

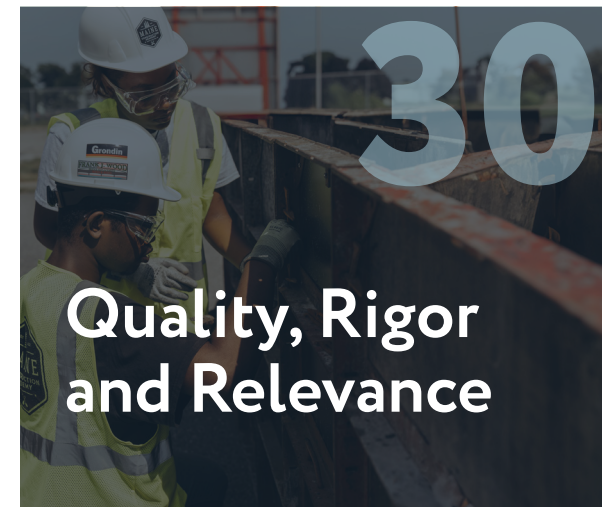
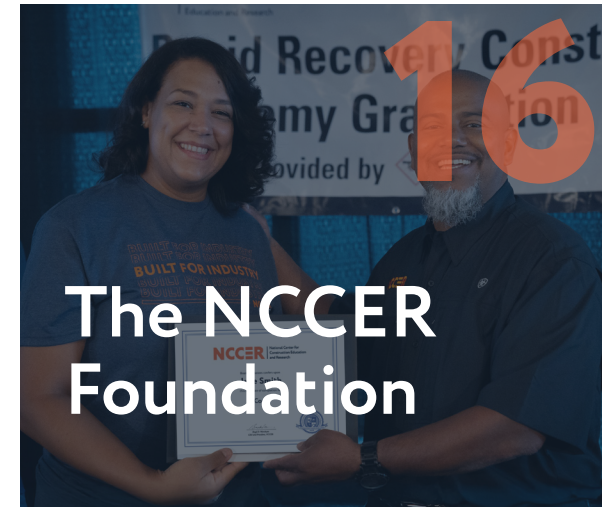
NCCER | National Center for
Construction Education
and Research

Improving Lives Through Construction Education.

Annual Report 2024



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Who We Are

Founded in 1996, the National Center for Construction Education and Research (NCCER) is an independent 501(c)(3) nonprofit education foundation and the leading provider of construction education for industry and career and technical education programs. With flexible workforce development and learning solutions, NCCER's programs provide consistency and quality to ensure craft professionals and learners earn industry-recognized credentials and certifications.



TRUST
EXCELLENCE
SERVICE
TEAM
GROWTH

Mission

Provide rigorous and relevant workforce development solutions that create opportunities for individual career advancement and support industry growth

Vision

A qualified and successful workforce of diverse individuals whose lives were improved through construction education

Core Values

Trust, Excellence, Service,
Team, Growth





"As I finish my sixth year at NCCER, I am truly proud of the work we are doing as an organization and the lives we are impacting. In 2024, I had the chance to speak with individuals and parents who shared heartwarming stories of how NCCER changed their lives through the education programs and credentials we offer. Moments like these confirm that the work we are doing at NCCER matters and is making a difference."

From the minute I started at NCCER, it has been my goal to bring the same opportunity I had as a young carpentry student to as many people as possible. Learning a trade changes lives as it empowers individuals with skills that can be the cornerstone to building a better life for themselves and their families.

2024 brought many opportunities for us to start making real headway towards this goal as we were able to reach more people than ever before through incredible philanthropic support and key partnerships.

Our donors helped us start new construction programs in 51 high schools through our High School Builder Program; train 201 adults in underserved communities through our Construction Careers Academy; and place 142 individuals in construction jobs through our CareerStarter platform.

Our reach expanded even further through partnerships with the Future Farmers of America, the National Agricultural Education Council and the Coalition on Adult Basic Education as we can now introduce construction education,

credentials and career opportunities to an additional four million learners.

In addition, we laid out a clear career pathway for craft professionals by expanding our Leadership Series to include a Construction Foreman Certification Program. This program, along with our Construction Superintendent Certification program, helps contractors build not only their field leadership but ultimately their company leadership through professionally developed, engaging online courses.

All of this was accomplished as we continued to update and expand our craft curricula portfolio, build out our research department and meet our financial goals.

This annual report is our chance to share some of our proudest achievements and recognize the support of our donors and partners as we all work together to improve lives through construction education and help make the construction industry the industry of choice for all.

Boyd Worsham
NCCER President and CEO

IMPACT & PROGRESS

GRATITUDE OPTIMISM

As I reflect on my last year as Chairman of NCCER's Board of Trustees, I am filled with a sense of gratitude to have had the opportunity to lead such a passionate group of fellow board members and to represent the industry's leading nonprofit construction education foundation.

With a strong focus on mitigating the challenges of the industry's labor shortage, NCCER remained a leader in the workforce development space in 2024. Its commitment to providing industry-recognized curricula, accreditations and certifications helps bridge the labor gap and establish consistency in education and training. NCCER's efforts to bring awareness to the trades and provide a variety of resources for individuals to explore careers in construction is unmatched.

Throughout the past year, NCCER demonstrably supported its mission by updating its curricula, a necessary investment to remain at the forefront of our evolving industry. In addition, NCCER is committed to creating a

consistent platform through which we can measure the skills and educational background of our craft professionals. Establishing and maintaining standards in industry-recognized training and credentials is key to building a qualified and successful workforce that can meet growing industry demands.

As a nonprofit foundation working with partners across the construction industry, NCCER is playing a meaningful role in expanding craft training and introducing more people to rewarding careers in construction. Its future is optimistic, promising and full of opportunity.

I am humbled to transition to my role as Past Chairman and look forward to celebrating NCCER's greater success in 2025!

Scott Marshall

NCCER Board of Trustees Chairman
Worley Senior Group Director
People Operations – Americas



"NCCER's impact spans the entire construction workforce—from new entrants to the field to experienced journeymen, frontline supervisors and field leadership roles. New programs in the Construction Leadership Series provide targeted training and certification for the unique needs of foremen and superintendents, filling a critical gap in the industry. As companies and individuals increasingly adopt these programs, they are becoming essential for career advancement and leadership development."

Board of Trustees Executive Committee

Chairman



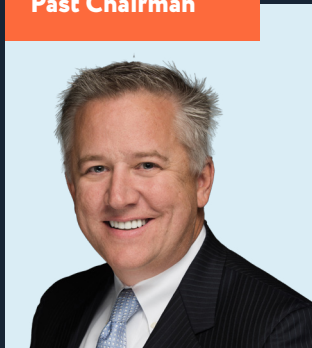
Scott Marshall
Worley

Vice Chairman



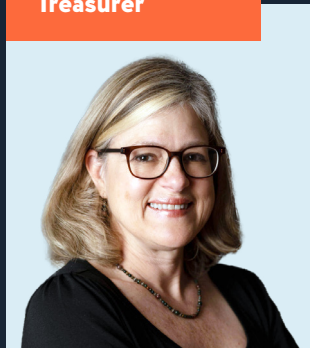
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Willmar Electric Service

Past Chairman



Stephen Toups
Turner Industries

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Monique V. Ford
Monique V. Ford CPA

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LIVES IMPACTED IN 2024

330K+

learners gaining the skills
to shape their careers and
communities

28K+

instructors and
administrators inspiring and
training the next generation
of builders

5,600+

programs paving pathways
to success across the U.S.
and beyond



Images of Impact

Sharing the real stories of construction, our Images of Impact highlight just a few of the thousands of individuals, educational programs and industry organizations that have been supported by the work of NCCER.



REAL STORIES

WE Build Waterloo Program at Hawkeye Community College

The WE Build Waterloo program, an award-winning pre-apprenticeship program at Hawkeye Community College (Waterloo, Iowa), is geared toward non-traditional students facing unique obstacles or looking to explore construction as a career change. Since being established in 2020, the 14-week program has used the NCCER curricula because of its flexibility and ability to be used in a fast-track format. The pre-apprenticeship collaborates with the Iowa Heartland Habitat for Humanity, allowing students to serve their communities by helping refurbish local homes while practicing hands-on construction skills. When completed, the refurbished homes are sold to people trying to make a positive change in their lives but who may not qualify for a traditional mortgage.

[READ THE STORY](#) 



“When we had our graduation ceremony, [one student] was so happy he cried. We asked him, ‘What’s going on?’ and he said, ‘Well, I never finished anything. This is the first time in my life I have finished anything.’”

Valerie Peterson
Workforce Development Coordinator

Belle High School

Belle High School (Belle, Missouri) started working with NCCER in Spring 2024 through the High School Builder Program, which helps schools to start or grow their construction education program when they do not have the resources to do so. As part of the High School Builder Program, Belle High received a Core Toolbox containing critical tools and equipment needed to teach NCCER's hands-on Core curriculum. In its first year, Belle High School enrolled 31 students in its construction education program.

[READ THE STORY](#) 

"We come from a small school with not a lot of resources or money and the tools changed my students' learning immediately...We spent three days going through everything and learning about all the new tools we had just received. No longer do my students have to wait to use any tool in the shop. We get more projects done and student engagement is 100% higher because of NCCER."

Bryce Gehlert
Building Trades Instructor



START
TO
GROW

Dralon Roy

Dralon Roy received his NCCER education through a Community Construction Academy (CCA) cohort at Golden Triangle Empowerment Center in Port Arthur, Texas. CCA cohorts, which are sponsored by Lowe's Foundation, are free, boot camp-style training programs supporting underserved individuals in response to community and workforce needs. Following his graduation from the CCA, Roy used NCCER's CareerStarter platform, a free construction workforce and education connection tool, to assist in his search for his first job in construction. Using the tool, Roy was able to conduct research on construction companies and the employment landscape in his local area to help him get hired.

[READ THE STORY](#) 

"I found my experience with CareerStarter to be extremely productive. The website is very informative and resourceful and has helped me a great deal in the time that I've spent using it. I would definitely recommend CareerStarter to anyone entering the industry."

Dralon Roy
CareerStarter User





Anthony Hernandez

Anthony Hernandez committed to building a better life for himself after being incarcerated at the age of 17. While in prison he earned his GED and received training in several trades. After being released, he struggled to find companies that would hire him with his background. Looking to build upon his skilled trades' education and earn more credentials to secure a career, Hernandez eventually came under the mentorship of Dr. Mittie Cannon, who helped him complete NCCER training. Hernandez was able to earn credentials that allowed him to begin his career as an instrumentation technician and truly have a second chance.

[READ THE STORY](#) 



“To be ready for second chances, you must do things differently than you did before. Change your surroundings and perspectives on people, places and things...Because of this program, I have been able to work as an instrumentation technician. The journey was not easy, but it was well worth it.”

Anthony Hernandez
NCCER-credentialed craft professional

SECOND CHANCE

Tiffany McMillan

Tiffany McMillan grew up in a small rural town in Wyoming. She struggled to find a sustainable, full-time career until she was offered the chance to work as an electrical apprentice. After an initial learning curve in the male-dominated field, McMillan quickly picked up the trade with her natural talent for math and problem-solving.

After earning her electrical journeyman's license and working in the industry for years, she decided to pass on her knowledge by becoming an NCCER Electrical instructor and also help mentor other women trying to break into the craft. McMillan continued to rise in her career, and after 25+ years in construction she now oversees the apprenticeship program at Black & Veatch.

[LISTEN TO THE PODCAST](#) 

HARD WORKING



"Once I learned the terminology and the skills needed, I realized that I'm a hard worker and that stands out. I'm smart and I could show I know how to do the work as well as anybody else. I had a lot of confidence once I realized that."

Tiffany McMillan
Construction Staff & Craft Training Manager

Chamberlin Roofing & Waterproofing

Serving clients throughout the South-Central Gulf Coast, Chamberlin Roofing & Waterproofing and its 800+ employees work to “keep water out of buildings.” Chamberlin has established a strong culture of internal training to develop their skilled workforce and field leaders. Since implementing the standardized NCCER curricula into their “Chamberlin University” program in 2019, the company has seen positive impacts on the structure and efficiency of their training, leading to better results for their workforce and projects.

[LISTEN TO THE PODCAST](#) 

BETTER
RESULTS



“Before we had NCCER, we created everything in-house. We had PowerPoints, we had pictures, but it was very, very time-consuming. It took a lot of time to develop everything from the ground up. NCCER has done a wonderful job standardizing everything, and it’s nationally recognized...We are getting more work performed because of training. We’ve taken on more work and we’re doing it with fewer people because of a better trained workforce.”

Bradley Rowan
Director of Training and Development

Improving Lives Through Construction Education

At NCCER, we are committed to improving lives through construction education for all. Simply put, we help people build better lives by connecting them with the training they need to get a great job and ultimately a successful career in the construction industry.



BUILD
BETTER LIVES



FORGE A STRONGER FUTURE

The NCCER Foundation

Through our outreach, we can help individuals build career pathways that not only lead to future success but also help many break the cycle of generational poverty for themselves and their families. Simultaneously, we support our industry by filling the critical shortage of skilled construction craft workers.

But this is not a solo endeavor. It is only with the support and trust of our donors that we can make such a purposeful difference. Together, we've produced meaningful results for individuals and families. We have expanded our partnerships with current and new supporters and continue to increase our reach. **With donor support in 2024, we directly impacted over 10,000 lives.**

We would like to extend our heartfelt appreciation to all our donors who have played a vital role in changing the trajectory of the lives we've touched together and look forward to collaborating more. There is still so much to be done, and it's going to take all of us working together to forge a stronger future.

If you are interested in learning more about becoming an NCCER Partner, please contact:

Dr. Melissa Perkins, CFRE

NCCER Director of
Philanthropy and Partnerships
at mperkins@nccer.org

Philanthropic Donors

Build Your Future Donors

Ariat

ABC

National Technical
Honor Society

Haskell

ISN

CareerStarter

Owens Corning

Procore

Community Construction Academies

Lowe's Foundation

High School Builder Program

Bechtel Group Foundation

Carhartt

Construction Angels
Foundation

DEWALT

Procore

SkillsUSA National Carpentry and Masonry Championships

Haskell

Mortenson

Morton Buildings

The Swinerton Foundation

Unrestricted Contributions

AGC of America

Pearson

Bechtel Group Foundation

Craft Training Center of the
Coastal Bend



GROW & SUCCEED

Donors Making a Difference

As part of our mission to improve lives through construction education, NCCER leads numerous outreach programs to provide individuals opportunities to build successful careers in the construction industry. It is our hope that through these efforts, individuals, schools and communities will grow and succeed. None of this would be possible without the remarkable support of our donors. For this, we are sincerely grateful.



Rebuilding Lives and Communities

CCA

Community
Construction
Academy

To help serve underrepresented people facing difficult circumstances, NCCER established Community Construction Academies (CCA), with programs in Birmingham, Alabama; Tampa, Florida; and Port Arthur, Texas. Supported by the Lowe's Foundation's Gable Grant, CCAs offer free craft training and credentials to individuals facing challenges such as homelessness, poverty, or who have been impacted by natural disaster. In 2024, these programs trained 201 new craft professionals across 17 cohorts in the three states, helping many individuals find gainful employment while helping to build strong communities.

Program Supported By:
Lowe's Foundation

201

new craft
professionals

17

cohorts in
the three states



Overcoming Limitations

High School **Builder Program**™

Bringing valuable career and technical education to school districts with limited funding and resources, NCCER's High School Builder Program continued to provide training, curriculum and tools to eager high schools to help them establish their own construction education programs. Thanks to our incredible donors, this philanthropic initiative saw the creation of programs at 51 high schools across 22 different states nationwide in 2024—introducing more than 2,000 new students to the opportunities in the construction industry.

Program Supported By:

Bechtel Group Foundation

Carhartt

Construction Angels Foundation

DEWALT

Procore

51

high schools established new construction programs

22

states, including Georgia Florida and Louisiana, had students involved in construction programs

2,000+

new students were introduced to opportunities in the construction industry

OVERCOME



Creating Connections

CAREERSTARTER

Through our CareerStarter program, individuals were able to find their first jobs in the construction industry with companies committed to hiring entry level job seekers. In 2024, the digital construction connection tool got an upgraded platform with a new user interface and improved user experience. The platform switch offered valuable new features, including a new mobile app, new direct messaging abilities, and the ability to create a mentorship program. Through the generosity of our corporate sponsors, CareerStarter remained FREE to all users. Overall, CareerStarter facilitated 142 job placements in 2024, with more than 5,000 engaged users. In recognition of its role as an innovative solution to industry challenges, CareerStarter was named a winner of the 2024 AGC Innovation Award.

Program Supported By:

Owens Corning
Procure

142

CareerStarter users
got jobs in 2024

5,000+

total CareerStarter users
engaged with the platform.

FIRST JOBS



Recruiting the Next Generation



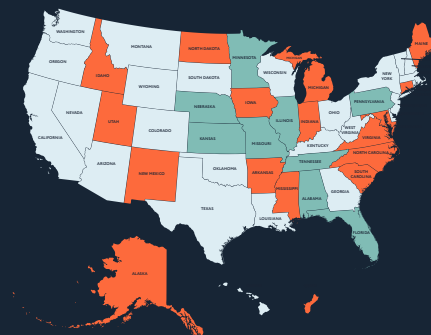
Build Your Future (BYF) is an initiative designed to bring awareness to rewarding careers in construction. Through free career exploration tools, a dedicated website, awareness campaigns and other tools, BYF provides industry and schools with the resources they need to attract the next generation of craft professionals.

Careers in Construction Month

We celebrated the twelfth annual Careers in Construction Month in October. Sixteen states and U.S. territories issued official proclamations for the month, and 77 organizations took a pledge to participate in a classroom engagement event.

Program Supported By:

Ariat
ABC
National Technical Honor Society
Haskell
ISN



72

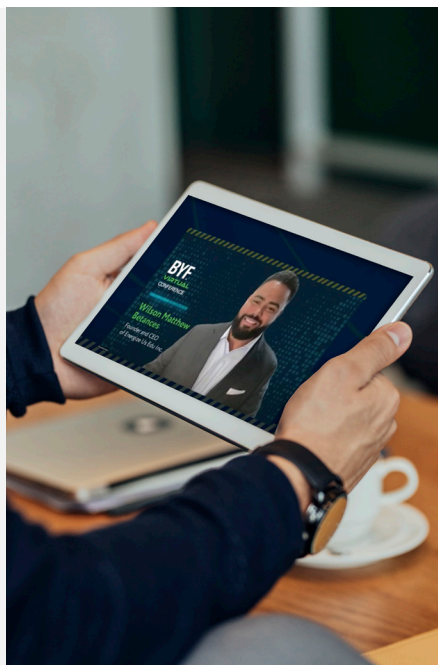
organizations from 16 states and U.S. territories issued proclamations for Careers in Construction Month

ENGAGE



BYF Virtual Conference

We hosted our first-ever BYF Virtual Conference to connect industry professionals, association leaders and educators. The conference provided best practices and new solutions to connect the next generation with the construction industry.



I BUILT THIS! 2024

Hosted in February for the first time as part of Career and Technical Education Month, our annual I BUILT THIS! Construction Video Contest engaged students and apprentices to showcase their skills and impressive building projects. Three winners received a prize package including tools and gear, and their schools received free sets of NCCER textbooks.



THRIVE



Hard Hat Heroes



Our Hard Hat Heroes program helps military veterans begin careers in construction following their return to civilian life. Building off of the valuable technical skills training received during their service, veterans can receive equivalent NCCER credentials free of charge to help them get hired in the construction industry. In 2024, the Hard Hat Heroes program helped 140 veterans earn their construction credentials.

140

veterans earned their construction credentials through the NCCER's Hard Hat Heroes program.

Recognizing Excellence



SkillsUSA

We proudly support SkillsUSA, the leading career and technical education and workforce development organization for students in the United States. Through the generous contributions of our sponsors, NCCER has provided sponsorship and volunteer hours to the SkillsUSA National Leadership and Skills Conference for 15 years through the National Carpentry and Masonry Competitions.

AWARDS

ABC Construction Workforce Awards



Highlighting outstanding performers in construction and education, NCCER is proud to co-sponsor the ABC Craft Instructor of the Year and Craft Professional of the Year awards.

The 2024 recipients were:



Craft Instructor of the Year:

Paul Asselin,
Gould Construction
Institute Instructor,
ABC Massachusetts



Craft Professional of the Year:

Joseph Ahrens,
HPS Plumbing Services,
ABC San Diego

New Partnerships

Offering meaningful support to individuals and industry is better accomplished through collaboration. In 2024, NCCER strategically partnered with several organizations to expand and drive our shared commitment to improving lives through construction education.



Filling the Credentialing Gap for Skilled Crafts in Agriculture

With the potential to close a critical credentialing gap that exists for more than one million students enrolled in agricultural education courses, NCCER partnered with the National FFA Organization and the National Council for Agricultural Education (NCAE). As part of this partnership, NCCER is developing a new Agricultural Technology curriculum that includes an introduction to construction and safety, heavy equipment operations, and welding and fabrication.



New Opportunities through Adult Education

To support adult education and offer participants in these programs valuable construction credentials, NCCER partnered with the Coalition on Adult Basic Education (COABE), the leading and largest adult education organization. Together, we will help fill talent gaps employers are experiencing in the construction and maintenance industries while helping learners obtain their first jobs in a successful career pathway.



Offering Innovative Approaches to Math Comprehension

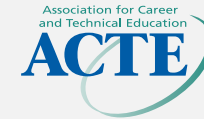


Statistics show that math performance continues to decline among students nationwide. To offer a unique and practical approach to math concepts through the lens of construction, NCCER partnered with If I Had A Hammer, Inc. Now, NCCER-accredited high schools receive free access to the HammerMath learning platform, which provides tools and activities to teach fractions and measurements through real-world applications. NCCER programs also have the opportunity to offer the HammerBuild, an immersive one-day building experience that focuses on applied math, goal setting and teamwork.

[LEARN ABOUT THE PARTNERSHIP](#) 



Thank You to Our Long-Term Partners



Our Commitment to Quality, Rigor and Relevance

In our ongoing effort to provide the highest quality training and workforce development solutions, NCCER expanded its Leadership Series, updated numerous curriculum titles and assessments, built more online courses and translated titles to Spanish.



HIGHEST QUALITY

Updated Curriculum

- Advanced Carpentry: Frame and Finish, 6th Edition
- Drywall Level 2, 2nd Edition
- Heavy Equipment Operations, Levels 1-3, 4th Edition
- HVACR Levels 2-3, 6th Edition
- Industrial Maintenance Mechanic Levels 1-4, 4th Edition
- Managing Electrical Hazards, 6th Edition
- Plumbing Level 3, 5th Edition
- Solar Photovoltaic System Installer, 2nd Edition
- Welding Levels 3-4, 6th Edition

Translations

- Electrical Level 1-2, 11th Edition (Electricidad nivel 1)
- Introduction to the Power Industry (Introducción a la industria de energía)
- Power Line Worker Level 1 (Trabajador de línea eléctrica nivel 1)
- Power Line Worker: Substation Level 2 (Trabajador de línea eléctrica: Subestación nivel 2)
- Power Line Worker: Transmission Level 2 (Trabajador de línea eléctrica: Transmisión nivel 2)
- Power Line Worker: Substation Level 3 (Trabajador de línea eléctrica: Subestación nivel 3)

NCCERconnect

- Fundamentals of Crew Leadership, 4th Edition
- Introduction to Solar Photovoltaics, 2nd Edition
- Plumbing Level 3, 5th Edition
- Solar Photovoltaic System Installer, 2nd Edition
- Welding Level 2, 6th Edition



Construction Foreman Certification Program

To help contractors build quality career pathways for their craft professionals and strengthen the abilities and skills of their field leaders, we released an online training program specifically designed for existing and future foremen.

New and Revised Assessments

- Construction Superintendent (New)
- Foreman (New)
- Signal Person
- Advanced Rigger
- Industrial Millwright

Mobile Crane Operations:

- Boom Truck Crane
- Industrial/All Purpose Crane
- Lattice Boom Crane
- Telescopic Boom Crane

Heavy Equipment Operator:

- Backhoe
- Compaction Equipment (Roller)
- Dozer
- Excavator
- Forklift
- Loader
- Motor Grader
- Off-Road Dump Truck
- Scraper
- Skid Steer

SKILLED
PROFESSIONALS



Research

As a critical part of NCCER's service to the construction industry, our research efforts provide awareness, insights and recommendations around important topics.

Supporting Women in Our Workforce

To support women in the construction workforce, we released *In Her Own Words: A Call to Action From the Field*. As a companion piece to our 2023 women in construction research report, this call-to-action guide offers specific tactics contractors can implement to improve their project sites, and ultimately the industry, with a focus on recruiting and retaining women.

Showcasing Salaries

To bring attention to the high earning potential in the construction industry and help attract new entrants, we released the *2024 Construction Craft Salary Survey*. This free resource can be used by teachers, counselors, contractors and anyone else trying to recruit individuals into the construction industry.

Comparing Career Pathways

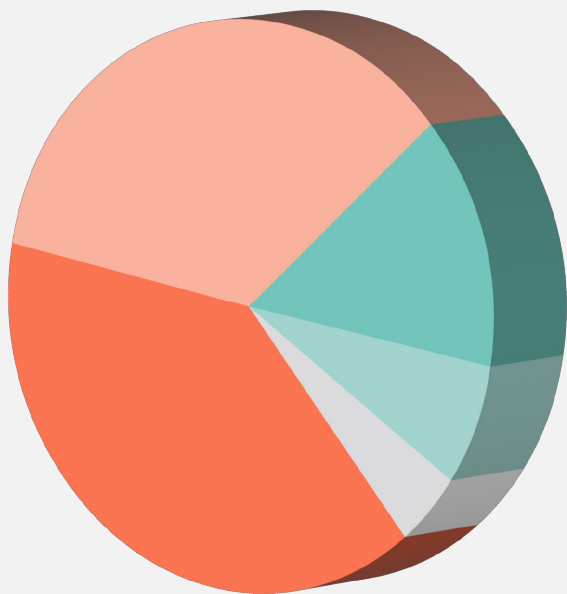
To showcase the possible financial benefits for construction career seekers, we released our *Career Pathways Earnings Data Comparison*. This analysis compares potential net earnings of individuals who enter into construction careers via apprenticeships versus those who enter into other careers via the traditional four-year college degree paths.



2024 FINANCIAL RESULTS

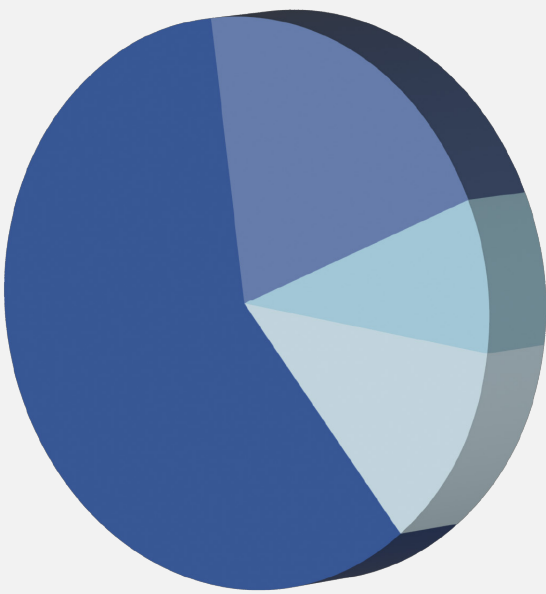
BUILDING BETTER OUTCOMES THROUGH
COLLABORATION AND STEWARDSHIP

TOTAL SUPPORT AND REVENUE

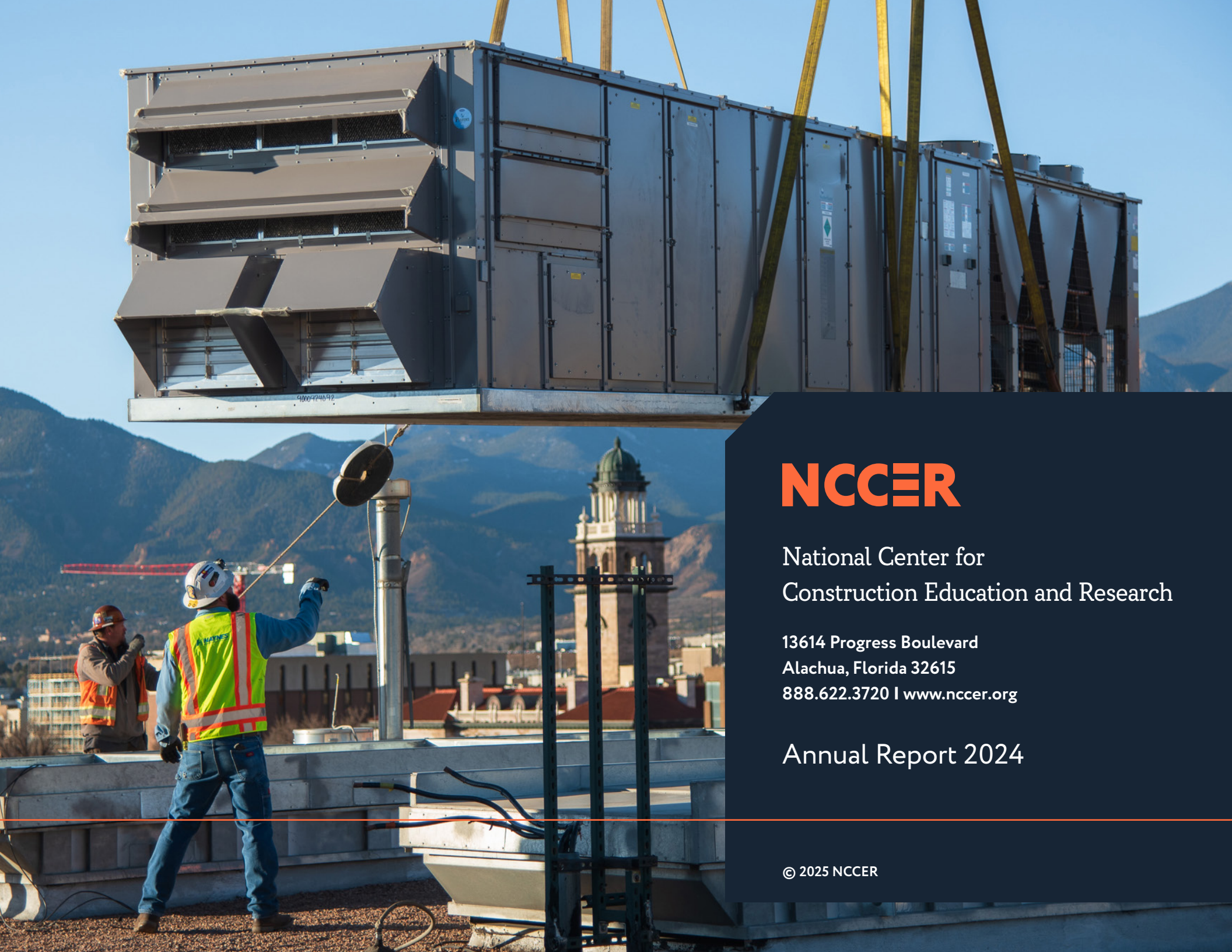


Revenue	\$26,277,025
Courseware	\$10,227,868
Evaluations & Credentials	\$9,392,564
Philanthropy	\$3,730,436
Accreditation	\$1,824,998
Supporting Products	\$1,101,159

TOTAL EXPENSES:



Expenses	\$25,516,630
Workforce Development Solutions & Research	\$15,074,658
Educational Technology Platforms	\$5,265,336
Sponsored Programs	\$2,143,558
Operations	\$3,033,078



NCCER

National Center for
Construction Education and Research

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