



ABC's National Young Professional Program

About the Program

Associated Builders and Contractor's (ABC) National Young Professional program aims to shape the future of our industry by supporting the growth of the young professionals that are employed by ABC member companies.

Creates opportunities for young leaders to:

- Build relationships
- Expand their skills
- Advance their careers
- Promote open competition and the merit shop philosophy



Strategic Plan Alignment

To continuously grow and deliver value to a diverse and committed membership.

1. Identify and develop market sectors and thus align the diversity of ABC with the diversity of the industry
2. Effectively be able to distinguish ABC members as the preferred source of construction services

Be the leading force in the construction industry for workforce development and training

1. All Members have access to an adequate supply of candidates and the recruiting tools to support them in identifying and attracting the necessary employees



Prepare ABC's Future Leaders

- Teach young professionals what it means to be a member of ABC
- Bring the merit shop philosophy to the mid-management level
- Create a pipeline of the merit shop's next generation of owners and future ABC leaders



Benefits for Chapters

ABC's National Young Professionals program can:

- Increase the value of the ABC membership
- Diversify the ABC membership
- Bring new contacts to the chapter for future events and to fill volunteer leader positions
- Engages the next generation of construction leaders with the association



Benefits for Member Companies

ABC's National Young Professionals program can:



of millennials say opportunity for personal development was the most influential factor in selecting their current job.

- Increase employee retention
- Bring a new point of view to your company
- Help you get ahead of industry trends
- Build a pipeline of future leaders.



National Events

- Discounts to ABC National events.
- Education sessions geared towards YP's
- Interaction with peers and industry experts
- Introduction to ABC & how to get involved as a volunteer



Peer Groups

Groups of 4-6 YPs with similar job roles and functions that discuss key industry and business issues.

- Learn from fellow YPs that have faced similar business challenges.
- Forum to discuss key industry and workforce issues
- Collaborate to bring new ideas back to the office and jobsite.
- Create a strong network of peers who embrace the merit shop philosophy.
- Meet at least 6-12 times a year by conference call (current groups meet monthly).
- Each meeting begins with a safety topic presented by one of the members.
- Materials distributed ahead of each meeting for members to review before the call.
- Continued collaboration in-between each meeting through a website forum on the YP website.



Peer Groups

Business Development Peer Group:

Topics discussed:

- Defining Marketing vs. Business Development
- Building and Maintaining Client Relationships
- Maximizing Business Development Potential through Sponsorships

“Participating in the Business Development Peer Group has given me a sounding board outside of my company. The group provides a national perspective on best practices and relevant issues impacting my piece of the business. Ultimately, this candid dialogue has helped me do my job better.” –Megan Vallach, Donohoe Construction Company



Peer Groups

Project Management Peer Group:

Topics discussed:

- Technology / Software available and used in the industry
- Introduction to BIM presentation
- Productivity and use of modular construction

Topics to be covered:

- Entering a new market region or market sector
- Labor (shortage & retention concerns)

“The YP Program is a great opportunity to network with construction professionals and learn from their experiences and successes. Participation has aided me in developing strategies and goals for my professional development. Anyone with a strong passion for building and who wants to better develop themselves in their construction career, would benefit from joining ABC’s YP Group. –Michael Carpenter, B.L. Harbert International



Peer Groups

Peer Groups in 2015:

- Continue developing existing peer groups already in place
 - Encourage face-to-face meetings in conjunction with national conferences
- Form and implement additional peer groups:
 - Chapter Committee Chair Group (*started in January*)
 - 2nd Business Development Group
 - 2nd Project Management Group
 - Associate and supplier Group
 - Student Member Group (*tentative*)
 - Second Generation Group (*tentative*)

Participants in the Young Professional Program can [complete this survey](#) if interested in joining a Peer Group.



Chapter Resources

Starter Kit

- To help chapters start a new young professional program at their local level by outlining how to form a committee, how to recruit members, and what kinds of events to offer.
- ABC National can help assist chapters interested in starting a YP program in their local area. Contact Donna Puglisi, puglisi@abc.org, for more information.

ABC National Young Professionals Program

- The National YP program can be used to compliment and support a chapter YP program. Chapters can learn best practices and discuss successes and challenges other chapters have experiences through the program.

Survey Results

- Chapters were given an outline of survey results that collected information from current ABC chapters with young professional programs.

Marketing Resources

- Chapters will be given marketing materials to promote their local YP programs and the National program such as banner ads, flyers, print ads and more. *(Coming soon)*



Enrolling an Individual

Young professionals must be:

- Under the age of 40
- Employed by an ABC member company

Step
1

Visit youngprofessionals.abc.org

Step
2

Pay the \$50 annual participation fee

Step
3

Access the program benefits & discounts



Enrolling a Group

Step
1

Identify a group of 10 or more young professionals to enroll in the program.

Step
2

Collect payment of \$25/person from each young professional OR chapters with existing annual programs (such as an emerging leaders group) can add the \$25/person fee to their existing program fee.

Step
3

Have each young professional complete the [registration form](#)

Step
4

Submit the registration forms and collective payment for all young professionals they wish to enroll to ABC National.



More Information

ABC National's Young Professional Committee Contacts

Zak Wolpert, Chair
Kinsley Construction; ABC Keystone
zwolpert@rkinsley.com

Brandon Mabile, Vice Chair
Performance Contractors; ABC Greater Houston
brandonm@performance-contractors.com

Donna Puglisi, ABC National Staff Liaison
puglisi@abc.org

youngprofessionals.abc.org

