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Select DPR San Diego Military Veterans (L-R): Kevin Calderon, David Murphy, Todd Goodale, Hal Lovett, Tad Buscho and Jonathon Palmer

We Salute Our Heroes.

DPR Construction proudly supports the men and women of the **Helmets to Hardhats** program.

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HELMETS TO HARDHATS

Every day men and women from the Armed Forces are completing their final missions, hanging their helmets up for the last time. For Helmets to Hardhats, our mission is just beginning...

Making a successful transition from the military into the civilian workforce can be difficult. Transitioning military veterans face the same challenges as any other job hunter – getting their résumé to the right people, learning how to sell themselves, tracking down promising leads, following-up with employers, headhunters, job placement agencies... etc. Not many people are comfortable with this process and veterans have the added stress of trying to translate the skills they learned in the military into language that civilian employers can understand. The process can feel overwhelming, especially if it seems like meaningful help is unavailable.

Helmets to Hardhats (H2H) was formed for this reason and is dedicated to helping National Guard, Reserve, retired and transitioning active-duty military members connect to quality career and training opportunities in one of America's most challenging and rewarding industries – the construction industry.

The program is designed to help military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry.

Most career opportunities offered by the program are connected to federally-approved apprenticeship training programs. Such training is provided by the trade organizations themselves at no cost to the



Photo courtesy of Helmets to Hardhats

veteran. No prior experience is needed; in fact, most successful placements start with virtually no experience in their chosen field. All participating trade organizations conduct three to five year earn-while-you-learn apprenticeship training programs that teach service members everything they need to know to become a construction industry professional with a specialization in a particular craft. And, because these apprenticeship programs are regulated and approved at both

federal and state levels, veterans can utilize their Montgomery G.I. Bill benefits to supplement their income while they are learning valuable skills and on the job training.

In 2007, Helmets to Hardhats supplemented its existing program with a disabled American veteran program known as the "Wounded Warrior" program, which serves to connect disabled veterans with employment opportunities in the construction industry and the careers that support construction.

How Does Helmets To Hardhats Work?

Most experienced job seekers understand that utilizing personal networks (networking) is a much more effective way of securing a quality career than simply looking online or going through newspaper ads. Although H2H is a Web-based program that requires online registration and provides career postings, what sets it apart from other initiatives is that H2H employees, and the dedicated volunteers that work with us, take an active role in connecting veterans to outstanding career and training opportunities. At the end of the day, having an informed advocate on your side who knows where you need to go, who you need to talk and can help facilitate the hiring process makes all the difference in the world to serious job seekers interested in securing a rewarding career in construction.

To participate in H2H, simply visit the program's Web site at www.helmetstohardhats.org and click the "Get Started" button to create and activate your profile. Once your profile is activated, you can browse hundreds of career and training opportunities and forward your profile to career providers electronically from the H2H site. If you have questions about a career in the Trades; don't see the career you're interested in or have questions about the application process, call us at 866.741.6210.

➔ H2H page 24

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H2H:

from page 23

How Are You Funded?

Center for Military Recruitment, Assessment and Veterans Employment (CMRAVE) administers the H2H program. CMRAVE is a non-profit Section 501(c)(3) joint labor-management committee established under Section 302(c)(9) of the Labor Management Relations Act. Funding and support come from private foundations, employers, employer associations and unions.

Are There Any Eligibility Standards To Apply?

Eligibility varies based on the standards set by each individual career provider. You must be at least 18 years of age, have an honorable discharge, have a high school diploma or equivalent, pass a drug test and complete a formal interview.

Is Helmets To Hardhats A Training Program?

H2H makes the connection between the career providers and the candidates that apply for their career opportunities. Some of the listings on the H2H Web site are for apprenticeship training opportunities and others are for careers with public and private employers.

Are You A Union-Only Program?

H2H is not a union-only program but we require employers to participate in proven apprenticeship training programs that are registered and approved by applicable federal and state authorities. In addition, we seek to ensure that transitioning veterans are provided with wages and benefits that allow

them to maintain an appropriate standard of living in the community where the career is located.

The goal of the program is to provide opportunities for transitioning veterans to obtain the necessary training in a particular craft in order to obtain a quality career in the construction industry, not just a one-time job until the end of a particular project.

H2H encourages all responsible employers who have construction-related career opportunities to apply for acceptance into our program.

How Do You Ensure That Quality Employer Careers Are Listed?

Employers that are members of the H2H-approved contracting associations will register and have immediate access to advertise opportunities online. Employers that are not members must meet certain criteria before they can advertise trade opportunities on the H2H Web site. These criteria include access to a quality and federally-recognized registered apprentice program, a permanent system to ensure employment and training opportunities, formal curriculum and instructor training programs, related training and an on-the-job training program, an affirmative action program, and a positive record of caring for the welfare of workers as evidenced by health insurance, pension benefits and workers' compensation coverage.

Employers who want to advertise construction-related employment opportunities must ensure that they provide wages and benefits in keeping with the high standards of the other member employers. If, at any time, H2H is notified that an employer is not advertising acceptable opportunities, the employer will be removed from the H2H system.

Third party vendors cannot use the H2H website to advertise opportunities.

How Do Employers Benefit From Helmets To Hardhats?

Employers who qualify for the H2H program gain access to a pool of construction industry career seekers who are hardworking, drug-free, safety-conscience and highly dependable.

Also, the H2H Web site provides many great tools for employers to help them locate career seekers who have special skills. Do you need someone with underwater welding experience? Would you like to interview a military EMT with frontline field experience who is now considering a civilian career in Construction Safety and Health? H2H candidates possess specialized training, hands-on experience and professional discipline that you simply cannot find in the regular workforce.

All H2H career seekers are required to fill out detailed information before accessing the site, making it easy to eliminate inappropriate candidates based on career specifications and to locate candidates with desired skills. The Web site also offers a letter creation tool to easily communicate with qualified applicants and an opt-in email feature that will send resumes that meet your specific criteria directly to your inbox.

After posting a career, employers can also adjust the criteria to increase or decrease the number of applications they are receiving. Employers can choose to just receive resumes, career seeker's screening answers, or a screening score in the subject of the email. ■

For more information about the Helmets to Hardhats program, please contact us at (866) 741-6210 or visit www.helmetstohardhats.org



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Local 569



IBEW 569 and NECA represent 3,400 skilled and trained union electricians and electrical contractors!

Together, we are building stronger communities and investing in career opportunities for local VETERANS with Helmets to Hardhats!

NOW HIRING! Learn more at: www.IBEW569.org.

BUILDING CAREERS FOR 25,000 VETERANS (AND COUNTING)

■ By DARRELL L. ROBERTS

Veterans Day comes each year. Along with messages on sacrifice and gratefulness, let's agree to complement those heartfelt sentiments with something that really matters: the creation of opportunities for transitioning veterans.

The **Bureau of Labor Statistics** recently reported that the jobless rate for all veterans has edged down to just under four percent.

While that is promising, we should look at more than facts and figures when analyzing veteran's employment.

This isn't just about finding jobs. This is about building careers.

Employment numbers can be misleading. Underemployment – for instance – is a real issue. To be clear, our nation's heroes deserve more than jobs – they need quality careers.

That is the goal of **Helmets to Hardhats** (H2H), a nonprofit organization that – over the past 16 years – has connected more than 33,000 veterans to the most renowned training program the world has ever seen: the federally-approved apprenticeship training of **North America's Building Trades Unions** (NABTU).

By working alongside labor and management, H2H has been able to provide a vital connection to NABTU's and their signatory contractors apprenticeship train-

ing – and, thereby, good-paying careers.

Ensuring military service members are empowered to successfully transition back into civilian life must be a top priority. By providing them the connections to secure a quality career in the construction industry, along with robust training programs, H2H is doing just that.

Coupling the military and construction industries is, in many ways, an organic fit.

Both require structure, and safety is paramount. Quality, rigorous training is necessary – not to mention, individuals who climb the ranks in either space seem to possess similar qualities: grit and dedication, selflessness and adaptability.

Entering the civilian workforce can be tough. I served in both the **Navy** and the **Army National Guard**, so I know the challenges associated with coming home. I understand the value this apprenticeship training can bring to the lives of those transitioning to civilian life.

Connecting National Guard, Reserve, and transitioning active-duty military members with NABTU's apprenticeship training is not a fix-all, but it makes returning home a bit easier.

Not only are careers in the construction industry well-thought-of, they can be lucrative – and fulfilling. From welding and pipefitting to sheet metal working and bricklaying, the needs of the building and

construction industry are vast to say the least.

Within the building trades, individuals from all walks of life are empowered to succeed. The application process is straightforward, and getting started in an apprenticeship training program does not require any prior experience.

What's more, throughout their respective training, apprentices receive paychecks and benefits – the training is often referred to as "earn-as-you-learn."

Graduates are not saddled with debt upon completion of their training and veterans can even use their Montgomery G.I. Bill benefits to supplement their income.

Furthermore, the apprenticeship training – which lasts between three and five years – is privately-funded. Taxpayers do not pay a dime. NABTU and its signatory contractor partners invest more than \$1.3 billion per year to fund and operate the training and education facilities – nearly 2,000 of them.

And there's more.

Individuals going through the training may even transfer their training to college credits, which, at times, leads to an associate's or bachelor's degree.

Because of its inherent value, apprenticeship training has been touted in recent years. The Department of Labor has invested \$265 million since 2015 to expand apprenticeships.

Who benefits – exclusively the apprentices?

No. The Department of Commerce recently found that apprenticeships benefit both the apprentices and the businesses themselves.

More than 90 percent of apprentices find employment upon completion of their program – and, in fact, apprentices are more likely to finish their work on time. A win-win.

Our country was built by hardworking men and women with tenacity and drive. That same nation was empowered to grow and thrive thanks to the brave persons who have committed their lives to protecting us.

At the very least, it is our responsibility to connect members of the Armed Forces with sustainable, good-paying careers upon their homecoming. The training outlined above leads to real, meaningful opportunities – not lackluster, short-term gigs.

For Veterans Day 2019 – and looking forward – I challenge business leaders, elected officials, and other stakeholders to serve and empower those who have served. An investment in our veterans and their livelihoods is an investment in our nation's future. ■

Darrell L. Roberts – a proud veteran, husband, and father – has served as the Executive Director of Helmets to Hardhats for the past decade.

LIUNA! PROUD TO PARTNER WITH HELMETS TO HARDHATS

The Laborers' International Union of North America (LIUNA) is proud to partner with Helmets to Hardhats to assist military service members transition back into civilian life with a career in the construction industry.

Since the inception of Helmets to Hardhats in 2003, LIUNA and its contractor partners in Southern California are pleased to have sponsored 104 former military service members, including:

61 Current Apprentices

43 Apprenticeship Graduates

1st Helmets to Hardhats candidate to graduate from an apprenticeship program in the United States

Laborers'
International
Union of
North America



Jon P. Preciado
Southern California
District Council
(626) 350-6900
www.SCDCL.org

Valentine Macedo
LIUNA Local 89
- San Diego County -
(619) 263-6661
www.Local89.org

LIUNA!
Feel the Power

McCarthy Recruits Homeless Veterans To Further Southern California Projects

General Contractor Supports Local Veterans through Job Opportunities on Water's Edge III

McCarthy Building Companies, Inc., the general contractor overseeing work on the iconic Water's Edge III (WE3) project in Southern California, has enlisted the support of formerly homeless veterans to assist with the world class structure slated for completion in 2020. For years, McCarthy has been an advocate for uplifting the Southern California community and makes it a priority to hire what the company refers to as XBEs—a term used to classify small, women-owned, minority, disadvantaged, disabled veteran (and other similar) Business Enterprises. Diversity and inclusion are at McCarthy's core, and the business consistently seeks opportunities to engage workers of all walks of life.

"The success of people and the businesses in our local community is what keeps this economy strong," states Amanda Corbet, Southern California Senior Manager of Contracts and Community Outreach at McCarthy Building Companies, Inc. "Our veterans are intelligent and extremely skilled at what they do and McCarthy is proud to have them be a part of our team. Through this program, we are confident that we've employed the best possible talent for our projects here in Southern California—which is something we're very proud of."

“

I'm thrilled to be working on such a groundbreaking project and truly value the opportunities I've been presented through McCarthy and the carpenters' union.

DYLLON MANOWN

One of McCarthy's most recent success stories working with XBE hires is with Dyllon Manown, a 25-year-old U.S. Air Force veteran who has been appointed to the WE3 project to erect pillars for the office building through the local carpenters' union. Manown was formerly homeless upon being discharged from the Air Force in 2017—mostly sleeping on couches or even in his truck on occasion. McCarthy is helping to give him a chance for something greater with an opportunity to work on the state-of-the-art WE3 project. Soon Manown will be taking the next step in his career from an apprentice to a full-fledged journeyman.

"I'm thrilled to be working on such a groundbreaking project and truly value the opportunities I've been presented through McCarthy and the carpenters' union," said Dyllon Manown. "I feel incredibly fortunate to have been offered a second chance

at a new career path. This job has changed everything for me and has transformed my living situation for the better."

Water's Edge is recognized as one of the first and finest developments in Playa Vista's creative district. The landmark campus offers over 430,000 rentable square feet of creative office space in a three-building property. The six-story, approximately 161,000 SF WE3 structure is designed for and inspired by the lifestyles of the most innovative minds. From the exterior skin of custom-made corrugated aluminum to the latest variable refrigerant flow technology for heating and cooling, every detail was carefully thought out with the end-user in mind. The building is planned to be LEED Gold (Core & Shell) at completion.

To learn more about McCarthy and its community outreach efforts, please visit www.mccarthy.com.

About McCarthy

McCarthy Holdings, Inc. is the oldest privately held national construction company in the country – with more than 150 years spent collaborating with partners to solve complex building challenges on behalf of its clients. McCarthy Holdings, Inc. is comprised of McCarthy Building Companies, Inc. and Castle Contracting, Inc. With an unrelenting focus on safety and a comprehensive quality program that spans all phases of every project, McCarthy utilizes industry-leading design phase and construction techniques combined with value-add technology to maximize outcomes. Repeatedly honored as a Best Place to Work and Healthiest Employer, McCarthy is ranked the 12th largest domestic general builder (Engineering News-Record, May 2019). With nearly 5,000 salaried employees and craft professionals, the firm has offices in St. Louis, Atlanta; Collinsville, Ill.; Portage, Ind.; Kansas City, Kan.; Omaha, Neb.; Phoenix; Las Vegas; Denver; Dallas, Houston; and San Diego, Newport Beach, San Francisco, San Jose and Sacramento, Calif. McCarthy is 100 percent employee owned. More information about the company is available online at www.mccarthy.com or by following the company on Facebook, Twitter, LinkedIn and Instagram. ■



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www.bingham-construction.com

Service Members Leaving Military Life Face Big Adjustments

■ By BRAD GRAVES

San Diego County is home to the largest concentration of military forces in the world, and as such it sees its share of military retirements. Every year in the county, more than 20,000 people leave military service and take on new lives as civilians.

The jump always has its challenges.

The transition can be difficult when a person trades the rigidly structured life of the military for the less structured life of the civilian world.

The military provides some degree of information that can help soldiers, sailors and Marines make the best of their transitions.

Private industry, particularly larger companies, has programs to help new hires get acclimated — provided, of course, that the candidate can demonstrate his or her potential.

Government sponsored programs can also help the transition, as can private or charitable programs. The following pages offer information on some of the programs available to veterans in San Diego County.

Military Mindset Is In Demand

Often a veteran doesn't have to go too far to get a job. He or she can make the switch to federal, state or local government work.

There is much to be said for hiring veterans.

"They have proven leadership skills, ability to work in a team, strong work ethic, integrity and respect for procedures," said John Challenger, CEO with Challenger, Gray & Christmas Inc., in a statement released by his company in 2015. "Most workers' day-to-day job tasks can be taught. It's these soft skills that are difficult to teach and what makes veterans so valuable." Challenger, Gray & Christmas is an outplacement firm based in Chicago.

The military has long been advertised as a place to learn a trade, and many skills are transferable to the civilian world of work. For many veterans, particularly those that enter military service directly out of high school, skills learned in the military are much of what they bring to the table.

Communicating those skills is critical, Challenger said.

"The most difficult part of the transition may be translating one's military experience into terms that are meaningful to civilian employers," the executive said. "These men and women have skills and experience that are in demand, but they just don't know how to describe them in a way that non-military recruiters understand. Luckily, there are a growing number of programs and services that help with this."

Of course, there are other soft skills that transitioning veterans might need to brush up on. They include networking as well as how to give a good interview. Some observers say veterans aren't too good at boasting or talking up their accomplishments. However, that can be necessary when hunting for a job on the other side of the fence, in the civilian world.

The Fall and Rise of Job Opportunity

Sailors and Marines who leave military service in 2019 have an advantage that many older veterans could only have dreamed about. They are arriving at the job market



A Sailor assigned to the amphibious assault ship USS Boxer stands at parade rest manning the rails while departing Naval Base San Diego. Photo by Lance Cpl. Dalton S. Swanbeck, courtesy of U.S. Marine Corps

with unemployment levels at record lows, and employers hunting furiously for good people.

In California, the recession year of 2008 began with a veteran unemployment rate of 4.3%. That rate steadily rose to a peak of 12.2% in July 2011. Since then the California veteran unemployment rate has dipped as low as 2.5%, in August of last year. It has since ticked up to 3.0% in February.

The national unemployment rate among veterans and non-veterans is 3.6%, according to the U.S. Bureau of Labor Statistics.

The unemployment rate for female veterans declined to 3.0% in 2018, while the unemployment rate for male veterans stayed level at 3.5%, the federal agency said.

There were an estimated 19.2 million military veterans in the United States in 2018. Of that number, 9.1 million are employed in civilian work. Another 326,000 are unemployed. The rest of the 9.7 million are retired, or otherwise not part of the labor force.

Of those 326,000 unemployed veterans, 54% were in the age range of 25 to 54 years old. An additional 6% were in the ages of 18 to 24. The final 40% were age 55 or older.

The unemployment rate of veterans varies from a low of 1.4% in Iowa to a high of 6.5% in the District of Columbia.

California sits near the low end of that range, with an unemployment rate of 2.7%. The Golden State has a veteran population of 1.7 million. Some 2.7% of that population — or 22,000 people — were unemployed while 894,000 were not in the labor force.

Nationally, veterans with service-connected disabilities had a jobless rate of 5.2%, higher than the 3.5% rate for veterans with no disability, the Bureau of Labor Statistics said.

As of August, roughly 1 in 3 employed veterans with service-connected disabilities worked in the public sector, compared with about 1 in 5 veterans with no disability.

It may be no surprise that once they leave

the service, veterans like to put down roots in San Diego.

San Diego County has a veteran population of 241,000, according to the Depart-

ment of Veterans Affairs. The U.S. Census Bureau reports that 107,000 of those veterans are in the labor force, and that locally, veteran unemployment is at 5%. ■

BNBuilders is a proud supporter of Helmets to Hardhats.

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As a full-service General Contractor, we are honored to support of these amazing heroes in their mission to join the construction industry.

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