

NCW March Newsletter



March 5, 2014 Volume IV

Greetings from National Construction! Please find important information pertaining to all employees in this month's newsletter...

NCW NEEDS YOU!

As NCW continues to grow its operations, the Recruiting Team will need help acquiring talented tradesmen of various skill levels. Furthermore, experience has shown us that YOU are the best recruiting resource for the NCW brand! In an effort to leverage and reward your expertise while securing our reputation, NCW offers a cash referral program for new hires. The program terms are simple; If we hire someone you refer, we pay you \$400 after the referred employee completes 500 hours and 1000 hours respectively (\$800 potentially).

Current areas of emphasis for the Recruiting Team are as followed:

- Indiana Journeyman Electricians (willing to travel)
- Indiana Licensed Plumbers
- HVAC/R Service Technicians in Northern Indiana, Ohio, Tennessee and Kentucky
- Ammonia Technicians in Indiana, Ohio and Kentucky

Earn extra cash and help the NCW brand by referring individuals to our recruiting department. Our team will appropriately respond and screen candidates you refer. NCW has already paid out \$1600 in 2014, with \$1200 all to one NCW employee who has referred 3 different people.

NCW & Kelly Landscaping offer New Partnership:

NCW and Kelly Landscaping, Indianapolis's premier commercial and residential landscaping company, are excited to announce a partnership based on mutual need for labor.

Kelly Landscaping's focus on professional service and competitive pricing with a need for hard working entry level labor is a perfect fit for NCW as we continue to grow and build a skilled and predictable construction workforce. What this means to NCW employees is the continued opportunity to keep busy, even if there is a lull in the work.

NCW Supports Miracle Place:

National Construction Workforce has agreed to partner with other local contractors and developers in an effort to expand facilities at The Miracle Place. <http://amiracleplace.org/> The Miracle Place has been in existence for nearly fourteen years. Miracle Place offers educational opportunities and cultural experiences for various age groups. The Sisters of Providence who operate its facilities believe that by bringing together neighbors for neighborhood activities and celebrations, a sense of community is established; trust and good will are strengthened. On a daily basis, the facility offers services such as study groups, after school mentoring programs and food pantry assistance.

Specifically, NCW is going to be donating electrical labor to the construction of the new facilities. We have also offered services to allow them to expand upon and maintain their current community garden. As these projects take a more definite shape, we will be looking for potential mentors and volunteers for the gardening operation, and will reach out to available electricians within our workforce for assignment on the construction project. Stay tuned!



UNDER CONSTRUCTION!

We are still in the remodeling stages of the new NCW office. If you are in the Keystone and 46th St. area, feel free to swing by and take a look at the building. We are looking to be up and running in the new shop by the end of spring. We are excited to be able to unveil our new home that will be able to offer all employees a variety of amenities and skill enhancement opportunities.

From the desk of the Tyrone Harley (Training Director)..

Congratulations to our 2013-14 Winter NCW Training Center Graduates. We have just completed the winter 2013 pre-apprenticeship training classes and are gearing up for Spring 2014. Congratulations to Christopher Byrd (Pipefitting/Welding), Robert Chism (HVAC), and Sherman Duncan (Electrical). We have added these three tradesmen to our workforce and look forward to working with them through their continued schooling at ABC. Special thanks to our instructors, sponsors, vendors, as well as the NCW staff persons for making it possible.

Trainees make renovations to new building!

As we prepare to make the transition into our new facility, we're constantly thinking of ways to keep our employees involved in the growth of the company. So when we learned that a few of our trainees had prior knowledge of installing hardwood laminate flooring, hanging drywall and painting, we jumped at the opportunity for them to leave their mark!

Now is the Time for Construction!

According to its latest [10-year employment and labor force projections](#), the Department of Labor's [Bureau of Labor Statistics](#) (BLS) has found that employment in the construction sector will grow at an annual rate of 2.6%. Of 19 employment sectors that BLS looked at for the next decade, the construction

industry's rate of growth is tied with health care for the fastest. This rate of growth equates to roughly 1.6 million new jobs between now and 2022. Additional highlights for the construction industry include:

- Of the 30 occupations projected to have the largest percentage increase between 2012 and 2022, 5 are related to construction.
- Occupations that typically require an apprenticeship are projected to grow 22.2% from 2012 to 2022, faster than any other on-the-job training assignment.
- The construction sector is projected to continue growing more than twice as fast as the average for all industries. In construction, projected rapid employment growth represents the continued recovery of significant job losses that occurred during the 2007-09 recession.

The [skills crisis in our industry](#) is real and it is growing. We all have to work together to educate policymakers, educators, students, teachers and parents about [the great careers available in the construction industry](#) so we can fill this expanding gap.

Training opportunities available to NCW employees:

We here at NCW understand that training is ongoing. With that being said, we are offering the following workshops throughout the year. Contact The Training Director at

tharley@nationalworkforce.com or 317-921-1100 to sign up!

- OSHA 10
- OSHA 30
- Scissor Lift/Boom Lift
- Forklifts (Lull)
- First Response/CPR/AED

*IMPORTANT DENTAL INSURANCE NOTICE *

If you have signed up for insurance and elected to have dental coverage, but did not fill out a Humana form, please contact Matt at mferguson@nationalworkforce.com. It appears there were quite a few who missed this form. This form needs to be filled out before you can visit the Dentist.

March Raffle Winners:

Each month, we will raffle off gas cards and other prizes and announce the winners in our newsletter. **This month's winners are listed below, the grand prize is a cordless drill.**

Please stop by the office to claim your prize. We will get cards to those who are not local.

\$20 Gas Card Winner

1. Gary Short
2. Larod Muhammad
3. Ray Foland
4. Walter Ledford
5. Steve Keers

Cordless Drill:

Brett Keresey

Fun March Facts:

- March is Women's History Month
- March is named after the Roman God of War, Mars.
- Actor/Director Ron Howard (3/1/1954), Italian artist Michelangelo (3/6/1475) President Grover Cleveland (3/18/1837), Magician Harry Houdini (3/24/1874), and singer Reba McEntire (3/28/1954) were all born in March.
- On March 18th 1965, Russian cosmonaut Alexy Arkipovich was the first human to "walk" in outer space.
- On March 15th 44BC, Julius Caesar was murdered by Marcus Brutus. Beware of the Ides of March!

Familiar Faces at NCW:

Adam Helton- Adam is brand new to NCW, he will be the Director of Permanent Placement for National Construction. He will focus on operations, business

development and management of NCW's permanent placement process. Born and raised in Indianapolis, Adam graduated from Indiana University and has a professional background in construction sales, business development, and sales management. Adam resides near Broadripple with his wife Nicole, his one year old daughter, and their Golden-Doodle "Otis". When Adam isn't working, he enjoys traveling and playing basketball with friends.

Jodi Cox- Jodi just started with NCW this week. She will be focusing on administration at National. She will directly support operations with Kelly Landscaping. Jodi graduated from Indiana University with a degree in

Management. She is experienced in customer service and sales. Jodi currently resides in Carmel, Indiana. Her hobbies include cooking and traveling.



Shady Sukaik- Shady will be assisting Nick Szymanski in NCW's recruiting department. Shady is new to construction but has a great deal of experience in manufacturing. He has previously worked in aviation manufacturing, machining parts for government and airline contracts.



Shady grew up in Mississippi, but currently resides on the South Side of Indianapolis with his wife Kylie, and their three pets.

Employee Spotlight:



We sat down and interviewed one of our own. Hear what Herb Anderson has to say about working with NCW...

Q: How long have you been working with us? What was your first assignment with NCW?

A: "I've been working with NCW since September of 2010. I first worked as a general laborer on CSL Plasma Center in Dayton."

Q: What do you enjoy about working with NCW?

A: "I appreciate the camaraderie and family atmosphere. I like the flexibility of working with National; not always being stuck in one place."

Q: You are in ABC school now for HVAC, how much time do you have left? Why did you choose HVAC?

A: "I am in my 3rd year and excited to finish school. I was always a jack of all trades, and I knew the least about HVAC. I wanted to learn more about it, and I enjoy it."

Q: What are your future plans?

A: I would eventually like to work in an office environment. I see potential in young people and would like to help them reach their potential. I would also like to train/teach my trade to others."

Q: What would you tell a young professional considering getting in the trade?

A: "I would tell them to evaluate the work ethic they will need to do well in their trade. Working in construction is hard work, but rewarding.

Learning a trade is for someone with an open mind. If you have an open mind, you can pursue any trade you like. Also, don't be afraid of heights!"



We appreciate Herb taking the time to sit down with us and share his thoughts!

NCW Hard Hat Sticker Program

As mentioned in the December Newsletter, NCW has established the hard hat sticker program. This is a way to track and reward accomplishments for NCW employees. The list below will show you what will warrant a sticker(s).

Achievement	Stickers Awarded
1 Month of Perfect Attendance – 40 hours every week (every month)	1
1 Month of No Tardiness (every month)	1
60+ hour week (1 time only)	1
1 completed year of ABC School	1
2,000 hours with NCW in a year (Jan. 1 – Dec. 31)	1
OSHA 10 (Only certified in the current year)	1
1 Referral (500 hours)	1
3 Consecutive Months of Perfect Attendance (only on the 3rd month)	2
3 Consecutive Months of No Tardiness (only on the 3rd month)	2
70+ hour week (1 time only)	2
OSHA 30 (Only certified in the current year)	2
6 Consecutive Months of Perfect Attendance (only on the 6th month)	3
6 Consecutive Months of No Tardiness (only on the 6th month)	3
80+ hours in a week (1 time only)	3
1 Full year of Perfect Attendance (only on the 12th month)	4
1 Full Year of No Tardiness (only on the 12th month)	4
1 Full Year of Injury Free (minimum of 2,000 hours)	5
3,000 hours with NCW in a year (Jan.-Feb.)	6



NCW Awards List

These will only total for the given year and will reset on January 1 of every year. Achievements will be calculated monthly and the stickers will be distributed accordingly. Upon reaching 3 stickers, they will be mailed to your home or hotel address. Sticker accumulations can be submitted to redeem various prizes. You may save up your monthly totals for nicer prizes. See the break down below

Award	Stickers Needed
Full Brimmed Hard Hat	1
\$25 Gas Card	3
Utility Knife	6
NCW Embroidered Tool Bag	7
NCW Hooded Sweatshirt (Hi Vis or Standard)	8
Leather Tool Belt	10
NCW Embroidered Bibs	12
NCW Embroidered Coveralls	15
Red Wing Boots	20
Hilti Impact Drill (or tool of similar Value \$300)	30
Tablet	40
Truck Tool Box or Tool Chest	50
GRAND PRIZE : NCW Employee with the most stickers at the end of the year will win a Vacation Voucher up to \$1000	