



The Centerline

President's Message

Hello to all members of the NAWIC Pikes Peak Chapter 356!

How is your summer going? It always seems to go fast in Colorado.

Our July meeting was on drones. Thank you to Sergio Paulo and Chris Bombria from DynAeroTech for a wonderful presentation! We truly enjoyed what they had to say. It came up at our staff meeting the next day, so Paula Miller, Angela Morgan and I had some idea what they were talking about.

We would like to thank Liz Teramoto, Our Regional Director for coming to visit us at our July meeting. She had a great time meeting our members and we enjoyed getting to know her. We now have 40 members in our chapter. 😊

Our next meeting will be our Strategic Planning Meeting on August 28th at Nunn Construction, Inc. at 5:30 p.m. Dinner and drinks will be provided by Nunn and RMG – Rocky Mountain Group. Please come and help us decide what direction we want our chapter to go for the next two years. What do we want out of NAWIC as members? What do we want the community and social media to know about us?

If you have not had a chance, please turn in your Spirit Award nominations to me by **August 1st**. Nominate someone in our chapter who has the NAWIC spirit and represents our chapter to the fullest!

Kristen Ibarra and I will be in Anaheim, California August 15th thru August 19th, representing Pikes Peak Chapter 356 at AMEC. It is always fun to meet the ladies from our region and get to know them. We will also be selling jewelry and raising money for our chapter, as well as attending seminars.

We need topics for October and November meetings. Please contact our Directors – Naomi Kidd and Kristen Ibarra, if you have a topic you are interested in and/or a venue to have it. It can be construction related or something to inspire us. Also, please let us know if you have someone who would like to sponsor a meeting for NAWIC.

Monsoon season is here. Enjoy sun where you find it. Enjoy the local fruits and veggies! Yum! Have a great rest of the summer.

Berni Mount
NAWIC Pikes Peak Chapter 356
President 2016-2017

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Standing Committee Chairs 2016-2017

Professional Development & Education – position open, contact Berni to sign up now!

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“We see our future more clearly when we look into our past.” -- Eleanor Roosevelt

Board of Directors for 2016-2017

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jennifer.walker@hubinternational.com



"PROMOTING THE CONSTRUCTION INDUSTRY TO AMERICA'S YOUTH"

Construction Career Days of Southern Colorado Volunteers and Activities September 14, 2017

Check what you would like to do and print your name on the line next to your choice. You may select more than one so that if you are needed more in one area than the other, we have that option. Designate your first choice. PLEASE PRINT LEGIBLY.

Group Leader (at least 60 Group Leaders are needed) **September 14th only**

Group Leaders will be assigned 8-10 students and given a schedule to accompany them as they participate in activities throughout the day. There will be an orientation meeting prior to the students arriving to go over procedures.

Name _____ Company _____ Phone _____

E-Mail _____ Mobile Phone _____

General Volunteer - September 13th for set up _____ September 14th _____

General Volunteers will help with one or more of the following support services: registration, set up, take down, lunch, traffic control, and other general support services. For more information contact Linda Champlin-Frank at 719-641-1109 or lindacf356@msn.com.

Name _____ Company _____ Phone _____

E-Mail _____ Mobile Phone _____

Activity

Set up a "Hands On" Activity for the students to participate in which represents a career area: architecture engineering, building crafts/trades, highway construction, information on training/education programs or management. For more information contact Jason Yezek @ 719-321-3018 or Robert Owens @ 719-440-0660.

Name _____ Company _____ Phone _____

E-Mail _____ Mobile Phone _____

Describe Activity: _____

Please print this form, fill out and return to Berni Mount:

Fax – 719-599-4744

Email – bmount@nunconstruction.com



"PROMOTING THE CONSTRUCTION INDUSTRY TO AMERICA'S YOUTH"

Construction Career Days of Southern Colorado Activity Questionnaire September 14, 2017

Activity: _____
Company: _____
Contact: _____
Cell #: _____

Materials/ Support provided by CCD for you:

Electricity:

(Specify number of outlets you will need to attach to a power source)
120 volt _____ Outlets

Other (please describe) _____

Water:

How much water _____ Gallons or
of hose hook ups: _____
At specific pressure _____ psi

Table & Chairs: (Only if you can not supply)

_____ Tables
_____ Chairs

How much space will you need, (the typical indoor space is approximately 20'x20'):

Indoor / Outdoor
_____ X _____

Pease use the following space to state any other potential site specific needs that you feel we may need to provide or help you with _____

When would you like to set up? (There is approximately an hour if you come early the morning of September 24th to set up)?

Day before _____ -or- Morning of _____

How much time do you need for clean up after the event? _____

For us to best help you set up a successful activity, please take a few moments to give us a basic outline of what you will be presenting to the High school students and what activity they will be engaging in (please also note if you would like some assistance in deciding the best way to get your message across to the students) No handouts can be handed out at the activity. All handouts should be given to the committee beforehand to be distributed en mass to all participants. Thank you for volunteering your time and resources to help us make this event successful!

If you have any questions related to your activity please call:

Jason Yezek @719-321-3018 or Robert Owens @ 719-440-0660

Please fax this form to Jason @ 719-228-1071 or email to Jason.yezek@centralbancorp.com OR

fax to Robert @ 719-473-4043 or email to robert.owens@apprenticepersonnel.com

Material/ Support provided by self/activity:

Please briefly list all types of material you will be using on site (keep in mind any MSDS you may need to have on hand)

Please briefly list all types of tools you will be using

PLEASE TRY TO SUPPLY YOUR OWN TABLES & CHAIRS

Number of tables and their approximate size that you will be providing _____

Number of chairs you will be providing _____

Electricity you will be providing (i.e. battery or generator)

Water you will be providing _____



"PROMOTING THE CONSTRUCTION INDUSTRY TO AMERICA'S YOUTH"

**BE A HERO – BE A SPONSOR FOR COLORADO CONSTRUCTION CAREER DAYS OF
SOUTHERN COLORADO
SEPTEMBER 14, 2017**

High School Students get a “Hands On” experience in the career areas in construction.

Bronze \$500

Your Recognition Value is:

- Hang Banner
- Business Card Ad in Career Guide
- Web Site Recognition at Bronze Level

Silver \$1,000

Your Recognition Value Is:

- Hang Banner
- ¼ Page Ad in Career Guide
- Web Site Recognition at Silver Level

Gold \$2,500

Your Recognition Value is:

- Hang Banner
- ½ Page Ad in Career Guide
- Recognition at Closing Assembly
- Web Site Recognition at Gold Level

Platinum \$5,000 and Above

Your Recognition Value Is:

- Hang Banner
- Full Page Ad in Career Guide
- Web Site Recognition at Platinum Level
- A couple of minutes at the Podium at Closing Assembly

Southern Colorado Construction Career Day Foundation is a 501 (c) (3) organization. Donations are tax deductible to the extent allowed by law. **Please make payment payable to “Southern Colorado Construction Career Day Foundation”.**

Mail payment to: Southern Colorado CCD Foundation
PO Box 25301
Colorado Springs, CO 80936



"PROMOTING THE CONSTRUCTION INDUSTRY TO AMERICA'S YOUTH"

The Colorado Construction Career Day of Southern Colorado and the construction industry are preparing to host high school students from the southern Colorado area at the 2017 Colorado Construction Career Day event in September 2017. The date is yet to be determined. Both volunteers and financial sponsors are needed to provide activities, equipment to meet our expected costs to host this unique, fun and hands on exploration of careers in the construction industry.

We are encouraging all industries to support this event which gives students the opportunity to explore careers in construction. We are in need of sponsorships to meet our expected budget for expenses. The expense budget is used to provide transportation for schools lacking funds for buses, student lunches, student safety equipment such as hard hats, glasses, safety vests, promotional costs and much more.

Look over the attached sheet to review the sponsorships and use the form below to send us your sponsorship information. We appreciate the support you have given us in the past for Colorado Construction Career Day. It has made an impact on students, administrators, legislators, and even our own industry. With your help and sponsorship, the 2017 Colorado Construction Career Day of Southern Colorado will continue sending the message to students that the construction industry is a viable career choice. If you have any questions or need more information, contact Linda Champlin-Frank at (719) 641-1109 lindacf356@msn.com or Jason Yezek at (719) 321-3018 jason.yezek@centralbancorp.com

Sponsorship Form for Colorado Construction Career Day

Name: _____ Title: _____
Company: _____ Address: _____
City: _____ State: _____ Zip: _____
Phone (____) _____ Fax (____) _____
Email: _____

Circle Sponsorship Level: Bronze Silver Gold Platinum

I am unable to make a donation at the levels above but would like to help with
\$ _____

Make Checks Payable to: Southern Colorado Construction Career Day Foundation

Mail to: Southern Colorado CCD Foundation
PO Box 25301
Colorado Springs, CO 80936

NAWIC 356 Pikes Peak Chapter

August Meeting is

Strategic Planning time!

*Come and help shape
our chapter!*

August 28th, 5:30pm

at Nunn Construction,

925 Elkton Dr., Colorado Springs

All Members are Welcome!

August 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2 Happy Birthday Kasey Chapot	3 Board Meeting	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28 Strategic Planning Meeting	29	30	31		

If we missed your birthday, it is because we don't have the date, so please let our Membership Committee leader Valerie know!

August 2 – Happy Birthday Kasey Chapot

August 3 - Board Meeting – Nunn Construction, 5:30pm

August 15-19 – AMEC, Anaheim, CA

August 28 – Strategic Planning Meeting (instead of Monthly Meeting) – all Members Welcome!

Future Dates

TBD – Bingo at Pine Creek High School

September 7 - Board Meeting – RMG Engineering, 5:30pm

September 14 – Construction Career Day

October 13-14 – Annual Planning Conference (Aurora)





Holly Bruce works as a safety coordinator with EllisDon.

PHOTO COURTESY OF WINNIPEG CONSTRUCTION ASSOCIATION

Hire a Woman

With labor shortages looming, don't miss out on half the population.

BY SEFLA FUHRMAN » As a woman who's been through, well, a lot, I have a pretty good understanding of what many women want in their jobs. Having worked in several nontraditional occupations, as well as having been an HR manager, I think I have a good idea of what contractors need in employees, too. With the construction industry booming and a critical labor shortage looming, we need to get creative in recruiting. By continuing to look in the same places for workers, employers and hiring managers are missing out on half the population—women. Women are eager to earn a living wage and do something constructive. Not every woman is going to be interested in concrete, but I believe

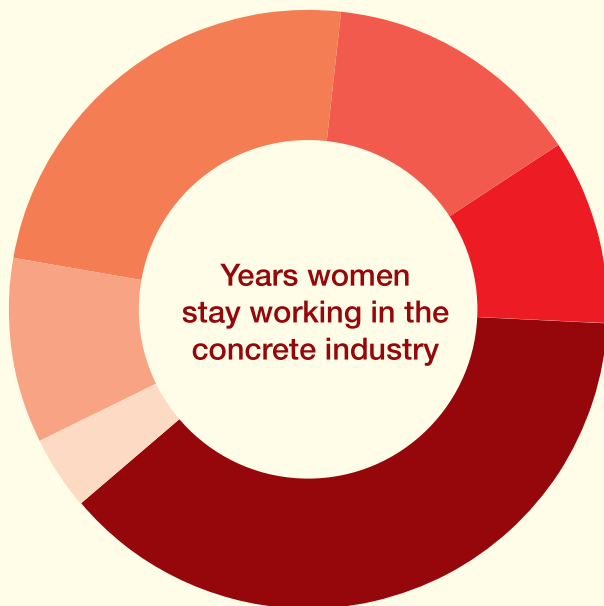
much of the reason is that they have never been exposed to it or introduced to all of the exciting careers available.

Attracting and retaining a skilled and dedicated crew is essential to getting contracts. The skilled labor force is shrinking, and women are a frequently overlooked resource, ready and willing to fill the void, to earn decent salaries. As a business owner, you may be wondering about the effects of bringing a woman or women into your primarily male organization. How will the guys handle it? Will they be distracted? Are there legislative issues you need to worry about? Do you need to provide special bathrooms?

From my experiences in the field, doing research, and talking to women with a lot more experience than myself, today you really don't need to worry about most of those questions. Yes, you will need to provide some diversity and sexual harassment training, but you should already be doing that. For the most part, I have not had problems with my coworkers as the only woman on an otherwise all male team, but management drives company perceptions and plays a key role in how the team will receive new members.

While bathrooms can be an issue, especially when working offsite or in remote locations, this should not be a

- 0-1 years (0)
- 1-2 years
- 2-3 years
- 3-5 years
- 6-10 years
- 10-15 years
- 15+ years



My research's purpose was to gain an understanding of the factors that contribute to or hinder women's participation in the concrete industry. One thing I wanted to know was if the concrete industry offered a viable career path for women. If so, I would expect to find that women work in the industry for several years, and possibly even retire from it. From the data showing how long respondents have been in the industry, it appears that once women get into the industry they tend to stay for many years. That's another good reason to hire women!

determining factor in hiring decisions. Once, while working on a highway crew, my male coworkers were tremendous gentlemen by creating a tent with their backs to me when there was simply nowhere else to go. My recommendation to women considering nontraditional occupations that may place them away from amenities, is always pack plenty of supplies.

My story

I certainly never expected to get into concrete, yet I just graduated with my Ph.D. in Urban Studies from the University of New Orleans (UNO) and wrote my dissertation about women in the U.S. concrete construction industry. I have not followed a traditional path professionally or academically, but my interests have remained constant.

I began my studies at UNO in 2003. Hurricane Katrina struck New Orleans Aug. 29, 2005, and it will always be a defining moment in my life because it changed me and altered the course of my research, and my graduation date by an entire decade.

After a long journey to recover, I returned to New Orleans in 2011 and started working as a dispatcher in the concrete industry for Baker Ready Mix. I was disheartened that women still earned less than men for the same work, but I was intrigued to discover the pay gap was

much smaller in construction. Women in construction typically earn about 92% of what men earn.

As I learned more about concrete itself, I decided this would be an interesting topic for a degree in urban studies. If any substance exemplifies the urban form, it is concrete. To me concrete epitomizes the cityscape, but I also learned that there have been tremendous advancements in concrete technology, green building, and decorative concrete, making it more sustainable and aesthetic.

What can a contractor expect from a female employee?

Because there are so few women working in nontraditional occupations in construction, most report working harder and committing to memory much more than their male counterparts in order to be able to prove themselves on the job. Meanwhile, rarely will a woman be boastful about her knowledge. In part, this is due to a fundamental difference in how men and women approach promotions and job opportunities.

According to research by Mercer, men will apply for a position with only 20% of the necessary qualifications, while women tend to wait until they are certain they have about 80% of those qualifications. You might already have

your next foreman on staff. She just hasn't applied yet. It's not due to lack of confidence, but rather, it's a matter of style. So be mindful when writing job descriptions, and actively look in-house at everyone on your team. Recruiters and career counselors tend to overlook women for construction positions when suggesting opportunities to jobseekers, and we all need to try to take off our blinders when evaluating a candidate.

There are some great localized organizations that are developing training pipelines, apprenticeships, and pre-apprenticeships for skilled trades and target nontraditional workers, but they are in sharp competition for dwindling federal funding and they are not available everywhere. You do have to put in the time to search.

Specifically, for the concrete industry, the Women in Concrete Alliance (WICA) is an international organization with a network of talented women who've made tremendous accomplishments in concrete. Check out WICA's website at womeninconcretealliance.org. If you are looking for someone who's eager to earn and learn, give a woman a chance. **CC**

Sefla Fuhrman was awarded a Doctorate in Urban Studies in spring 2017 and she is now seeking employment in the concrete industry. You can find her full dissertation at scholarworks.uno.edu/td/2323.

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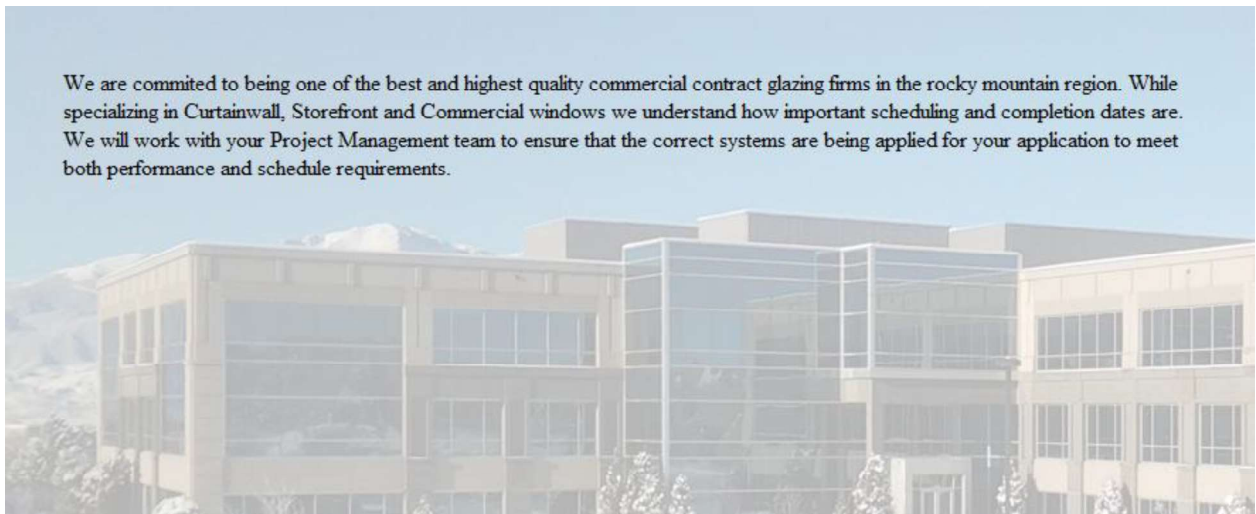


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NAWIC BENEFIT IS A TWO WAY STREET!!!

CHECK OUT THE SPONSORS ON WWW.NAWIC.NET

Do you remember that for only \$15 you can advertise your company OR show your personal support to the Pacific Southwest Region Fund? Provide a business card or a Logo of your company and a statement of 75 words or less about your company and we will ask our Web Wizard Will to put it on the site for you from now thru NEXT September...

How? It's easy...

1. Send your business card and check for \$15.00 Payable to Pacific Southwest Region Fund to:

Nancy Eaton

2740 W 5700 N

Cedar City, Utah 84721

2. E Mail me your ad and scan your Logo to:

lvwic@ix.netcom.com

YOUR BENEFIT IS THE AD!! REGIONAL BENEFIT IS THE AD!!



NAWIC BUILD IT UP SPONSORSHIP FORM

I would like to partner with NAWIC Chapter #356 to help fund educational and service projects in the construction industry within our community. I understand my sponsorship will also help with NAWIC Education Foundation programs held throughout the year.

I would like to support the Colorado Springs NAWIC Chapter #356 at the following level:

Build It Up Bronze - \$250.00 _____

Build It Up Silver - \$500.00 _____

Build It Up Gold - \$1,000.00 _____

Build It Up Platinum - \$1,500.00 _____
(includes one free annual membership)

Name: _____

Company: _____

Address: _____

City, State, Zip _____

Mail to:

NAWIC Colorado Springs Chapter #356
PO Box 7455
Colorado Springs, CO 80933

Date Received: _____

Expires: _____

Advertising Opportunity Available...



We are offering you an opportunity to advertise in our monthly NAWIC Newsletter "The Centerline"

The Colorado Springs newsletter is distributed to our members, posted on our website, sent to our Regional Director and is available on the NAWIC Region 8 website.

Business Card Size	\$35.00
1/2 Page	\$75.00
Full Page	\$100.00

Your ad will run for one full year from the time of receipt.

Send your business card or copy and check to:

NAWIC Chapter #356
PO Box 7455
Colorado Springs, CO 80933

Thank you for your support of Colorado Springs NAWIC
Chapter #356