Move Over Bob: Family time the answer to trades gap

Call to Annual Conference

Survey shows changes for women in construction

Meet NAWIC's newest chapter
CONSTRUCTION EQUIPMENT MECHANIC
(preferably experienced in Reclaiming and Road Milling Equipment)

We offer:
- Factory training on equipment we operate
- Excellent hourly rate & benefits

LOCATION: Bloomfield CT
CONTACT: Tom Dunay
- Phone: 860-243-2300 Ext. 122
- Email: tom.dunay@garrityasphalt.com

Women & Minority Applicants are encouraged to apply
Affirmative Action/Equal Opportunity Employer

RECLAIMER OPERATORS AND MILLING OPERATORS
(must have current licensing and clean driving record; be willing to travel throughout the Northeast and NY)

We offer excellent hourly rate & benefits.

CONTACT: Rick Tousignant
- Phone: 860-243-2300 Ext. 133
- Email: rick.tousignant@garrityasphalt.com

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Union Company seeks: Tractor Trailer Driver for Heavy & Highway Construction Equipment
(must have CDL License and clean driving record; be capable of operating heavy equipment; be willing to travel throughout the Northeast & NY)

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CONTACT: Dana
- Phone: 860-243-2300 Ext. 125
- Email: dana.briere@garrityasphalt.com

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7. Meet the Buffalo Niagara Chapter

10. SURVEY: National Association of Women in Construction and Safe Site Check
    In Report Job Opportunities for Women Are On the Rise, 59 Percent Rank

13. Top U.S. cities for women in construction

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18. Committee Spotlight: Membership

On the cover:
Tradeswoman from Veit & Company, Inc.

On the back cover:
Amy Sullivan of Sullivan Construction
NAWIC CALENDAR OF EVENTS / SPONSORS

NAWIC CALENDAR OF EVENTS

Webinars:
March 9
PD&E - Achieve Your Professional Potential
March 12
FMI: Beyond Pandemics and Shutdowns | US Construction Outlook
March 15
National Leadership Webinar - Governance
March 18
Membership & Marketing - Conferences and Forums
April 12
National Leadership Webinar - Being a Director: Region Funds and Guidelines
April 13
PD&E - Marketing for Construction Professionals

Events:
March 7 - 13
Women In Construction Week
March 19
South Atlantic Region Spring Conference
April 19
Pacific Northwest Region Spring Conference
April 23
Southeast Region Spring Conference
April 29
Pacific Southwest Region Spring Conference
April 30
Midwest Region Spring Conference

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Making room for women in trades
Kristey Stewart, CIT
National Secretary 2020-2021

A career in the construction trades can be a great choice for women. With strong pay, good benefits and satisfying work, it is a perfect option for women who want a fulfilling career that can also support them and their families. Despite the challenges and the continuing small number of women among the trades, there are signs of hard-won progress.

Yet, the trades continue to attract an almost exclusively male workforce. Why? Could it be that safer, more sanitary, and supportive work environments for women exist elsewhere? Do we tend to seek career paths that we can relate to? In other words, when we look at the people in these fields, do we see ourselves in these roles? If women only see men in the trades, they may assume it is not a career path for them.

As such, women in construction exposure are so important, and is something that NAWIC aims to do in 2021! As part of the National Board, I want to expose women, especially young women, to the grit and amazing work that our members display as they become masters of their craft! Women need to know that we support each other, and, above ALL, that we have as much a right on the jobsite as anyone.

How do we get more women into the construction field? I believe we need to do more in the way of:

- **Exposure:** We do not know what we do not know! If young women and girls are unaware of the option of a career in the trades, then they will never have the opportunity to pursue it. It is up to us to share the pathways within our industry!

- **Poor access to apprenticeships:** Most apprenticeships are held by young men. We need more outreach to share these opportunities with young women!

- **Bias on the jobsite:** Old school prejudices sometimes limit women’s access to informal and/or formal training as well as promotions. The mindset of the old guard is changing. The older generations are retiring, and women are being accepted more openly by the younger generations.

Despite the challenges, many of the women who choose this work, love it. Regardless of jobsite conditions, the wear and tear of the job and the additional challenges of being a woman on the jobsite, they love it.

While I could go on and on about incredible women in construction, it is evident that women’s influence in the past and present day have helped the industry excel substantially. With only 10% of the construction workforce being female, it is hard to deny that it is still male dominated, but the presence of women in the trades continues to grow around the world.

I would like to believe that Supreme Court Justice Ruth Bader Ginsburg was thinking about WIC when she said, “Women belong in all places where decisions are being made.”

Over the last year, I’ve had the fortune of meeting many women in our industry who are breaking down preconceptions and building incredible things while sharing everything from how they started in construction to what they love most about working in the construction industry.

Because of the pioneering work of women and an ever-changing environment, construction is becoming more diverse in people and ideas. The shift to a more diverse workforce requires changes to processes and procedures to make the workplace more equitable, safer, and more supportive for all workers. We should make sure that the culture of the workplace makes it comfortable for all workers on the jobsite to speak up if there is an issue and to not be afraid that they will be called out or seen as the problem.

These measures make the workplace safer for everyone. Thankfully, many general contractors have taken note and begun instituting measures to address both the physical and emotional safety of all workers. But while this is a step in the right direction, we still have a long way to go. It is up to us to continue pushing forward harder than ever before, supporting, educating, and using our voices while taking those seats at the table!
Looking to the future: An exciting peak at what’s to come
Crissy Ingram, CAE
NAWIC Executive Director

Spring is quickly approaching, and I know we are all ready for it. Spring brings with it sunshine, longer days, and new opportunities.

Spring Forums will be going on in every region for the next couple of months. They will look different than they have in years past as we take precautions for the ongoing pandemic. Some of our regions are moving to a completely virtual event, while others are hosting hybrid meetings. One positive thing about the change is the increased ability for members to attend out of region events and connect with more women of NAWIC.

This May, we will be voting for the 2021-2022 National Board of Directors. The official slate of candidates was announced in February. Over the next couple of months, you will see a guide to the election process, candidate profiles and campaign videos. We will also be holding Virtual Candidate Town Halls. The dates, times and login information for the Town Halls will be announced soon. I encourage each of you to get to know your candidates – and vote! Every single vote counts.

In this issue, we spotlight the trades. National Secretary Kristey Stewart, CIT starts kicks off the conversation in her Visions article. Construction Dive lays out the top U.S. cities for women in construction, Sara Curry from JE Dunn speaks to us about building a future without limits and Kathryn Newell shines a light on drone technology.

You will get updates from the National Membership Committee and NAWIC-OSHA Alliance Committee and read about what could possibly be the answer to the skilled trades gap in the Move Over Bob column.

Additionally, planning for our 66th Annual Conference this August in Charlotte, NC is moving along. We are hoping and planning for an in-person conference this year at the Embassy Suites Charlotte Concord Golf Resort and Spa. Make sure to look for the promo in your mailboxes, inboxes and on the NAWIC Annual Conference website. Early Bird Registration will begin April 1st. We hope that you will make plans to attend and reconnect with NAWIC members from across the country!
SkillPointe launches new platform designed to help millions find more fulfilling futures - Brand Identifies the Best Skills-Based Jobs in Industries Hiring in 2021 and Beyond -

SkillPointe today launched a new national platform to provide job seekers with access to the best training and employment opportunities in key skills-based industries facing critical talent shortages. The comprehensive resource empowers job seekers and career changers to explore the best skills-based careers that do not require a four-year degree, search accelerated training opportunities, and get advice from industry experts. Additionally, visitors to SkillPointe can find skills-based jobs from more than 350,000 job openings updated daily and access financial aid and scholarship opportunities.

“Today, two of three high school grads pursue a traditional four-year degree, but after two years nearly half leave college without any credentials or certifications, often because they started down the wrong path,” said Todd Wilson, SkillPointe Founder. “At the same time, there are many jobs employers struggle to fill that are very much in need, require a relatively low investment in training and pay very well.”

While employers have been dealing with talent shortages, post-secondary education is also facing serious challenges. Only 57 percent of students enrolled in college graduate after six years, and approximately 30 percent drop out after their first year.* COVID-19 has also magnified this national crisis:

- Freshmen enrollment declined 13 percent in Fall 2020, with community colleges showing the sharpest drop (-18.9%).**
- Students from families with incomes under $75,000 are nearly twice as likely to cancel college plans compared to students from families with incomes over $100,000.***
“We created SkillPointe to champion and celebrate skills-based pros because we believe these individuals, and jobs, are essential in making communities around the country go,” said James Franchi, SkillPointe CEO. “Our goal is to assemble high quality skills-based training resources that connect current and future skills-based pros with the training, funding and jobs that transform their lives.”

In seeking to address this challenge, SkillPointe has partnered with leading corporations, community colleges, and trade schools who all recognize the critical need of growing skills-based talent, while helping millions of people find more fulfilling futures.

“We are excited to work with SkillPointe and look forward to the launch of their one-of-a-kind solution during a time of great need,” said BethAnn Weaver, Talent Acquisition Leader, Cummins North America. “At Cummins, our service industry is constant and we’re always looking for tools, such as SkillPointe, in helping us build a strong candidate pool of qualified Service Technicians.

“SkillPointe provides a crucial platform that connects job seekers and job changers with a pathway to a new career,” said Dr. Rufus Glasper, President and CEO of the League for Innovation in the Community College. “Given the challenges schools have faced with COVID-19, this new marketing platform will also help schools attract new students as we anticipate more people returning to in-person learning, especially in hands-on workforce development programs. SkillPointe couldn’t have come at a more critical time.”

SkillPointe offers a one-stop shop designed for individuals interested in exploring new skills, career changers getting reskilled in a new profession, and pros looking to upskill in their current field. Key features of the platform include:

• **Explore Careers:** Research dozens of in-demand, well-paying careers in eight different industries. Visitors can find crucial details about what they can expect on the job, how much they can earn, the training they need and who is hiring.

• **Find Training:** Search a proprietary database of more than 50,000 training programs matched to careers of interest. This enables visitors to find the training they need in their field quickly without having to visit dozens of different school websites.

• **Find Jobs:** Visitors will find more than 350,000 active national job openings, updated daily, across eight different skills-based industries that don’t require a four-year degree.

• **News & Advice:** Learn from some of the finest pros in different industries, who are doing the jobs today and offer real-world tips on what it takes to succeed.

• **Financial Aid:** Access unique funding options, including $1,000 scholarships for community college and trade school programs from The SkillPointe Foundation.

To learn more about SkillPointe, visit us at Skillpointe.com, or connect with us on Facebook, Instagram, LinkedIn, or Twitter.
Meet the Buffalo Niagara Chapter 388
Chartered: Jan. 28, 2021
President: Jillian Penkin

How did you get involved with NAWIC?

I started with the Rochester, NY chapter about 10 years ago. I attended my first meeting as a guest and I think I had my membership form filled out within 24 hours. I was so impressed with the women I met and knew that NAWIC was offering everything I needed in my career. It wasn’t long before I ran for the board and served for years as a board member, vice president and chapter president. Being a part of the growth of the Rochester chapter is some of the most valuable memories I will take with me everywhere I go.

Why was it important to you to charter a chapter in your area?

Over my almost decade with NAWIC, I have gained more insight, knowledge, sisterhood and growth than I could have ever imagined I would gather. My time with the Greater Rochester chapter is priceless and I can only hope that helping to re-open the Buffalo chapter will offer the talented women of Buffalo the same opportunities that NAWIC chapters across the country have been able to enjoy.

When I relocated to Buffalo in May of 2020, I knew that re-opening the Buffalo chapter was at the top of my priority list. I didn’t know many people out this way, but I learned that there was already a strong sisterhood of women in the construction industry here. I was amazed at how quickly word got around about this new chapter forming and how everyone I spoke to was eager to help and to be a part of this new adventure.

Being able to get this chapter off the ground so quickly is a true testament to the tight knit community of Buffalo.

What are your goals for the Buffalo Niagara chapter over the next few months?

My goal is to lift up the women around me and to show them how wonderful this organization is. I am endlessly impressed with the board we have built already and the membership that is already over 35 women strong. I hope to successfully share how strong this organization is and bring together women in this industry that might not have otherwise been able to collaborate. We already have chapter meetings set through the spring with wonderful speakers, a panel of industry leaders and chances to network with our newly formed chapter.

I just know that this chapter will thrive because the members we have already gained are brilliant, connected, community-based leaders and I could not be more humbled to be a part of this momentous occasion

Let’s go Buffalo!
2020-2021
Buffalo Chapter
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Kristle Gerace
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Board Member

Madalyn Murphy
Board Member
Could This Extra Family Time Be The Answer To Our Skilled Trades Gap?
By Angela Cacace - M.O.B.™ Editorials

For a lot of parents, having had their kids home from school due to the COVID-19 pandemic has had its challenges. But for some, they have found a silver lining and have made good use of their extra time by teaching their children some valuable skills. Skills, that if they choose, can turn into very rewarding careers. “What better time than forced home time to teach your kids an aspect of your trade?” says Kelly Ireland, a journey-status commercial plumber in Philadelphia, Pennsylvania. She has made good use of scrap copper to teach both her children soldering techniques during their extra time at home together.

For many kids of parents who work in construction, a lot of what their parents do day in and day out to provide for them can be a mystery. “Never pass on an opportunity to get kids psyched about a trade,” says Pat from Davidson’s Electrical out of Orangeville, Ontario. Pat, an electrician of twenty years, is the father of two daughters, both of whom, from a young age, have expressed an interest in the work their Dad does. “My kid wants to be an underwater welder. As a tradesman for 20 years, I’m proud. As a father I’d rather her just be a regular welder, but I know I ain’t gonna have a say in it.” says Pat of his eldest daughter. One thing he does have a say in is how they spend their spare time. “Two things I enjoy”, says Pat, “One: Taking game controllers away and replacing them with tools and two: breaking the rule that my two daughters need jobs that are comfortable.” He regularly gives his eldest daughter hands-on training. “There’s no way she’s gonna be an office type in life”, Joe says. “I like watching when the light bulb goes on and she gets it...It’s impressive how quickly she picks up on technique.”

With the skilled trades gap only getting larger, we must begin to engage the younger generation. The National Association of Home Builders (NAHB) analysis of the most recent 2017 Survey (ACS) data reveals that the median age of construction workers is 42. This number is especially troubling considering the desperate need for more workers. According to a 2018 Trade Labor Shortage Survey from Angie’s List and Home Advisor, 63% of the companies did not hire as many skilled workers as they had planned due to not being able to find skilled workers to fill open positions. The industry is not slowing down and these workers, deemed essential during the current Pandemic that has led to the grimmest unemployment rate since the great depression, are in high demand. Here’s to hoping kids come out of this extra family time with more than just some extra skills under their belt.
SURVEY: National Association of Women in Construction and Safe Site Check In Report Job Opportunities for Women Are On the Rise, 59 Percent Rank Employers Favorably for Equality

Impact of Pandemic on Construction Job Sites Finds Fear of Contracting COVID-19 Is Low Yet Health Screenings and Digital Check In Likely to Become Part of Ongoing Protocols

The National Association of Women in Construction (NAWIC) and Safe Site Check In today announced the results of a workforce survey of more than 700 women in construction.

Among the key findings is that job opportunities for women in construction are on the rise. 71% of respondents thought opportunities for women are increasing. Another 28% believe they are about the same while fewer than one percent report the opportunities are decreasing.

Long-term Impact of Pandemic on Construction

COVID-19 has impacted the workload with 32% of respondents working more while 58% are working about the same as before the pandemic, and 10 percent report working fewer hours.

70% of respondents said they were not concerned about contracting COVID-19 while at work, while 30% said they were.

Of new protocols introduced because of the novel virus, participants believed that frequent handwashing, digital check-ins and contact tracing will continue even after the pandemic.

Based on the data, it appears that digital check-in technology, an innovation that resulted from COVID-19, is likely to become part of job site protocols after the pandemic.

Other protocols are likely to be relaxed. Social distancing dropped from 90% to 22%, staying home if you’re feeling sick plummeted 88 points to 8%, and health screenings decreased by half, going from 44% to 22%.

Survey Participants

The survey was conducted in February 2021 and 718 NAWIC members participated. Survey participants represent all areas of the construction industry across private and public sectors. Job titles and roles include: C-Suite executives (CEO, COO, CFO), business owners, attorneys, accounting, administration, appraisers, architects, draftsmen, electricians, engineers, estimators, HVAC technicians, interior design, HR, pipefitters, plumbers, project managers, roofers, safety officers, sales, welders, and more.

49% of participants have been working in construction for 16 or more years. Those with 11-15 years and 6-10 years of experience were equally split at 15% for each category, followed by 21% having worked in construction five years or less. Additionally, 57% work in the office, 40% work both in the office and the field, and 3% work solely in the field.

Kathy Keating, FastStartPR for Safe Site Check In, LLC
Building a Future Without Limits
Sara Curry - JE Dunn

It is always inspiring to see ambitious, talented women building careers in our industry. The construction management team on the Medical City Frisco tower addition project in Texas is a shining example of how the construction business continues to grow by attracting and engaging more women with diverse experience.

This $67M project has several females playing key roles and provides a unique window into the contributions they are making, the respect they have from their colleagues, and how they support each other as they tackle this large-scale project together.

Pursuing Diverse Paths to Fulfilling Careers in Construction

From the moment anyone engages with these women, their enthusiasm for the industry and their roles in it is palpable, and they acknowledge there are many ways to get started in construction. “First of all, people should understand multiple paths can lead to a career in this industry,” said Desiree Curry who is responsible for leading the day-to-day project management efforts as the team’s senior project engineer. Desiree first received her degree in architectural engineering technology before pursuing a career in construction management.

The team’s project engineer, Sadie Gupton, had a passion for the healthcare industry since childhood and planned on majoring in biomedical engineering. But she said attending a college seminar hosted by a general contractor about building the pediatric wing of a hospital “opened my eyes to the possibility of dedicating my career to actually building hospitals instead.” So, she immediately changed her major to construction engineering.

Plenty of people like the team’s scheduler, Regan Soldner, enjoy successful careers in our industry without earning an architecture, engineering, or construction degree. She earned her bachelor’s in education and spent her first years after college teaching in the US and Italy, but her early experience working for her grandfather’s construction company as a teenager kept leading back to open doors in construction. She eventually found herself working in construction again and now leverages her previous experience as an educator and consultant to contribute a unique perspective to scheduling.

Leveraging Soft Skills & Building Relationships

Part of what drew Regan to construction is the people side of the business. Regan says the construction business is, “a small world, so the importance of building relationships, helping others, being a team player and an effective communicator cannot be underestimated. Bringing emotional intelligence and people skills to the table will help solidify your position as an important contributor to any team.”

The Value of Continuous Learning & Strong Mentors

All three women stress the importance of always advancing in your profession through learning. “Look for opportunities to learn from everyone on your team, and keep asking questions,” counsels Sadie. “I think asking others to explain and teach makes them better at their job too, so don’t be shy,” she added.

This means learning from and seeking out mentors as well. “I’ve been so fortunate to have great men and women mentor and coach me throughout my career,” said Desiree, “and I’m committed to doing the same for others too, because we need to support and help each other learn from our challenges and successes.”
Desiree also points out that as the industry continues to change, there are always new technologies, processes, methods and the like to learn about, so in addition to formal training, “we need to keep advancing our knowledge each day through informal and on-the-job learning so we stay current as the industry progresses.”

Leading with Results & Confidence

When it comes to advice for other women, Desiree stresses the need to “demonstrate your value first as a high-performing team member, and second as a woman.” At the same time, Sadie encourages women to have the right mindset by realizing, “you do offer a unique perspective as a woman, so you should view that as an advantage instead of holding back or being intimidated.”

Regan noted that “women need to be aware the industry is still evolving, so you might encounter people who are not accustomed to women serving as leaders and influential decision-makers.” But she doesn’t want women to be discouraged, saying “just be aware of it and realize everyone has a lot to contribute, regardless of their personal views. Find opportunities to learn from them and let your results speak for themselves.”

A Future Without Limits

These women are just as passionate today about the things that first drew them to the industry - like opportunities to travel and interact with so many different people, the day-to-day variety and challenges their jobs present, and impacting the end users of the buildings they’ve helped build long after a project has ended.

And they are just as excited about the opportunities specifically for women in this business. “I continue to see more women pursuing AEC degrees and entering the industry each year,” Sadie pointed out, adding “I think we’ll continue to see more representation by women in our industry across the board, from trade partners to superintendents, project executives and more.”

“A superintendent on the project said it would have been unusual to have one woman on his team twenty years ago, let alone several like we have on this project,” said Desiree. “He believes women are an important key to the future of this industry, which is saying a lot given his tenure in the construction business.”

To continue to grow as an industry and encourage more women to pursue careers in construction, it will take all of us. “Everyone in our industry should be proud of their contributions, because we’re all impacting people’s lives through the buildings we build,” added Desiree. “From swinging hammers on the job site to managing receivables in accounting to serving as executives – it takes all of us to be successful and we’re all in this together.”

Sara Curry is the Healthcare VDC Director at JE Dunn Construction, where she leads VDC planning and services for many of the company’s healthcare projects, including one at Medical City Frisco in Frisco, Texas.
**Top U.S. cities for women in construction**

A recent breakdown of census data shows the areas with the highest share of women construction workers and their annual salaries.

AUTHOR - Zachary Phillips  
PUBLISHED - Nov. 20, 2020

**Courtesy Construction Drive**

Men outnumber women in construction, substantially, but more women continue to join the field and often at higher wages than they would in other careers.

Women make up 10% of the construction workforce — 1.1 million women, compared to 10.2 million men — according to data from the Bureau of Labor Statistics. Despite the gap in the number of workers, women in construction make nearly $47,000 a year, more than their nonconstruction counterparts, who make about $43,400.

The opposite is true for men, who often make less in construction than they do in other careers. The pay gap for men and women is also smaller in construction, at 3.7% compared to 19% across all fields.

In a new analysis of data from the U.S. Census Bureau, Construction Coverage broke down the cities in the U.S. with the highest share of women construction workers. Here are the top 20 large U.S. cities (population of 350,000 or more) by their share of female construction workers:

<table>
<thead>
<tr>
<th>Rank</th>
<th>City</th>
<th>Female employment share</th>
<th>Median annual earning</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Minneapolis</td>
<td>19.1%</td>
<td>$54,521</td>
</tr>
<tr>
<td>2</td>
<td>Seattle</td>
<td>17.6%</td>
<td>$70,966</td>
</tr>
<tr>
<td>3</td>
<td>San Francisco</td>
<td>17%</td>
<td>$70,711</td>
</tr>
<tr>
<td>4</td>
<td>Washington, D.C.</td>
<td>16.1%</td>
<td>$52,035</td>
</tr>
<tr>
<td>5</td>
<td>Virginia Beach, Virginia</td>
<td>15.5%</td>
<td>$52,325</td>
</tr>
<tr>
<td>6</td>
<td>Colorado Springs, Colorado</td>
<td>15.4%</td>
<td>$55,363</td>
</tr>
<tr>
<td>7</td>
<td>Atlanta</td>
<td>14.6%</td>
<td>$44,346</td>
</tr>
<tr>
<td>8</td>
<td>El Paso, Texas</td>
<td>14.1%</td>
<td>$35,710</td>
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<tr>
<td>9</td>
<td>Charlotte, North Carolina</td>
<td>13.6%</td>
<td>$36,988</td>
</tr>
<tr>
<td>10</td>
<td>Wichita, Kansas</td>
<td>13.4%</td>
<td>$40,067</td>
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<tr>
<td>11</td>
<td>San Diego</td>
<td>13.3%</td>
<td>$53,990</td>
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<tr>
<td>12</td>
<td>Tampa, Florida</td>
<td>13.3%</td>
<td>$53,990</td>
</tr>
<tr>
<td>13</td>
<td>Kansas City, Missouri</td>
<td>13.1%</td>
<td>$41,742</td>
</tr>
<tr>
<td>14</td>
<td>Portland, Oregon</td>
<td>13%</td>
<td>$63,892</td>
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<tr>
<td>15</td>
<td>Baltimore</td>
<td>12.3%</td>
<td>$50,740</td>
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<td>16</td>
<td>Louisville, Kentucky</td>
<td>12.1%</td>
<td>$46,560</td>
</tr>
<tr>
<td>17</td>
<td>New Orleans</td>
<td>11.9%</td>
<td>$37,300</td>
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<tr>
<td>18</td>
<td>Austin, Texas</td>
<td>11.8%</td>
<td>$40,595</td>
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<tr>
<td>19</td>
<td>Denver</td>
<td>11.7%</td>
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<tr>
<td>20</td>
<td>Columbus, Ohio</td>
<td>11.7%</td>
<td>$40,913</td>
</tr>
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SOURCE: Analysis of U.S. Census Bureau Data by Construction Coverage
The number of women with the title construction manager increased by 101%, from 49,400 to 99,400, between 2015 and 2019, according to a recent study by Smart Asset. That made it the third highest grossing position for women in that time period.

More women also began working as construction and maintenance painters (a 64% increase to 53,300) and construction laborers (a 50% increase to 71,800). The number of women who chose careers as civil engineers also grew by 46%, from 45,400 to 66,000.

The Smart Asset study used data from the Bureau of Labor Statistics, which tracks information on jobs in all industries. Its most recent analysis shows that the construction jobs popular with women have a range of salaries, from about $156,000 for the high end of a construction manager salary to a high end of about $68,000 for laborers and painters.

The statistics show women increasingly are joining the construction workforce, though it’s unclear how that may have been impacted by COVID-19. Nevertheless, industry insiders still say more work needs to be done to attract women to construction.

“We clearly have much more work to do as an industry to recruit, hire and retain a more diverse population of workers, particularly women,” Brian Turmail, vice president of public affairs and strategic initiatives at the Associated General Contractors of America, told Construction Dive. “The good news is we are heading in the right direction. Moving forward, [the AGC is] committed to redoubling our efforts to attract an even more diverse construction workforce.”
A new perspective: How drones are changing the construction industry

Integrated Drone Solutions, Inc.
Kathryn Newell
Partner / CEO
idsdrones.com

While drones have been around in one form or another, only in the last decade has this technology made its way into the civilian market. They have proven to be another strategic tool in the arsenal for those industries seeking a cost-effective way to monitor, map, respond and report on emerging or critical needs for leading industries and infrastructures. It is now easier and safer to collect detailed data responsible for your business’s continuity of service which serves to make you more competitive.

IDS Drones Inc (WOSB) is a full service, nationwide aerial drone technology company offering multiple data capturing services along with many different options for deliverables. Depending on the requirements, we employ different drones and software combinations to execute the project. We use FAA certified, vetted pilots and project managers located nationwide allowing us to meet our client’s demands quickly, efficiently, and safely. We pride ourselves on being hands on with our clients to ensure that they receive the maximum benefit from the acquired data so that they have a great return on their investment.

We can provide data that would be virtually impossible to achieve using any other platform. Drones provide a high-resolution output and an operating cost that is a fraction of aircrafts used for photogrammetry. Because of the accuracy, drones can replace most of the conventional surveying jobs at a fraction of the time and with exponentially more information.

IDS Drones can help you with Inspections, Surveys, Analysis and Monitoring of all your properties and provide high resolution imagery and generate comprehensive reports 3x faster than traditional methods which helps reduce time and costs. Whether your project relates to Commercial Real Estate, Residential Real Estate, Construction, Infrastructure, or Industrial Cleaning we use drones to identify previously unseen damage to roofs and enable fast and safe inspections to support insurance underwriting and risk mitigation during property ownership. Our advanced aerial pavement surveying & inspection services for large commercial projects with detailed reports with regional cost estimation. We employ special drones to facilitate Industrial cleaning for large indoor and outdoor venue where disinfection is a must.

Our precise site condition data collection enables you to implement the right repairs at the right time while implementing integrated and scalable operational processes and technologies

From long-term capital planning to construction planning/inspection services, to parking lot assessments and roofing program inspections, our team provides a wide spectrum of services to ensure your properties are accessible, safety and health compliant, aesthetically pleasing, effectively operating, and environmentally friendly.
Top 3 Reasons to Attend the NAWIC Annual Conference

Early registration for NAWIC’s 2021 Annual Conference opens April 1. This year’s conference is in Charlotte, North Carolina and is set to be one of the best yet. Here are a few reasons you don’t want to miss this conference:

1. **Expert speakers talking about things that matter to you**
   Conference speakers were handpicked to speak on subjects that are relevant to women in construction. They will cover a wide array of topics from communication to harassment in the workplace.

2. **The Construction Zone**
   The exhibit hall will be full of businesses that cater to you—women in construction. Attendees will get to see up-close and in-person different brands and exhibits that you can’t see elsewhere.

3. **Connect with your peers**
   Being able to relate to the people around you is important, especially with the past year we’ve all had. The conference is the perfect way to reconnect with other women in the industry. You can catch up with old friends and make new ones.

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Early registration: April 1

NAWIC 2021 ANNUAL CONFERENCE
AUGUST 11-14, 2021
EMBASSY SUITES CHARLOTTE CONCORD
CHARLOTTE, NC


*If calling, please be sure to identify yourself as being with NAWIC.*
**Keynotes:**

**Dave Davlin**

Over 25 years ago, Dave Davlin began bringing smiles to faces with a form of entertainment he developed as a young boy. His amazing ability with basketballs even landed his name and picture in the 1990 Guinness Book of World Records. Combining his entertainment ability with a powerful message regarding success through contribution and service, Dave has made a difference in the lives of thousands, and his impact continues to grow each year as he shares his philosophy and wisdom through speaking and writing.

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**Stacy Hanke**

Stacey is founder of Stacey Hanke Inc. She has trained and presented to thousands to rid business leaders of bad body language habits and to choose words wisely in the financial industry to the healthcare industry to government and everyone in between. Her client list is vast from Coca-Cola, FedEx, Kohl’s, United States Army, Navy and Air Force, McDonald’s, Publicis Media, Nationwide, US Cellular, Discover, GE, General Mills and Abbvie. Her team works with Directors up to the C-Suite. In addition to her client list, she has been the Emcee for Tedx. She has inspired thousands as a featured guest on media outlets including; The New York Times, Forbes, Entrepreneur, Thrive, SmartMoney magazine, The Economist and Business Week. She is a Certified Speaking Professional—a valuable accreditation earned by less than 10% of speakers worldwide.
Membership
Andrea Ward, CBT, Membership Committee Chair

What is the overall goal of the Membership Committee?

First and foremost is it retaining and recruiting members. Our first goal this year was membership renewals and new member packet. These are now updated. You also get an email from NAWIC National welcoming you and if you renewed you get one as well. The second goal was to have a monthly meeting along with Marketing with Region Directors and Region Chairs. This helps with the communications for National NAWIC to the Regions and for the Regions to communicate what is going on to National NAWIC. The third idea was to be more present on social media. We have done these weekly posts from either Membership or Marketing. Our next goal is to have a contest to reward membership recruiters who are rising stars or are making a difference. The forms will be ready by middle of February so be on the lookout. Winners will get the new logo designed hard hat stickers. The fifth goal was to promote the National Rebranding which we have done with our meeting monthly, seminars, and webinars. Our last goal for the year is to do a new member orientation video that can be used nationally. We are starting this one in February and hope to have it done by Convention this year.

What is the committee currently working on?

Our contest for hard hat stickers and getting the ideas for the welcome video started. We are also still reaching out with the rebranding and advices for chapters.

What are some of the committee’s priorities for the coming months?

1. To promote contest
2. Video for new members
3. Helping regions and chapters with recruiting and retaining with seminars and our monthly meetings

What advice would you give to chapters on attracting new members, especially during the pandemic? What about retaining members during the pandemic?

Keep the NAWIC Sisterhood going! Chapters need to have relevant membership meetings. Promote WIC Week. This a great tool to recruit and retain more women. Have a new member/potential orientation about your chapter so new or potential members know what you are about. Don’t be afraid to reach out nationally to our membership committee for help along with your region’s chairs. We are all in this together and here to build each other up.
Hope Renovations and M.T. Copeland Develop Free Virtual Training Videos for the Construction Industry to Help Keep Workers Safe

(Carrboro, NC) - Workers and employers in North Carolina’s construction industry have a new resource to quickly learn the facts about protecting themselves and their worksites from COVID-19 thanks to a virtual training series developed by Hope Renovations and premier training platform M.T. Copeland. This effort is made possible by a generous grant from the Carolinas Association of General Contractors, Inc (CAGC) Foundation.

Hope Renovations, a 501(c)3 nonprofit, managed the creation of two instructional videos, one focused on trades workers and one targeted to management-level employees. The videos are freely available, are mobile-friendly, include Spanish subtitles, and feature Hope Renovation’s all-female team and trainees.

M.T. Copeland, one of the premier online construction training providers in the United States, provided creative direction and media production. The videos are available via M.T. Copeland’s website (https://www.mtcopeland.com/covid-safety-training) and the landing page includes links to additional COVID-19 safety related resources in English and Spanish.

Experts from the NC Occupational Safety and Health Education and Research Center at the University of North Carolina’s Gillings School of Global Public Health, the nation’s top public school of public health, developed the videos’ primary content based on the most recent, validated, reliable COVID-19 data available.

“For this timely and important service to the community of trades professionals here in North Carolina and nationwide,” said Nora El-Khouri Spencer, Founder and CEO of Hope Renovations. “We hope that by harnessing the powerful storytelling of M.T. Copeland and the academic excellence of UNC’s Gillings School, we can help save livelihoods and lives in our industry.”

Hope Renovation’s mission is to build futures and transform lives by preparing women for living wage jobs in the skilled trades via hands-on, workshop-based training and through on-the-job experience, working alongside their all-female crew providing repairs and renovations to older adults who desire to age in place.

“The global pandemic has completely changed how the construction industry goes to work. Building is a physical job, and tradespeople must work in close quarters with a revolving cast of team members and clients,” said Jordan Smith, M.T. Copeland’s head of education and a residential builder from Austin, TX. “Learning how to keep our teams and clients safe in this uncertain time is incredibly important and we are glad to make this training available to help the industry work safely.”

M.T. Copeland develops online courses for the skilled trades. They seek to help people become better, smarter builders through expert education taught with real-world applications and best practices. There are eight courses readily available to purchase on foundational skills such as blueprint reading, construction math, cabinet making, and finish carpentry skills.

For inquiries, please contact Janel Burns, Operations Manager at Hope Renovations, at 919-960-1957 or info@hoperenovations.org.
When is the last time you gave any thought to using a ladder safely? Ladders are so commonplace that we forget they can be deadly. OSHA estimates that more than 300 workers die each year and another 130,000 visit emergency rooms due to ladder-related injuries. Most of these incidents could have been prevented by compliance with OSHA standards.

The OSHA general industry requirements for using ladders specify the structural requirements and usage restrictions for various types of ladders. They also include guidelines on ladder setup and usage and restrict unsafe behaviors like attaching ladders together to reach a greater height. You can find many resources, including fact sheets at OSHA.gov to reference and use for safety meetings. In the meantime, below is a summary of considerations for safe ladder usage.

**Choose the Right Ladder**

Using ladders safely begins with choosing the right one for the job. All ladders in use must be able to support their maximum intended load and have parallel rungs supported by a rail on each side. Rungs must be equally spaced and shaped/built so that the user’s foot will not slip during normal use.

When choosing the correct ladder for the job, read the label carefully. Use the ladder duty rating listed on the label to determine its maximum load and whether the ladder is stable and strong enough to support the job. Remember to add the weight of your clothing and PPE in addition to the weight of any tools and materials you will be using.

Also consider ladder type, height, and duty rating. For example, metal ladders should never be used for electrical work or near uninsulated electrical conductors. Select a style that gives you the support you need for the job. Common ladder types include step stools, self-supporting (step) ladders, straight ladders, extension ladders, platform ladders, and rolling ladders. Select a ladder that will allow you to complete your desired task while remaining securely balanced. Never stand on the top two rungs of a step ladder or above four rungs from the top on an extension ladder.

If you do not have access to the right ladder for the job, or if you are asked to operate a ladder incorrectly, notify the appropriate person right away. Under OSHA law, you have the right to refuse work until you can perform your duties safely.

**Use Your Ladder Safely**

To set up your ladder correctly, inspect your ladder for damage such as bends, dents, sharp edges, grease/slickness, loose rungs/bolts, damaged footpads, and stuck or damaged hinge spreaders. After determining your ladder is in good working condition, inspect the working surface to determine that it is free of debris that could affect your ladder’s stability. Also, inspect the area for electrical hazards. If the surface is clear and the ladder’s feet are appropriate for the surface-type, install your stand-alone ladder by locking the hinges, or leaning your straight ladder according to the 4-1 rule. The base of your ladder should extend 1 foot for every 4 feet of height between the working surface and the point of contact. When done correctly, the ladder will meet the ground at a 75-degree angle.

Ascend properly by always maintaining three points of contact with the ladder. Face the ladder, climb hand over hand, and stay between the rails. Do not carry tools or other supplies while climbing. Instead, hoist tools using a pulley system or electric hoist. Leaning too far away from the center of the ladder can cause falls. Keep your waist between the rails to ensure your ladder’s center of gravity stays where it should.
Take fall hazards seriously when using a ladder. Think proactively and prevent contact with anything that could affect the stability of your ladder, such as slippery surfaces, other people, and vehicles. If your ladder is set up in a high traffic area, such as a doorway or aisle, secure your ladder and/or set up a barricade around it to prevent accidental contact. Do not try to gain additional height by stacking ladders on other items, such as boxes, truck beds, or other ladders (as in this photo courtesy of LadderAssociation.org). Instead, request a different type or length of ladder. Ladder injuries and deathly are nearly 100% preventable with common sense and OSHA standards as a guide. Now, go out and climb to great heights, but do so safely!

SAVE THE DATE

Power UP: It's a mother-daughter thing!

MARCH 9, 2021  •  6:00-7:00 PM CST

For more information please visit www.poweruploud.org
LEGAL ALERT: POPULAR AIA FORM SET TO EXPIRE SOON

The American Institute of Architects (AIA) updates its contract forms approximately every 10 years. Effective May 31, 2021, one of its more popular forms – the 2009 version of the A133™, Standard Form of Agreement Between Owner and Construction Manager as Constructor where the basis of payment is the Cost of the Work Plus a Fee with a Guaranteed Maximum Price (A133) will expire.

What does this mean? Beginning on June 1, 2021, users will be unable to create new contracts or edit or finalize existing A133 contracts created on the 2009 form. The form itself is not going away though – users already have access to, and will continue to be able to use, the updated 2019 version of the A133.

While much of the new form will look familiar, there are a few notable changes:

- Initial Information: Those who use the AIA design contracts will be familiar with the added “initial information” section. This section allows the parties to better document their mutual understandings regarding the project at its initial stage, including adding a description of the owner’s program, the owner’s budget and the anticipated project milestones for design and construction.

- Liquidated Damages: The option to include a liquidated damages clause has been moved from the Guaranteed Maximum Price (GMP) Amendment to the Agreement. This encourages the parties to address this potentially contentious issue at the beginning of the project rather than just prior to construction.

- Shared Savings: Similarly, the provision which offers the parties an option to share any savings between the actual cost of the work and the GMP has been moved from the GMP Amendment to the Agreement.

- Retainage: A more detailed section on retainage has been added which encourages the parties to discuss appropriate retainage limits, exclusions from the retainage requirement and the reduction or early release of retainage.

- Insurance: Perhaps one of the biggest updates in the 2019 form is the addition of an insurance exhibit. The insurance exhibit provides far greater detail on insurance requirements for both parties than was provided in the 2009 form. In addition, there is an added section in the Agreement for insurance requirements during the preconstruction phase, in the event that the parties want to adjust the insurance requirements as the project proceeds.

- Termination: A section has been added that allows the parties to identify a termination fee if the owner elects to terminate the contract for its convenience.

What should you do? May 31 will be here before we know it. Familiarize yourself with the new form now. Start inputting your standard revisions into the new form so that you aren’t scrambling when you need to use it. If you have contract drafts underway, alert the parties to the impending phase-out of the 2009 form so that you determine whether switching forms is needed.

Questions? Contact Samantha Schacht at Husch Blackwell LLP – Samantha.Schacht@huschblackwell.com or (608) 234-6120.
Member Spotlight

Holly Green, Fort Worth Chapter 1
Company: Brettco Roofing

Holly Green entered the world of construction in 1988 after moving to Texas from New Mexico to work in marketing. After being laid off, she was introduced to the construction industry by her boyfriend, who worked for his family’s roofing business.

“I had all the great organizational skills so while I was off looking for my next corporate job, I started working with him and then I realized hey, I have a knack for this,” Green said. “That’s kind of how I got into the roofing industry, and I haven’t looked back.”

By 1992, Green was working for the company fulltime. She focused her work on the administrative side of things, she said. In 1996, following a major hailstorm, she learned about the insurance side of the business, furthering her knowledge about the trade.

“Before I knew it, by 1997, I was running the entire company,” she said.

Green bought her business partner out of the company in 2010 and became the CEO. Around the same time, she joined NAWIC and the North Texas Roofing Contractors Association. She went on to serve as the president of the NAWIC Fort Worth chapter and as the president of the NTRC. Through these organizations, she said she found mentors and peers who inspired confidence in her.

“[Roofing] is pretty much a man’s world and I was accepted by my peers because I was confident in my knowledge and running the jobs,” she said.

Green is currently the president-elect for the Roofing Contractors Association of Texas. She credits NAWIC for empowering her to succeed.

“I would have never, ever been able to do any of the things that I’ve done today without the mentorship, the encouragement and the empowerment that NAWIC gave me at a time that I needed to give me,” she said.
Programs, initiatives, and schools that support women in construction

Although there has been a massive push to bring more women into the construction industry, women in construction currently only make up roughly 10% of the workforce. Many of these roles are managerial, with very few women working onsite or in the trades. In fact, only half of the 40 trades listed under construction categories currently have enough women employed to even register a meaningful percentage within official records.

Several factors have influenced these statistics over the years, but one way to grow these numbers is to provide more educational resources for the current and future generations of women in construction. From universities with construction and engineering focuses, to initiatives that push for providing women and young girls with opportunities to succeed in traditionally male-dominated fields, there has never been a better time for women to join the construction industry.

There are a growing number of government-led or state-run programs that aim to not only give women the opportunity to enter construction-related careers, but that also promote workplace diversity. In 2018, the U.S. government allocated $1.4 million through the Department of Labor to the Women in Apprenticeship and Nontraditional Occupations (WANTO) program. WANTO works to fund community-based programs that help women enter the construction industry in addition to helping employers create working environments that allow women to succeed just as equally as men.

STEM careers have traditionally favored men. In recent years, however, there has been a rise in the number of female applicants to programs in STEM categories, and subsequently more women in STEM-related jobs. This is thanks to some of the government initiatives mentioned above but can also be attributed to the number of colleges and universities promoting a diverse group of applicants within their degree programs. Within the STEM category, there has also been a huge increase in female applicants for civil and mechanical engineering programs.

Here are some of the best universities, colleges, and schools for women in construction as it relates to female representation in both students and staff as well as in quality of education.

- University of California, Davis – touts a 56% female enrolment
- Cornell University – rated second in the country for female STEM universities by Forbes
- Stanford University – rated third in the country for mechanical engineering by U.S. News
- South Dakota School of Mines and Technology – well-known for its diverse STEM programs, especially mechanical, electrical, industrial, civil, and chemical engineering

How women in construction can benefit from apprenticeships and trade schools

Traditional education can be a challenge for many, often due to cost or available time. Trade schools or technical institutes are an excellent avenue for women to gain the education they need to succeed within the industry, as they typically require less schooling. These concentrated programs required for a career in skilled trades typically only require two years’ worth of classes, which cuts down on both the amount of time and money needed to jumpstart a career in construction. Apprenticeships also offer a streamlined path towards education for women in construction. These opportunities combine on-the-job training with classroom instruction all while providing the apprentice with a paying job.
Getting ‘Back to Normal’ Is Going to Take All of Our Tools

If we use all the tools we have, we stand the best chance of getting our families, communities, schools, and workplaces “back to normal” sooner:

- Get vaccinated.
- Wear a mask.
- Stay 6 feet from others, and avoid crowds.
- Wash hands often.

www.cdc.gov/coronavirus/vaccines