



ENZWEILER
BUILDING INSTITUTE

Workforce Development

IN THE BUILDING INDUSTRY



Agenda

- **Growth in Construction**
- **Worker Shortages**
- **Enzweiler Building Institute**
- **Challenges**
- **Recommendations**



WORKFORCE DEVELOPMENT IN THE BUILDING INDUSTRY

June 2022



Record Growth in Construction

“Looking forward to 2022, we are cautiously optimistic that both the Kentucky and U.S. economy are rebounding despite supply chain, labor and inflation issues...we are seeing continued growth in industrial and distribution buildings in our primary markets... Though supply chain issues have impacted our ability to deliver projects, we are aggressively recruiting seasoned construction and account managers for both our construction and building management services as they continue to grow.”

—**Paul Hemmer** President, Paul Hemmer Co.

From the Lane Report, 1/4/22

Growth in Construction

State Growth

- 1.9% growth, 2010-2018
- Compared to 1.2% statewide in all industries
- Continued expansion from 2019-2022 – some firms doubling in size
- Thrived during COVID while other industries declined

NKY Growth

- Building permits in 2021 met or exceeded levels dating back to 2007, prior to the Great Recession
- Both commercial and residential growth
- 63% increase in residential permits in first quarter of 2021

Wages, Employment and Demand by Occupation

	KY Wage	KY Employment	NKY Wage	NKY Employment	Projected KY Openings - 2029
Construction Managers	\$86,610	1,270	\$110,150	1,340	3,458
HVAC Mechanics & Installers	\$44,600	4,870	\$54,780	2,140	4,371
Electricians	\$52,810	9,610	\$48,990	4,790	10,531
Plumbers	\$57,270	6,010	\$54,300	3,060	7,724
Welders	\$42,570	6,710	\$43,900	2,940	7,702
Carpenters	\$47,440	7,350	\$50,050	5,040	10,018
Painters	\$37,540	1,700	\$41,510	1,110	3,254
Maintenance & Repair Workers	\$42,000	20,500	\$44,340	10,970	23,241
Brick & Block Masons	\$46,340	780	\$55,170	790	1,053
Heavy Equipment Mechanics	\$50,870	1,880	\$56,790	750	2,840
Diesel Truck Mechanics	\$45,140	3,860	\$50,510	1,460	4,063
Paving & Surface Operators	\$41,710	480	\$47,530	100	881
Source: May 2020 KY Occupational Employment & Wage Estimates			Source: May 2020 Metropolitan & Non-metropolitan Employment & Wage Estimates		

Worker Shortages

NEAR CRISIS LEVEL

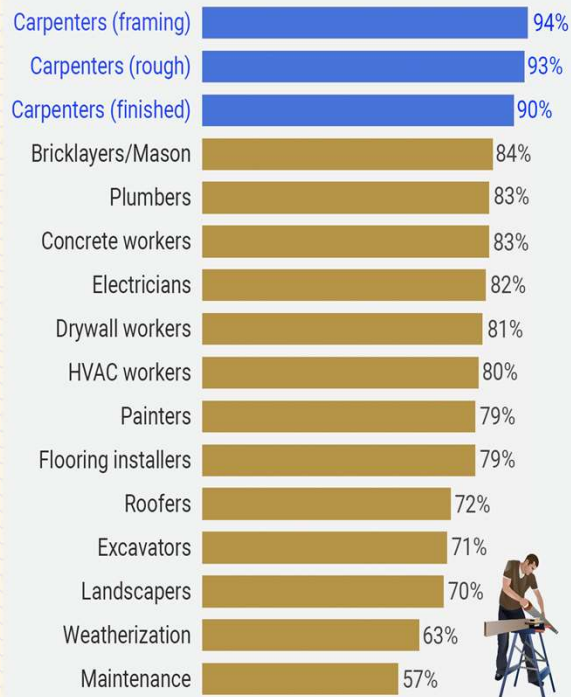
WORKFORCE DEVELOPMENT IN THE BUILDING INDUSTRY



Critical Shortage of Workers across the Skilled Trades

The great carpenter shortage

Percent of US builders reporting shortages of subcontractors



DATA: National Association of Home Builders (2021)

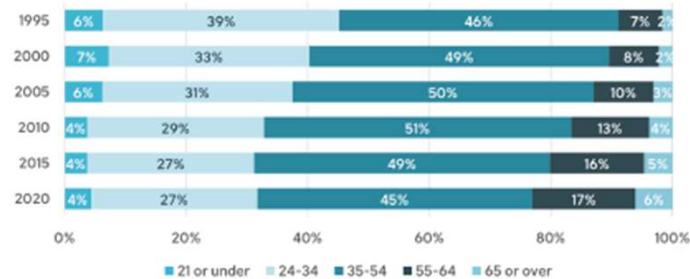


THE HUSTLE

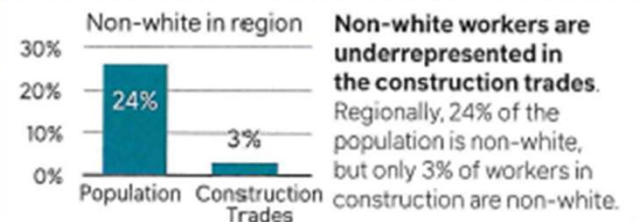
400,000
OPEN CONSTRUCTION
JOBS IN U.S. AS OF
MARCH 2022

Aging of current labor force

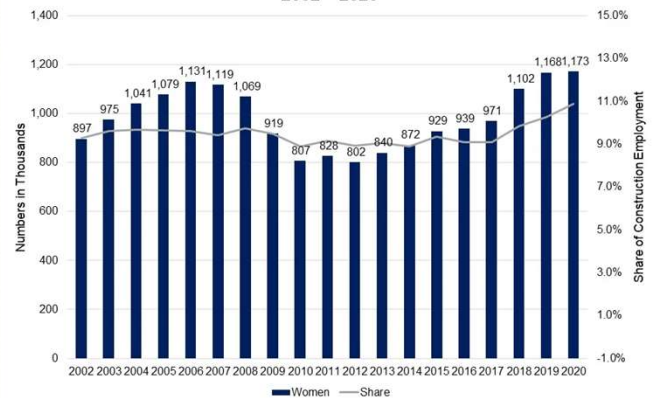
ALL CONSTRUCTION TRADE WORKERS NATIONWIDE BY AGE (1995-2020)



Underrepresentation of women and non-white workers



Women in Construction
2002 - 2020



Source: Labor Force Statistics from the Current Population Survey



Enzweiler Building Institute

- *Established in 1967
- *2000+ graduates
- *152 evening students in 2021-22 school year – 5% growth over prior year (despite COVID challenges)
- *90% pass rates of licensure exams
- *95% work in their field of study
- *70% job retention rate
- *51 high school students in 2021-22 school year

EBI Evening Programs



Carpentry



Welding



Masonry



HVAC

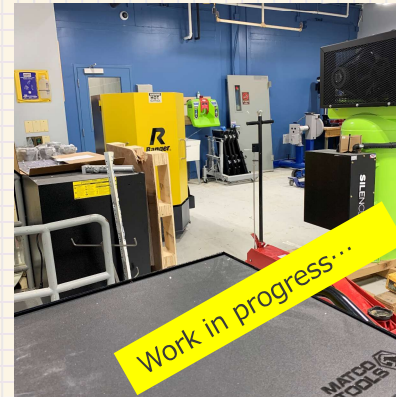
EBI Evening Programs



Plumbing



Electric



Diesel Mechanics



Four Classrooms

+ Facility Maintenance and Remodeling Program

High School “Intro to the Trades Program”

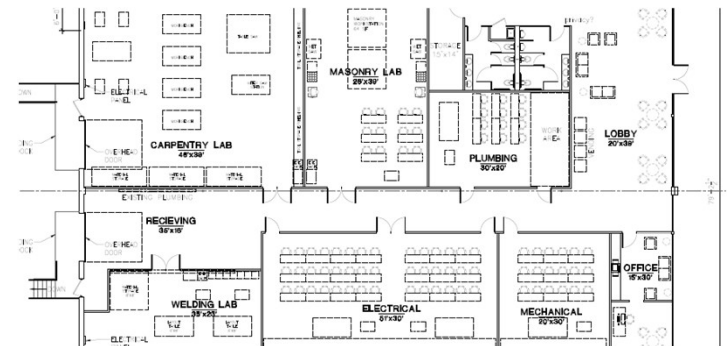


***Follow CTE Curriculum for High School Credits
“Building and Apartment Maintenance Pathway”
*Include exposure to all the major trades**

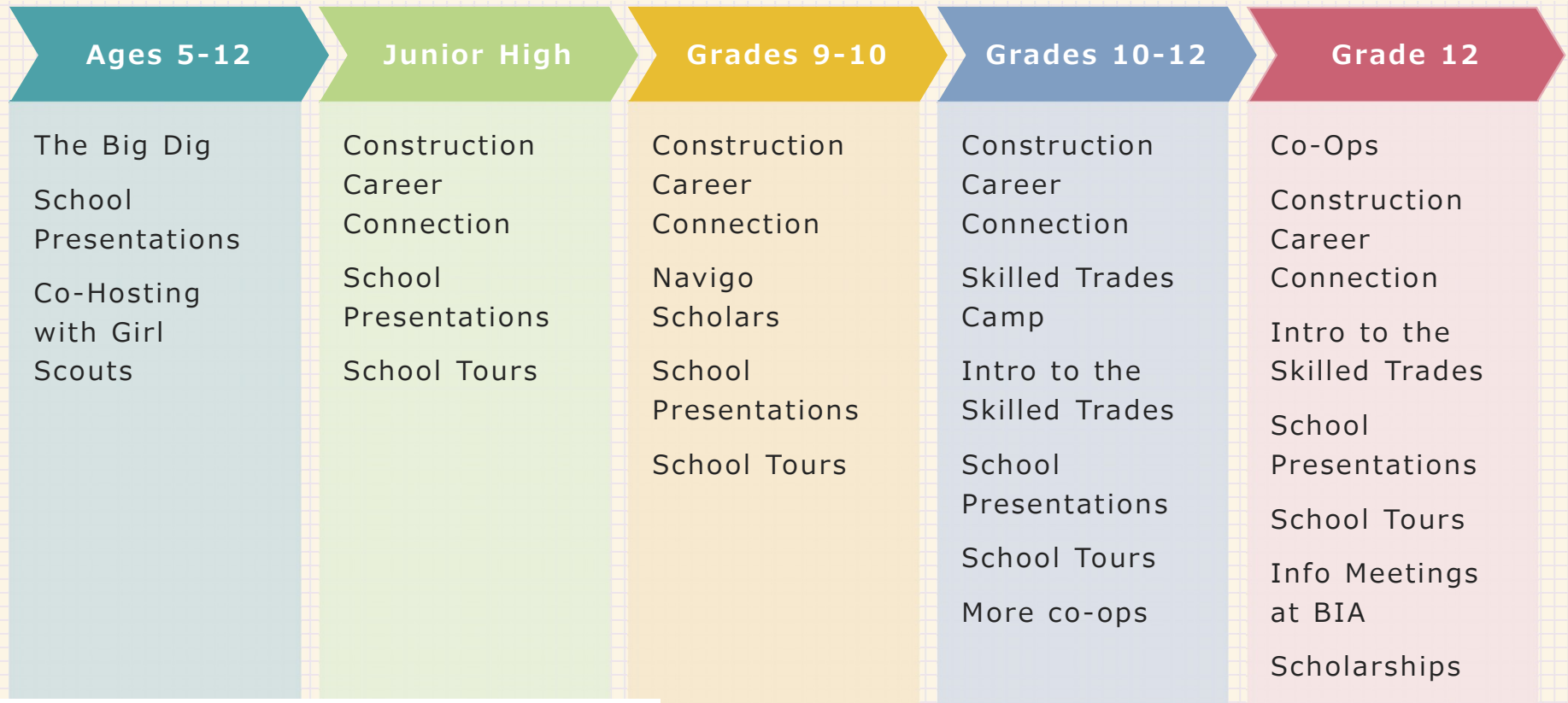
Latonia Location

- 10,000 square feet
- Located in NKY's largest city
- On the bus line
- Close to target populations for growth
- Within 5 miles of 10 high schools
- 7 trades will be offered + HS Program
- Partnership with Covington Academy for Heritage Trades

WORKFORCE DEVELOPMENT IN THE BUILDING INDUSTRY



Addressing the “Stigma” about Careers in Construction



Challenges

State Recognition

- Definition of “Career Ready” is tied to industry-recognized credentials
- Finding and certifying instructors is outrageously hard
- No recognition of skill-development a career readiness

Work-Based Learning

- Difficult to hire HS students into meaningful co-op positions due to high workers comp rates
- FYI: KY licensure requirements are strict

Funding

- Finding early resources for transportation and tuition/fees
- KEES monies are not applicable to all programs

Recommendations

State Recognition

- Acknowledge HBI curriculum for Career Readiness Definitions
- Include skill-assessment measures for Career Readiness Definitions
- Remove barriers for professionals to teach CTE-related courses within K-12 systems

Work-Based Learning

- Convene employers to discuss ways to increase their involvement in co-ops/internships/pre-apprenticeship hiring

Funding

- Allow KEES monies to be used in any state-recognized program in high-impact career areas



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Thank you

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