2020 Craft Workforce Development Awards

Thursday, October 8, 2020
Zoom Live Stream

“50 Years of Workforce Development”
Nominated High Schools:

- Albany High School
- Donaldsonville High School
- Dutchtown High School
- East Ascension High School
- French Settlement High School
- Holden High School
- Louisiana School for Agricultural Sciences
- Live Oak High School
- Livonia High School
- St. Amant High School
- St. James CTC
- Walker High School
- West Feliciana High School
- Zachary High School

Nominated Post-Secondary:

- Associated Builders & Contractors Pelican Chapter
- Baton Rouge Community College
- River Parishes Community College
- LSU Continuing and Digital Education
Nominated Contractors:

- Action Industries
- Acuren Inspection
- Barriere Construction
- Bengal Crane & Rigging
- Brand Safway
- Brock Group
- Brown & Root Industrial Services
- Cajun Industries
- Clean Harbors
- Deep South Crane
- EXCEL
- Excel modular Scaffold
- Hoist & Crane
- HydroChemPSC
- Industrial Cooling Tower
- ISC
- Johnson controls
- MasterVac
- Maxim Crane
- Midwest Cooling Towers
- MMR
- Moore Industries
- Pala Interstate
- Performance Contractors
- Petrin Corporation
- Premium Inspection & Testing
- Primoris Services Corporation
- PSC Logistics
- Repcon
- Sulzer
- Superheat
- Team Industrial
- Trade Construction
- Triad Electric
- Turner Industries Group
- Turner Specialty Services
- Universal Plant Services
- Volks Constructors
- Westgate LLC
- Worley
- ZachryGroup
Thank you
Platinum Sponsors

Alliance
SAFETY COUNCIL

BENGAL
CRANE • LOGISTICS • TRANSPORTATION

EASTMAN

MMR

Performance
CONTRACTORS, INC.

TRIAD
the NEWTRON GROUP

Worley
energy | chemicals | resources
Congratulations
Workforce Development Champions

Tim Willis

CAJUN INDUSTRIES, LLC

Richard Sanders

Sarah Taylor

GULF COAST OCCUPATIONAL MEDICINE
Promoting Workforce Safety & Family Wellness
Congratulations
High School Instructor Champions

Ward Bordelon
La. School for Ag Sciences

Felix Landry
St. James Parish Schools
Inspiring Hope and Purpose

Katie Denova
Award of Excellence

High School Division I Winners
Student Body Sizes: 400—800 students

Award of Recognition

Holden High School

Award of Excellence

Louisiana School for Agricultural Sciences

West Feliciana High School
High School
Division II Winners
Student Body Sizes: 1,000—1,600 students

Award of Merit

Live Oak High School

Award of Excellence

St. James Career and Technical Center

Zachary High School
Award of Merit

Dutchtown High School

Award of Excellence

East Ascension High School
Post Secondary Technical Education Winners

**Award of Merit**

Associated Builders & Contractors
Pelican Chapter

River Parishes Community College

**Award of Excellence**

Baton Rouge Community College
The first item the GBRIA Contractor Workforce Development Committee reviews for this awards process is the company’s written workforce development program. An ideal formal workforce development program includes elements such as workforce development goals and objectives; inclusion of a craft person’s skills development included in the responsibilities of supervisors; a designated workforce development representative; a record keeping system to track craft persons in formal training and assessment and detailed records of an employee’s identification, date of training, training institution, evaluation results, etc.

Seventy-three percent of our participating companies provided a formal, written workforce development program.

GBRIA’s committee also looks for a company’s recorded improvements in areas of production, safety, absenteeism and turnover and whether a company has a method of attributing these improvements to their workforce development programs.

Fourteen of the participating companies also provided sample documents, such as course evaluations, given to employees to serve as feedback to the company’s training and workforce development. A company’s interest in its employees’ feedback builds trust in its employees.

Companies also provided images illustrating recognition given to employees who made accomplishments within the company through training or workforce development. Some examples include posting about an employee’s accomplishments on social media, in a company newsletter or on the company’s website.

Sixty-four percent of our participating contractors provided documentation on their participation in other area associations such as ABC and LCIA and provided documentation of any employees who participated on committees within these organizations.
Recruitment
Sixty-eight percent of participating contractors provided a formal, written recruitment process as part of their workforce development program.

In terms of recruitment tools, most companies confirmed that Word-of-Mouth serves as the most effective.

Assessment & Training
Sixty-nine percent of participants provided a formal assessment program that includes how the company classifies each new hire to a skill level, descriptions of hands-on and written assessments and descriptions of how companies encourage their employees to seek training. Companies encourage employees to seek training by having management visit job sites and pass out information on training, offering to pay for the employee’s training time and providing training and assessment in-house. Most companies also incentivize training with pay raises for certification or by reimbursing an employee's cost for training upon completion.

Fourteen participants provided documentation of offered leadership and supervisory courses for their employees.

Career Path
Fourteen participating companies provided a formal, written career path that they share with company employees. These career path documents illustrate opportunities for development and growth in their careers and is an effective tool for retention as employees can visualize their opportunities for growth and increase in pay.

Retention
GBRIA asks participants to provide their turnover rate for 2019. Participants reported an average turnover rate of 8 percent. When asked how companies successfully retain employees, they mentioned methods such as benefit plans including 401ks, contract compensation, workplace culture, above average pay scale, investment in training and development and facilitating continuous employment from one job site to the next.
General Construction & Maintenance Contractor Winners

**Division I**
(180,000-1.8 million hours)

**Award of Merit**

MOORE INDUSTRIES

**Division II**
(2.2 million—7 million hours)

**Award of Recognition**

Primoris

**Award of Merit**

CAJUN INDUSTRIES, LLC

EXCEL

REPCON

We Do Things Right!
General Construction & Maintenance Contractor Winners

Division III
(10 million + hours)

Award of Recognition

ZACHRY

Award of Excellence

Brown & Root

Performance Contractors, Inc.

TURNER INDUSTRIES

Worley

energy | chemicals | resources
Civil & Structural Award Winners

Division I
(180,000-1.8 million hours)

Award of Recognition

BARRIERE CONSTRUCTION

HOIST & CRANE SERVICE GROUP

Award of Merit

DEEPSOUTH

Division II
(2.2 million—7 million hours)

Award of Recognition

MAXIM Crane Works
Specialty Trades (Hard Craft) Award Winners

**Division I**
(180,000-1.8 million hours)

**Award of Merit**

Westgate
Electrical & Instrumentation

**Division II**
(2.2 million—7 million hours)

**Award of Recognition**

TRIAD
the NEWTRON GROUP

**Division III**
(10 million + hours)

**Award of Merit**

MMR
Specialty Trades
(Technical Support)
Award Winners

Division I
(180,000-1.8 million hours)

Award of Recognition

- Mastervac
- Midwest Cooling Tower Services
- Premium Inspection & Testing Group

Division II
(2.2 million—7 million hours)

Award of Excellence

- Turner Specialty Services

Division III
(10 million + hours)

Award of Recognition

- Johnson Controls
Best of Division Winners

Division I
(180,000–1.8 million hours)

Division II
(2.2 million—7 million hours)

Division III
(10 million + hours)
Thank you Silver Level Sponsors
Joshua Callegan

Training Coordinator at AmSty and GBRIA Contractor Workforce Development Committee member

Jason Zeringue

Maintenance Productivity Leader at Dow and GBRIA Contractor Workforce Development Committee member
# 2020 Annual Sponsors

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