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**SAFETY  
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## **EMPLOYEE RECRUITMENT AND RETENTION**

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# the builder's edge

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# IT'S NOT ABOUT WHAT IT IS ... IT'S ABOUT WHAT IT CAN BECOME

BY CHRIS GOLDSBY, GOLDSBY CONSTRUCTION  
2016 PRESIDENT, AGC OKLAHOMA



**THROUGH THIS MAGAZINE, FUTURE WEBSITES, ELECTRONIC NEWSLETTERS AND COOPERATION WITH UNIVERSITIES, TECHNICAL SCHOOLS AND SOON-TO-BE SECONDARY SCHOOLS, THE AGC WILL STRENGTHEN OUR GRIP ON THE ECONOMY AND LABOR.**

**W**hat a year 2016 has been so far! We've seen many firsts: some historical, some positive, some not so positive. Our country and state are more divided on issues than ever before. Unfortunately, we probably haven't seen the end of it. However, amidst the turmoil, our local and national AGC is unifying like never before. At the national level there is no longer a distinction between general contractor members and specialty contractor members, and there is a push to do the same at the chapter level. That's the way it should be, as each of our companies contributes to the success of all projects and/or our businesses.

Our young professionals in the Construction Leadership Council have restructured, refocused and have worked closely with other committees to give ALL of our AGC members additional benefits and career insight. These men and women are forging a new path, yet continuing our national legacy. This group has always had a philanthropic mindset, but they are ascending to new levels within our communities.

The same can be said of our Education Foundation. They too have restructured and are gaining momentum as they strive to help our members gain the knowledge they need to stay competitive. They are incorporating creative scheduling and new methods to deliver a quality learning experience. Nothing is as important to

our industry as training a new workforce. It is vital that our craft and management keep up with the demand of new regulations and construction techniques.

Impossible as it seems in the current political environment, we are making great strides engaging and educating our legislators. However, we still have more work to do. There will be many new faces at the Capitol this year. It is our duty to reach out and make sure they understand the issues that are important to us. To fully achieve our goals, we are solidifying relationships by partnering with the design community and other industry organizations.

We are standing together hands locked, in an outreach, to create industry awareness. Through this magazine, future websites, electronic newsletters and cooperation with universities, technical schools and soon-to-be secondary schools, the AGC will strengthen our grip on the economy and labor.

We still have a few months of hard work left, but it's a great year to be an AGC member. Our board of directors, officers and staff will be diligent in our remaining time. We will continue to find improvements and solutions, while aggressively working toward our strategic goals.

Remember, *"It's not about what it is... it's about what it can become."* - Dr. Seuss

I wish you all good luck and a strong close to 2016. ■

# HOW DO YOU EAT AN ELEPHANT? ONE BITE AT A TIME

BY DOUGLAS J. TABELING  
EXECUTIVE DIRECTOR, AGC OKLAHOMA



**THE INDUSTRY AS A WHOLE HAS DONE A POOR JOB OF EDUCATING, PROMOTING AND ADVERTISING THE GREAT JOBS AND LONG-TERM CAREERS THAT ARE AVAILABLE IN OUR INDUSTRY.**

**T**his analogy can be used in discussing the solution to our construction workforce shortage. The solution will not be one idea, one movement, one panacea that solves the shortage. The solution is going to come from a combined effort of many entities over a long period of time.

What happened to our workforce? In Oklahoma and nationwide, depending on the publication you read or the speaker you hear, there are many possible reasons we have arrived at this shortage. Some of these reasons being the greater number of older workers retiring versus the smaller number of younger people entering the workforce, the promotion of the college degree as being the preeminent measure of success for a young person and the discontinuing of vocational programs in our high schools. Also, the industry as a whole has done a poor job of educating, promoting and advertising the great jobs and long-term careers that are available in our industry.

What is the solution? I believe the solution has to involve a broad spectrum of national efforts to local grassroots efforts. At the national level, AGC of America released a workforce development plan titled "Preparing the Next Generation of Skilled Construction Workers: A Workforce Development Plan for the 21st Century." This plan ([http://bit.ly/AGC\\_workforce\\_development\\_plan](http://bit.ly/AGC_workforce_development_plan)) outlines national, state and local measures to adopt that will make it easier to establish programs to train future construction workers.

Another national effort, The Build Your Future ([www.byf.org](http://www.byf.org)) campaign sponsored by NCCER has a wealth of information for a potential construction professional, parent or educator on the types of careers available in the industry. At a state level, our AGC of Oklahoma Building Chapter partners with our CareerTech system by sponsoring the National Center for Construction Education and Research (NCCER) construction curriculum. The curricula are offered at 56 career tech and skills center locations. Our chapter also provides support to the over 85 instructors and to the yearly skills USA Oklahoma competition. This partnership has been cultivated to promote the commercial construction industry careers to our CareerTech students. CareerTech has also received the chapter's support in asking for the governor to proclaim October as "Careers in Construction Month"! On a local level, it will be incumbent of anybody in this industry to promote the career opportunities it provides.

Parents, counselors, educators and our youth all need more exposure and education on the industry's excellent careers. This push must come from all of our construction trade associations and their members. They have the best knowledge of these career opportunities and the benefits available.

Yes, it is a large problem already affecting our industry. And the solution will be found in many small and large efforts by many entities going forward.

And we will get there, one bite at a time. ■

# OKLAHOMA GOVERNOR FIRST TO SIGN PROCLAMATION DECLARING OCTOBER CAREERS IN CONSTRUCTION MONTH



**T**here is a skills gap in the construction industry, and that gap shows signs of getting wider. That's why Oklahoma CareerTech and AGC of Oklahoma have joined forces with the National Center for Construction Education and Research's (NCCER's) Build Your Future initiative to show young people and displaced workers the opportunities available in construction. This is the 12th year NCCER has honored careers in construction, and the fourth year it has celebrated Careers in Construction Month.



Andrew Mai graduated from Oklahoma State University with a degree in Construction Technology and is now a field engineer for Hensel Phelps Construction Company.

Gov. Mary Fallin signed a proclamation declaring that October is Careers in Construction Month in Oklahoma, giving that state the distinction of being the first in the country this year to have an official gubernatorial declaration. In anticipation of the month-long event, Oklahoma Department of Career and Technology Education is highlighting its training programs and opportunities in construction.

Through 2022, the need for workers in all areas of construction is expected to grow: carpenters by 24 percent, bricklayers and masons by 36 percent, electricians by 20 percent, plumbers and pipefitters by 21 percent and heating, air conditioning and refrigeration mechanics and installers by 21 percent. In addition, forecasters predict that Oklahoma will need

almost 3,000 more construction laborers by 2022.

Field engineer Andrew Mai has already joined the construction trades workforce, and he says he is doing what he always wanted to do. After graduating from Oklahoma State University with a degree in Construction Technology last spring, Mai landed a job with Hensel-Phelps Construction Company. He's currently working on the Engineering Education and Research Center at University of Texas at Austin, making more than \$50,000 plus benefits. Not a bad gig for a young man straight out of school.

"I also have opportunities for advancement," Mai said, "and the sky is the limit."

Before enrolling at Oklahoma State, Mai completed a residential and commercial carpentry program

at Pioneer Technology Center.

He says the CareerTech training gave him a leg up in the field. Mai is just one of many CareerTech success stories. In fiscal year 2014, 2,260 students graduated from CareerTech construction-related programs, CareerTech granted 670 construction-related certifications, and 664 students found construction-related employment.

Overall growth in the national economy and population is expected to increase demand for new buildings, roads, and other structures and will create new job openings for construction and extraction occupations. Oklahoma CareerTech offers training in carpentry, masonry, HVAC, plumbing, electrical, heavy equipment operation, cabinetmaking and computer-aided design and drafting at technology centers and





skills centers and construction-related certifications in 13 areas. ■

*The Oklahoma Department of Career and Technology Education provides leadership and resources and assures standards of excellence for a comprehensive statewide system of career and technology education. The system offers programs and services in 29 technology center districts operating on 58 campuses, 393 comprehensive school districts and 13 skills centers campuses that include three juvenile facilities. The agency is governed by the State Board of Career and Technology Education and works closely with the State Department of Education and the State Regents for Higher Education to provide a seamless educational system for all Oklahomans.*



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# HIDDEN RISK: EMPLOYEE RECRUITMENT & RETENTION

BY MARK J. TROXELL, VICE PRESIDENT OF SAFETY SERVICES,  
THE GRAHAM COMPANY  
SHANE RICCIO, PRODUCER, THE GRAHAM COMPANY

As many of you can attest, the economic recovery has continued to keep backlogs flush, but that has only heightened the need to find and retain skilled workers. The construction industry has some unique challenges in finding and retaining enough qualified candidates to fill all available positions. If you're fortunate to find a skilled candidate, the process cannot stop there. After hiring, it is important that you have a structured onboarding process to train new people on safe work practices for the types of hazards they will encounter on the project and to properly acclimate them to the desired safety culture. This is the only way to keep a safety culture intact.

A new hire's first impression of a company can set the stage for the rest of their employment. A company with a structured, well-executed onboarding program conveys it is well-run, values its employees, and expects its employees to work safely as a condition of employment. A company that lacks or has a poorly structured onboarding program conveys it is disorganized and indifferent to employee safety.

As backlogs boom, maintaining a successful onboarding process

is increasingly critical to not only efficiently complete projects, but also manage risk. The most effective programs will:

## HIRE THE RIGHT PEOPLE

It is often said that people are our greatest asset. Let's take that a step further because it is more than just hiring people. It is about hiring and retaining the *right* people that are physically capable of performing tasks on a continuous basis, placing those people in the proper position within



your organization, training them to perform assigned tasks safely, and motivating them to be successful.

The Construction Industry Institute (CII) reports that "contractors with employee retention rates of 80 percent or higher realize increased job profits, complete more projects on time or ahead of schedule, and have better project safety performance."

## ESTABLISH GOALS & EXPECTATIONS

It is important to discuss company values and goals with each new hire to establish expectations for continued employment. Our most successful clients have safety as a core value. When you review core values, emphasize the company's commitment to a safe work environment and expectations regarding safety — this sends a powerful message to any new hire.

Managers should take the time to meet weekly with new employees during their probationary period to answer questions and show interest in the new hire's employment.

## REVIEW POLICIES & PROCEDURES

Spend the time to thoroughly review your organization's policies and procedures. Employees must



know company requirements and expectations regarding substance abuse, work hours, appearance, workplace discrimination, treatment of others, employment accountability, etc. Include client expectations in the discussion if a new employee is reporting directly to a job site.

An employee handbook is helpful to a new hire. It provides workplace guidelines and the employee can refer back to it as a resource document. Have the employee sign a document that acknowledges company policies and procedures have been explained to them.

### **PROVIDE WORKPLACE SAFETY TRAINING**

The safety orientation process is the company's first opportunity to review safety expectations and procedures in detail. The orientation should take place prior to a new employee working on site. The safety orientation should not be rushed; you need to detail behavior expectations, workplace safety requirements, and emergency procedures.

The safety orientation should not be the end of a new hire's safety training. Employees should receive hazard-specific safety training prior to being asked to perform a task. The hazard safety training must

meet OSHA's requirements, but it is important that the task training include safe work procedures established by the company. The safe work procedures may exceed minimum OSHA requirements.

### **ASSIGN A MENTOR**

It is beneficial to utilize one of your high-performing employees as a mentor. The mentor can help the new hire become comfortable on the job and answer questions. We also recommend that new hires be identified by the color of their hard hats. If a company has a specific color or logo on their hard hat, the new hire has to earn the hard hat with the logo by showing their commitment to safety. We suggest letting the mentor and the manager on site be the judge of the new hire's commitment to safety.

### **ESTABLISH A PROBATIONARY PERIOD**

If permitted, establish a probationary period. A 90-day probationary period gives both you and the new hire time to see whether or not you're truly a good fit for each other. Of course, some new hires may not make it through the probationary period. Do not be afraid to terminate employment for cause if you feel the employee is

going to injure themselves or others by using unsafe work practices or not showing up to work.

### **DEVELOP AN ONBOARDING CHECKLIST**

Create and maintain a file of a simple checklist to make sure that no steps were missed in the onboarding process.

### **BENEFIT FROM LOWER PREMIUMS**

Hiring the right workers for the right positions at the right times requires consistent attention to all of the above tactics. But it's a smart investment because by following these protocols, you can cultivate a more skilled workforce that upholds a commitment to safety. As a result, you will reduce the frequency and severity of claims over time and that will ultimately reduce insurance premiums. ■

*Mark J. Troxell, ARM is vice president of safety services at The Graham Company, a member of multiple AGC chapters. With over 28 years of safety and loss control experience, Mark is responsible for overall direction of the firm's Safety Division and providing safety consultation to construction and maritime clients. He can be reached at [mtroxell@grahamco.com](mailto:mtroxell@grahamco.com). Follow Graham on Twitter @TheGrahamCo or follow the firm's Risk Matters blog for the latest insights.*

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# CLC BOARD OF DIRECTORS AND AGC OF OKLAHOMA SWING INTO ACTION AT THE 39TH ANNUAL CLC GOLF TOURNAMENT

The AGC of Oklahoma's Construction Leadership Council Board of Directors hosted the 39th Annual CLC Golf Tournament at the Moore Golf & Athletic Club on Aug. 29, 2016. The event was a huge success, with more than 120 players participating. The proceeds from the tournament will provide opportunities for growth through networking and educational events covering topics in today's construction industry.



# CONGRATULATIONS TO THE WINNERS!

## AM FLIGHT:

- 1st - Herc Rentals: Justin Crawford, Heath Redwine
- 2nd - Warriors for Freedom:  
Guy Cormack, Glenn Neighbors
- 3rd - Atlas Construction Group:  
David Myers, Dustin Enterline
- Closest to Pin - Bobby Campbell, Bennett Steel, Inc.
- Long Drive - Bobby Campbell, Bennett Steel, Inc.
- Free 2017 CLC Membership - Jason Hammond,  
JE Dunn Construction Co.
- Hunting with Heroes - Shane VanOosten,  
Lippert Bros., Inc.

## PM FLIGHT:

- 1st - Goldsby Construction, LLC.:  
Garrett Goldsby, Mike Vaughn
- 2nd - BKD CPA's & Advisors:  
Todd Pefferman, Johnathon Hillman
- 3rd - United Rentals: Ralph Hartford, Chad Brandt
- Closest to Pin - Mike Vaughn,  
MP Vaughn Construction
- Long Drive - Mitch Johnson, Ross Group
- Free CLC Membership - Ryan Jurgensmeyer,  
Crossland Construction Co.
- Hunting with Heroes - Brad Johnson,  
Travelers Construction Services, Oklahoma

The CLC Board of Directors and the AGC of Oklahoma want to thank all the sponsors and participants. Special thanks to all the volunteers and staff for their hard work. We look forward to seeing everyone next year for the 40th anniversary event! ■



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# EDUCATION FOUNDATION'S SPRING GOLF TOURNAMENT A HUGE SUCCESS

**T**he AGC of Oklahoma Educational Foundation (AOEF), previously the Oklahoma Construction Advancement Foundation, was formed on March 27, 1967. Its purpose through the years has been to promote, improve and advance the interest and common good of all engaged in the construction contracting business in the State of Oklahoma.

Specific goals include providing employee apprenticeship training, advanced craft training, construction technical education, safety education, public relations and market development. The Foundation has also provided over \$300,000 of scholarships to construction students at Oklahoma State University, Oklahoma State University Institute of Technology and the University of Oklahoma.

This year the Foundation hosted its spring golf tournament to support its

mission. Thanks to our participating companies: Lambert Construction, Trident Labor, Zurich Surety, Arthur J. Gallagher, Green Country Interiors, Dolese Bros., Lippert Bros., Goldsby Construction, Ellsworth Construction, Lithko Contracting, GE Johnson, Terracon, Bentley Flooring, Nabholz Construction Services, JE Dunn Construction, Rich and Cartmill Insurance, Cherokee Building Materials, AGCOK Construction Leadership

Council, Shawver & Son, Atlas, Burgess, Hammer Construction, and Manhattan Construction. We were also joined by representatives from the Warriors for Freedom.


The tourney was an outstanding success! Special thanks to our sponsors: Atlas, Bentley Flooring, Cowen Construction, Dolese Bros., Cherokee Building Materials, Flintco LLC, Granite Re, Hammer Construction, Lithko, The Lumber Shed, Mac Systems, Mass Architects, Rich and Cartmill, Shawver & Son, Star Commercial Flooring, Terracon and Trident Labor.

Thanks to your support in providing (in 2015) 239 hours of CEU programs, 2793 hours of OSHA training, sponsorship of over 650 trade students in sponsored NCCER programs through our CareerTech system and \$24,000 of scholarships! ■



# SAFETY IS A JOURNEY, NOT A DESTINATION

**A**GC of Oklahoma Education Foundation (AOEF) has a strong commitment to the safety of all workers within the construction industry. We provide safety training, consulting and support to our members and nonmembers alike. AOEF has developed and implemented the *Flexible Enrollment* format for the OSHA 10- and 30-hour safety training. Under this innovative approach to training, employees have up to five months to complete their required classes. Each year we coordinate the OSHA *Stand Down for Fall Safety* activities for our member companies and host OSHA train-the-trainer safety classes where individuals can become certified safety professionals. We provide forums by which safety professionals can network, discuss relevant issues and share best practices. Additionally, our member employees' successes in safety are showcased at our annual meeting with our *Safety Excellence Awards*. All our efforts are aligned with creating a "culture of safety" both on and off the job. AOEF embraces the philosophy that "safety is a journey, not a destination." ■




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# A HARD LOOK AT HARD HAT TALKS

BY JOSHUA ESTRIN, SENIOR ASSOCIATE, STEPHEN A. ESTRIN & CO. INC.

The average safety hard hat weighs approximately 14 ounces. The average worker's head weighs 14 pounds. So there is an ounce of safety for every pound of head — provided the head protection is properly worn and maintained. But there is more to safety than the equipment protecting the noggin. And hard hat talks, regularly scheduled construction safety meetings, should extend beyond the topic of *actual* hard hats; content must reflect not only the culture and climate of safety on the jobsite, but utilize effective and efficient means to educate workers. In addition, they should support engagement as some of the most powerful lessons in worker safety come from the worker, as a result of topics or questions posed by the supervisor.

The construction industry has recently begun to recognize that safety cannot be an afterthought, but instead needs to be a priority that drives all decisions from the top down and bottom up. A safe work environment free of seen and unseen hazards must be non-negotiable and as such, should be something that is understood as the single most important way in which to proactively avoid accidents and ensure worker safety.

To that end, how do those charged with creating a strong culture and climate of safety evolve past the outdated models that often include a short video, a scripted generic monologue leaving no room for discussion, or — worst case scenario — a handout with little or no explanation or consideration for worker literacy levels and potential language barriers?

Safety does not happen in a vacuum and as such, just like other aspects across the continuum of a construction worksite, hard hat talks, once seen as informal safety

meetings, must now be recognized as powerful tools and part of the entire safety plan with the singular focus to keep workers safe.

## WHO SHOULD CONDUCT A HARD HAT TALK?

It's imperative that the person spearheading these meetings has direct supervision over the worker. In the ever-evolving process and day-to-day adjustments of keeping the worker safe, choosing to bring a safety manager to a hard hat talk might seem like a good idea, but in fact can lead to unnecessary confusion as to who is directly charged with the day-to-day safety of the worker, that of the supervisor.

## WHAT MAKES A HARD HAT TALK EFFECTIVE?

Generic topics do not work, as safety is not generic and must be site- and task-specific. Therefore, a supervisor must take the necessary time to ensure that discussions are not only specific, but highly relevant to the workers for whom he or she is responsible.

Recognizing that not all supervisors are comfortable speaking publicly, even if it is to workers with whom they interact every day is simply not an excuse for poorly executed hard hat talks. When one assumes the role and responsibility of ensuring the safety of others, he or she must also take responsibility for the entirety of that job description and work to overcome any personal challenges that impede effectively communicating worker safety.

The effectiveness of these meetings is determined by:

- How topical to the subject matter is to the tasks expected of the worker,
- How relevant the topic is to the job at hand, and
- How accessible the presentation is and how easy is it for workers to understand the entire discussion.

## FREQUENCY

Another area of consideration is the frequency of hard hat talks. As with all aspects of safety and in turn creating a strong culture and climate of safety, these discussions cannot be applied





haphazardly and should also reflect the level of hazard associated with a specific jobsite and the specific tasks being asked of the worker.

Collectively, if the industry is to make it a priority, weekly hard hat talks are simply not enough. Historically, it has been argued that this gives the supervisor time to assemble a crew based on varying schedules as well as prepare for an effective discussion. Given the data generated from the Bureau of Labor Statistics, this approach has not worked as was once hoped. Construction workers continue to suffer catastrophic as well as fatal injuries far above the national average and therefore greater regularity will in turn reinforce an overall commitment to ensuring a safe work environment.

## DURATION

Traditionally approached as informal in nature, the movement toward a more formalized process appears

to be a large part of the solution to keeping the construction workforce safe, but formality should not be confused with the need for a long drawn out discussion which is counter productive. Hard hat talks are most effective when they are focused and well planned. Ironically, it is in fact the shorter format that usually requires the most preparation as the supervisor must be ready and extremely well-versed on the topics to be discussed. Cutting through unnecessary information that may be interesting (but not relevant) and narrowing the talk down to essential information while presenting an engaging and supportive discussion takes time, creativity and a willingness to no longer settle for the status quo.

Worker safety is an enormous responsibility and although part of a large and complex system comprised of policies, procedures, regulations and industry standards, the process of imparting important safety-related

information and knowledge to workers need not be overwhelming to the supervisor. The potential effectiveness for well-constructed hard hat talks is quite promising and as such, the industry must rise above what has been done in the past and meet the future with a sense of urgency and creativity driven by a genuine desire to keep the worker safe. ■

*Joshua Estrin is a senior associate at Osprey, Florida-based construction forensic services firm Stephen A. Estrin & Co. Inc., an AGC of Greater Florida chapter, specializing in behavioral safety management. He is also an adjunct professor at Columbia University, in New York City. He can be reached at [joshua@sa-estrin.com](mailto:joshua@sa-estrin.com).*

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# UPCOMING CALENDAR OF EVENTS

All events are considered tentative until a Meeting Notice or Flier has been distributed. Thank you!

## OCTOBER 2016

Wednesday, Oct 12  
OKC Luncheon Meeting  
Quail Creek CC

Friday, Oct 21  
PAC Sporting Clay Shoot  
Silverleaf, Guthrie

Wednesday, Oct 26  
Tulsa Luncheon Meeting  
Oaks CC

Thursday - Saturday, Oct 27-29  
CLC National Development  
Conference  
Atlanta, GA.

## NOVEMBER 2016

Wednesday, Nov 9  
OKC Luncheon Meeting  
Quail Creek CC

Thursday, Nov 10  
CLC Volunteer Night  
OKC & Tulsa Food Banks

Wednesday, Nov 16  
Tulsa Luncheon Meeting  
Oaks CC

## DECEMBER 2016

Tuesday, Dec 6  
AGC/CLC Tulsa Christmas Party  
Oaks CC

Tuesday, Dec 13  
AGC/CLC OKC Christmas Party  
Greens CC

## JANUARY 2017

Wednesday, Jan 11  
OKC Luncheon Meeting  
Quail Creek CC

Tuesday - Saturday, Jan 17-21  
Winter Planning Retreat  
Cabo San Lucas, Mexico

Wednesday, Jan 25  
Tulsa Evening Meeting  
Oaks CC

## FEBRUARY 2017

Friday-Saturday, Feb 3-4  
AGC 77th Annual Meeting &  
Awards Banquet

Tuesday, Feb 23  
CLC Meeting  
Oaks CC

## MARCH 2017

Wednesday, Mar 8  
OKC Luncheon Meeting  
Quail Creek CC

Monday-Thursday, Mar 6-9  
AGC's 98th Annual Convention  
San Antonio, TX

Wednesday, Mar 22  
Tulsa Luncheon Meeting  
Oaks CC

## APRIL 2017

Wednesday, Apr 12  
OKC Luncheon Meeting  
Quail Creek CC

Wednesday, Apr 26  
Tulsa Luncheon Meeting  
Oaks CC

## MAY 2017

Wednesday, May 10  
OKC Luncheon Meeting  
Quail Creek CC

Monday, May 15  
AOEF Spring Golf Tournament  
Gaillardia Country Club, OKC

Wednesday, May 24  
Tulsa Luncheon Meeting  
Oaks CC

## JUNE 2017

Thursday-Monday, Jun 8-11  
AGC Summer Conference  
Branson, MO

## JULY 2017

Wednesday, Jul 12  
OKC Luncheon Meeting  
Quail Creek CC

Wednesday, Jul 26  
Tulsa Luncheon Meeting  
Oaks CC

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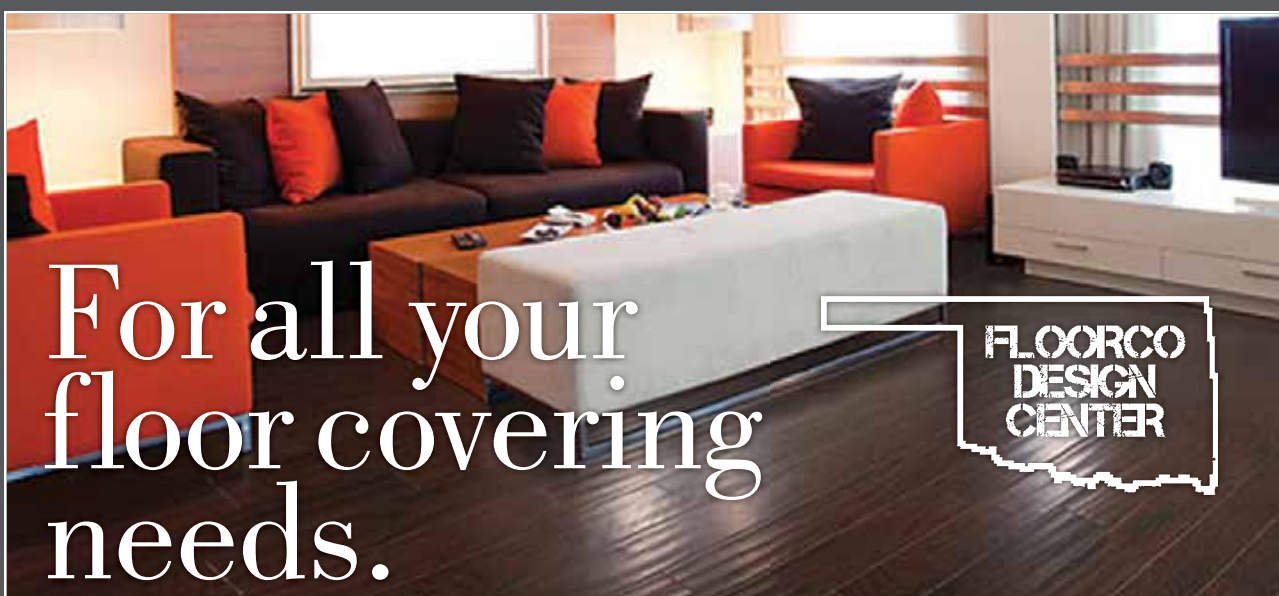


# AGC OF OKLAHOMA RECEIVES FREEDOM AWARD

As a token of its appreciation, Warriors for Freedom Foundation is honored to give AGC of Oklahoma the coveted Freedom Award. This award was designed specifically and only for Warriors for Freedom sponsors. Thanks to all of the AGC staff and membership for supporting this organization and its cause. The two organizations are a good fit with many similarities. Both understand that planning, attention to detail and hard work create success.

Warriors for Freedom Foundation is a resource dedicated to supporting and improving mental, physical and wellness services for our nation's active military, veterans and their families. It provides support to the nation's heroes and their families in the areas of outdoor activities, mental health and wellness as well as promotes awareness of Post-Traumatic Stress Disorder (PTSD), Traumatic Brain Injuries (TBI) and Combat Stress Reaction (CSR).

As an event-based organization, Warriors for Freedom Foundation encourages all members of AGC to visit its website (<https://www.warriorsforfreedom.org/>) and find one of the events that you would like to not only sponsor but participate as well. ■



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# AGC OF OKLAHOMA EDUCATION FOUNDATION SUPPORTS SKILLS USA



**A**GC of Oklahoma Education Foundation (AOEF) is a proud supporter of the Skills USA competitions hosted by the Oklahoma Department of Career and Technology Education. Each year hundreds of Oklahoma students from all across the state participate in industry-validated

skill contests to determine who will represent Oklahoma in the national competitions later in the year. The competitions include, carpentry, masonry, electrical, plumbing, HVAC and Team Build, a unique competition encompassing all the trades in one event. AOEF provides lunches, industry judges, recruiters and a hot dog dinner event where OSHA and industry representatives present about job opportunities and working in our dynamic industry. The AGC of Oklahoma Education Foundation believes the Skills USA competitions are a vital part of the construction trades education the students receive through their CareerTech programs. ■



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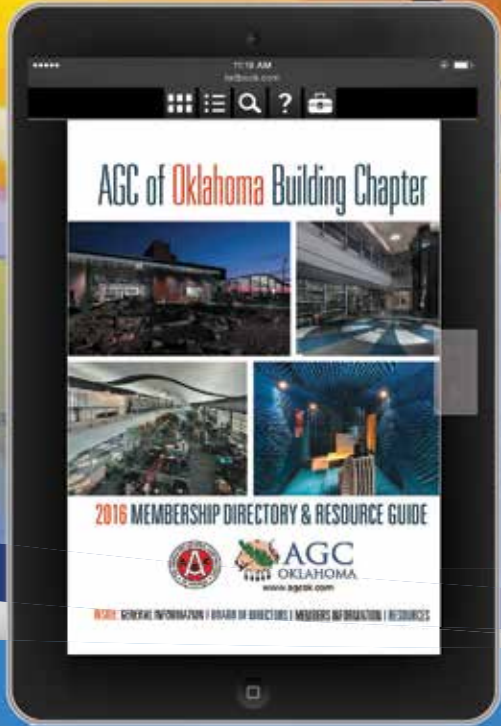
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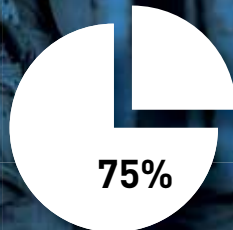


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