



# COMMUNITY BUILDER

## 5<sup>TH</sup> ANNIVERSARY EDITION



ISSUE 7 | JULY 2020



The CONSTRUCTION CAREER DEVELOPMENT INITIATIVE (CCDI) brings diversity to the Design and Construction industry by mentoring and exposing minority/underrepresented and under employed men and women to career development in construction.

## OUR STORY

CCDI was founded by Clayco in 2015 in response to the aftermath in Ferguson, Missouri to provide a program for selected young adults in North County to help them overcome barriers to success, pair them in long-term one-on-one mentorship, offer financial support, and create opportunities for job placement. Clayco's vision and ultimate goal with CCDI was to support workforce diversity and bridge the gap in workforce development. Clayco realized this task could not be completed alone and over the past 5 years CCDI has grown beyond the walls of Clayco to include many partnerships in the St. Louis community with school districts, local leaders, general contractors and subcontractors. **#BuildingTheFoundationForChange**

### GUIDING PRINCIPLE #1

## Real World Experience



We go beyond the classroom. We get jobseekers into real-world work environments for the most valuable career training.

### GUIDING PRINCIPLE #2

## Building Awareness



Jobs in construction span a diverse range of disciplines and applications. We work to raise awareness of the various trade apprentice programs.

### GUIDING PRINCIPLE #3

## Job Placement



With CCDI, training and mentorship are just the beginning. We provide the support and direction jobseekers need to successfully find work.

### GUIDING PRINCIPLE #4

## Academic Scholarship



Our mentorship emphasizes academic goals. We encourage jobseekers to pursue two- or four-year degrees, focusing on tuition assistance.

# OUR IMPACT

CCDI works closely with high schools in underserved communities in the St. Louis area. Our vision is that through these educational relationships, CCDI students will learn about design and construction careers, receive exposure to job opportunities in the industry, create career paths for themselves post-graduation and opportunities for college scholarships leading to promising futures. Each year, CCDI hosts a spring hiring event to help connect our graduating seniors to full-time careers in the industry, as well as place junior students in summer internships. **CCDI has helped place over 75 students** into full-time positions in the construction industry since 2015.



## CURRENT PROGRAM METRICS

75

CCDI GRADUATES INTO  
FULL-TIME EMPLOYMENT

25

BUILD OUR FUTURE  
SCHOLARSHIPS AWARDED

48

CCDI PARTICIPANTS RECEIVING  
ONE-TO-ONE MENTORSHIP

34

HIGH SCHOOL STUDENTS  
IN CCDI PIPELINE

## CCDI EXECUTIVE COMMITTEE

  
Tom Sieckhaus

  
Sandra Marks

  
Dan Lester

  
Larry Zelenovich

  
Morris Hervey

  
Patrick Hanneken

  
Scott Rahn

  
Debbie Thomas

  
Sean Kenny

  
Steve Faust

# 2020 EVENTS



## NORTH TECH SENIOR BUILD-OFF

CCDI teamed up with North Tech to host the **1st Annual Senior Build-Off Competition**. The seniors were placed in teams and assigned a station. Each team was given plans, materials and two class periods to complete the project. The teams were judged by **April Lopinot, L. Keeley's VP**, and other guests from CCDI partner companies. The winning team was awarded gift cards and tools from Home Depot.



## FLOORING SYSTEMS INTERACTIVE WORKSHOP

CCDI coordinated a visit from Flooring Systems to **Jennings HS** construction class to led an interactive flooring workshop. Journeyman Floorlayer, Mr. Robert Sims, led the day's activities which consisted of preparing and laying carpet squares and vinyl tile, as well as providing the students with tips on how to be successful in the trades. Thank you, **Flooring Systems**, for donating your time and materials!



## 5TH ANNUAL CCDI BOWLING NIGHT

We had our biggest turn-out to date this past January for our **CCDI bowling night!** This annual event is put on for our mentors to spend time with their mentees and get to know other students in the program. **Mentorship is an important part in the success of the CCDI program** and we always look forward to hosting events to help strengthen our mentor-mentee matches.

# CONSTRUCTION ACADEMY



## FEBRUARY 2020

We had a great turn out for February's Academy field trip to **S.M. Wilson's City Foundry project**. With the help of Joyce Morgan, Diversity Coordinator and Maggie Farrell, HR Manager, our students got an inside look and tour of the project. They learned about the history of the Foundry and all the planning that went into the development. Thank you to the S.M. Wilson team, Kerry Lorts, Zac Deets and Anthony Garza who volunteered their Saturday to make this field trip possible!



## JANUARY 2020

Our CCDI students took a trip to check out one of the most unique projects in St. Louis for January's Academy. Jessica Harvey, Clayco Senior Project Engineer, CCDI mentor and 2010 North Tech High School grad, led the tour of **Clayco's 100 Above the Park project**. Our CCDI Alum stopped by to speak to the younger students about their journey and led a soft skills/career preparation lesson to get ready for the upcoming hiring fair. Thank you to all our alums who take time to give back to the program!



## DECEMBER 2019

CCDI hosted our **Annual Mentor-Mentee Holiday Brunch** for December's Academy. Students, parents, mentors and CCDI volunteers came together to celebrate and participate in our annual gingerbread house building competition. In addition to the games, food and fun, our students participated in a lesson centered around resume building, soft-skills and interviewing. Each student went home with CCDI PPE apparel, and gift cards!



# FULL-TIME HIRES



## 2020 NEW HIRE: DEMOND WRIGHT

CCDI 2020 graduate, Demond Wright was hired by **Concrete Strategies** as a concrete finisher. Demond has been a part of the CCDI program for the past two years. Last summer he was selected as a junior intern and was hired at the Concrete Strategies shop where he learned about the ins and outs of the concrete industry. CCDI helped to set Demond up for success with new tools and work clothes. A big shout out goes out to the CSI team and Jeff Clark for helping to make this opportunity possible.



## 2019 ALUM UPDATE: TIMYRA GRANGER

We recently received an update on 2019 CCDI graduate, TiMyra Granger, who has been working as a cement mason for **Tarlton**. Becky Mehaffy, Workforce Manager, has been mentoring TiMyra and wanted to let the CCDI team know how proud she has been with her work ethic and drive. The CCDI team wanted to congratulate TiMyra with a job well done by helping her purchase a new pair of work boots! A thank you goes out to Roslyn Croft, Diversity Manager, for recruiting TiMyra on to the Tarlton team.

# SUMMER INTERNS



## BRANDIN RAYFORD: VILLA LIGHTING

Incoming CCDI and North Tech Senior, Brandin Rayford, interviewed and was selected as a summer intern at **Villa Lighting**. He is interested in pursuing a career in the trades post-graduation. This internship is helping Brandin to build his resume and gain experience in the warehouse learning about material logistics and usages. CCDI is very thankful for Matt Villa, EVP and the team for supporting our program by hiring CCDI interns for the past 5 summers.



## MICAH BURNS: MIDWEST TESTING

Micah Burns is an incoming senior in the electrical program at North Tech HS. This is Micah's first year participating in CCDI. Micah was selected among his peers to interview with **Midwest Testing** for a summer internship. Some of his job responsibilities include: testing cement, creating concrete cylinders and testing their strengths. Micah has expressed interest in pursuing a degree in construction management or civil engineering. We appreciate Midwest Testing's support of our CCDI students!

# ALUMNI NETWORK

The CCDI Alumni Network was formed this past fall not only to help improve retention rates, but to make sure our program graduates receive the necessary support to start their careers off on a positive foot. We have 31 alumni who participate in our bi-monthly meetings to discuss topics such as financial literacy, conflict resolution, workplace best practices, field-mentorship and assistance with needed materials to ensure their ongoing success. In addition to educational meetings, the group also participates in fun team building activities such as bowling, paintballing and laser tag.

Retention is such an important factor not only for the success of the CCDI program, but for our industry as a whole. We can continue to educate and recruit a young workforce, but we all must take the time to invest in their development. Thank all the companies who truly believe in our mission and want to be a part of building the foundation for change in our city.



THANK YOU FOR HIRING AND  
RETAINING CCDI GRADUATES!



## TEACHER SPOTLIGHT

### KUDOS TO PATRICK HANNEKEN

Patrick Hanneken has been the Construction Trades Instructor at North Technical High School which is part of the Special School District for the past 16 years. North Tech provides students with Career and Technical Education (CTE) that prepares them for continuing education and the workforce. Pat has helped to grow the construction program by building important partnerships with local companies, like Clayco and CCDI. It goes without saying that Pat is one of the most dedicated teachers we have ever met and deeply cares for each of his students. His dedication goes well beyond the classroom and past graduation. Pat keeps in close contact with his former students to make sure they are still working and have everything they need. CCDI would be nowhere near the program it is today without the partnership of Pat, Dr. Dave Baker, and the administrative team at North Tech High School. Thank you, Pat, for your devotion to being the best of the best educators. You have impacted the lives of many.





# 2020 BUILD OUR FUTURE SCHOLARSHIPS

CCDI is excited to announce the recipients of our **2020 Build Our Future Scholarship**. CCDI's annual Build Our Future Scholarship is awarded to top-qualifying high school seniors who exhibit a desire to pursue employment in the construction industry through the fields of engineering, architecture or construction/project management. CCDI has awarded this scholarship since our infancy in 2015. **We have assisted over 25 students with scholarships to pursue higher education.** Our program has partnerships with UMSL/Wash U Joint Engineering Program, Missouri Science and Technology, Missouri Western and Ranken, to name a few. In addition to financial assistance, CCDI offers guidance, tutoring and mentorship throughout our students' collegiate journey from job shadowing to internships to career placement. The Build Our Future Scholarship is not just for 4-year bound college students. We have several apprentice scholars who work full-time in the field and attend college classes in the evenings. These students aspire to work their way up the industry pipeline while obtaining valuable on the job training. CCDI is proud to support all the different career pathways.



## THE 2020 RECIPIENTS ARE AS FOLLOWS:

### CATALINA MUNDIN

- > Ritenour High School
- > Missouri State
- > Civil Engineering

### CHRISTOPHER ROSE

- > North Tech/Hazelwood East
- > Fontbonne
- > Informational Technology

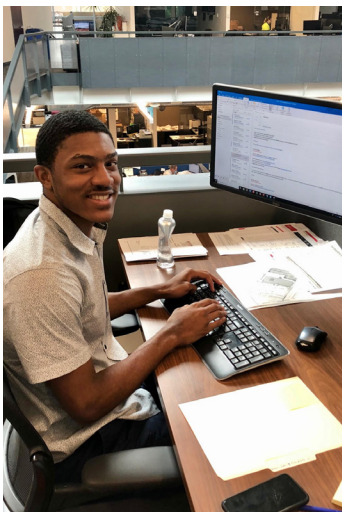
### MALIK SEDIQZAD

- > Jennings High School
- > Harvard
- > Architectural Engineering

### RASHAD JOHNSON

- > CBC High School
- > UMSL/Wash U Engineering
- > Civil Engineering

## SCHOLARSHIP RECIPIENT SPOTLIGHT



## RASHAD JOHNSON

Rashad Johnson, 2020 Build Our Future Scholarship recipient, was selected to participate in Clayco's highly competitive college internship program this summer. He is currently interning at the Edge West project. **Rashad is a student in the Wash U/UMSL Joint Engineering Program where he is studying to become a Civil Engineer.** Along with assisting Rashad with helping to cover the costs of his tuition, CCDI has also previously awarded Rashad a textbook scholarship and internship experience last summer. Thanks to the Jennings team for connecting us with this fine young gentleman! He is well on his way towards a successful future!

# MENTOR-MENTEE CHECK IN



Dominick Gatlin, incoming senior from Ritenour HS, has been a part of the CCDI program for the past two years. During this time, Dominick has been mentored by **Scott Rahn, Vice President of Operations at Clayco**. Dominick has spent time job shadowing with Scott both in the office and in the field learning about the different pathways in the construction industry. Dominick is currently working at the CSI shop as a summer intern. This fall, Scott plans to take Dominick on a visit to his alma mater, Missouri State, to check out the construction management program. We look forward to seeing what direction Dominick decides upon. Thanks, Scott, for your mentorship and guidance.



DeMarco Poole, graduated from McCluer High School in 2019. While attending McCluer DeMarco found interest in the CCDI program and decided to join his junior year. He is mentored by a fellow alum of McCluer, **David Payne, CEO of PayneCrest Electric**. Through his mentoring David brought DeMarco into the PayneCrest office and provided a place for him to gain experience. DeMarco worked in the warehouse and visited job sites to get a better feel for the electrical contracting world. DeMarco said, "He was very thankful for his time spent with David working in the warehouse and visiting local projects. The knowledge he gained from being in the warehouse better prepared him for working out in the field as a pre-apprentice."

## AWARDS AND RECOGNITION



### BUILDING TOMORROW AWARDS

CCDI was this year's recipient of **Construction Forums' Building Tomorrow "Workforce Development Organization" award**. This award recognizes an organization who has helped the future sustainability of the St. Louis construction industry by developing the interest of today's youth and/or young adults in pursuing construction career opportunities. Thank you to the Construction Forum team for this award and recognition. We are proud to serve the St. Louis community.



### FROM JENNINGS TO HARVARD

Malik Sediqzad, CCDI 2020 graduate and Build Our Future Scholarship recipient, will be the first Harvard-bound graduate from the Jennings school district in 20 years. Malik has been a part of the CCDI program for two years. **He is mentored by Jesse Sanders, Director of IT at Clayco**. CCDI helped to expose Malik to the architecture career path. Malik will be studying architectural engineering this fall. Congratulations, Malik! We all know you have a very bright future ahead.



# 5TH ANNUAL GOLF TOURNAMENT

For the past 5 years, CCDI has hosted our annual golf tournament fundraiser at Glen Echo Country Club. Glen Echo is located in Normandy, MO and was founded in 1901. This country club holds an important history in golf and in St. Louis as the location that the 1904 Golf Olympics were held. Glen Echo had been the first and only club to host Olympic golf games until 2016. The club has since hosted a number of amateur and professional tournaments over the past century. **The CCDI team invites you to come out and celebrate our 5th year anniversary and help CCDI to continue to build the foundation for change in the construction industry!**



## ANNOUNCING OUR 5TH ANNUAL CCDI GOLF TOURNAMENT

CCDI PRESENTS

5<sup>th</sup> Annual

# GOLF TOURNAMENT

Tuesday October 6<sup>th</sup>

11:00 AM | ARRIVAL TIME

11:30 PM | SHOTGUN START

4:15-6:15 PM | COCKTAIL HOUR

MAIN PRIZE: **\$10,000** HOLE-IN-ONE CHALLENGE



Glen Echo Country Club

3401 LUCAS-HUNT ROAD  
ST. LOUIS, MO 63121

## SPONSORSHIPS

### \$20,000 Event Sponsor

- One Foursome
- 12 extra cocktail hour tickets
- Four hole signs
- Company banner displayed throughout the event

### \$10,000 Cocktail Hour Sponsor

- One Foursome
- 8 extra cocktail hour tickets
- Two hole signs

### \$5,000 Gold Sponsor

- One Foursome
- 4 extra cocktail hour tickets
- Hole signage

### \$2,000 Major Sponsor

- 4 cocktail hour tickets
- Hole signage

### \$1,000 Hole Sponsor

- 2 cocktail hour tickets
- Hole signage

### \$50 Post Event Cocktail Hour Ticket

FOR MORE INFORMATION ABOUT SPONSORSHIPS OR REGISTRATION, PLEASE CONTACT:

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# THANK YOU TO OUR 2019 SPONSORS



## VISIT CCDI.ORG TO GET INVOLVED

Our CCDI St. Louis community is vibrant and collaborative. Through the support of our partners and the efforts of our participants, CCDI has grown and proved that bringing positive change through workforce development is possible. If you are interested in joining our CCDI St. Louis community, explore out the great opportunities we offer.

### PARTNERS

This program would not be possible without our partnerships with local companies. If your company is interested in taking students for job shadowing, summer interns or full-time hires, contact CCDI.

### MENTORS

Our mentors provide their time, energy and resources to help our program and our participants. CCDI relies on industry leaders to mentor our students. CCDI is always recruiting those interested in becoming mentors.

### COMMITTEES

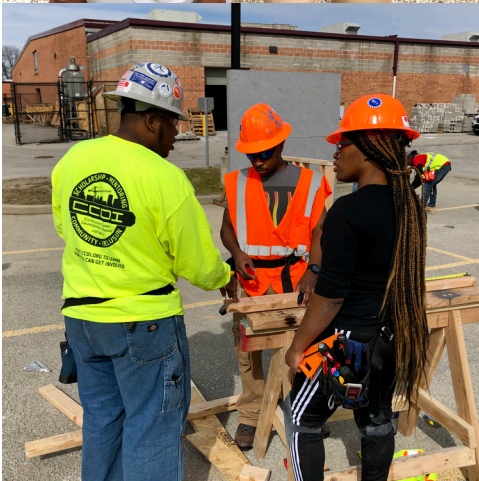
Join one of the following CCDI Committees: Mentorship & Academy Committee | Education & Scholarship Committee | Trades & Retention Committee | Fundraising & Marketing Committee

### DONATE

Let's empower communities — together. Your sponsorship makes a real, lasting impact in the lives of our future workforce. We thank you for your support. To make an online donation please click below.

IF YOU WOULD LIKE TO BE A PART OF CCDI, PLEASE  
CONTACT RACHEL BOEMER AT [RACHELBOEMER@CCDI.ORG](mailto:RACHELBOEMER@CCDI.ORG).







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