



CONTRACTOR CONNECTION



April May June 2019

Workforce Development Campaign Update: Moving Into the Next Phase

When Indiana PHCC developed their IN PHCC Workforce Campaign three years ago the overlying theme was one of awareness of the value of a career in the skilled trades. Without a doubt, there is movement on that front.

The campaign uses marketing materials with simple messages. We know there is a lot of good information out there but it can be overwhelming. Our materials promote a clean approach and direct the user to our website.

Developing the website www.thebestcareer4you.com has brought enormous numbers to view the site and, more importantly, to give information that allows the user to be directly connected to an Indiana PHCC Contractor in their area.

How does it work?

Immediately upon submission they receive an email or text thanking them for requesting info and telling them they will soon be contacted by a plumbing professional in their area. They also get links about the career.

When the PHCC contractor gets the email asking them to respond it includes suggestions as to what to say as well as links regarding apprenticeship details and schools.

state at Career Fairs, Job Fairs, and trade shows. They've been seen by middle school age to adult learners. These events have touched over **15,100** individuals.



To date **647 individuals** have filled out the form on the website to be connected to a contractor.

What we have seen recently is that more and more students are coming to our booth because they have heard "You can make good money," or "Someone pays for your education," and "I hear they need plumbers." We have heard from Guidance Counselors who want information from us to help their students and we are able to give them materials and contacts.

So what's next?

We want to make sure the website offers the latest information of value. We are asking you take a look and offer us feedback as to what changes you would like.

We will be contacting all of the PHCC contractors who are currently a part of the program to ask them to re-commit or to see if those who are not on it now would like to join.

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THE PRESIDENT'S PERSPECTIVE

Jason Richards is President of the Indiana PHCC. Jason is a licensed plumbing contractor PC10000814 with Poppy Jo LLC, Bremen



Jason Richards
Indiana PHCC President

How wonderful it is to hear the birds and signs of springs arrival. Tax time deadline is behind us (hopefully) for another year. It is spring cleaning time! What a great time to "spruce up" our homes and businesses. The perfect time to get rid of clutter from the winter months and start over on clutter to get rid of next year at this time.

This time of year also has many young people thinking about their future plans. Possibly some are graduating high school or college soon. Others may be thinking of advancing careers as the warmth of the sun seems to bring back happy thoughts.

Whatever the case may be, it is important that we continue driving people to our industry. The career fairs seem to be increasing in numbers and opportunities to get in front of this demographic is improving. The overall feeling is that these individuals are getting more and more interested in the plumbing, heating, and cooling industry as they may be finding how expensive other avenues may be.

Recently I read a report of the top ten professions of a college graduate that will have the most difficult time paying off their student loans after college due to the lack of a salary in that profession that justifies the education costs. It is staggering how salaries have

...it is important that we continue driving people to our industry.

not kept up with student debt loads. It has also been revealed that a growing number of people under the age of 35 are not purchasing homes due to increased student loan debt. Student debt is at an all time high and doesn't seem to be decreasing any time soon. This is perhaps one of the strongest items that young people should be looking at in our industry, lack of education debt.

There are hundreds, if not thousands, of articles out to reinforce this and how college alternatives should be seriously considered. The main trick in my opinion is having this demographic understand what this really means. As the father of a senior high schooler, I often times wonder if our kids are from the same planet. My father reassured me after a discussion about this that as long as the "marble" is placed in their heads then it is at least rolling around. I believe that the continuing mission to educate our young people is the greatest opportunity for our industry's future.

It may not be something that interests the person in discussion today, but remember, that "marble" is rolling around.

This time of year is marked with many apprentices graduating. It is really an important time for these men and women. Let us all make sure that we show our gratitude to them for their commitment of schooling and On-Job-Training. Make sure to be a part of your chapters graduation and welcoming these folks to their next step in their profession.

Have a great day,
Jason





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Grow WithIN PHCC: STATEWIDE NEWS

Southwestern PHCC

Graduating apprentices will be honored at the April 26th meeting at Haub Steak House, Haubstadt.

Congratulations to:

- Steve Beushausen - Howard C. Johns
- Tyler Gash - Adams Plumbing
- Christopher Georgette - Hoffman Plumbing
- Bobby Joe Rincon - Hoffman Plumbing
- Kerry Rocca - Hoffman Plumbing
- Jeremy Sandefur - Hoffman Plumbing
- Noah Schroering - Schroering Plumbing, Htg./A/C
- Josh Taylor - Hoffman Plumbing

Fort Wayne PHCC

Fort Wayne Area PHCC will honor their graduates and scholarship winners on May 21st at Don Halls Factory, Fort Wayne.

Congratulations Graduates:

- Sam Johnson — American City Plumbing
- Lance LeMaster — Andrews Plumbing
- George Kruckeverg II — Copeland Contracting
- Evan Bonifas — Mann's
- Teren Peterson — Mr Plumber
- Antonio Gaytan — North Side Plumbing
- Nick Fowler — North Side Plumbing
- Robert Sark — Roto-Rooter Plumbers
- Alexander Pashea — T&T Plumbing
- Thomas Garrett — WC Borchelt & Sons
- Ron Wyatt — WC Borchelt & Sons
- Aaron Gaff — Wheeler Mechanical Svc

Scholarship Winners:

- Elizabeth Foreman — North Side Plumbing
- Lauren Knappenberger — North Side Plumbing
- Olivia Bolinger — Warren Service & Supply
- Madison Canady — Warren Service & Supply

- Chet Jacob Voglewede — Chet Voglewede Plumbing
- Samuel Boulton — North Side Plumbing
- Andrew Squadrito — North Side Plumbing

Greater Indianapolis PHCC

GIPHCC held their Annual Award Evening on April 17th. Esprit de Corp recipients were Randy Vogt, Aspinall Associates; Bob Danielson, BDA, and Tom Kientz, TOP Marketing.

GIPHCC Associate of the Year was Frank Bruggner, Viega. Contractor of the Year was Dave Heffner, Heffner Plumbing; and 2019 Company of the Year was Williams Comfort Air-Mr. Plumber by Metzler & Hallam.



Dave Heffner with Cathy Stegemoller, GIPHCCVP and Jamie Carter, GIPHCC President.



Paul Hallam, Larry Metzler and Tina Festa of Williams Comfort Air-Mr. Plumber by Metzler & Hallam.

GIPHCC is planning a Day At Track at the Indianapolis Motor Speedway on May 15th.

North Central

North Central IN PHCC will honor their graduating apprentices on June 11th at the Matterhorn Conference Center in Elkhart.

Congratulation:

- Drew Anderson — Ritter E. P. H. C., Inc.
- Zachary Anderson — North Central Mechanical, Inc.
- Steven R. Bess — K & W Electric, Inc.
- Jack Cox — Goshen Plumbing & Heating
- Jeremy Gadsby — Home Comfort Experts
- James D. Hankin — Dominiack Mechanical Services
- Eric Kacmar — Simpson Mechanical, LLC
- Ryan T. McCormick — Bristol Plumbing & Heating, Inc.
- Steve Meyers — Ritter E. P. H. C., Inc.
- Joshua James Michael — Ritter E. P. H. C., Inc.
- James Moore — One Guy with Tools
- Brian E. Robards — Fenner Plumbing, Inc.
- Paul Schrock — Schrock's Plumbing
- Matthew Scrogam — Miller Brothers Builders, Inc.
- Matthew A. Suddon — Next Generation Mechanical
- Brad Wolff — North Central Mechanical, Inc.
- Aaron Yoder — Yoder-Stutzman, Inc.

St. Joe Valley PHCC/MCAI

St. Joe Valley will meet June 19th at Tabor Hill Winery in Buchanan, MI for their membership meeting.

They will have their annual outing to the South Bend Cubs game on August 2.

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The Training Indiana PHCC members need is here!

The True Cost of Poor Communication

Do you have good people, but still find yourself dealing with “people” problems more often than you like?

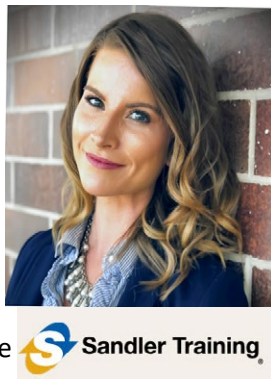
Do you find yourself misunderstood, wasting time on meetings that end with no clear conclusion, trying to deal with different generations, spending more of your time untangling employee needs...the list goes on.

Why can't people just do their job?!!!

What is it all of this costing you and your company?
More than you can imagine. You need help!

We can't promise you a stress-free operating environment, **be we can promise the tools, insights, and support you need to define techniques that yield results.**

Indiana PHCC has teamed with **Amy Woodall**, Executive Vice President at Sandler Training, Trustpointe to provide this half day program for you and your team.



This high energy training will provide a lot of interaction and participation to help you grow people and your profit....plus gallons of caffeine, workshop materials and free parking!

Who should attend?

You. Your front office staff, supervisors...anyone who represents your company.

What is the goal?

Each participant will leave with tangible skills to improve communications, allowing you to grow your people and your profit!

Class Size is Limited!

Please register quickly as the class is limited in size to 30 for maximum interaction.



**SEMINAR
SERIES**

**THE BOLD LOOK
OF KOHLER**

Provided by Indiana PHCC with support provided through the PHCC Educational Foundation Seminar Series, sponsored by Kohler.

Questions? Call Indiana PHCC at (317) 575-9292

Grow With IN PHCC



When:

**Thursday, May 30, 2019
9:00 a.m. - Noon**

Where:

**Mechanical Skills, Inc.
3535 E. Michigan Street
Indianapolis, IN**

REGISTRATION:

One form per registrant;
Indiana PHCC, 9595 Whitley Drive, Suite 208,
Indianapolis, IN 46240; fax (317) 575-9378;
email: brenda@iaphcc.com

Name: _____

Company: _____

Mailing Address:

Street: _____

City: _____

State: _____ Zip: _____

Email: _____

Telephone: _____

Fees: _____ @ \$147 each

Payment must accompany registration

____ Check enclosed

Charge Visa/Mastercard/Discover/AMEX
Card #: _____

Expiration Date: _____

3 digits on back: _____

Name as it appears on credit card: _____

Signature of card holder _____

Address where billing goes if different
than above: _____

CANCELLATION POLICY:

50% refund if cancellation occurs 15 or more days in advance of the first day of the class. No refund thereafter. No refunds for no shows.

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Benjamin Franklin Plumbing
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Carter's My Plumber
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#88900054

Central Supply Company, Inc.
Indianapolis, Fort Wayne, Lafayette, Danville

Chapman Heating-Air Conditioning-Plumbing
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Westfield
#81008106

**Mehringer's Plumbing-Heating-
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#88701618

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#1062831

Plumbers Supply
Indianapolis

Ritter Electric HVAC & Plumbing, Inc.
Syracuse
#50600053

Poppy Jo LLC
Bremen
#10000812

Southwestern IN PHCC Chapter

Roto-Rooter Plumbers
Fort Wayne
#30300011

R.T. Moore Company
Indianapolis
#81005205

TOP Marketing
Tom Kientz, Pat Nowakowski

Wm. J. Ciriello Plumbing Co.
Beech Grove
#8106131

*The individual firms listed, each a member of Indiana PHCC, have pledged their financial support toward the continued operation of this publication as they believe it is an asset to the Association and the p-h-c industry.