

# Academy Update

PERIOD:

**Q1 2021**



"After class Tuesday night I got to thinking and I just wanted to say how grateful I am for the help you have given me and for what this class and the home building academy has done for me as well. I have learned a great deal and also gained the confidence that it isn't too late to start something else that I enjoy! Thank you again for everything."

- **Ronnie Waggoner, BC40 graduate**

Ronnie was a Registered Nurse for at least 7 years until October 2020. Mike Butler with with Butler General Contractor hired Ronnie as an intern.

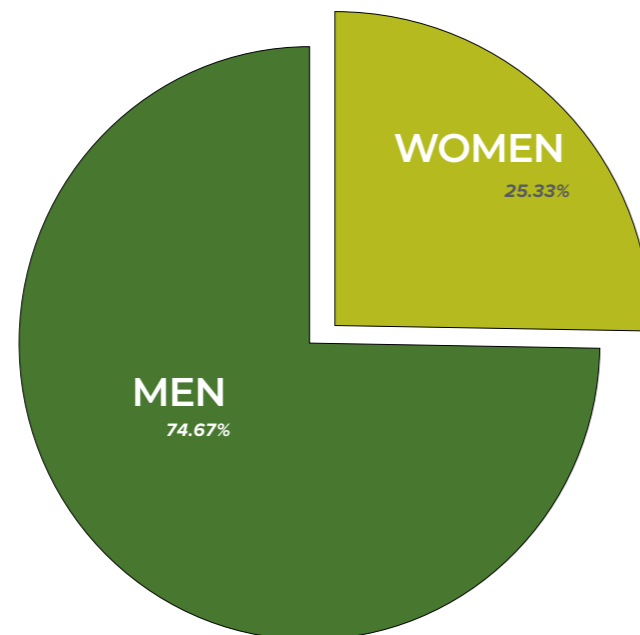
**The Colorado Homebuilding Academy is off to an incredibly busy start in 2021 as it continues to build upon the momentum generated in 2020. Last year we succeeded in maintaining our relevance during the Coronavirus pandemic. Even as an essential ingredient of our training model, in-person training, came under threat of extinction, we re-tooled and re-designed our programs to meet the construction industry's need for a qualified labor pool.**

**Our ability to quickly pivot, coupled with the construction industry's designation as an "essential business in early 2020," which we look forward to carrying over into 2021, sets the stage for the Colorado Homebuilding Academy to have**

To no one's surprise, even as some forecasts show construction activity in Colorado contracting in 2021, the confluence of three factors: 1) an aging construction workforce exiting the industry in droves (a.k.a. "silver tsunami), 2) a robust housing market driven by an influx of new residents in the local area, and 3) the perpetual shortage of skilled and unskilled labor represent the very impetus that keeps the Academy increasingly busy and relevant.

**In summary, our call to action remains as clear as it was when the Academy was founded: train qualified, professional individuals willing to enter and commit to the trades to address Colorado's labor shortage.**

## Gender Representation (Bootcamp & Trade Courses)



## 2021 Key Performance Indicators

KPI	KPI Yearly Goal	Q1 Totals	% Q1 progress towards 2021 Goal
<b>Bootcamp &amp; Trade Courses</b>	34	5	15%
<b># Enrolled</b>	408	65	16%
<b># Completers</b>	306	54	17.6%
<b># Certificates</b>	306	54	17.6%
<b># Jobs Placed</b>	183	35	19%

This year the Homebuilding Academy is making a thematic shift from Quantity, to **Quality and Content**. This shift will ensure more graduates obtain an industry recognized certificate.

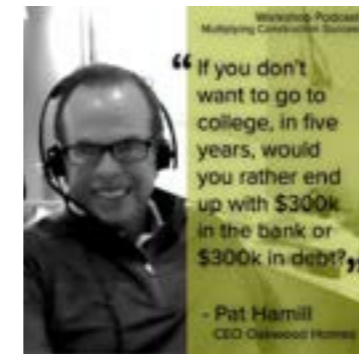
Additionally, this shift has driven the Academy to create next level trade courses (i.e. Electrical Basics and Carpentry Lvl 2) which can provide students with additional "stackable" industry credentials. In short, the Academy is focused on providing high-quality courses

and next level trade options.

In Q1 the team set robust goals for recruiting, retaining and graduating students, as well as job placement. Enrollment was filled at 100%, and instructors exceeded 80% retention after enrollment. The Academy placed 35 students into jobs (far surpassing last year's 4 placements in Q1) but fell short of its quarterly goal.

### Podcast with Pat Hamill

Brian Dare, CHA Recruiter, sat down remotely with **Pat Hamill** to ask him insightful questions about his successful career in construction and what our participants might consider for their own career path, such as: **How do you find success in construction? Then, once you find it, what do you do with that success?**



The podcast unpacks other interesting facts about:

- Pat's career journey
- The DNA of Oakwood Homes
- The vision that went into the Colorado Homebuilding Academy
- Pat's future goals for reproducing non-profit construction training on a national scale

### Other Q1 Data Highlights



## Anecdotes from Q1 Graduates

**Bill Norwood (BCA20)** - A former Vice President at Bank of the West. Moved on from 40 years in banking. He spent the last 12 years of banking in construction lending, underwriting and management. The Banking division reorganization caused layoffs across the U.S. Already is an instructor at the Colorado Homebuilding Academy.

**Pingkan Zaremba (BCA20)** - Pingkan is from Indonesia and graduated from a school there. She also is a graduate of School of Mines. She lost a lucrative job in oil and gas because of widespread layoffs and as a result has been out of work for a couple of years, but excited about getting into construction management. Nora DiTirro has a similar career background in oil and gas and was in the same class as Pingkan.

**Mark Gallegos (BCA20)** - Mark lost his fitness instructor job at the start of COVID March 2020. He's always been handy and now wanting to turn that into a career. He joined our first class this year to go into basement finishing.

**Shelton Mphahlele (BCA21, ELEH02)** - Shelton some electrical background but recently has been out of work. In spite of very challenging financial and transportation troubles, Shelton has aggressively pursued Bootcamp and Electrical training to become an Electrical Journeyman.

**Michael Sexton (BCA21, ELEH02)** - Another COVID victim. Michael is a veteran who lost a great job in upper management for The Hertz Corporation April 2020. Hoping to own his own construction business and become a General Contractor.

**Jacob Erwin (BCA21, ELEH02)** - Jacob lost his Technical Director job in entertainment as a result of COVID. He's loved working on construction projects with friends and is hoping to start a career, and one day own his own construction business.

**Makenna Keil (BC40)** - Makenna is a student and a server. After dedicating many hours in volunteer work for Habitat for Humanity she realized she wants to make carpentry her career.

**Douglas Babbit (BCA22)** - Former fashion designer and COO of Kate Spade luxury purse line. He moved to CO from New York and worked on a cabin project that led him to want to build in the latter part of his career.

**Joed and Ketsia Emile (BC40)** - Both are Haitian natives that took our training to learn the construction trade. They desire to start a small business/non-profit to help low income families. Eventually Joed wants to duplicate and implement our training model so they have one just like it back in Haiti.