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The BIA Workforce News



Preparing today's workforce for tomorrow while building tomorrow's workforce today

Feb. 11, 2009 Vol. 02 No. 02



Issue Spotlight:

**Instructor Fred Larsh
San Juan High School
Construction Tech ROP**

**Click Here
for the article and pictures**





Workforce Development

Preparing today's workforce for tomorrow while building tomorrow's workforce today

The North State Building Industry Association is a community-based organization representing homebuilder and associate members as well as the 66,000 jobs that make the dream of homeownership a reality in the greater Sacramento region.

The BIA has dedicated more than 60 years to advocating on behalf of home builders in the public policy arena, serving our members and the public as an education and information resource on all things related to homebuilding, as well as making a difference in communities throughout

20 counties of Northern California.

In 2005, the North State Building Industry Association received a "Building Today's Workforce for Tomorrow" grant from the Home Builders Institute, <http://www.hbi.org/>. This grant is funding the development of a systemic approach to construction industry workforce development by forging partnerships with schools, community colleges, residential apprenticeship programs and employers to train workers for careers in the home building. The BIA's workforce development efforts include:

- Creating programs to inform the public and potential industry workers about the industry as a viable career option.

- Working with partnering schools and training sites to maximize the number of youth who are exposed to and knowledgeable about all aspects of the residential construction industry.

- Providing a continuum of recruitment, career exploration, education, and training, beginning with middle and high schools and continuing through post-secondary education and lifelong learning.

For more information contact the BIA at (916) 751-2761 or visit <http://www.biaworkforce.com/> to discover career opportunities within the homebuilding industry.



North State Building Industry Association

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<http://www.northstatebia.org/>

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Industry News

Trade Shows, Events and Classes

February 12 Health Fair and Open House

The El Dorado Builders Exchange invites you to a Health Fair and Open House at their office, 3430 Robin Lane, Suite 7 in Cameron Park, from 3 to 6 pm on Thursday, February 12. The event will feature:

El Dorado County ROP Culinary students demonstrate their talents cooking chicken fajitas.

El Dorado County ROP Dental students will hand out dental hygiene samples.

El Dorado County ROP Medical students will be here to test your blood pressure.

'Jenny Craig' will be here with delicious samplings, cookbooks and give-a-ways.

HealthNet, Kaiser, Met-Life and Vision-SP representatives will be here to answer your questions.

Plus raffle prizes from the vendors. Everyone is invited, and there will be special treats for the kids! For more information contact Linda or Courtney at (530) 672-2955.

March 17 Code Class

A Uniform Plumbing Code Update Class will be offered by the Plumbing, Heating, and Cooling Contractors (PHCC) of the Sacramento Valley on Tuesday march 17 from 5 to 8 pm. The class will be held at their training facility, 5816 Roseville Road in Sacramento.

The class includes three hours of instruc-

tion highlighting changes to the 2006 Uniform Plumbing Code.

The cost is \$25 for PHCC members and employees of member firms, and \$45 for non-members. The fee includes a light dinner. Copies of the 2006 UPC book will be available for purchase for \$80.

For additional information, contact the PHCC at (916) 925-7390.

April 15 Trade Show

The Plumbing, Heating, and Cooling Contractors (PHCC) of the Sacramento Valley will be holding their Annual Trade Show on Wednesday, April 15 from 3 to 7 pm at the Scottish Rite Center, located

at 6151 H Street in Sacramento.

For additional information about this event please contact Tracey by email at TraceyPHCC@aol.com or call (916) 925-7623.

Don't see your event or class listed here?

If you would like to share your press release or event information with the members of the Northstate BIA, the students, parents and teachers in the twenty county service area who read this digital magazine, email your information to C&S Publishing at CandSpublishing@gmail.com.

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Fred Larsh: Introducing Students To The Many Aspects Of Construction

By Steve Berlin
C&S Publishing

Teachers all over the country are having their budgets slashed in these hard economic times. For Fred Larsh, Construction Technology Instructor at San Juan High School, it just means he has to work a little harder at finding the raw materials for his students to work with.

“We have been extremely fortunate,” said

Fred, “because we have a lot of excellent companies out there who know us and if they have some materials left over from a project they call us.”

The snack bar, pictured below, that Fred’s class is building for the school will be used to sell sodas and hot dogs at athletic events. It was designed and built by his students. All the materials were donated by the San Juan Booster Club.

Fred is a general contractor, and brings

years of construction experience to his classroom. His students know that when he tells them something, it is from real world experience. Fred is still minimally active in Larch Construction, but these days the business is mostly run by his brother. When asked why he gave up the good money to work with the students, he replied, “These are great kids, and I can help them learn a trade that will support them, and their families, for the rest of their lives. This is extremely fulfilling work.”

“My brother gets frustrated with me sometimes,” added Fred with a laugh. “But he understands that I love what I’m doing. This is my radical sabbatical.”

Fred’s classes cover all facets of the construction process, not just painting the side of a snack shack. That particular project, for example, began with the students preparing a Request For Proposal (RFP) so that they would understand what the job required. They created a materials list, and blueprints and specifications. They timed out the project, divided themselves into crews and assigned themselves tasks.

Fred was there to offer advice, oversee the planning and construction, and make sure the crews observed all construction codes and safety regulations. But, for the most part, the students designed and built the snack shack on their own.

And it is excellent. Indeed, from this reporter’s perspective it seemed perfect, but Fred corrected me, “My students know that I demand excellence and that perfection isn’t obtainable.”

“My classes,” said Fred, “focus on giving the students a solid knowledge of construction, how to properly use the tools of the trade, and job site safety.”

“I try to also give my students solid life skills,” Fred added. “When these kids get hired, I want them to have a great work ethic, and know how to be responsible for themselves and the tasks they are assigned to accomplish.”

But the most important thing, said Fred, “is you have got to find out what you

love. If you don’t love what you are doing, you won’t be successful at it.”

The best advice Fred can give to a high school student is to go on to college.

“There are a lot of jobs in construction that require some college or a college degree,” pointed out Fred, “such as construction management or civil engineering.”

Chances are, Fred suggests, is that if you take a serious look at today’s modern building and construction trades, you may find something to love. He pointed out that very soon the industry’s skilled labor pool will be headed into retirement, which means there is going to be even more opportunities in the trades. “The flood gates of opportunity are going to be

wide open,” he said.

Those jobs in the trades are not just going to be for hole diggers or truck drivers. The massive investment in public works projects and infrastructure rebuilding that the President and Congress are pushing will create thousands of high paying jobs for electricians, plumbers, welders, architects, and contractors of every type.

Even if you think you are college bound and headed for a skilled position in an engineering or architectural firm, some hands-on experience in a couple of construction technology classes will round out your academic education with some real world experience. It may even help you to find out what it is you love to do, and that could change your life.

ROP Success Story

Derick Hall is a Junior at San Juan High School. He had heard good things about the Construction Technology Program, and decided to give it a try.

“That was the best decision of my life,” said Derick.

What appeals to Derick is that the work is, in large part, hands on. While there are skills to be learned, such as proper construction methods and building codes, part of the class is always devoted to hands on work.

We are getting some serious building done,” noted Derick. “It’s great because we are being treated as adults. We are given work and we get it done.”



Derick Hall, student

Scott Zachman, President, EZ Electric: An ROP Success Story

By Steve Berlin
C&S Publishing

It is entirely possible that if Scott Zachman had not decided to get into his High School's ROP program, he would not today be one of the founders and President of EZ Electric. This is a company that Scott and ten others started in 1986 and, before the economy hit the skids, had nearly 500 people working out of their Bay Area and Sacramento offices, doing primarily residential electrical work.

"I stumbled onto the ROP program," said Scott, "through my love of hot rods."

He and a buddy, attending a private Catholic High School in Mountain View, were being groomed for college. At that time neither Scott nor his friend were sure what they wanted to do with their lives, or even if college was for them. Then they found the ROP Program, and jumped on the chance to work on hot rods.

"The ROP program opened my eyes," claimed Scott. "Being in ROP definitely shaped me, and made me a much better businessman. I have always felt that the real world experience I gained from ROP gave me something over the other kids who were not in the program."

Scott did end up going to college, and now runs his own firm. His buddy stayed in the ROP program, became an aviation mechanic, and has had turned that into a very successful and lucrative career.

The real world lessons Scott learned in ROP stayed with him, helped to make him a better student at college, and when he



Scott Zachman, one of the founders and President of EZ Electric.

finally decided to start his own business, he had that real world work experience to back up what he had learned in class. Together, that experience combined with his academic work enabled him to create a viable company and to be successful.

"Too many of the high schools today have gotten away from ROP programs," said Scott, "and that is too bad. You can make a very good living in the trades."

When the Granite Bay ROP program cold-called Scott in 2002, they did not know he was an ROP success story. He quickly agreed that his firm would like to participate in the program, and "seriously suggested" to his Human Resources (HR) Manager that they participate. Out of that cold call EZ Electric gained several ROP students.

"We placed them into crews where they

could be on the job site and work productively, learning from our senior guys," explained Scott. "It was a wonderful experience for us, and I like to think for the students also."

While the slow economy has put a damper on ROP placements, Scott is enthusiastic about the program and is committed to resuming when he can.

"The future of our business," said Scott, "is having kids right out of high school join our team."

EZ Electric, like many other smart businesses, like to take in talented young people who have the aptitude and drive to succeed, and then work with them and train them to move up. His managers, supervisors and foremen all started at the bottom and moved up through the ranks. All are motivated to succeed, and work

"The ROP program opened my eyes. Being in ROP definitely shaped me, and made me a much better businessman. I have always felt that the real world experience I gained from ROP gave me something over the other kids who were not in the program."

hard, and having that level of skilled and driven employees has been a major factor in the success of EZ Electric over the past 23 years.

"We have people here who have worked with us for 20 years. We have second generation employees here. Those who show the ability and the drive can shoot up like a rocket in this company."

For those who are not sure what they want to do after high school, or may be wondering if going to college is the right thing for them to do, the ROP program can help show them more options.

ROP provides real world work experience that high school can not give students, and that is always a valuable lesson, even for those who do go on the college, like Scott did.

From his time in the ROP program, Scott learned valuable work skills and life les-

sons that he kept with him and used all his life – and is still using in his business today.

Almost everyone can benefit from the real world work experience ROP provides. It certainly worked for Scott Zachman.

About EZ Electric

EZ Electric is one of California's premier electrical contractors, designing, installing and servicing the wiring systems in single-family residences as well as multi-family developments. Their dedication to service means clients can count on professionalism, price competitiveness, and quality workmanship on every job.

The company excels at single-family and multi-family residential electrical design and installation, and also provides wiring services for the custom home and remodel as well as the residential home insurer. They have a defined management process whereby suppliers, service personnel, designers, and builders are kept up to date with the critical information they need to

ensure a smooth critical path to project completion – whatever the project size.

Their latest online systems provide accurate estimating, timely job costing and production control data. EZ Electric's estimating department offers over 30 years of experience to help create an efficient, economical installation. The system keeps overhead low while allowing optimum control over job progress. This means uninterrupted service and timely project completion for EZ Electric customers.

For more information about this innovative company, visit the EZ Electric web site at www.ez-electric.com/



Life After High School: Consider The PHCC Apprenticeship Program

By Steve Berlin
C&S Publishing

Over the past five years, the Plumbing, Heating and Cooling Contractors (PHCC) Association's certified plumbing apprenticeship program has graduated more than 150 students into the ranks of journeymen plumbers.

"I wish I could tell you that all these young men and women are working at high paying jobs today," said Harry Moos, Director of Educational Partnerships, "but the truth is that all our graduates are men. We need more female apprentices."

After a moment's thought, he added, "There is so much work that needs to be done, that is coming down the pipe, that we will all be overworked. The need for plumbers is huge, and it's going to get bigger."

Helping to train the next generation of journeymen plumbers is what Harry and his apprenticeship program is all about.

The program consists of 160 classroom hours a year, 40 hours of online study, plus 1,800 hours of on-the-job work experience. It takes four years to complete the entire program — there is that much that needs to be learned to become a journeyman.

"Plumbing today is much more complicated today than it was even twenty years ago," explained Harry. "Why, even a simple gas water heater installation could be deadly if it's not connected properly."

There are about 140 companies sponsoring students to the PHCC apprenticeship program. Even though the classroom work is only two weeks each year, there are always students in and out of the building. The first section of the first year apprentice class might be followed, for example, by the second section of the third year class and then the first section of the fourth year class, and so on.

"Keeping track of the students is practically a full-time job," said Harry. "We are getting new software that will help us



Harry Moos, Director of Educational Partnerships.

track the students."

The PHCC two-week training method is called "concentrated training" and is the newest trend for apprenticeship programs. According to PHCC literature, "students and employers are getting more benefit from concentrated training, their programs have improved greatly, and par-

"If you are employed doing a job that everyone needs, then you will never find yourself unemployed. Plumbing is something that we, as a nation, will always need. Being a plumber means that your skills will always be in demand, and that means you will always have a job."

ticipants are appreciative of the change."

The program is so well organized and presented that there is less than a ten percent dropout rate in the first year. According to Harry, students who pass the first year don't drop out after that.

"I tell all the new apprentices when they come in," noted Harry, "that I hope they stick with the program, get their journeyman's card, because then they can earn a good living."

Apparently they are taking Harry's advice to heart, as the nearly zero drop out rate after year one documents. After completing the four years of work and study, Harry's students take the official journeyman test.

"Our students," said Harry proudly, "score in the ninety percentile on that test."

For the students, that fact means they can get high paying jobs right out of the classroom.

Harry pointed out that the U.S. Department of Labor has published studies documenting that we are not graduating enough journeymen plumbers.

"Wait until we run out of plumbers," said

Harry with a huge grin, "and we have to start paying them \$250 an hour!"

"Best of all," added Harry, "once you have plumbing skills, and a Journeyman's card from California, it's good in

any other state. You can go anywhere and earn a great living!"

For more information on the PHCC apprenticeship program, please call (916) 640-0910 or visit www.PHCCgsa.org/

You Can Make A Difference Support The Scholarship Fund

The reality of corporate life in America is that not every business will survive. Over the past year or so we have seen a record number of companies enter bankruptcy. Some never emerge while others just close their doors forever.

What happens to their apprentices?

"We have had students here — excellent students who will one day be excellent plumbers — who woke up one day to find that the company they worked for, and who was sponsoring them in the apprenticeship program, was no longer in business," said Harry sadly.

Without that job and the company sponsorship, it might be the end of the line for these students.

But not if Harry can help it. He has taken

up the task of building a scholarship fund to help apprentices in this position continue with their academic studies. And yes, before you ask, he does also spend the time and effort to try to help them get a new job.

You can be part of the solution, and can help Harry help these deserving students. The Foundation is a federally certified 501(c)3 non-profit, so your donations will be tax deductible (check with your tax person).

Times are tough right now, but if we don't train the next generation then we, as a nation, are going to be in even more serious trouble. Any donation will be helpful.

To make a gift, or to get more information, please contact Harry at (888) 929-6207 or email Harry.Moos@yahoo.com



PHCC Apprentices Compete in Annual SkillsUSA Championship

SkillsUSA is the national organization for students in trade, industrial, technical and health occupations education. It sponsors the SkillsUSA Championships annually to recognize the achievements of career and technical education students and to encourage them to strive for excellence and pride in their chosen occupations.

Over 5,000 outstanding students joined in the excitement of hands-on competition in ninety-one different trade, technical and leadership fields. Shown at the left are apprentices from the PHCC of California program installing water saving upgrades during the competition. For more information about the SkillsUSA program, please visit www.skillsusa.org/

Bianchi Plumbing: Helping Students Learn Industry Skills

By Steve Berlin
C&S Publishing

Without a doubt, Bianchi Plumbing is one of the bigger players in the industry. Paul Bianchi, III founded Bianchi Plumbing with the certainty that he had something valuable to offer — his numerous years of experience in the industry and a strong dedication to client service. Through quality installations and a reputation for responsiveness, Bianchi Plumbing has expanded to nearly 300 employees covering a seven county service area.

“Many years ago,” said Brian Peters, Bianchi Human Resources Manager and Safety Director, “we recognized that we were not getting a pipeline of qualified workers from our area high schools. So we began an internship program.”

To do that they reached out to the community. Among other things, Brian generously donates his time and some



of Bianchi Plumbing’s resources to the Northstate BIA. Brian sits on the workforce development committee, helping to promote and foster programs that will introduce high school students to the many job opportunities offered by the building and construction trades.

Bianchi Plumbing also sponsors students to the PHCC apprenticeship program. Currently, they are paying the fare for fifteen apprentices.

“Even though the PHCC apprenticeship program takes four years, it’s well worth the time, money and effort,” said Brian. He pointed out that “a quality plumber provides a quality install,” and for Bianchi, doing quality work is what it is all about.

“Plumbing,” said Brian, “is a respectable profession. We have gotten a bad reputation, but there are a lot of excellent job opportunities in plumbing. Our guys get paid very well.”

He added, “There are a lot more jobs

in plumbing than just digging holes or plumbing a sink. As an industry, we have become much more sophisticated”

The evolution of plumbing into a more technical and sophisticated trade includes such tasks as design/build, where the firm creates the plumbing plan for the entire project, then builds it. It also includes CAD/CAM architectural work, such as former 49er ROP student and now Bianchi Plumbing employee Chris Arvalo does (see sidebar at right).

Plumbing also includes Green Building, alternative energy solutions, and solar power. Bianchi is an industry leader in solar hot water heating, providing a reliable solution that can save a lot of money for their clients.

“Bianchi Plumbing is a place where our employees can continue their education, support their family, and build a great future,” said Brian.

For more information visit their web site at www.BianchiPlumbing.com

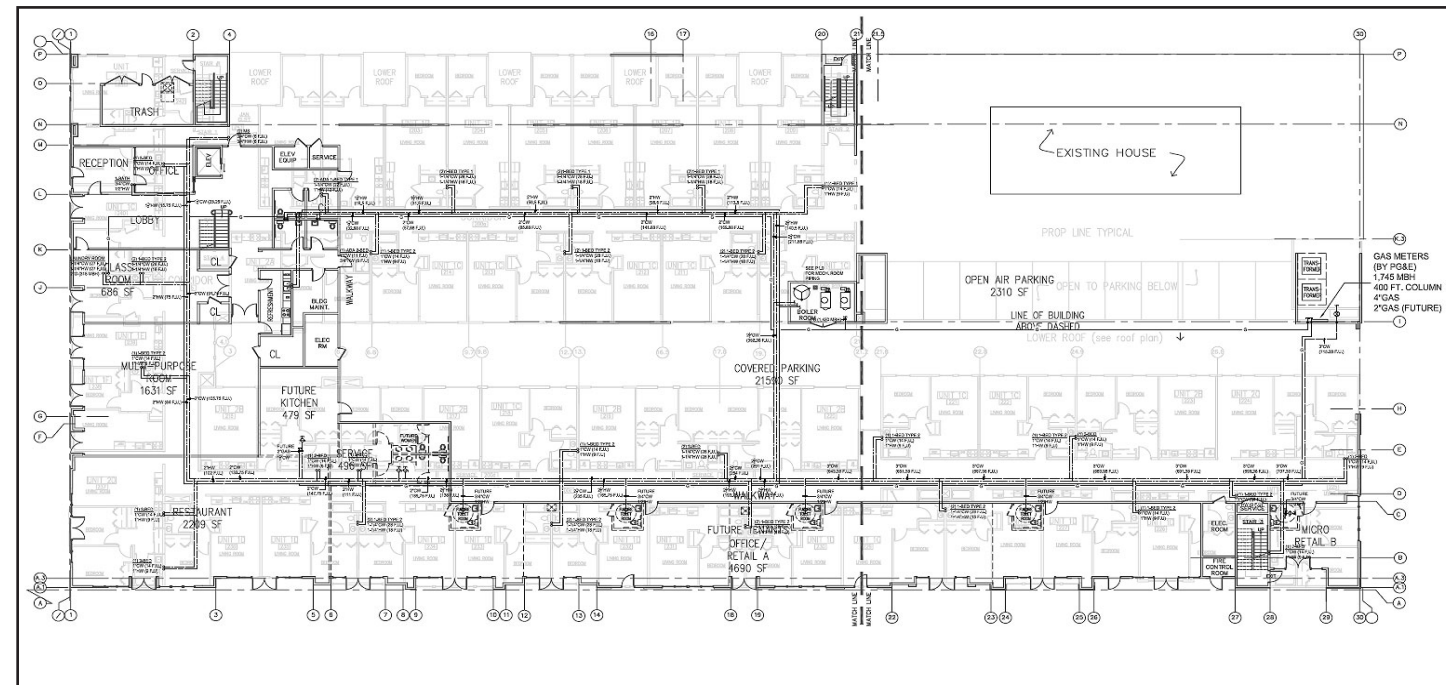


Chris Arvalo, shown at left, graduated from Roseville High School last year. While there he took advantage of the 49er ROP program.

Chris was interested in computers, and through the ROP program was able to get an internship at Bianchi Plumbing doing CAD/CAM drafting work.

Shown below is one of the many actual job drawings Chris worked on at Bianchi Plumbing.

“Chris learned a lot from us and from school,” said Brian Peters, Human Resources Manager at Bianchi Plumbing. “After his graduation, we offered Chris a paid position here and he accepted. Chris is one of many examples of students who got into ROP just to see what is available in the real world and ended up finding a job that he really liked.”



Brian Peters, Bianchi Plumbing Human Resources Manager and Safety Director.

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The Woodwork Institute C.E. Bernhauer, Jr. Scholarship Foundation is Now Accepting Applications

Formerly known Woodwork Institute of California, or WIC, the Woodwork Institute's mission is to provide the leading standards and quality control programs for the architectural millwork industry through our Manual of Millwork, Certified Compliance, and Monitored Compliance Programs, and to promote quality craftsmanship and design through awards programs.

The Woodwork Institute was founded in 1951 and is a regional organization of independent and competing producers of millwork and allied products. Its particular purpose is to promote to the architectural design community the development and dissemination of information relative to the uses, advantages, and utility of wood and allied products.

The Woodwork Institute is devoted to controlling and improving the quality of architectural woodwork and millwork, and maintaining the vitality of the millwork industry.

The Woodwork Institute C.E. Bernhauer, Jr. Scholarship Foundation is open to individuals interested in pursuing or furthering a career in the architectural millwork industry. A written recommendation from a previous academic instructor or employer should accompany the application.

Application may be made by students entering or continuing enrollment in a university, state or private college, community college, trade school, or from individuals already working in the industry. Applicants must:



WOODWORK INSTITUTE

- Be in their senior year of high school, or
- Be employed and maintain employment during the educational period, or
- Be currently enrolled in a state college/university, private or community college, or a trade school.

Selection of a recipient will be on an achievement or merit basis as determined by transcripts and moral and leadership

qualities. Finalists will undergo a personal interview (by phone, if necessary). The amount of monies available will be determined at the time a recipient is chosen. Scholarship monies will be distributed within two (2) years of award or they will be forfeited.

The application deadline is April 1st for scholarships awarded in May/June. To obtain an application, please call (916) 372-9943, or you can download it from www.woodworkinstitute.com



Los Rios Scholarship Endowed By The BIA

The Northstate BIA has a standing endowment with the Los Rios Community College District for students attending, or planning to attend, one of the four Los Rios colleges, and majoring in a construction related field.

"Last year," said John Orr, CAE, President and CEO of the Northstate BIA, "we provided scholarships to six deserving students."

While the BIA provides the endowment, the actual awards are made through the various colleges. If you are interested in a BIA scholarship through the Los Rios Foundation, you should check directly with your school for application forms and deadlines.

The Northstate BIA is working to increase the scholarship endowment, so if you are in a position to help deserving students, please contact the BIA at (916) 751-2752. Donations are tax deductible.



2009 Scholarship Application Forms Are Now Available Deadline: May 1

Attracting new talent is essential to the future of the plumbing-heating-cooling (p-h-c) industry. The PHCC Educational Foundation and its industry partners are teaming up to identify and aid students pursuing a career in the p-h-c industry. The purpose of these scholarship programs is to help students prepare for careers in the plumbing-heating-cooling (p-h-c) profession.

The Foundation administers a scholarship that has been funded by the PHCC Auxiliary of Massachusetts. Please see the link below for details. The PHCC National Auxiliary also awards approximately \$40,000 in scholarship per year. You can access information the the National Auxiliary scholarship program and download application forms by visiting the [Auxiliary Scholarship Information Page](#).

Applications are now being accepted for scholarships awarded through the Plumbing-Heating-Cooling Contractors—National Association (PHCC) Educational Foundation Scholarship Program. The scholarships are sponsored by American Standard, A.O. Smith Water Heaters, Bradford White Corp., Delta Faucet Co., the PHCC Educational Foundation Scholarship Fund and the PHCC Past National Officers.

The scholarships available through the PHCC Educational Foundation are awarded to students enrolled in an approved plumbing or HVACR apprentice program; a full-time certificate or degree program at an accredited two-year community college, technical college or trade school; or a full-time undergraduate degree program at an accredited four-year

college or university. For complete information and instructions or to obtain an application, [click here](#) or call the PHCC Educational Foundation at (800) 533-7694. Applications and supporting materials are due no later than May 1, 2009.

The PHCC Educational Foundation, a partnership of contractors, manufacturers, and wholesalers, was founded in 1987. Its purpose is to serve the plumbing-heating-cooling industry by providing educational tools and preparing contractors and their employees to meet the challenges of a constantly changing marketplace.

For more information or to contact a member of the Foundation staff, call (800) 533-7694 or visit the [Foundation web site](#).

PCCA Scholarship Applications Being Accepted

The Placer County Community Funds Scholarship Program has been established by the Placer County Contractor's Association (PCCA) to create an awareness of, and stimulate an interest in, job opportunities within the construction industry by providing financial assistance in the form of student scholarships.

This program is open to all high school graduating students from Foresthill, Del Oro, Colfax, Placer, Chana & Oakmont High Schools including the children of staff and members of the Placer County Builders Exchange. Applicants to trade schools are given the same consideration

as those applying to junior colleges or four year colleges.

A minimum grade point average of 2.5 is required, and the applicant must be furthering his or her education in vocational or construction industry-related programs such as (but not limited to): The licensed building trades, construction management, building construction technology, architecture, engineering and / or CAD technician.

Work experience in the construction industry or construction-related field is MANDATORY. Finalist may be required

to undergo a personal interview.

Five five hundred dollar (\$500.00) scholarships will be awarded. The successful applicant will receive written notification from the Placer County Community Fund Board of Directors by May 8th, 2009.

Applications are available at your high school or through the Exchange office. Completed applications, with required attachments, must be submitted by 4:00 p.m. on April 15, 2009 to be considered. Submit completed application to the Placer County Builder's Exchange. For more info visit www.PlacerBX.com/

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Innovation.
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MILGARD GLASS CO



EXPERIENCE
Milgard began operating 45 years ago in Tacoma, Washington. We've seen just about every situation you can imagine when it comes to windows and doors.



These are a few of the ideals that have kept Milgard Windows and Doors in business for almost half a century. Today, the business of home building is tougher than ever. At Milgard, we're committed to supporting builders for the long haul. In fact, Milgard has the largest factory customer service team of any major window manufacturer. We simply have the experience and the people to help you perform better.

Our commitment to builder service is one of the reasons we build plants close to our customers. We're close so you can count on us to be there when you need us. We'll also be there for you long after the dust of today's business climate settles.

DEDICATION

Our dedication to service and quality has continually garnered top industry honors.

WE BACK IT ALL UP
Our Full Lifetime Warranty is simply the best in the business.



INNOVATION
Our new SmartTouch™ lock has raised the bar of form and function for window hardware.



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LOCATION, LOCATION, LOCATION...
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The NAHB Women's Council National Housing Endowment Strategies for Success Scholarship 2009-2010 Academic Year Deadline: March 14, 2009



The National Association of Home Builders Women's Council represents women in the home building industry. Women's Council services include publications, networking, and scholarships. The NAHB Women's Council National Housing Endowment Strategies for Success scholarship fund encourages students to further their education in housing industry related programs. The Scholarship Fund is supported through the generosity of Women's Council members and individuals and corporations who wish to contribute. NAHB Women's Council Past National President Deborah Ferland and Austin Ferland initiated the Fund in 2001.

The application is available on-line at www.nationalhousingendowment.com or www.nahb.org/womens

For more information contact cnayman@nahb.com

ELIGIBILITY REQUIREMENTS

Requirements for scholarship candidates include:

1. The applicant must be registered as a full-time student this coming fall and either be a senior in high school planning to enroll a two or four year college or university/vocational program following graduation, or have at least one full academic year of course work remaining after the scholarship is received at a two or four year college or university/vocational program. The applicant must be pursuing education in a building related course of study.
2. All portions of the application must be completed including the application form, an essay, three recommendations, and a complete and official transcript of credits. It is the responsibility of the applicant to ensure that all portions of the application are received by the NAHB Women's Council prior to the deadline. Applications postmarked after the deadline may not be considered.

3. Preference will be given to applicants who would be unable to afford a college education without assistance.

4. Preference will be given to women students.

5. Preference will be given to current members (or will be a member in the upcoming semester) of a Student Chapter of the National Association of Home Builders (NAHB) with elected officers and the Student Chapter must have a demonstrated program of activities

6. Applicants must be pursuing study in a housing related program such as construction management, building, construction technology, civil engineering, architecture, design or any of the trade specialties at the college or university they attend.

7. Applicants must maintain a minimum of a 2.5/4.0 GPA for all courses and a 3.0/4.0 GPA for core curriculum courses. If the GPA should fall below these requirements, NAHB Women's Council Strategies for Success Scholarship Com-


mittee reserves the right to cease further funding of the scholarship.

AWARDS

1. The scholarship will be in the amount of up to \$2,000.
2. Applications will be reviewed and winners selected by the members of the NAHB Women's Council Strategies for Success Scholarship Committee. Consideration will be given to financial need, career goals, academic achievement, employment history, extra curricular activities and letters of recommendation.
3. Scholarship checks are payable in the name of the institution the recipient is or will be attending. Scholarships are distributed by the National Housing Endowment. The NAHB Women's Council directs and administers the scholarship program.
4. Scholarship recipients will be notified by mail.

Together We Can Build A Stronger Workforce

AWARD OF DISTINCTION




In 2001, the North State Building Industry Association (NSBIA) set out to expand our workforce development efforts. In order to fulfill this objective, a standing committee on workforce development was created, focused on promoting construction as a viable career option for young people coming into the workforce.

The committee investigated the various resources for construction training in the region, such as the Los Rios Community College District, Job Corps, and local school districts.

To provide support to students preparing for work in the construction industry, the BIA and a team of dedicated members initiated an endowment program housed at the Los Rios Foundation. The endowment trust fund has already grown to more than \$150,000 allowing us to award over \$15,000 so far in scholarships to deserving students.

Community colleges are key organizations for preparing students for careers in our industry. Through the endowment and other opportunities we have been able to take some solid steps toward developing a better, more educated workforce for our industry.

Thank you to the district for creating such great programs that enhance our workforce-development efforts, to our endowment donors for all of your ongoing financial support and to the Community Outreach Council for your continued commitment.



John Orr
President & CEO



Consider a Gift to the BIA Scholarship Endowment

According to the U.S. Department of Labor, the construction industry will hire about 250,000 new workers each year for the next five years. Only about 150,000 new workers will come into the trades, creating a continuing shortage of skilled workers.

Awards:

The North State BIA developed the Scholarship Endowment to aid in developing a skilled workforce for many years to come.

Criteria:

The Endowment Scholarships are awarded annually in the amount of \$1,000 per student. The number of awards is dependent upon the earnings of the endowment.

- Students must be pursuing an education in Construction, Architecture or Engineering fields
- Students must have a cumulative GPA of 3.0
- Candidates need to communicate via essay their financial need and participate in a panel interview

Selection:

The BIA board members and BIA staff, in partnership with the Los Rios Foundation, form the selection committee.

Donations:

By pledging your financial support, you will help:

- Encourage college students to pursue careers in our industry
- Award top students with scholarships
- Develop a better, more educated workforce
- Invest in our community
- Invest in our industry's future

"I'm truly honored to receive this award! Before returning to school, I worked in the San Francisco Bay Area training employees of refineries about site-specific safety. I liked working with them and taught classes with the approach that safety inspection is for everyone's good. When people understand it, they're more likely to comply. That is the approach I will take in my new career as a building inspector."



Antonia Dawa
Award of Distinction
Dunmore Homes Legacy Scholarship

The effect of
the BIA Scholarship Endowment
is far reaching...

Ryan Connelly
Professor of Construction Technology
Cosumnes River College

"The scholarship I received through the Building Industry Association and the Los Rios Foundation helped me succeed and realize my full potential. When I work with students and prepare them for their careers, I am a constant advocate for the multitude of opportunities the building industry provides."



For more information about contributing to the Endowment, visit the North State BIA web site at www.northstateBIA.org/ or call 916-677-5717.

Navigate Your Future
How you're going to get there.

Online database of education and training providers and the programs they offer in the Sacramento Region

**CAREER
GPS.com**

Online relational database for Economic Developers, Job Seekers, Employers or Training Providers to easily view job projections.

Regional Workforce Forecast
See where we're going.



HBI Student Chapters

The National Association of Home Builders (NAHB) is a trade association that helps promote the policies that make housing a national priority. Since 1942, NAHB has been serving its members, the housing industry, and the public at large.

Housed under the Residential Construction Academy, and funded by NAHB, corporate partners, and student member dues, the NAHB Student Chapters program helps to enrich the educational experience of students enrolled in construction-related fields such as construction management, engineering, architecture, real estate, and the trades.

Chapters are located at high schools, vocational and technical schools, community colleges (2-year programs) and universities (4-year programs) across the county.

Affiliated NAHB Student Chapters

NAHB Student Chapters must annually renew membership. Renewal packets will be sent via USPS early September to the primary faculty advisor.

How HBAs Get Involved with Student Chapters

As the sponsor of a Student Chapter, the local association plays an important role in the educational and career development of students in construction.

International Builders' Show & Residential Construction Management Competition

The NAHB Student Chapters Residential Construction Management Competition is one of the highlights at the annual NAHB International Builders' Show. **Student Chapters Awards & Scholarship Programs**

Find information you need to participate in the awards and scholarship programs that NAHB Student Chapter offers.

All NAHB Student Chapters Materials

Not sure what you are looking for? Browse all of the materials related to this topic here.

Prospective Student Chapters Membership Information

Information and forms for schools interested in becoming an official NAHB Student Chapter member.

Student Chapters Resources

The following tools serve as a gateway for all the information you need to have a successful NAHB Student Chapter.



Links

BIA WORKFORCE DEVELOPMENT

ABOUT THE BIA

EVENTS AND EDUCATION

EMPLOYMENT CENTER

ADVOCACY

GET INVOLVED

BUY A NEW HOME

MAKING A DIFFERENCE

INDUSTRY NEWS AND RESEARCH

MEMBER PROFILE LOGIN



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success, and
more business!**

**For more
information
Contact:
Eve Abrahams,
Sales Executive,
at (916) 359-6596
or email her at:**

CandSpub@surewest.net

Ad Type	Ad Size	12 runs	6 runs	1 run
Double Page	15" wide by 10 1/4" tall	\$711	\$869	\$1,027
Full page	7 3/4" wide by 10 1/4" tall	\$395	\$474	\$553
Half page	7 3/4" wide by 5" tall	\$215	\$254	\$293
One Third	7 3/4" wide by 7 3/4" tall	\$150	\$176	\$202
Quarter Page	3 3/4" wide by 5" tall	\$108	\$126	\$144
One Sixth	3 3/4" wide by 2 3/4" tall	\$81	\$94	-----
Business Card	3 1/2" wide by 2 1/2" tall	\$52	-----	-----