



4035 Denton Road
Kansas City, MO 64133

Heart of America
Chapter

www.abcksmo.org

Merit Shop Reporter Issue 01 Summer 2018

Craft Championships - *Save the Date*

— **Friday, November 30 • 8AM – 5PM** —
54 Country
Fulton, Missouri

Excellence in Construction Awards Banquet - *Save the Date*

— **Thursday, November 1 • 5:30PM - 9:30PM** —
Arvest Bank Theatre at the Midland
Kansas City, Missouri

ABC LEGISLATIVE ACTION
CASINO NIGHT

<p>KANSAS CITY Tuesday, July 24, 2018 6PM - 8PM</p>	<p>EASTERN MISSOURI Wednesday, July 18, 2018 6PM - 8PM</p>
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Merit Shop *Reporter*

The Resource for Missouri and Kansas Merit Shop Construction

Issue

01

Summer

2018

CONSTRUCT KC
PROGRAM

NATIONAL
CRAFT CHAMPIONSHIPS

MANAGING A
CRISIS AT WORK



Heart of America
Chapter

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Message from the President

Michele Roberts-Bauer



My Mother used to tell me, that the only thing constant in life, is change, and that certainly rings true here at ABC. This year is filled with new initiatives to continue to provide value to our members and build on the successes of the past.

We are thrilled to launch a new website that will serve as an information resource for individuals interested in joining the construction trades. We continue to expand our efforts to share the incredible opportunities available with careers in construction, and reframing our digital presence is a critical piece in the process for our organization.

Additionally, we worked with organizations across the KC metro to put together an innovative training program that prepared individuals leaving the Johnson County Corrections Center with the skills they need to begin a career in construction. Many are now working for ABC members!

And this fall, we begin the building remodel project that will help us maximize our square footage to provide more space to serve our members. We are honored to be a place where contractors gather to solve the challenges of the day that face the industry, and we are thrilled that we will soon have a space that physically represents the power and opportunity of the industry.

We hope you'll join us at one of our upcoming events, especially our Excellence in Construction Awards Banquet that we will hold at the Arvest Bank Theatre at the Midland in downtown Kansas City. We can't wait for you to see what we are putting together to celebrate all that you have accomplished in 2018!

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The Merit Shop Reporter newsletter is published quarterly for all members of ABC Heart of America. Its purpose is to inform, recognize and educate readers by providing information relating to Missouri and Kansas Merit Shop construction. Readers are encouraged to submit article ideas to: Editor, Merit Shop Reporter c/o Kelly Parman, kelly@abcksmo.org.

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CALENDAR OF EVENTS



Heart of America Chapter

EASTERN MISSOURI

**Monday-Friday,
June 25-29**

**Wednesday
July 18**

**Tuesday-
Wednesday,
August 14-15**

**Wednesday,
August 29**

**Thursday,
September 27**

**Friday, Friday
October 5, 12**

Legislative Week

Washington D.C.

Legislative Action: Casino Night Fundraiser

6 PM - 8 PM

Hoffmann Brothers Heating & Air Conditioning

OSHA 10 Hour

7:30 AM - 1 PM

Eastern Missouri Training Facility

ABC Breakfast Series: Effective Hiring Strategies

7 AM - 9 AM

Eastern Missouri Training Facility

Legislative Reception

4:30 PM - 6:30 PM

Eastern Missouri Training Facility

Franklin Covey

8 AM - 4 PM

Columbia

KANSAS CITY

**Monday-Friday,
June 25-29**

**Tuesday
July 24**

**Tuesday-
Wednesday,
August 14-15**

**Thursday,
August 16**

**Thursday,
September 13**

**Monday-
Thursday,
September 17-20**

**Wednesday,
October 17**

Legislative Week

Washington D.C.

Legislative Action: Casino Night Fundraiser

6 PM - 8 PM

OSHA 10 Hour

3:30 PM - 9 PM

Kansas City Training Facility

Networking Event at Cinder Block Brewery

4:30PM - 6:30PM

Cinder Block Brewery

After Hours at Crossland Construction

4:30 PM - 6:30 PM

Crossland Construction Co., Inc.

OSHA 30 Hour

8 AM - 4 PM

Kansas City Training Facility

Sporting Clay Tournament

1 PM - 5 PM

Powder Creek Shooting Park

Please email kelly@abcksmo.org or visit abcksmo.org for more information or to register for any event.

ABC's 2018 Strategic Plan

THIS IS

OUR

PURPOSE

ABC HEART OF AMERICA STRATEGIC PLAN 2018



BASED ON THE MERIT SHOP PHILOSOPHY,

Connect our members to candidates and elected officials to ensure they understand how their decisions impact the merit shop construction industry. Continue to advocate for sound policies that promote fairness in the construction industry, free enterprise, and opportunities for career and technical education.



ABC HELPS ITS MEMBERS DEVELOP

Offer customized, credentialed modular training to meet the needs of students and contractors who want to be productive today. Create pipelines between interested parties and the construction industry and expand on the existing pathways between schools and ABC training and contractors.



WIN WORK,

Continue to connect our members with opportunities to build relationships within the community.



AND DELIVER THAT WORK SAFELY,

Connect our members with safety programs and grow participation in STEP so members can outline their own journey on the path to world class safety. Provide regular safety tips to protect everyone on the team.



ETHICALLY AND PROFITABLY,

Provide relevant industry information and have competitive bids with a productive, lean workforce from world class training - through management, leadership and CEU and PEU opportunities that make your business more competitive. Connect members with services that help them streamline their procedures and save money on key services.



FOR THE BETTERMENT OF THE COMMUNITIES IN WHICH ABC AND ITS MEMBERS WORK.

Continue to position ABC and its members to help transform communities through access to careers and successful projects.



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Heart of America Chapter

PLEASE JOIN US FOR

NETWORKING AT CINDER BLOCK BREWERY

AUGUST 16, 2018

4:30 PM - 6:30 PM

CINDER BLOCK BREWERY
110 E 18TH AVENUE,
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Spring Career Fair 2018

ABC Heart of America's 2018 Spring Career Fair was held at the ABC Heart of America Training Facility in Kansas City on Friday, March 2nd. ABC HOA welcomed students to explore careers in the fields of electrical, carpentry, plumbing and pipefitting.

Several local schools came to the career fair to check out career opportunities in construction. ABC members sponsored education booths that had hands on activities to engage the students and increase their knowledge of opportunities in the construction industry.



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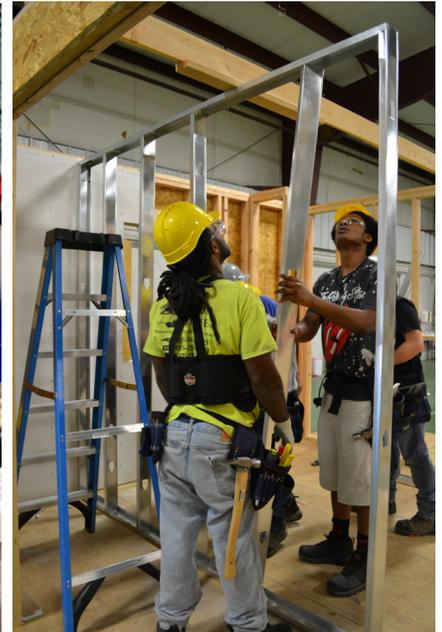


Construct KC Program

ABC Heart of America recently embarked on a partnership with Workforce Partnership of Kansas, and the Home Builders Association of Greater Kansas City (HBA) to empower individuals leaving the Johnson County Corrections System with the tools they need to earn day 1 on the job in the construction industry. The project was funded through a grant from the State of Kansas and will include classes in 2018 and 2019.

Within Construct KC, students from the Johnson County Department of Corrections complete a 6-week carpentry curriculum built on ABC's NCCER curriculum of Core and Carpentry Level 1, along with an OSHA 10 Hour certification. They then receive 6 weeks of on-the-job training through their new employer as they begin to build their career in construction.

ABC Heart of America President Michele Roberts-Bauer reported, "At ABC, we know the powerful opportunities that a career in construction can offer any individual. Our leadership has been thrilled to be a part of this innovative program that helps individuals train for high demand careers, transform their interests into marketable skills, and triumph in a new life that they have built."



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.....

ABC provides the training needed to equip the students to become skilled laborers, while ABC and HBA together participate in organizing hiring opportunities where students interview with various construction companies and start the conversation about future employment. Workforce Partnership is providing critical supportive services to help the students with their employment skills as well as securing and managing the funding to make the program a success. Upon completion of the program, students receive transportation assistance and the companies who hire the Construct KC students receive reimbursement for up to 50% of their wages for their first 6 weeks on the job.

“It’s surreal how quick I went from being completely green to having some knowledge, like making these tables and the concrete slab,” says Jaqucoi Webster, Construct KC graduate, “It’s so rewarding to see it all come into play. It’s definitely given me more confidence...I’ve already come so far, so why can’t I go further?”



In addition to trade skills, Workforce Partnership helps students write a strong resume and practice effective interview techniques, while ABC’s team focuses on practicing teamwork and the value of communication throughout the program. With this knowledge, along with a pair of work boots, toolbelt, and a set of hand tools, students are prepared to step onto the jobsite and seize an opportunity to change their lives.

Michael Crawford, a graduate from the Construct KC program, is now employed by ABC member company Dahmer Contracting Group. “Now I feel job ready,” says Michael, “Ready to get on the job site and do my very best.”

From the ABC Safety Committee

Managing a Crisis at Work

The goal for all companies is to get everyone home to their loved ones unscathed and without injury or illness, but what happens if that unfortunate crisis does happen? Are you and your company prepared if it does? Whether it's a trench collapse, an arc flash, or tax fraud the level of preparedness to handle such a catastrophe can make all the difference. While some crises are out of a company's control, the training and reaction to such an event is not. What this article will focus on is not the event itself, but the way you deal with the event internally and outside media sources.

Whether it is out in the middle of nowhere on a rural job or at the office in the middle of downtown, you can bet that several media sources will be there in a matter of minutes when something "major" happens. The news is going to be right there wanting to know what happened, how it occurred, and most importantly, whose fault it was. Right or wrong they will show up and try to get as many interviews and videos of the situation to reveal to the masses. If/when that happens your workers need to be trained on what to say and how to say it without divulging negative or inaccurate information.

Although there is typically no amount of training that will prepare you for a catastrophic event, there are a few key aids your employees should know. First, your people should be prepared to block off any area where such an event should occur. Whether it is a tank spill or heaven forbid, a fatality, you will most likely want to shield off the area, not only for personal safety but also out of respect for anyone who may be seriously injured or dead. The last thing you want is pictures and videos of your work site being broadcast, especially before you have had a chance to even assess and address the situation.

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Secondly, you should have one or multiple people prepared to speak to the media on behalf of the company. However, before that person is able to get to the scene your other guys/gals should be prepared on what to say when the microphone is put in their face. First and foremost the term “no comment” should be eliminated as a response, period. In many cases that term will be construed as guilt and taken as you are trying to hide something. It would be ideal if your supervisors and employees were trained on a standard statement that went something like, “I’m not the right person to answer your questions, our company spokesperson will be here shortly, and an interview will be held at that time.” Not only will this give your designated spokesperson time to get there, but it also shows your willingness to cooperate fully.

Remember, any stone left unturned will leave room for interpretation and people to make their own assumptions, which tend to be on the negative side. Blameless or not, it is important to show empathy to those who may have been angered or upset by this disaster. If there are legitimately extenuating circumstances, don’t fear of mentioning them. Also, don’t overlook putting out any success you have in resolving the crisis. Media sources will eventually stop buzzing, but that doesn’t mean people weren’t left with a poor impression of your company. A positive story won’t turn back the clocks to what is already done, but it goes a long way to maintaining a positive image.

Submitted by Safety Committee Member, Kyle Osweiler of Emery Sapp & Sons, Inc.



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Custom Plumbing	Joseph Flees	632.949.0067		lfleesmail-customplumbing@yahoo.com
Energy Construction Solutions, Inc.	Michael Ratcliff	620.364.3105	www.ecs-ks.net	michael@ecs-ks.net
Jahnke & Sons Construction, Inc.	Maggie Scaletty	913.385.3663	www.trainingtowers.com	maggie_scaletty@trainingtowers.com
Lovell Insurance Group	John Lovell	816.365.1983	www.lovellinsurance.com	john@lovellinsurance.com
Nail Excavating, LLC	Brandi Hansel	660.684.6077	www.nailexavatingllc.com	info@nailexavatingllc.com
Profile Cabinet	Paul Porter	816.483.5965	www.profilecabinet.com	paulp@profilecabinet.com
REAL Law, LLC	Jackie Maloney	816.287.4454	www.reallawkc.com	jackie@reallawkc.com
Roots Software	John Brosseau	720.445.5098	www.rootssoftware.com	jbrosseau@rootssoftware.com
Septagon Construction Company, Inc.	Julie Steele	660.827.2115	www.septagon.com	jsteele@septagon.com
TNO, LLC	Timothy Smith	888.478.9470	www.truenorthoutdoor.com	tsmith@truenorthoutdoor.com
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National Craft Championships!

Five of our very own ABC Heart of America students traveled to sunny, Long Beach, California to compete in the 31st annual National Craft Championships (NCC) among the top talents in the construction industry. The competition dates back to 1987, when it was created to celebrate and recognize craft training in construction careers. To this day, NCC consistently assembles some of the nation's most talented craft professionals each year – showcasing the important role that skilled trades training plays in the construction industry.

The Heart of America students who were winners of the chapter competition and continued on to compete in the National Craft Championships include:

Jeffrey Burns – Carpentry

Kevin Coughlin – Plumbing

Andrew Perkins – Electrical Residential Commercial

Tyler Roland – Pipefitting

John Taylor, III – Electrical Commercial Industrial

Here, more than 170 craft professionals competed for top honors in 15 competitions representing 12 crafts. Students endured a taxing, two-hour written exam, followed by a hands-on practical performance test that spanned the entire day.

The ABC Heart of America Apprenticeship Trust encourages you to save the date for our upcoming local Craft Championships competition on Friday, November 30, 2018 at 54 Country in Fulton, Missouri. Come participate and support our students as they compete for the opportunity to move onto the national competition.

In addition to the competition, high school students from across the state will see our students in action and explore career opportunities in construction. Various ABC Heart of America member companies will have educational booths with hands-on activities set up for students to engage in the craft and broaden their knowledge of the construction industry.

Don't miss this incredible opportunity to support our current and future students!



A Profile in Leadership

Irma Wehmeyer, current Chair of the board for ABC Heart of America, is an integral part in the chapter's recent successes and continued progressive movement within the construction industry.

Before Irma's involvement in the construction industry, she began her career in accounting and helped coordinate the Washington Town & Country Fair. There, she met long time ABC member and volunteer, Greg Hoberock, owner of hth companies, inc. Impressed with her, Greg recruited Irma to join his team. Beginning as an Executive Assistant, Irma seized every opportunity and worked her way to her current role as Estimator/Project Manager. "This is the opportunity that the industry has," Irma explains, "I came from a totally different career, to this – there is always an opportunity to grow & expand!"

Now her boss, Greg Hoberock is not only credited for Irma's introduction into the construction industry, but to ABC as well. After some time at the company, Greg, who was deeply involved in ABC himself, began encouraging Irma to do the same. Soon enough, she sat on the Eastern Missouri Council and served on the Diversity Committee for ABC National. Seeing Greg's passion and involvement with ABC Heart of America eventually drove Irma to serve as the current Chair of the board.

Irma's first impression working with ABC was that there were many dedicated and passionate people involved in the industry. She enjoyed working alongside folks to find creative, outside of the box solutions to the challenges facing the industry. One area that continues to excite Irma is workforce development. "We need to teach people about the opportunities that a career in construction offers and retrain the general public that construction is a very viable career path with many options," says Irma, "It's about changing that mindset."

In addition to her hard work and dedication at ABC, Irma's favorite thing to do is spend time with her grandkids. She believes in a healthy work life balance with a passion for her family and giving back to the community.

Irma's tireless support and efforts are recognized and greatly appreciated by all who are involved. We would like to thank Irma Wehmeyer for all of her hard work to make the ABC Heart of America chapter all that it is today.



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