dennis Taylor & Company
Derr & Isbell Construction
Dewayne Moore Painting
Diversified Utility Services
DNK Construction
Dollar Concrete
Construction Company
Donley's Concrete
Downey Trees
DPR Construction
Duckworth Development
Duffey Southeast
Dynamic Sports Construction
E.R. Snell Contractor
EC Electric
Eckardt Electric Company
Ed Castro Landscape
Electric Cities of Georgia
Ely Concrete Construction
EMC Engineering Services
Engineered Openings and Hardware Supply
Ernst Concrete
Essayon Progress Management
Excel Electrical Technologies
F & S Mechanical and Plumbing Services
Faith Technologies
Fastenal
Finuf Sign Company

FitzGerald & Sons Plumbing Company
Florida Masonry Education Foundation
Flour
Fly & Form Structures
Foley Design Associates
Four Hats
FS 360
Fulcrum Construction
GA NorthWestern Technical College
GAF
Gainesville Fire Protection & Gas and Supply
Garbutt Construction
Gardner & Sons Sheet Metal
Genoa Construction
Georgia BII
Georgia Apartment Industry Education Foundation
Georgia Association of Water Professionals
Georgia Automatic Sprinkler Company
Georgia Construction Aggregate Association (GCAA)
Georgia Department of Education
Georgia Department of Labor
Georgia Department of Transportation
Georgia Drywall
Georgia EMC
Georgia Energy and Industrial Construction Consortium (GEICC)
Georgia Fire Sprinkler Association
Georgia High Country Builders Association
Georgia Highway Contractors Association
Georgia Masonry Supply
Georgia Mechanical
Georgia Peadmont Technical College
Georgia Power
Georgia Power Foundation
Georgia Sheet Metal (JATC)
Georgia Southern University

Georgia Specialty Constructors
Georgia State Building Trades
Georgia State Financing and Investment Commission (GSFIC)
Georgia System Operations
Georgia Tech School of Building Construction
Georgia Trade School
Georgia Transmission
Georgia Utility Contractors Association (GUCA)
Georgia Work Based Learning
Gilbane Building Company
Gill Plumbing Company
Glass Service Center
Godwin Pumps
Gold Mech
Gold Star Electric
Goodman Decorating Company
GPs Enterprises
Grabber Decorating Company
Grace Construction Products
Grahl Construction
Great Southern Demolition
Greater Georgia Concrete
Greene & Associates
Greenlee Textron
Greenwood Group
Greystone Power Corporation
Grip Applied Technologies
Gunter Construction Company
Gwinnett Technical College
Gwinnett Technical College
H.E. Hodge Company
Hallway Plumbing
Hanson Aggregates
Hanson Heidelberg Cement Group
Harbin Lumber
Hardimon Contractors
Harrison Contractors
HB NEXT
HD Supply
Heads Plumbing Sales & Services
Heavenly & Associates
Construction Company
Herc Rentals
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MAKES AN IMPACT

We put people to work in the construction industry. We exist to create success stories. They are “THE WHY” that drives CEFGA and all that we do as an organization.

PROGRAM METRICS

- Placement of Graduates since 2014: 95%
- Days to Industry Placement: 25
- Graduates Employed after 365 Days: 70%
- Average Age of Graduates: 36
- Total Program Graduates: 936
- Placements into Full-Time, Living Wage Careers: 895
- Starting Range of Pay for Graduates (per hour): $12–15
- Wages Earned by Graduates since 2014: $41M+
### High School Metrics

- **1,192 Students Earned Credentials**
- **267 Total High School Programs**
  - 122 Construction
  - 48 Metals
  - 97 Architecture
- **123 Average Enrollment per Program**
- **58 High School Industry Certified Programs**
- **603 Students in Work-Based Learning/Youth Apprenticeship Program**
- **505 Graduates Entering Industry**
- **355 Companies Engaged in 2018-19**

### CareerExpo Metrics

- **86K Total Attendees since 2005, CareerExpo’s first year**
- **8,615 Total Attendees in 2019**
- **5,914 Students**
- **122 Students Exposed to a Career in Construction**
- **1,187 Influencers (Teachers, Parents, Counselors and School Administrators)**
- **20 Worlds Featured in 2019**
- **1,514 Industry Volunteers, Exhibitors and Other Guests**