



30+ YEARS BUILDING THE CONSTRUCTION WORKFORCE ECOSYSTEM



CONSTRUCTION[®]
READY

2026 IMPACT
REPORT



BUILDING THE CONSTRUCTION WORKFORCE ECOSYSTEM

Across the Southeast and the nation, demand for skilled construction talent continues to grow. Employers need qualified workers. Schools need educators, resources, and stronger connections to industry. Students need earlier awareness of career possibilities and clearer pathways from learning into meaningful work.

For more than 30 years, Construction Ready has worked to strengthen those connections. Today, that work spans the workforce journey—from building awareness of construction careers, to developing skills and strengthening training, to connecting people with employers and opportunities.

But none of that work happens in isolation. Education, industry, communities, investors and partners each play a role in building the workforce. Construction Ready **builds and connects the parts of that ecosystem**, creating stronger pathways for people and a stronger talent pipeline for the construction industry.

The Work



AWARENESS

Introduce people to careers in construction and help them understand the opportunities available across the industry.



TRAINING

Build the classes, skills, knowledge, credentials and educational capacity needed to prepare people for the workforce.



PLACEMENT

Connect talent with employers, work-based learning and meaningful career opportunities.

The Ecosystem



EDUCATION

Schools, educators and training environments help people discover careers, build skills and prepare for what comes next.



INDUSTRY

Industry brings real-world expertise, equipment, experiences, workforce needs and career opportunities into the ecosystem.



COMMUNITY

Communities help connect people with pathways, resources and opportunities close to home.



INVESTORS

Investors provide the financial support that helps expand access, strengthen programs and build workforce capacity at scale.



PARTNERS

Workforce organizations, associations and other partners extend reach, expertise and connection across the ecosystem.

Together, these elements of the ecosystem create the connections that move people from awareness to opportunity.

MISSION

To create life-changing opportunities through the skilled trades.

Construction Ready connects people with the awareness, education, training, credentials, and career pathways that lead to meaningful, well-paying careers in construction.

VISION

A future where the skilled trades are recognized and valued as a pathway to opportunity, economic mobility, and long-term career success.

We envision stronger communities powered by a skilled construction workforce, where people can build meaningful careers, employers can find the talent they need, and opportunity is accessible to all.



CONSTRUCTION READY®

FY26 IMPACT AT A GLANCE



AWARENESS

204,690

Total introductions



TRAINING

18,059

Total learners trained



PLACEMENT

2,965

Total learners placed

95%

Direct training
placement rate

*Source: Construction Ready
FY26 program data and career
awareness reporting; cumulative
results across K-12 and
Pre-Apprenticeship programs.*

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MESSAGE FROM THE PRESIDENT & CEO

More than 30 years ago, Construction Ready began in Georgia with a simple belief: people deserve the opportunity to build meaningful careers, and the construction industry needs a strong, skilled workforce to keep our communities growing.

Over the years, we have learned that building that workforce takes more than any one program. Students need earlier exposure to construction careers. Educators need training, resources, and connections to industry. People entering the workforce need skills, credentials, and pathways to employment. Employers need opportunities to engage throughout that journey.

Piece by piece, those needs have shaped the Construction Ready of today.

Our work now connects across an ecosystem spanning career awareness, K-12 education, Pre-Apprenticeship, credentialing, hiring, and employment. Educators, employers, industry partners, funders, and communities make that ecosystem stronger at every stage. And what we have built and learned in Georgia is beginning to create opportunities for greater impact across the Southeast.

The numbers throughout this report reflect that progress. But behind every number is a person: a student discovering a possibility, an educator opening doors, a graduate beginning a career, or an employer investing in the future of our industry.

Those are the lives this work has the power to change.

As I look ahead, I am excited by what we can build together. We have three decades of experience behind us, a stronger and more connected ecosystem, and partners who share our belief in what is possible.

Thank you for being part of it. Together, we are building more than a workforce. We are building opportunity, careers, and futures that can change lives for generations to come.

Sincerely,



Scott Shelar
President & CEO



MESSAGE FROM THE BOARD CHAIR

As I begin my second year serving as Board Chair of Construction Ready, I am grateful for the opportunity to continue working alongside such a dedicated team of staff, board members, partners, and supporters. Reflecting on the past year, I am proud of the impact we have made together and even more excited about the opportunities that lie ahead as we continue advancing our mission.

Construction Ready has always represented more than workforce development. It is about creating opportunities, strengthening communities, and empowering individuals to build meaningful and rewarding careers. Over the past year, we have continued to make progress toward these goals while helping address one of the construction industry's most pressing challenges: developing the next generation of skilled professionals to meet the demands of an aging workforce.

As we move into the coming year, we remain focused on expanding our outreach to K-12 students to increase awareness of the many benefits and opportunities a career in construction can provide. We will also continue strengthening relationships with industry leaders and partners through educational collaboration, in-kind support, and financial support. These partnerships are critical to extending our reach, enhancing our programs, and ensuring construction remains a career of choice for future generations.

The momentum we have built together over the past year provides a strong foundation for the future. I am honored to continue serving in this role and remain committed to helping Construction Ready grow across Georgia and beyond.

Together, we will continue to educate, inspire, and empower individuals to succeed in this vital industry while strengthening the workforce that builds our communities every day.

Sincerely,



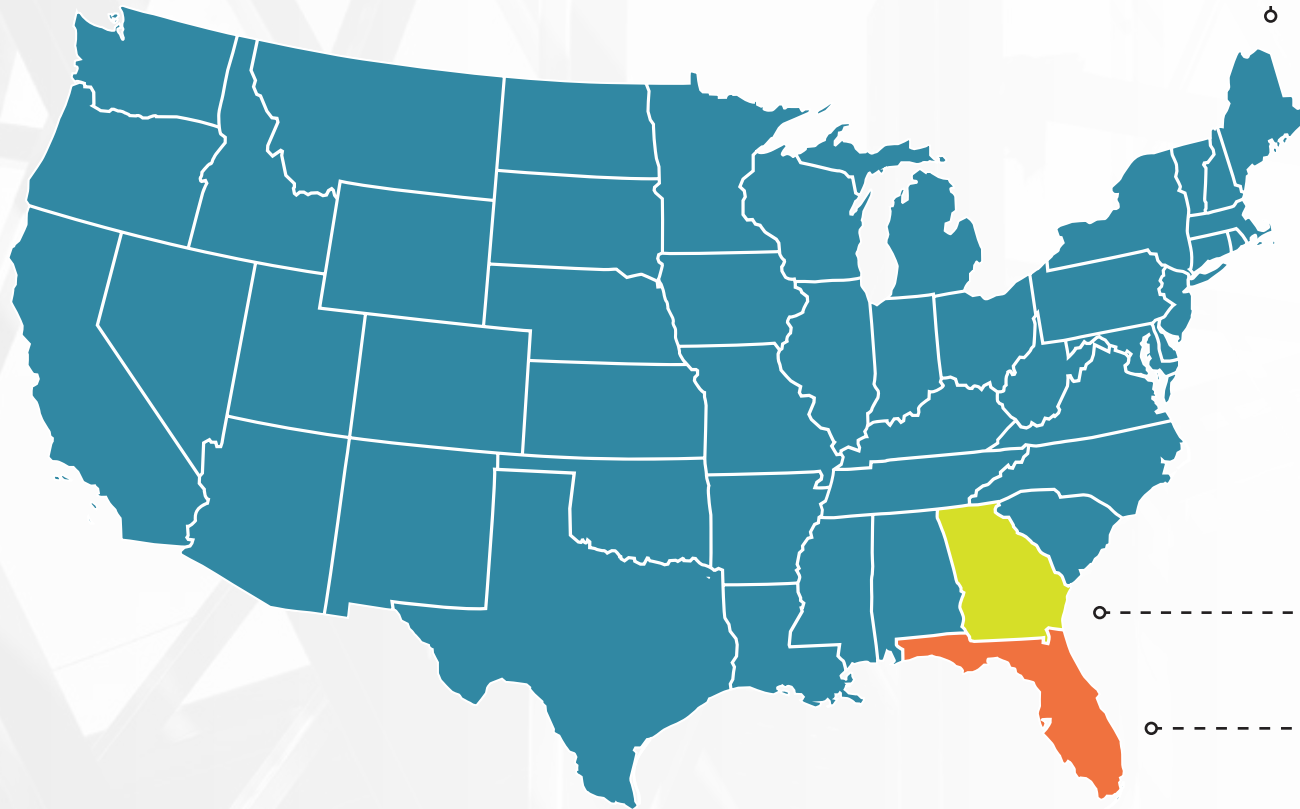
Brad Hutto
Board Chair



Construction Ready has always represented more than workforce development. It is about creating opportunities, strengthening communities, and empowering individuals to build meaningful and rewarding careers."



THE PROBLEM



NATIONAL WORKFORCE SHORTAGE

587,000

projected construction
& extraction job openings
annually nationwide

GEORGIA WORKFORCE DEMAND

21,110

projected construction
& extraction job openings
annually in Georgia

FLORIDA WORKFORCE DEMAND

59,707

projected construction
& extraction job openings
annually in Florida

Sources: U.S. Bureau of Labor Statistics, *Employment Projections 2025–2035*; Georgia Department of Labor, Workforce Statistics Division, long-term occupational projections; FloridaCommerce Labor Market Statistics, occupational employment projections 2023–2031.



Every Workforce Begins Somewhere

A strong construction workforce does not begin when someone applies for a job. It begins much earlier—with awareness of what is possible, access to education and training, people who can help build the skills, and connections to employers who need talent.

Across Georgia, Florida and beyond, the construction industry continues to face a workforce challenge shaped by growing demand, an aging workforce, changing technology and persistent gaps between education and employment.

At the same time, thousands of people are looking for meaningful careers that offer opportunity, mobility and a path forward, but may not yet be aware of or prepared to explore the opportunities available in construction. The challenge is creating clearer pathways between people and those opportunities.

This is bigger than a worker shortage.

Schools need qualified educators, industry-connected programs and resources. Educators need stronger connections to the careers they are preparing students to enter. Employers need skilled people who understand the work and are ready for the workforce. Students and adult learners need clearer ways to discover careers, build skills and connect with opportunity.

No single program can solve those challenges alone.



THE SOLUTION

Construction Ready Builds the Ecosystem

Every workforce reflects the strength of the relationships behind it. When education, industry, employers and communities work independently, opportunity becomes fragmented. When they work together, they create stronger pathways from awareness and preparation to employment and long-term careers.

Construction Ready serves as a connector across that ecosystem.

Through career awareness, training and workforce placement, Construction Ready brings together the people, organizations, resources and opportunities needed to build a stronger construction workforce.

The impact reaches every part of the ecosystem. Students discover careers they may never have imagined. Educators bring greater industry relevance into the classroom. Employers build stronger talent pipelines. Communities gain access to workforce pathways that support economic opportunity and growth.

No single part creates the workforce. The connections among them do.

LEGEND:

The Work

- Awareness
- Training
- Placement

The Ecosystem

- Education
- Industry
- Community
- Investors
- Partners





**AWARENESS:
PEOPLE
CANNOT
PURSUE
CAREERS
THEY
DO NOT
KNOW
EXIST.**

FUTURE BUILDERS: WHERE THE WORKFORCE PIPELINE BEGINS

Strong workforce pipelines do not begin in high school. They begin much earlier, when students first discover the satisfaction of building something with their own hands and begin to see construction as a future filled with possibility.

A critical element in building the future construction workforce is introducing students to hands-on skills at an early age. Construction Ready's Vertical Model engages students at the elementary level—what we call **Future Builders**—to begin a strong, aligned pathway that continues at the middle and high school levels.

Future Builders is in place at 83 schools—78 in Georgia and 5 in Florida. Program models can include STEM/STEAM integration, cross-curricular instruction, Little Builders hands-on experiences and full construction classes, helping students strengthen problem solving, applied math, teamwork and other foundational skills.

Every future builder represents the first connection in a workforce journey that continues through education, industry and ultimately a meaningful career.





SEEING POSSIBILITY FIRSTHAND

Some careers are difficult to imagine until you've experienced them firsthand. For many students, stepping onto an active jobsite or hearing directly from construction professionals transforms construction from an abstract idea into a career filled with possibility.

Atlanta's Mercedes-Benz Stadium (MBS) is not only home to the Atlanta Falcons and Atlanta United FC; for some area high school students, it's also a showcase for a wide range of construction career pathways. Each spring, Construction Ready's **See It To Be It** tours bring students from Clayton County Public Schools and Atlanta Public Schools—almost 350 in 2026—to MBS, where they enjoy a behind-the-scenes look at the downtown landmark and hear directly from industry professionals who helped build it. The result: A vision is cast, hope is sparked, and a future full of rewarding career options begins to come into view.



Scan & See!
See It to Be It

Career XPO

GEORGIA—WHERE CAREER POSSIBILITIES COME TO LIFE

CareerEXPO brings education and industry together at scale, creating thousands of meaningful connections that help students explore careers, build confidence and envision a future in the skilled trades.

The Construction Ready CareerEXPO—the largest skilled trades career event in the South—celebrated its 20th year in 2026 by bringing together more than 12,000 students, educators, counselors and industry professionals at Atlanta's Georgia World Congress Center. Through hands-on experiences, live demonstrations and conversations with industry leaders, students explored more than 15 construction-related fields and caught a glimpse of what their futures could look like.

CareerEXPO Impact:

12,000+ TOTAL
ATTENDEES

8,500+
students

2,000+
educators, parents,
and guests

1,500+
industry volunteers

20th
anniversary

17
Industry Worlds

15+
construction-
related fields



Scan & See!
CareerEXPO
Georgia 2026

Learning Beyond the Expo Floor

CareerEXPO also creates opportunities for teachers, counselors and industry professionals to learn from one another and strengthen the connections surrounding students. In 2026, those experiences included the Employer Educational Workshop, Meet the Employer and the Work-Based Learning & Counselors' Workshop.



Workshop Impact:

50+

Employer Educational Workshop participants

43

counselors and WBL coordinators

22

industry volunteer speakers and mock interviewers



Virtual Builds

Virtual Builds extends that experience beyond the event floor. At CareerEXPO 2026, 18 students participated in an in-person build while approximately 150 students joined virtually from five schools across six states. The experience also brings structured, hands-on builds directly into classrooms across the country.



CareerEXPO Florida

In 2026, CareerEXPO returned to Jacksonville for the third time, bringing 2,129 attendees together for hands-on career exploration, including more than 1,600 students, 329 industry partners and 195 educators and chaperones.



Scan & See!

CareerEXPO
Florida 2026

EXPANDING OUR REACH

Building connections across communities.

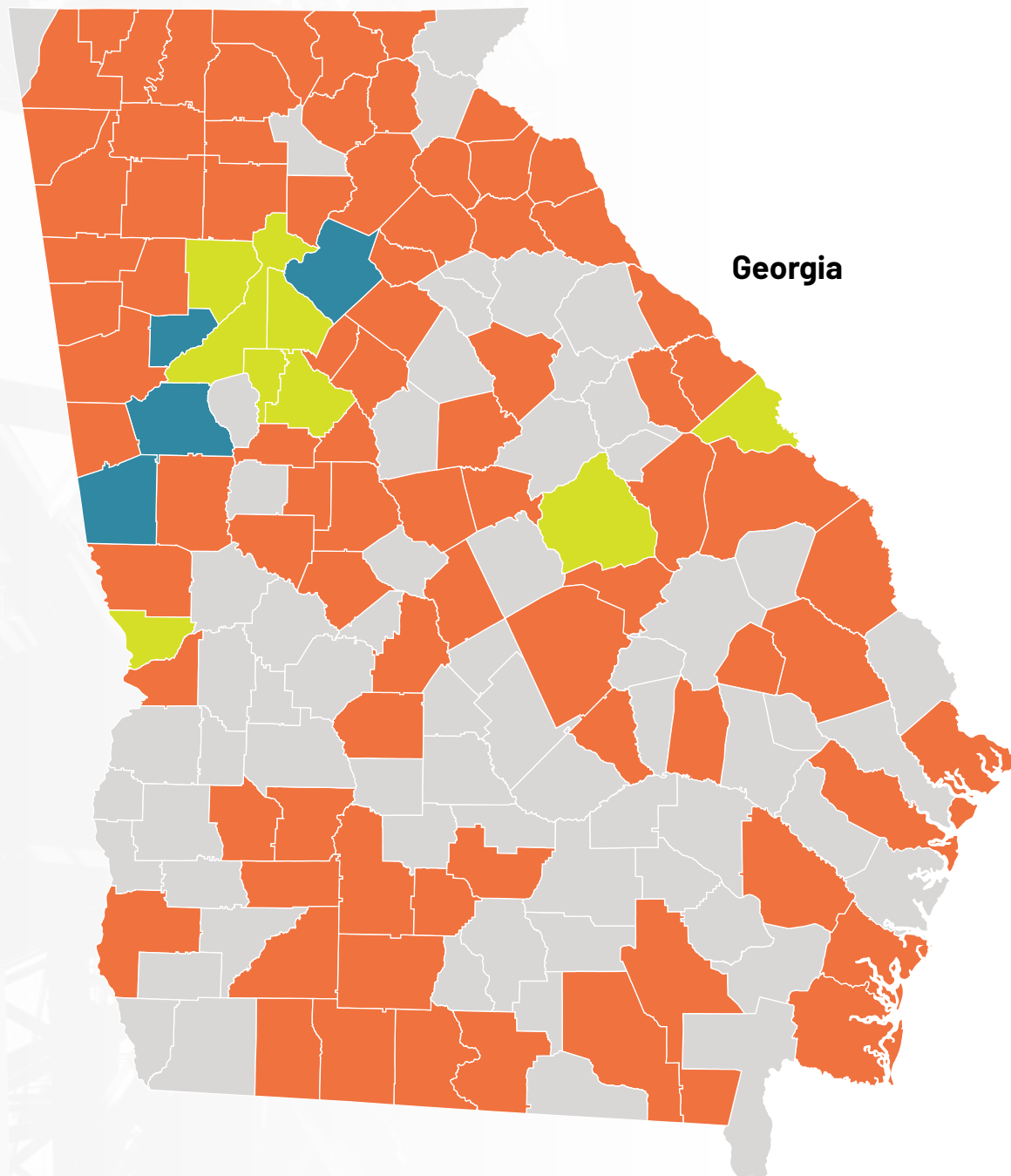
Construction Ready's impact extends beyond any single classroom, program or event. Across Georgia, Alabama, Florida and beyond, students, educators, employers and industry partners connect with Construction Ready through training, career exploration, competitions, Pre-Apprenticeship and other workforce experiences.

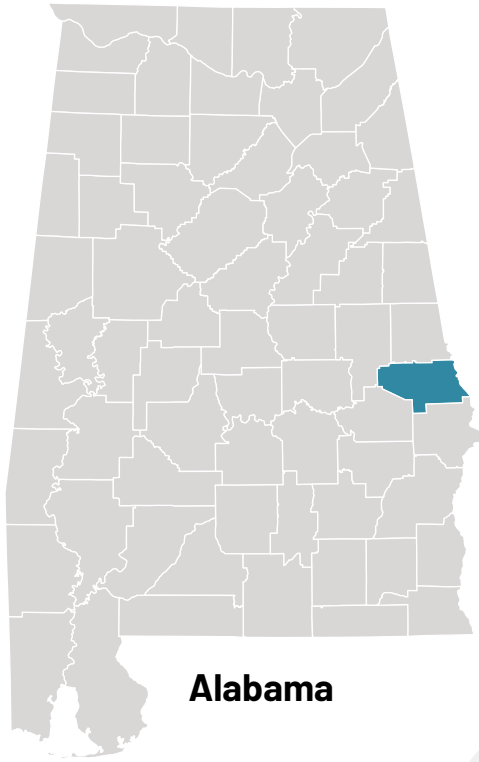
Each touchpoint represents a connection. Together, they show a growing network of communities engaging with the skilled trades and helping build the workforce of tomorrow.

And the map is still growing.

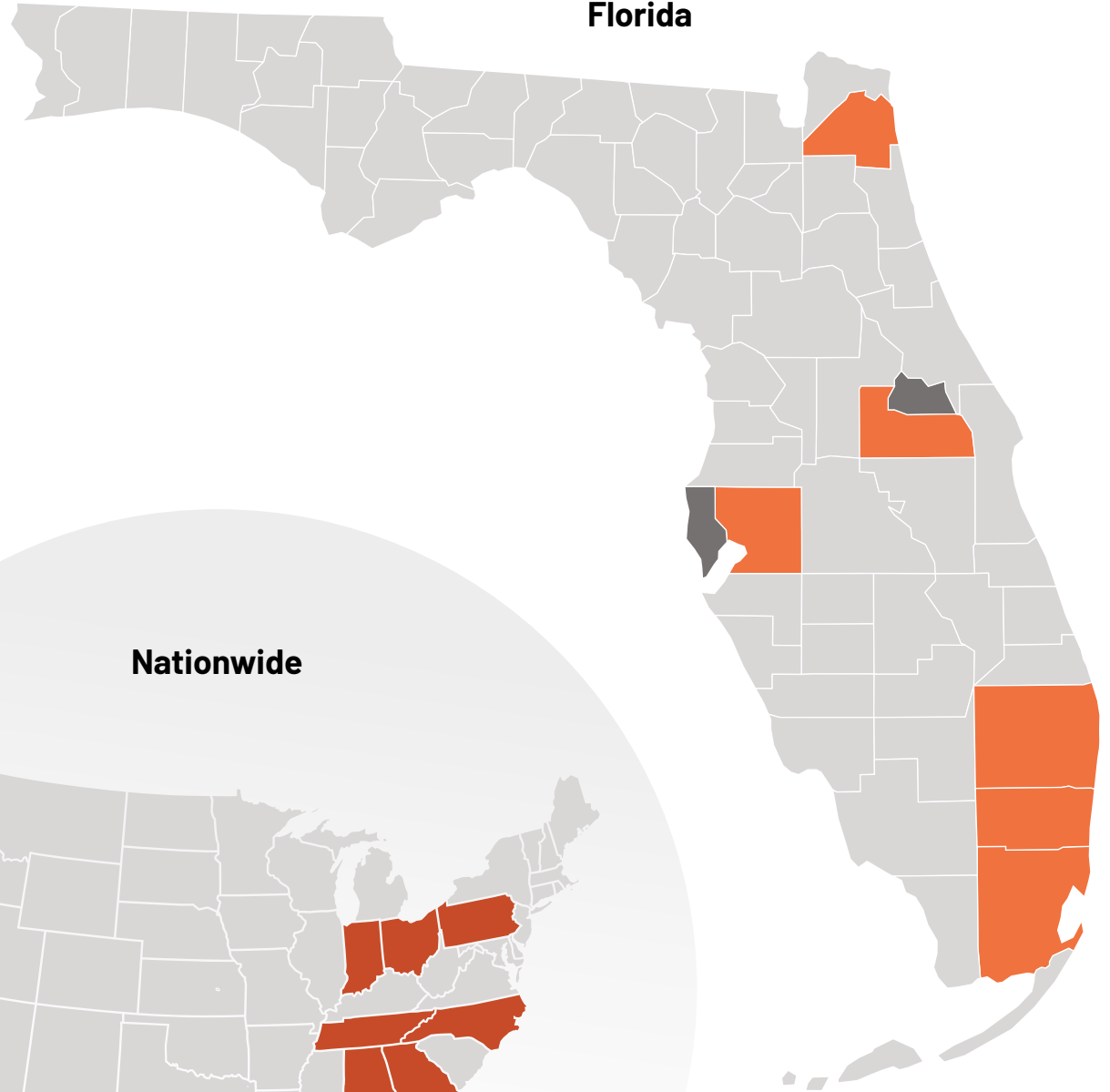
LEGEND:

-  K-12 program, event, training or engagement
-  Pre-Apprenticeship program or workforce activity
-  Both K-12 and Pre-Apprenticeship
-  Nationwide impact
-  Future growth opportunity





Alabama



Florida



Nationwide



**TRAINING:
AWARENESS
OPENS
THE DOOR.
TRAINING
PREPARES
PEOPLE
TO WALK
THROUGH IT.**

BUILDING THE EDUCATOR PIPELINE

Every workforce begins with learning. Long before students earn credentials, explore career pathways or enter the workforce, they are influenced by the educators who challenge them, encourage them and help them discover what is possible.

Construction Ready invests in the educators who influence the workforce every day. Through teacher recruitment, professional development, teacher training, ongoing school support and its role as the Georgia Department of Education's certifying body for construction education, Construction Ready helps educators stay connected to industry while bringing real-world relevance into the classroom.

Over the course of a career, one educator can influence hundreds of students. Investing in teachers creates a multiplier effect that extends far beyond a single classroom and strengthens workforce readiness for years to come.



Scan & See!

Every Day is
a Pay Day





RAISING THE STANDARD FOR CONSTRUCTION EDUCATION

Strong workforce pathways begin with strong educational programs. As Georgia's designated Department of Education Certifying Body for construction education, Construction Ready helps schools build high-quality programs that prepare students for industry-recognized credentials, meaningful career opportunities and long-term workforce success.

Construction Ready oversees the Industry Certification process in Construction, Metals, and Architectural Drawing & Design. In FY26, Construction Ready facilitated Industry Certification for 21 Georgia high school programs and helped Settles Bridge Elementary become the first school to earn Industry Certification in Elementary Construction.



Educator Impact:

560

teachers trained

25

construction and architecture teacher vacancies filled through teacher recruitment efforts

78

Industry Certified programs

244

Georgia high school programs supported

77

elementary and middle school programs supported



Scan & See!

Teacher Training



THE VERTICAL MODEL

The **Vertical Model** builds a continuous workforce pathway by connecting elementary, middle and high school programs within the same community, creating continuity.

Instead of introducing construction careers at a single point in time, students build awareness, confidence, skills and industry connections throughout their educational journey. The model strengthens collaboration among educators, creates meaningful opportunities for employer engagement and helps communities develop stronger, more sustainable workforce pipelines.

Impact

100-250

students in a typical high school program

4,000+

students in a vertically aligned cluster

3

new Vertical Model communities in FY26:
4-6 elementary feeder programs +
2 middle school feeder programs +
high school program



High School Program



2 Middle School Feeder Programs



4-6 Elementary School Feeder Programs



INNOVATION IN ACTION

Construction Ready's **Digital Platform** is a year-round resource connecting students, educators and industry partners through workforce education, classroom resources and career exploration. An AI Helper Agent guides students as they build stronger profiles and helps them get the support they need to make the most of the platform. An emerging AI Career Coach helps students explore career pathways, understand workforce opportunities and connect their interests with careers in the skilled trades. As the platform continues to evolve, it also creates the potential for employers to more fully engage with students and connect them to internships and entry-level opportunities.

Innovation also extends into hands-on learning. Donated heavy equipment training simulators help schools give students realistic experience with equipment operation before they ever step onto a jobsite, creating another connection between classroom learning and the skills students will use in the field.



Impact

7,256
students
enrolled on
the Digital
Platform

222
instructors
enrolled

130
industry
partners
enrolled

BUILDING SKILLS. BUILDING CONFIDENCE.

Classroom learning reaches a new level when students have the opportunity to apply their skills in a competitive, real-world environment. Skills competitions challenge students to demonstrate what they have learned, gain confidence in their abilities and experience the professionalism, teamwork and craftsmanship expected throughout the construction industry.

In 2025, Construction Ready introduced students in Miami-Dade and Broward counties to the inaugural Skills Challenge South Florida. With **Coastal Construction** serving as a founding and lead industry partner, Construction Ready supported 14 Florida schools with tools, materials, lesson plans, coaching and planning for their first regional competition in Miami. Industry partners contributed \$176,000 in support, helping bring the competition and hands-on learning experience to life.



Scan & See!
Skills Challenge
South Florida



PRE-APPRENTICESHIP: FROM OPPORTUNITY TO EMPLOYMENT

Construction Ready's **Pre-Apprenticeship** program equips adults from diverse backgrounds with the technical skills, industry credentials, professional confidence and employer connections needed to begin successful careers in construction. Every part of the experience is intentionally designed to prepare students not simply for graduation, but for employment.

Since 2014, the 20-day Pre-Apprenticeship class has trained more than 2,300 people. In FY26, Construction Ready delivered 18 classes across Georgia and Alabama, producing 319 graduates who earned 2,661 industry-recognized credentials. Graduates entered the workforce at an average starting wage of \$18.63 per hour, with a 95% placement rate.



Scan & See!

Pre-Apprenticeship
Program





Employability Coaching

Hands-on skills are important, but they are not enough to land and keep a job. Construction Ready takes a holistic approach to training, combining construction skills with soft skills like interviewing, resume building, email etiquette, financial literacy and other professional skills that help graduates succeed in the workplace.



Construction Ready PLUS

The journey to a successful construction career does not end with graduation. With support from The Home Depot Foundation, **Construction Ready PLUS** helps Pre-Apprenticeship graduates continue building their skills and prepare for long-term career growth through advanced training.

In FY26, 95 students enrolled in the program and 81 completed additional credentials, including NCCER Crew Leadership, OSHA-30, and more.





**PLACEMENT:
PREPARATION
CREATES
POSSIBILITY.
CONNECTION
TURNS IT INTO
OPPORTUNITY.**

CONNECTING TALENT AND EMPLOYERS

The final stage of the workforce ecosystem is connection: bringing trained, prepared talent together with employers who need skilled people.

Construction Ready builds those connections throughout the workforce journey. K-12 students gain access to work-based learning and employer relationships. Pre-Apprenticeship students meet directly with employers before graduation. Industry partners engage with schools, educators and communities to help create clearer pathways into the workforce.





Hiring Fairs

The final week of each 20-day Pre-Apprenticeship class includes a Hiring Fair dedicated to bringing students and employers together face to face. The process gives students the opportunity to interview employers while helping companies identify candidates who match their workforce needs.

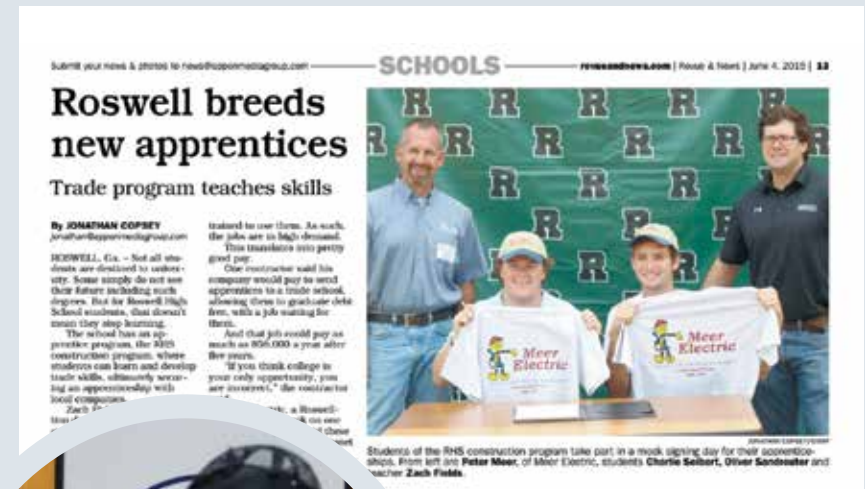
In FY26, Construction Ready hosted 16 hiring fairs across two states, with 121 employers participating. Of eligible Pre-Apprenticeship students, 284 were hired, contributing to a 95% placement rate.

National Signing Day: From the Classroom to the Workforce

For students preparing to enter the skilled trades, graduation can lead directly to employment. National Signing Day celebrates students who have turned construction education, hands-on experience and employer connections into the beginning of a career.

At Lee County High School, Haley Ebbers and Maddie Griffin signed with Pellicano Construction, marking their transition from students to members of the construction workforce.

Their next step reflects the larger goal of Construction Ready's workforce ecosystem: helping students move from career awareness and preparation to meaningful employment.



Above: Construction Ready team members at Roswell High School's the first Signing Day of its kind in 2015, helping pioneer an approach that celebrates students entering skilled-trades careers.



Scan & See!
Signing Day

BUILDING WORKFORCE SOLUTIONS AROUND ANCHOR PROJECTS

Major construction projects create an opportunity to align workforce development with real-time industry demand. Construction Ready brings together employers, industry, workforce and community partners to build training and career pathways around those projects.

Each partner plays a different role, from identifying workforce needs and supporting training to connecting people with resources and creating pathways into employment. The result is a workforce solution built around the needs of the project and the community.

The Industry & Partners That Make It Possible



Construction Career
Development Initiative

CLAYCO



CJ Adventures Joint Venture



RIVIAN



NEWTON COUNTY, GEORGIA
INDUSTRIAL DEVELOPMENT
AUTHORITY



DEVELOPMENT AUTHORITY OF
WALTON COUNTY





The Rivian Georgia Project

Construction Ready's partnership with Clayco and the Construction Career Development Initiative (CCDI) connects workforce preparation directly to major construction projects.

The first anchor project is the Rivian Georgia Project at Stanton Springs North. A new Construction Ready Pre-Apprenticeship location launched at the Georgia Bioscience Training Center, with Clayco/CCDI planning to hire 80–125 graduates and up to six Construction Ready classes planned as Rivian's Georgia campus is developed.

The model also extends across state lines. Clayco has hired graduates from Construction Ready's Opelika, Alabama, training site to support a data center project in Montgomery—demonstrating how workforce preparation can be aligned with specific projects, employers and regional demand.

Anchor Project Impact

80–125

planned Rivian hires

6±

Pre-Apprenticeship classes planned

SUCCESS STORIES: THE PEOPLE BEHIND THE PIPELINE

Every pathway through Construction Ready is different. Some begin in an elementary or high school classroom. Others start with a second chance, a new skill or an introduction to an employer willing to open a door. What connects them is opportunity: the chance to discover what is possible, build confidence and skills, and turn potential into a future. The following are just a few of the people behind that impact and the futures being built along the way.



Ariela Vega: First. But Not the Last.

At Cobb Innovation & Technology Academy, Ariela Vega became the first female HVAC state champion in SkillsUSA Georgia history and then the first female to win the HVAC competition at the SkillsUSA National Championships.

“Personally, this win means more than placing first,” Ariela said. “I want my achievement to be an inspiration to other young ladies and youth in general that determination and passion are the foundations to becoming a champion.”

Ariela plans to pursue a union apprenticeship with an HVAC contractor after graduation.

CIM Group / Centennial Yards: Building Opportunity at Scale

Major construction projects require skilled people. Through partnerships like CIM Group and Centennial Yards, Construction Ready connects workforce development with real-time industry demand, creating opportunities that benefit employers and the communities they serve.

Centennial Yards has hired Construction Ready graduates across multiple trades, demonstrating how strategic investment in workforce development can help meet project demand while creating economic opportunity for individuals and communities.



Kevin Goble: Paying It Forward

Great teachers do more than teach technical skills. They inspire confidence, open doors to opportunity and help students discover careers they may never have considered.

After a long career in the field, Kevin Goble brought his industry experience into the classroom at Adairsville High School. “Construction Ready means so much to me as a construction teacher. Whether it’s helping with materials and tools, bringing in industry speakers, or providing hands-on support for a project with elementary students, their team is always willing to step in. That same commitment carries through to their support with the digital platform, AGC Skills Challenges, and events like the CareerEXPO,” says Kevin. “Without Construction Ready, my job would be much harder. They truly mean the world to me and my program.”



Fred Hunter: The Power of a Connected Pathway

Fred Hunter’s journey demonstrates what a connected workforce pathway looks like in practice. As a senior at Archer High, he enrolled in the Carpentry Pathway at Maxwell High School of Technology. After graduation, he continued his development through Construction Ready’s Pre-Apprenticeship program.

That training eventually led Fred to a Laborer position with McCarthy Building Companies and a place in the company’s in-house apprenticeship program. “My main goal is to keep progressing,” he says. “I’m just trying to learn as much as I can.”



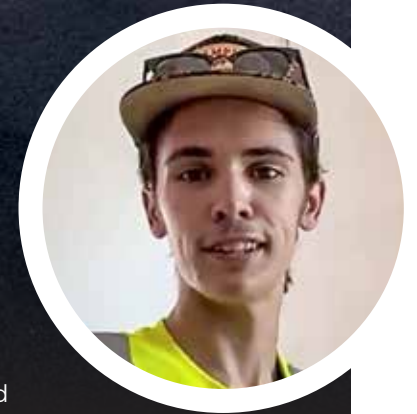
McKenney's: Investing Early in the Workforce

McKenney's has built a long-standing partnership with Construction Ready that reaches from the classroom to employment. The company supports CareerEXPO as lead sponsor of the World of Heating & Air, engages students throughout the year and provides leadership to Construction Ready. Since December 2024, McKenney's recruiter Wade Hines estimates the company has hired at least 12 graduates directly from high school—demonstrating the value of employers building relationships with future talent early.



Caden Buckingham: Expanding Opportunity Through New Skills

Caden Buckingham grew up working alongside his father in roofing but wanted to expand his skills and career options. After graduating from Construction Ready's Opelika Pre-Apprenticeship program, delivered in partnership with Goodwill Industries of the Southern Rivers, he joined Alexander Electric in Columbus, Georgia. His goals now include becoming a journeyman electrician, leading a crew and eventually owning his own company.





Joshua Tracy: Raising the Bar

Joshua Tracy's classroom demonstrates what strong instruction and industry standards can accomplish together. The Harris County educator ranked first statewide in Construction Ready's 2025 Impact Awards, outperforming 160 participating educators, and leads an Industry Certified high school program. He also prepares students for regional and state skills competitions, helping connect classroom learning with the expectations and opportunities of industry.



Peyton Dyer: Building a Career Before Graduation

Peyton Dyer's path from high school to full-time employment shows what can happen when education, industry and workforce development connect early. He completed the Heavy Equipment Operator (HEO) Construction Pathway at Harris County High School, gained real-world experience through Work Based Learning and graduated in April 2025 before going directly into a full-time position with Meriwether Site Solutions.

Construction Ready helped establish Georgia's HEO Construction Pathway, working with Toombs County High School to launch the state's first program and helping develop the curriculum and standards under Georgia Department of

Education guidance. Through the strong advocacy of the GHCA at the Capitol and industry support, the pathway has since grown from six Georgia high schools in 2022 to more than two dozen, including Harris County High School.

For Peyton, that pathway helped turn classroom learning into career preparation.

"It helped prepare me a lot," he says. His Work Based Learning experience with Meriwether Site Solutions also "got me out of school and into the real world."

CELEBRATING THE PEOPLE WHO BUILD THE WORKFORCE

Strong workforce systems depend on people and organizations willing to lead, invest and create opportunities for others. Each year, Construction Ready's Champions' Awards Breakfast recognizes those whose contributions stand out—educators, employers, industry leaders and partners whose work strengthens the connections between education, industry and opportunity.

The 2026 Champions' Awards Breakfast honored 13 individuals and organizations whose leadership and commitment are helping strengthen construction education, expand career pathways and build the skilled workforce of the future.



HONOREES

K-12 Graduates of the Year:

Blake Blume, Tebarco Mechanical, Maxwell High School of Technology

Joey Gibbs, Booth Plumbing Contractors, Harris County High School

Bailee Stiles, Boilers Makers Union 454, Fannin County High School

K-12 Impact Award Winner:

Josh Tracy, Harris County High School

K-12 Teacher of the Year—Elementary School:

Michelle Reynolds, Whitlow Elementary School

K-12 Teacher of the Year—Middle School:

Day Segers, West Hall Middle School

K-12 Teacher of the Year—High School Construction:

Kevin Goble, Adairsville High School

K-12 Teacher of the Year—High School Drafting:

Mario Moore, Decatur High School

K-12 Teacher of the Year—High School Metals:

Terry Flowers, Fannin County High School

Pre-Apprenticeship Graduates of the Year:

Brandon Battle, Carpenter, New South Construction

Brian Hill, Superintendent and Roofing Consultant, GMC Blue Service, Inc.

Daynah Florence, Assistant Project Manager, Synergy Development Partners

Pre-Apprenticeship Industry Partner of the Year:

CIM Group at Centennial Yards, accepted by Brigitte Broyard, Vice President of Business and Workforce Opportunity

MEASURING OUR IMPACT

Building the workforce pipeline requires more than good intentions. It requires measurable results.

Every student reached, every educator supported, every employer engaged and every partnership formed represents progress toward a stronger workforce. Throughout this report, the stories, partnerships and strategies show how Construction Ready strengthens the workforce ecosystem. The following impact reflects the collective result of that work across Georgia, Florida and beyond.

Behind every number is a person discovering a career, an educator preparing future talent, an employer investing in tomorrow's workforce or a community strengthening its future.

AWARENESS

204,690

total career awareness engagements

7,256

new students enrolled on the Digital Platform

326

K-12 programs supported in Georgia and Florida

TRAINING

17,708

K-12 students trained

3

new Georgia Vertical Model communities

18

Pre-Apprenticeship cohorts

78

schools earned CR/GA DoE Industry Certified status

560

teachers trained

319

Pre-Apprenticeship graduates

23

new Georgia elementary and middle school programs

25

teachers recruited to fill construction program vacancies

2,661

industry-recognized credentials earned

222

educators enrolled on the Digital Platform

PLACEMENT

2,665

K-12 student career path placements

300

Pre-Apprenticeship students placed

16

Pre-Apprenticeship hiring fairs

130

employers/partners enrolled on the Digital Platform

95%

Pre-Apprenticeship placement rate

121

employers participating in hiring fairs

LASTING WORKFORCE SOLUTIONS ARE BUILT TOGETHER

Preparing the next generation of skilled professionals requires a network of educators, employers, industry associations, workforce partners, community leaders, investors and supporters working toward a common goal.

That spirit of collaboration has shaped Construction Ready since the beginning. Some partnerships provide expertise and resources. Others open doors. The strongest do both.

Every partnership strengthens the workforce ecosystem by expanding career awareness, strengthening workforce preparation, increasing employer engagement and helping connect people with meaningful career opportunities.



**GET
INVOLVED**

INDUSTRY SUPPORT

PRESENTING SPONSORS: -----



PLATINUM SPONSORS:



GOLD SPONSORS:



SILVER SPONSORS:

Atlanta Electrical Contractors Association
Batchelor & Kimball
Brent Scarbrough & Company
BrightView Landscape Development
C.C. Owen Tile Company
The Conlan Company
Ferrovia / Cintra
Garbutt Construction, Inc.

Georgia Association of Water Professionals
IMPACT Development Management
Marek Interior Systems
The Masonry Association of Georgia
McKenney's
NECA - Southeastern Line Constructors
Precision Concrete Construction
Roof Management

BRONZE SPONSORS:

ACE Electric
Atlanta Iron Workers Union 387
Georgia DOT
Georgia Utility Contractors Association
Gilbane
IES Communications, LLC

PHILANTHROPIC SUPPORTERS



Anonymous
Foundation



The Mandelblatt
Foundation

Nonami
Foundation



WORKFORCE & COMMUNITY PARTNERS



GEORGIA'S PEACH EDUCATION TAX CREDIT

Georgia's Peach Education Tax Credit gives individuals and businesses a way to support Construction Ready's workforce development mission while receiving a dollar-for-dollar state tax credit. Investing through the tax credit helps expand career awareness, strengthen workforce preparation and increase access to opportunities for individuals across Georgia.



COMPANIES: -----

BATSON-COOK
CONSTRUCTION



CARROLL DANIEL



INDIVIDUALS: -----

Anonymous
Alyson Abercrombie
Mike Abreu
Sarah Alfieri
Robert Baker
Larry Beasley
Chris Benifield
Adam Berkstresser
Sharon Brothman
Russell Brown
Charles Burks
Miller Chalk
Wes Cobb
Charles Crosby
Dean Cutler
Dave Cyr
Brian Daniel
Chad Douglas
Michael Dunham
Will Etheredge
Zach Fields
Lucus Fletcher
Greer Gallagher
Diego Gonzalez-Lazzarini
Cortland Good
Bubba Gordy
Jeff Grazer
Brad Hutto
Doug Hunter
Gavin Kalley
Mike Kenig

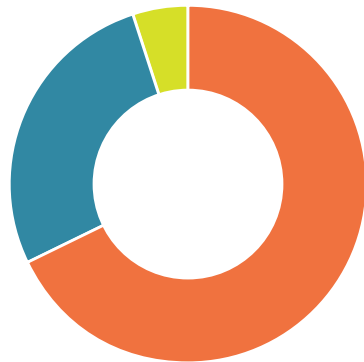
Darrin Kines
Scott Lawrence
Meredith Leapley
Christopher Long
Beth Lowry
Sandra Mathis
David Moore
Amanda Osborn
Edwin Parra
Jacob Patton
Charles Peabody
Debbie Peabody
Alberto Peluzzo
Stacy Perlman
Doug Rieder
Erica Royals
Roy Rucks
Alan Scoggins
Scott Shelar
Dallas Smith
Joel Smith
Linda Smith
Tom Stalvey
Doug Tabeling
Joe Tuggle
Bill Turpin
Kevin Turpin
Anthony Welch
Elise White
John Wilhoite
Mark Woodall

FY2026 FINANCIALS

July 2025 – June 2026

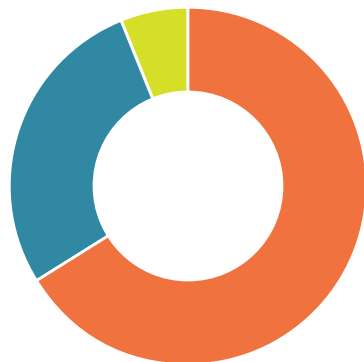
SUPPORT BY SOURCE

- **Government:** \$1,747,000 (24%)
- **Industry:** \$2,139,000 (30%)
- **Philanthropic:** \$3,258,000 (46%)



SUPPORT BY PROGRAM

- **K-12 / CareerEXPO:** \$4,854,000 (68%)
- **Pre-Apprenticeship:** \$1,927,000 (27%)
- **Operations:** \$362,000 (5%)



EXPENSES BY PROGRAM

- **K-12 / CareerEXPO:** \$4,248,000 (67%)
- **Pre-Apprenticeship:** \$1,806,000 (28%)
- **Operations:** \$342,000 (6%)



THE PEOPLE BEHIND CONSTRUCTION READY

LEADERSHIP

Scott Shelar
President &
Chief Executive Officer

John Wilhoite
Chief Operating Officer

Luke Fletcher
Vice President
of Recruitment,
Placement & Retention

STAFF

Operations:

Kristi Ausberry
Human Resources

Cortland Good
Executive Assistant

Clayton Koffman
Digital Media Specialist

Amanda Osborn
Business
Development

Tammy Taylor
Controller

Angelika Trinidad
Accounting

Amy Wilhoite
Digital Asset Architect &
Senior Project Manager

K-12 Program:

Dean Cutler
Senior Director of
Program Support

Connie Highnote
Evaluation Team Leader

Edwin Parra
Director of Employer
Engagement

Stacy Perlman
New Program Consultant

Clint Pruitt
Director of Program
Development

Kevin Rado
Florida
Program Director

Carole Ray
Evaluation Team Leader

Roy Rucks
CTAE Senior Advisor

Pre-Apprenticeship:

Nick Bruno
Placement &
Retention Manager

Lorraine Davis
Admissions Recruiter

Troi Grimes
Site Manager

Justin Israel
Instructor

Daniel Jean-Baptiste
Director of Training

Ash Mangham
Director of Recruitment
& Retention

Sandra Mathis
Operations Administrator

Eric Perdue
Site Manager

Mary Williams
Career Coach

IMPACT REPORT CONTRIBUTORS

This report was made possible by Construction Ready staff and partners who contributed data, stories, photography, design, writing and production support throughout the year.

BOARD OF DIRECTORS

Brad Hutto – Board Chair
Vice President / Holder Construction Company

Alberto Peluzzo – Board Chair-elect
President & COO / MetroPower, Inc.

Alan Scoggins – Treasurer
President / Leapley Construction Group of Atlanta

David Tzimenatos – Secretary
Operations / McKenney's, Inc.

Will Etheredge – Immediate Past Board Chair
Group Manager / JE Dunn Construction

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President / Cannae Management

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Vice President / H.J. Russell & Company

Michael Hatcher
President / Sovereign Construction & Development

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Corporate Safety Director / New South Construction

Rashad Morton
Project Executive / Swinerton

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CEO / Strack, Inc.

Jonathan King
Director of Workforce Development /
Georgia Power Company

Cameron Newell
Superintendent / DPR Construction

Lauren Atwell
President & COO /
Petticoat-Schmitt Civil Contractors, Inc.

Mike Abreu
Owner / Abreu Woodworks &
AAG Enterprises & Construction

Greg Willingham
Senior Superintendent / McCarthy Building Company



THE FUTURE OF THE WORKFORCE PIPELINE DEPENDS ON WHAT WE BUILD TOGETHER

The workforce challenges facing the Southeast did not emerge overnight, and they will not be solved through short-term solutions.

Building a stronger workforce requires sustained investment, long-term partnerships and a shared commitment to preparing the next generation for meaningful careers. Every student introduced to a new possibility, every educator equipped with new resources, every employer who chooses to invest and every community that strengthens its workforce pipeline contributes to something much larger than a single program or initiative.

Construction Ready's future priorities include expanding workforce pathways across Georgia and Florida, strengthening educator and employer partnerships, growing community-based workforce ecosystems, advancing innovative learning and career exploration, and responding to emerging workforce needs across the construction industry.

LOOKING AHEAD

Construction Ready's future priorities include:

- 1 Expanding workforce pathways across Georgia, Florida and beyond
- 2 Strengthening educator and employer partnerships
- 3 Growing community-based workforce ecosystems
- 4 Advancing innovative learning and career exploration
- 5 Responding to emerging workforce needs across the construction industry

2027 Workforce Investment Goal: **\$7M**



Career awareness



Workforce preparation



Educator development



Innovation



Community expansion

JOIN US

The next chapter is already taking shape. Construction Ready invites everyone who believes in the future of the skilled trades to help build it.



Invest

Support workforce programs, expansion and access to opportunity.



Partner

Connect students and educators with industry expertise, experiences and career pathways.



Volunteer

Share time, knowledge, mentorship and hands-on expertise with the next generation.



Engage

Bring Construction Ready into schools, communities, workplaces and industry networks.



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678-801-9100 / ConstructionReady.org

Construction Ready is a registered 501(c)(3). EIN: 58-2062862



**HELP BUILD
WHAT'S NEXT**



BUILDING CAREERS AND TRANSFORMING LIVES EVERY DAY

