



## Starting Early: Recruiting Students For The Construction Industry



At Nabholz, we see our recruiting efforts as investing in the lives of future construction workers where we live and work. As with any other investing, it's important

to start early. For us, that means engaging with students and educating them about opportunities in the construction industry at the elementary, intermediate, and high school levels.

We know the importance of career guidance for children at an early age. Several studies show that children aged 7-10 years start to begin thinking about what they want to be when they grow up. By the time a child is in 2nd grade, they are already exploring the careers chosen by their grandparents, parents, aunts, uncles, and others.

Here are a few more reasons we think it's important to invest early on in a child's education:

- Children may do better in school if they can see how education connects them to a successful future.
- It helps children discover the variety of jobs available to them.
- It helps connect what students are learning in school to real-world situations.

- Children start to visualize themselves in a real-world occupation.
- It encourages students to develop work-readiness skills such as working in teams, making decisions, solving problems, and being a leader.

Changing Opinions About Careers in the Construction Industry  
Careers in the construction industry hold a number of stigmas that might prevent people from pursuing a job in the field. For example, many think construction workers didn't go to school or couldn't find work anywhere else, or that construction jobs pay poorly. That is just not the case. A lot of schooling and training is involved in becoming a skilled tradesperson and it's certainly not a job for the inept. Many skilled craftspeople attend a trade school to learn their craft while concurrently earning an income. And once a craftsman earns their certification, they can only expect their income to go up. In fact, the average skilled craft professional makes \$9,835 more than a recent college graduate.

### How to Get Involved - Seek Out STEM Programs

One of the easiest ways to work with students is to get involved with the STEM programs at schools. Make sure to foster good relationships with school administration at the beginning of the year and volunteer to present to classes.

To read more see excerpt: <https://www.nabholz.com/starting-early-recruiting/>



### About The FDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on FDOT contracts and facilitate the opportunity for DBEs to obtain contracts. The services are designed to:

- Assist established construction firms to move them from bidding as a subcontractor to bidding as a Prime Contractor to produce sound bids.
- Provide access to training increases DBE expertise in handling of daily business operations.

### About The Program

The Construction Estimating Institute (CEI) works with FDOT as the statewide provider of the federally funded Disadvantaged Business Enterprises (DBE) Supportive Services Program. We want to increase the number of certified DBEs participating in highway and bridge construction, as well as assist DBEs in growing and eventually becoming self-sufficient. Additionally, CEI provides supportive services by assisting prime contractors and consultants with identifying DBEs for subcontracting opportunities on priority projects.

## How to Balance Kids and Work in the Summer



Working mothers everywhere groan about summer for the simple reason that while school is out, work is not. Summer represents the ultimate juggling act as we try to manage spending time with our kids while fulfilling our professional responsibilities. On top of the inconvenience, summers can be expensive when you take into account camp and child care costs. It's no easy task, but some creative parents find ways to survive summer as working parents. Here's how:

### Juggling Vacations

One option is for both parents to take separate vacations so each can cover kiddo duty while off work. Trading off can be a smart financial move, but it does sometimes mean the family has to forgo a family holiday together. An easy solution can be to keep things simple. If a working parent can take a long weekend occasionally, it allows a family to do a local activity or even have a [fun and cheap staycation](#). There's nothing wrong with staying home as a family, turning the sprinkler on and having a barbeque!

### Camp Grandma

Do you have a retired family member who might like a visit from your little darlings? Intergenerational fun is valuable for all sides: Spending time with an older relative is great for kids, grandparents often relish it, and it provides and it

provides parents with an affordable solution for part of the summer. Not everyone has this option, so if you do, take advantage of it.

### Student Sitters

If you have school-age kids, you don't necessarily need a child care professional to watch them. Hiring a competent and fun high school or college student will provide your kiddos with endless fun at a reasonable price. You may not come home to a tidy house or dinner in the oven, but many parents are just happy to see their kids having a great summer—which can mean crafts everywhere and kids covered in dirt!

### ROWE Support

If you're lucky enough to work for a company that operates in a ROWE, you have the flexibility to be on hand for your family even as you get your work done. ROWE means Results Only Work Environment, and we at Mabel's Labels have been functioning this way for two years. This means we value our employees based on the completion of their goals rather than the amount of time they spend sitting at their desks. This means they *can* spend time with their families in the summer as long as they are able to get their work done. How and where it gets done is their business.

Working parents have to get creative in summer. What solutions have you found that work for your family?

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To read more see Excerpt: <http://www.workingmother.com/content/how-balance-kids-and-work-summer>

## Supportive Services Offered



- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website



CEI is an educational organization providing the highest quality construction training in the industry. Over 100,000 owners, estimators, project managers, field supervisors, office support staff, foremen, laborers, and key management personnel have attended courses that are offered nationwide. The courses provide students with construction skills training and the critical information needed to be effective within their companies and organizations.

Call 866-378-6653 or visit us online at [www.cmdp-bgp.com](http://www.cmdp-bgp.com)

[www.fdotdbesupportservices.com](http://www.fdotdbesupportservices.com)

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