



# Build YOUR Future

Helping Idahoans Launch  
Careers in Construction

July 2018



# Agenda

Background on AGC &  
Idaho's Construction Industry



Understanding the Problem &  
Identifying Solutions



The "Build YOUR Future" Program



Next Steps

# Who We Are



The Idaho Associated General Contractors (AGC) is one of the largest of the AGC of America's 88 national chapters.

Founded in 1934, the Idaho AGC is made up of almost 600 Idaho companies who employ more than 40,000 Idahoans in every corner of our state.

## VISION

The Idaho AGC is the premier professional association representing and supporting Idaho's construction industry.

## MISSION STATEMENT

The Idaho AGC supports its members by providing unified industry leadership, superior advocacy, workforce development, meaningful education and training courses, effective programs, and beneficial services.

## VALUES

The Idaho AGC fosters the core values of **SKILL, INTEGRITY, and RESPONSIBILITY** in each of its members and reflects these values in all that it does.



# Idaho's Construction Industry



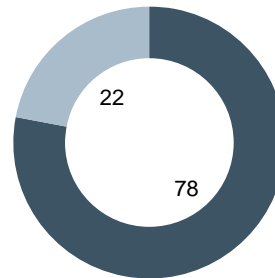
## Construction in Idaho:

- 6,000 Idaho companies – 95% are family owned
- >\$3 billion annually = 5% of Idaho's GDP
- 7% of all Idaho jobs – ranked 12 in nation
- #1 state for construction employment growth last 2 years
- Average pay = \$45,000 – 5% higher than state average
- Spending now well beyond pre-recession levels
- Forecast indicates continued growth
- Construction continues to boom in cities and towns across the entire state of Idaho

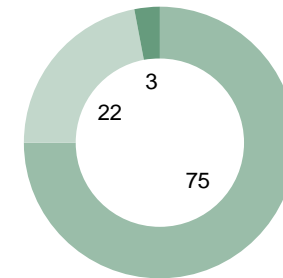
**Contractors nationwide struggle to find skilled workers and are taking steps to address the issue**

**Results from national survey conducted in fall of 2017 by AGC of America & Sage Construction and Real Estate**

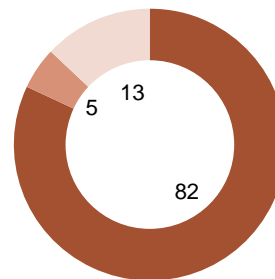
## Workforce Development Challenges



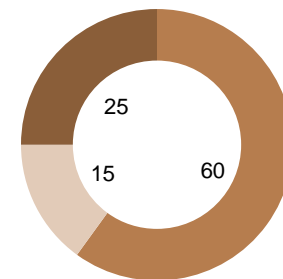
Difficulty Hiring Craft Positions



Forecasted Hiring in 2018



Getting Harder to Find Employees



Increase in Pay in 2018



# The Problem

## Idaho Construction Has a Workforce Development Problem:

1. All trained construction professionals are fully employed.
2. Despite impressive wage growth, thousands of positions are left unfilled across all sectors of the industry.
3. Too many Idahoans are trapped in low-wage, no-benefit jobs.

In spring of 2017, the Idaho AGC hosted a Workforce Development Summit that included a wide range of partners and covered more than 50 potential solutions proposed by partners or other AGC chapters.

From this wide pool, the Idaho AGC identified the following priorities:

1. Assist Idaho companies to hire available workers through the WeBuildIdaho.org website & construction specific job board.
2. Continue to support expansion of the Construction Management Program at Boise State University & BYU Idaho.
3. Import the “Construction Careers Now” program from Colorado and rebrand it “Build YOUR Future”.
4. Import the “Educator Externship” program from Oregon.



## Construction Careers Now



<https://youtu.be/gkRsrccK4Hs>

# Build YOUR Future



**Our plan is to take this successful program from 1 urban location to 6 locations across Idaho.**

4 Weeks – 3 hours per day / 4 days a week

- Week 1: Construction Basics & Career Options
- Week 2: Safety & Construction Math
- Week 3: Building Techniques & Job Types
- Week 4: Professional Development & Hiring Fair

Collaborative Approach

- AGC: Funding, Recruitment, & Program Administration
- Training Centers: Instruction & Student Management
- Contractors: Instruction, Hands-on Demonstrations, & Hiring Fair
- Workforce Development Council: Promotion & Funding



# Serving All of Idaho



LEWIS-CLARK STATE  
COLLEGE



Idaho State  
UNIVERSITY

# Thanks For Your Time!

Wayne Hammon, CEO  
Idaho Associated General Contractors

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[www.IdahoAGC.org](http://www.IdahoAGC.org)

[www.WeBuildIdaho.org](http://www.WeBuildIdaho.org)

