

HOME BUILDERS ASSOCIATION OF ALABAMA

7515 HALCYON SUMMIT DR. – SUITE 200
P.O. BOX 241305

MONTGOMERY, ALABAMA 36124-1305

TELEPHONE
334-834-3006

IN STATE 1-800-745-4222
FAX 334-834-5380

June 9, 2020

To Whom It May Concern:

The Home Builders Association of Alabama (HBAA) is the leading trade association representing the residential construction industry. The HBAA members consist of builders, remodelers, developers, subcontractors, suppliers, manufacturers, lenders, attorneys and other industry professionals.

The residential construction industry is experiencing a shortage of qualified workers. Because of this shortage, we understand the need to provide relevant and meaningful training opportunities. We believe the *HBAA Residential Construction Skills Certification* will help individuals of all ages and skill levels find meaningful opportunities and will aid in the recruitment of skilled workers, thus helping to alleviate the shortage in the industry.

The certification is designed to introduce individuals to the essential skills needed to enter the residential construction industry. The certification will assess all aspects of residential construction including carpentry, plumbing, HVAC and more. Building components and health and safety will be covered as well. The certification verifies a better understanding of the residential construction industry and all the components involved. Individuals earning this certification will be better positioned to fill the employment needs of our industry. We believe those who earn this certification will have a solid foundation as they further their education or enter the workforce.

These individuals will be a step ahead and will no doubt help raise the level of qualified workers in our industry.

Sincerely,



Russell Davis
Executive Vice President
Home Builders Association of Alabama

Alabama State Department of Education
50 N Ripley St.
Montgomery Alabama 36104

Wednesday, February 17, 2021

To whom it may concern:

Beard Painting, Inc. is a well-established painting constructor located in Samantha, Alabama. Our professional reputation is excellent. We have painted some of the finer homes in Tuscaloosa county for years.

We pride ourselves on delivering top quality work on every job. To do this we hire nothing but the best available from the area labor pool. This is not as easy as it once was. The available applicants often do not meet our high standards. We offer a competitive wage with a matching 401K plan. The current applicant pool has either limited or no knowledge of the construction industry.

We would welcome some type of certificate that could validate that the applicant has some knowledge of the construction industry. The Home Builders Association of Alabama Residential Construction Skills Certification would help us greatly with this. People will tell you anything to get the job, often leading to them not working out because they had no idea of the actual demands of the job. Right now, we must train our new employees from scratch which is costly and time consuming.

From talking to other contractors on job sites, we are all facing a labor shortage and having access to an applicant pool that possessed the Home Builders Association of Alabama Residential Construction Skills certification would benefit the entire construction industry in Alabama.


Thank you,

Alabama State Department of Education
50 North Ripley Street
P.O. Box 302101
Montgomery, Alabama 36104



February 15, 2021

BPI Woodworks
11965 Meadowview Drive
Northport AL, 35457

To whom it may concern:

BPI Woodworks is a full-service custom cabinet shop. We design and construct some of the finest cabinetry in this area. We have cabinets in some of the more exclusive residential areas in the Tuscaloosa and Northport area. We make it a point to stay abreast of the most innovative changes and features in the industry.

When constructing a set of cabinets, perfection is the goal. It is truly a craft where it must be done right. Being off an eighth of an inch can prove to be a disaster. Very few people have the skill set to do it right. Speed is not the objective; quality is. It takes a craftsman to build cabinets. When hiring employees, you never really know what you are getting until you have had a chance to evaluate their work.

If I had some indication of the skill set of the employee that I was interviewing, it would be very beneficial to me. With the cost of worker compensation insurance, just having something verifying that the applicant had some knowledge of power tool safety would be very beneficial. The HBAA Residential Construction Skills Certification is significant because it is indicative of a skilled applicant and shows the employee is not starting from zero shop skills.

BPI Woodworks benefits from access to HBAA Residential Construction Skills Certification holders. Actually, every shop that I know of would benefit from a larger employee pool of somewhat trained applicants. I urge the Alabama State Department of Education to add this certification to the list of state-approved industry certifications.

Sincerely,



Russell Beard

BRYANT DRYWALL, INC

P. O. BOX 1168

205-752-6791

NORTHPORT, AL 35476

sjrbryant@gmail.com

Alabama State Department of Education

50 North Ripley Street

Montgomery, Alabama 36104

February 17, 2021

Bryant Drywall, Inc.

1440C Martin Road E.

Northport, AL 35473

To Whom It May Concern:

Bryant Drywall, Inc. is in Northport, Alabama. We run several crews and are one of the most established drywall contractors in West Alabama. We generally have no shortage of work and could probably do more if we had the skilled labor to do it.

We do top quality work and to do this we must have skilled people on staff. Drywall is what people see when they enter a home or commercial building. If there is something not right, it will show. Drywall installation and finishing is a skill that is learned on the job. It is an art. Currently, when we hire someone, we know that in all probability we are starting off with an individual with very limited knowledge of the craft. It takes time and money to develop our employees. With the cost of sheetrock, materials, tools, and labor along with insurance, we really cannot afford many mistakes and stay in business.

If we had a way to know that a potential employee has some knowledge of the industry, it would be very helpful. An applicant possessing the HBAA Residential Construction Certification would be a good indicator that applicant has some knowledge of what we do.

Right now, we have nothing like this to help us evaluate an applicant. An applicant with these skills could also expedite the training process.

I feel that having an applicant who could present the HBAA Residential Construction Skills Certification would be very helpful to me in hiring and developing new employees. We need access to potential employees who have had some exposure to the construction industry.

Sincerely,


Steve Bryant

CAROL R. SKELTON
CONSTRUCTION
(205) 799-2015

State of Alabama
Department of Education
Montgomery, Alabama

August 25, 2020

TO WHOM IT MAY CONCERN:

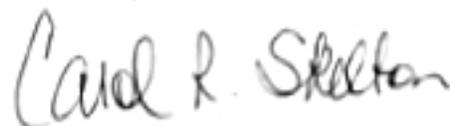
It is with much gratitude that I am writing this letter in support of the Alabama, Home Builders Association of Alabama (HBAA) Construction Skills Certification".

For many years now, not only has the State of Alabama but the County of Tuscaloosa seen exponential growth and from all indications this growth will continue. However, as exciting as it is to see new buildings, new homes, and new residents coming into the area, we in the construction industry are experiencing a tremendous shortage in the workforce.

As a State of Alabama Licensed Home Builder, I would welcome the opportunity to have a major resource like "The HBAA Residential Construction Skills Certification" to pull from when looking for qualified employees. I feel this would greatly benefit the construction industry and the community by offering many the opportunity for not just a job but a career; and one they could be proud of.

It is with my full support and excitement of hope that I am asking you to consider "The Home Builders Association of Alabama Residential Construction Skills Certification". From a 25+ year Licensed Home Builder, I want to say Thank You for helping to grow our industry.

Sincerely,



Carol R. Skelton, Builder
State of Alabama License #1175



September 17, 2020

To Whom It May Concern:

It is my pleasure to offer this support letter for Selma City School District to incorporate the Home Builders Association of Alabama (HBAA) Residential Construction Skills Certification into their Career Technical Education curriculum. Students need exposure to careers that exist in this area and the state. A certification of this type would be an excellent benefit to students and industries in Selma and Dallas County.

Pursuing building science certification opportunities provides valuable experience for those who are passionate about transforming our communities. Earning the certification strengthens the industry through targeted career exploration opportunities. Earning the HBAA Residential Construction Skills Certification prepares students to pursue a variety of education and career opportunities within the construction industry.

We believe the certification provides value to students who are wanting to prepare for their future career. In addition, the certification signals a variety of stakeholders, such as employers and college admission boards, the certification earner has shown dedication and commitment to the building science field.

Supporting an emerging industry that is interested in raising awareness for the need of skilled workers in building science is another reason Cosby-Carmichael Ready Mix Concrete, Sand & Gravel supports the efforts of Selma City School District. The HBAA Residential Construction Skills Certification will provide even greater opportunities for students pursuing careers within the building science industry. In return, commitment to develop future industry leaders is reinforced.

With Kindest Regards,

A handwritten signature in black ink that reads 'Clay Carmichael'. The signature is written in a cursive style.

Clay Carmichael, Plant Manager

**DON SPURLIN
CONSTRUCTION**

319C Hwy 75N
Albertville, AL 35951

(256) 878-6161 office
(256) 878-6163 fax

www.donspurlinconstruction.com



Homebuilders
Licensure Board of
Alabama # 8534

State of Alabama
General Contractors
License # 18516

GA License #
GCQA005686

March 2, 2021

To Whom It May Concern:

As owner of Don Spurlin Construction, a medium sized company, performing residential and commercial construction and development headquartered in Albertville, AL, I am writing in support of approval for the HBAA Residential Construction Skills Certification. There is no better or more equipped organization to offer this certification than the Home Builders Association of Alabama. As a former past president and currently active member I can certainly attest to the Association's organizational structure, financial stability, and commitment to the construction trades.

By approving this certification process, this adds professionalism and training, as well as a skilled labor pool, to an industry in desperate need for qualified tradesmen and tradeswomen. My company would certainly hire workers with this certification and that would give us a level of confidence that the employee is well trained and qualified, and would be with us for the long term. Additionally, a certified employee would also be worth more to our company, and thus would enjoy a financial benefit as opposed to a non-certified worker.

Thank you for your consideration for this important step to providing rewarding career opportunities to potential candidates, as well as much needed skilled labor. This is an important step to assure future success for our industry, my company, and other construction related firms.

Sincerely,

A handwritten signature in blue ink that reads 'Don Spurlin'.

Don Spurlin
Don Spurlin Construction

Elaine Reeves Construction, Inc.

**P.O. Box 104
Chancellor, Alabama 36316
(334) 406-2575**

February 18, 2021

Alabama State Department of Education
P.O. Box 302101
Montgomery, AL 36104

Dear CTE Credential Selection Committee,

Having been in the construction business since 1995 in mainly Enterprise and the Wiregrass area, I have witnessed a decline in the skilled workforce over the years. The community colleges used to offer programs that taught construction trades, but since has phased out and replaced with other programs.

It is difficult to find workers that have knowledge, skill, and training to meet the demand of our industry. Unfortunately, the construction selection pool has declined and has proven most difficult to obtain good employees that understand the building process. In many instances, time is wasted by training, which slows the build process, only to have them decide construction is not for them. It is difficult to find someone willing to work that has background knowledge and understands the work environment and all elements involved.

I would like to request the addition of the Home Builders Association of Alabama Residential Construction Skills Certification be added to your list of approved industry certifications. I urge you to consider supporting the construction contractors and extend construction training opportunities to Alabama residents.

Kind regards,

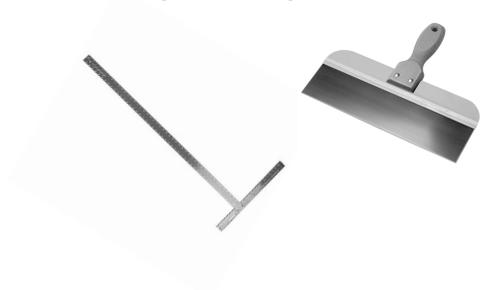


Elaine C. Reeves

G&H Drywall

Northport, Alabama • 205-361-5083

"For all your drywall needs"



State of Alabama
Department of Education
Montgomery, Alabama

To whom it may concern:

I am Earl Hopkins, and I have been installing and finishing drywall most of my life. I have worked in other states and have always have more work than I could do. Over the years, I would not even attempt to guess how many people that I have trained in this line of work. In drywall, you must develop your employees. It is costly and time consuming, and you never know when they are going to leave or even go into competition with you.

It would really be nice if we had a way of identifying young people who had a desire to do construction work and who had already developed some of the basic skills needed in the industry. Many of the people who came to me looking for a job soon realize that they did not enjoy the physical requirements of drywall. It is heavy, awkward to handle and easy to make mistakes with. Often, we are trying to cover a bad framing job and make the job look as good as it should.

Having applicants with the HBAA Residential Construction Skills Certification would be really nice. This certification is a good indicator that the applicants at least knew something about what they will be doing.

I really hope that the HBAA Residential Construction Skills Certification is approved by the state of Alabama. The jobs are here and there is a need for skilled labor. If you have good people working for you, there is constantly someone trying to hire them.

Thank you,

Handwritten signature of Earl Hopkins in cursive script.

Earl Hopkins

State of Alabama
Department of Education
Montgomery, Alabama



Gene Cook Drywall
1440 Martin Road East
Northport, Alabama 35473

November 6, 2020

To whom it may concern:

My name is Gene Cook, and I am the owner of Gene Cook Drywall and Construction. We have been providing handyman services for 15 years and drywall work for 43 years in the Tuscaloosa and Northport area. I also buy and sell land in Tuscaloosa and the surrounding areas.

In the construction industry, time is money, and I need employees who don't need extensive training. If I have to spend time training a new employee, that cuts into my bottom line. I struggle to hire workers because it's hard for me to truly know if someone has the skills I'm looking for in an employee. As a businessman, I make smart investments, which includes the property I work with and my employees.

The HBAA Residential Construction Skills Certification is a smart investment in the future of the construction industry in Alabama. The certification gives individuals an opportunity to prove their knowledge and interest in construction, and let's employers like me know when we're making the right hiring decision. I need more employees who have earned the HBAA Residential Construction Skills Certification.

I ask you to consider adding the HBAA Residential Construction Skills Certification to the list of state-approved certifications in Alabama. Employers like me want to hire these certification earners, but we won't have access to these workers without state approval. For the sake of the Alabama's residential construction industry, I ask you to approve the HBAA Residential Construction Skills Certification.

Sincerely,

Gene Cook

A handwritten signature in black ink that reads "Gene Cook". The signature is written in a cursive, flowing style.

J And J Construction Services

Building, Remodeling, and Concrete is our Business

Jeff Bigham (205) 270-0498

Jeremy Bigham (205) 657-6591

To Whom it May Concern:

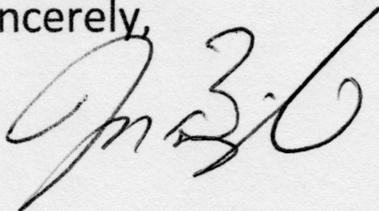
J and J Construction is a full service construction company. We have been involved in the construction industry for over twenty years. We are licensed and insured. We do new construction, remodeling, additions, concrete foundations, basements, and drives. We employ around twenty-eight people.

Finding employees who have the skills to do what we do is a constant challenge. Construction is very physical and often requires more than an eight hour day. Missed days due to the weather must be made up to stay on schedule and meet deadlines. It takes people who are motivated and dedicated to keep the jobs moving forward.

To have a source of potential employees with the HBAA Residential Construction Skills Certification would certainly be a positive. Right now, we are spending time and money on people we hope that we can develop to meet our labor needs.

I really hope the HBAA Residential Construction Skills Certification will be approved by the Alabama State Department of Education. Most of the students in our area will not attend college, and having the HBAA Residential Construction Skills Certification would give them an opportunity to move into a really great career.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeff Bigham", written in a cursive style.

JAXON SCANLON CONSTRUCTION, INC

302 Tartan Way
Enterprise, Alabama 36330
(334)406-8482

February 24, 2021

Alabama State Department of Education
P.O. Box 302101
Montgomery, AL 36104

Dear CTE Credential Selection Committee:

I have been in the construction/real estate business since 1998 in Enterprise and the surrounding area. My company prides itself in maintaining a high standard of quality and workmanship and standing behind all of our projects. These ideals can only be accomplished through a team effort committed to doing the best job possible for our clients. However, in recent years there has been a drastic decline in the available workforce. Without skilled employees, it is extremely difficult to uphold the quality of work that our clients deserve and expect.

I feel that the Home Builders Association of Alabama (HBAA) Residential Construction Skills Certification is the solution the construction industry needs. This certification would allow employers like myself to have confidence that we are hiring skilled employees with a working knowledge of the construction business. In addition, such a certification would streamline the hiring process and allow qualified individuals the opportunity to begin their career in a strong industry with increased potential for advancement. Finally, it will encourage high school students to pursue a career in construction by nearly guaranteeing them a job in the industry if they earn this certification. An increase in qualified workers in the construction industry is a win-win for all involved!

I urge you to consider adding the HBAA Residential Construction Skills Certification to your approved list of industry certifications. This will benefit employers as well as employees for years to come.

Sincerely,



Jaxon P Scanlon, II

Alabama State Department of Education
50 North Ripley Street
P.O. Box 302101
Montgomery, Alabama 36104

Thursday, January 21, 2021

Lawrence Farm & Lumber
641 Highway 129
Fayette, AL 35555

To whom it may concern:

Lawrence Farm & Lumber is a family business that prides itself on superior products and outstanding customer service. Along with offering a complete selection of building supplies, we also sell lumber, hardware, and plumbing supplies, in addition to functioning as an equipment dealership. We have locations in Fayette, Northport, and Vernon Alabama.

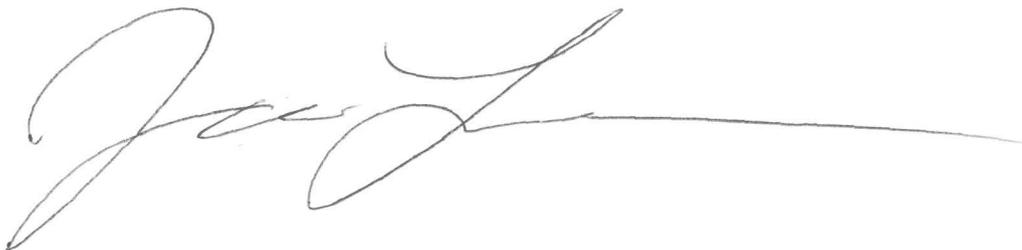
To provide our customers with the level of service they deserve, our employees must have an in-depth understanding of our product offerings. Unfortunately, today's young people do not have enough exposure to the construction industry, which has left a gap in our hiring capabilities. We spend a lot of time training new employees, and it takes several months for an employee to develop a level of comfortability with our products and their purpose on a construction job site.

If we could easily identify an applicant who already has a background in construction, it would save us a lot of time and effort and ultimately benefit our bottom line. The HBAA Residential Construction Skills Certification is significant because it is a hiring signal, alerting employers the earner has at least a base level knowledge of construction principles and practices.

Employers like myself need more access to HBAA Residential Construction Skills Certification earners to strengthen our businesses and the entire industry. I urge the Alabama State Department of Education to add this certification to the list of state-approved industry certifications.

Sincerely,

Jay Lawrence

A handwritten signature in black ink, appearing to read "Jay Lawrence", with a long horizontal flourish extending to the right.

Lisenby Construction, Inc.
2945 Chestnut St.
Montgomery, AL 36107
Phone 334-265-1997
WWW.LISENBYCONSTRUCTION.COM



February 25, 2021

To whom it may concern:

My name is David Lisenby, and I am the president of Lisenby Construction, Inc. Founded in 1991, Lisenby Construction offers experienced design-build home construction and remodeling services across the Greater Montgomery, AL, area. Through the years, we have built a reputation for a high quality of services. Our focus is on completing every project on time and within budget. More importantly, we help our customers make their dreams for their home become a reality.

We place a special emphasis on customer satisfaction and quality results. To do this, we need a staff of skilled, knowledgeable employees. Due to the construction industry's specialized nature, it is challenging to find new team members who have the proper background in construction principles and practices.

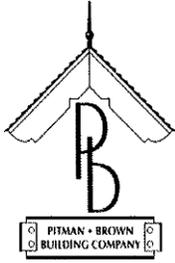
The Home Builders Association of Alabama (HBAA) Residential Construction Skills Certification proves someone has a fundamental understanding of what it takes to be a productive worker on a residential construction job site. As a proud member of HBAA, I wholeheartedly trust their leadership in the residential construction industry. There is truly no one better than HBAA to set the standards for this certification.

The HBAA Residential Construction Skills Certification gives us a way to identify candidates who have the commitment, knowledge, and skills we value in new employees and shows us they are passionate about the construction industry. We need more HBAA Residential Construction Skills Certification earners at Lisenby Construction, Inc. and throughout the entire residential construction industry.

Sincerely,

A handwritten signature in blue ink, appearing to read "D. Lisenby", written over a light blue horizontal line.

David Lisenby
President



February 15, 2021

To whom it may concern:

It is my pleasure to write you in support of the Home Builders Association of Alabama (HBAA) Residential Construction Skills Certification. I am the president of Pitman Brown, a construction company that emphasizes superior craftsmanship and professional integrity. We are located in Baldwin County.

The HBAA continues to be the leader for our industry in finding solutions. The construction industry is currently experiencing a significant gap in skilled labor. Solving the skilled labor shortage is paramount to our homebuilding industry, and without it, businesses like mine will suffer immensely. If I were to see the HBAA Residential Construction Skills Certification on an applicant's resume, I would be more likely to hire them because I know they have the knowledge and skills I want in an employee.

The HBAA Residential Construction Skills Certification serves our industry by strengthening the pool of qualified workers. It also provides meaningful jobs to those who are not on track for a college education. The certification provides a career path and gives direction, just as my first construction job did for me.

I strongly encourage the State of Alabama Department of Education to adopt the HBAA Residential Construction Skills Certification to give a path to those that need direction and strengthen the entire construction industry. What is good for the next generation is good for Alabama.

Thank you for your consideration,

A handwritten signature in black ink, appearing to read 'Robert Brown', with a stylized flourish at the end.

Robert Brown

President/ Pitman Brown

Marvin Salter Construction

7412 W State Hwy 52
Samson, AL 36477
334-248-1009



Alabama State Department of Education
50 North Ripley Street
P.O. Box 302101
Montgomery, Alabama 36104

February 3, 2021

At Marvin Salter Construction, a sterling reputation of fine craftsmanship and superior customer service has been our standard for over 40 years. This dedication was built by a team of highly skilled labor that has largely since retired. We have seen an unprecedented push for high school graduates to pursue higher education from the 1990's through present day. The unintended consequences of this has created generational gaps of construction industry knowledge and we are now facing historically low levels of skilled labor. With those two pitfalls coupled with deadline constraints and minimal training opportunities, companies are often forced to hire an individual without truly knowing if that individual possesses knowledge of common construction principles and the skillset to put those principles into practice. This practice is unsustainable both for construction industry and for the consumer.

The Home Builders Association of Alabama (HBAA) Residential Construction Skills Certification spearheads many of the industry related challenges while creating a pathway of unlimited opportunities for future generations.

This certification verifies the earner has an understanding of a variety of construction areas, including framing, drywall, plumbing and HVAC, as well as a comprehension of codes, regulations and schematics. Additionally, this certification ensures the earner can properly and safely handle tools and machinery on a job site.

As an employer, this certification expedites the hiring process and requires less on-the-job training. This creates an opportunity to fast-track to a high demand and high wage career.

Workers need a way to prove their skills. Employers need a way to identify qualified employees, and the industry needs more skilled workers. The HBAA Residential Construction Skills Certification meets these needs. I ask the Alabama State Department of Education to accept the HBAA Residential Construction Skills Certification and add it to the list of state-approved industry certifications.

Marvin Salter Jr

V/r
Marvin Salter Jr

Self Woodworks
208 County Road 97
Winfield, Alabama 35594
205-487-3992

January 28,2021

To Whom It May Concern:

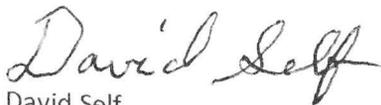
My name is David Self, and I am the owner at Self Woodworks. We manufacture high quality cabinet doors for custom cabinets makers. We are located in Winfield, Alabama and we supply a large part of Northern Alabama and Mississippi with high quality cabinet doors and molding.

At Self Woodworks, we consistently struggle to find employees with the right combination of knowledge and skills. There is a huge skills gap in our field, and it has greatly affected the productivity and sustainability of businesses like Self Woodworks. We need a quick, easy way to identify job candidates who have a background in construction and are ready to go to work on a job site. The Home Builders Association of Alabama (HBAA) Residential Construction Skills Certification is the solution to our hiring problems.

The HBAA Residential Construction Skills Certification proves an individual has put in the time and effort to become familiar with construction principles and knows how to put those concepts into practice in a real-world setting. As an employer, I know that someone who has earned the HBAA Residential Construction Skills Certification wants to pursue a career in the construction industry and is willing to put in the work to become a successful professional in the field.

I ask the Alabama Department of Education to strongly consider adding the HBAA Residential Construction Skills Certification to the list of state-approved industry certifications. Not only does the certification open doors for earners, it also addresses critical needs in our industry, which allows businesses like Self Woodworks to stay productive and viable.

Sincerely,

A handwritten signature in cursive script that reads "David Self". The signature is written in black ink and is positioned above the printed name and title.

David Self
Owner



September 28, 2020

TO WHOM IT MAY CONCERN:

My name is Wayne Vardaman, and I am executive director of the Selma & Dallas County Economic Development Authority (The EDA). The EDA works to attract new industrial opportunities, assist in the expansion of existing businesses, enhance workforce development, and improve quality of life. We rely on our investors for vision and support. Working together we create economic growth, diversify the tax base, and enhance employment.

The Selma & Dallas County EDA offers full support of the Home Builder's Association of Alabama (HBAA) Residential Construction Skills Certification and advocates for its addition to the state list of approved industry certifications.

With the retirement of so many skilled craftsmen, the demand for construction workers is increasing. The construction industry is significant to our state and local economy, therefore there is a need for more skilled construction workers.

Selma and Dallas County employers need more skilled workers, and the HBAA Residential Construction Skills Certification is necessary to increase the strength of the construction workforce. We have heard many employers say how hard it is to find qualified workers for their construction crews, and this certification is the solution to their hiring needs. Selma and Dallas County employers want this certification to be more readily available. The HBAA Residential Construction Skills Certification simplifies the hiring process by pairing employers with the right job candidates, thus strengthening the local construction industry, thereby strengthening the economy of Selma and Dallas County.

I urge the review committee to add the HBAA Residential Construction Skills Certification to the state list of approved industry certifications. This certification is necessary for the continued growth and success of the residential construction industry in Alabama and the industry's place as a leader in economic contribution and employment opportunities.

Sincerely,

M. Wayne Vardaman, Sr.
Executive Director
vardaman@selmaeda.com
334-412-1199

Together We Work

912 Selma Avenue | Selma, Alabama 36701
334-875-8365 bus | 334-875-7142 fax
info@selmaeda.com | www.SelmaEDA.com



ALABAMA STATE SENATE
ALABAMA STATE HOUSE
11 SOUTH UNION STREET, 7TH FLOOR
MONTGOMERY, ALABAMA 36130-4600
334.261.0876

CLAY SCOFIELD
STATE SENATOR, DISTRICT 9
DISTRICT OFFICE:
412-A GUNTER AVENUE
GUNTERSVILLE, ALABAMA 35976
256.582.0619

COMMITTEES:
CHAIRMAN, Confirmations
VICE CHAIRMAN, Rules
Finance & Taxation Education
Banking & Insurance
Fiscal Responsibility & Economic Development
Agriculture, Conservation and Forestry

August 26, 2020

To Whom It May Concern:

It is my pleasure to offer this letter of support for the Alabama Homebuilders Association Student CRI. This program looks to be a solid training that would benefit students as well as workforce. As such, I feel it deserves to be on the approved list for Alabama. Workforce is an issue facing the entire state, especially my district. The last rankings reported Marshall County as tying for the lowest unemployment in the state, even during the Covid-19 pandemic. I think our schools need additional support to expose students to careers that exist in Alabama, and this program looks like a great fit for not only business and industry, but for the community as a whole.

Marshall County has a diverse industry base and our proximity to Madison county puts us in a unique position to grow and thrive, but also creates a greater need for trained employees. Studies show that engaging youth in career tech projects through virtual and hands on programs lead to higher graduation rates. In addition, those students with exposure to career tech tend to seek education beyond high school resulting in better employment and higher wages. Entire families and communities can be positively affected by this program while satisfying industry workforce needs.

I support the addition of the Alabama Homebuilders Association Student CRI to the approved list for Alabama. Programs such as this are needed and could benefit the state for generations to come.

Sincerely,

A handwritten signature in cursive script, appearing to read "Clay Scofield".

Senator Clay Scofield

Southern Home Builders, LLC
2558 Ross Clark Circle, Suite 110
Dothan, AL 36301
334-790-0709

2-2-2021

To whom it may concern:

My name is Scott Childers and I am the President at Southern Home Builders, LLC. We are a custom home building company / general contractor in Dothan Alabama. We specialize in energy efficient custom homes of all sizes. I would like to formally request the addition of the Home Builders Association of Alabama (HBAA) Residential Construction Skills Certification to the Alabama Department of Education's list of approved industry certifications.

The HBAA created the Residential Construction Skills Certification to strengthen the construction industry by preparing more individuals to pursue viable careers in the field. We need more skilled workers in the construction industry, particularly residential construction. At Southern Home Builders, we consistently struggle to find qualified employees. Not only is it challenging to find individuals who are interested in construction as a sustainable career, it's even more challenging to identify the candidates who have the background and skills I need from someone on a construction crew. The HBAA Residential Construction Skills Certification is the fix I have been looking for. It helps me find the right workers for my business and builds an avenue for more young people to become interested and passionate about the construction industry.

HBAA is a trusted leader in the residential construction industry, and there is no one more qualified to offer the Residential Construction Skills Certification. When I see the certification on an applicant's resume, I am assured the earner has a verified set of skills and is ready to be a productive member of a construction crew.

I urge you to support businesses like mine by adding the HBBA Residential Construction Skills Certification to the approved industry certification list. Its addition will be a turning point for the Alabama construction industry.

Sincerely,

A handwritten signature in black ink, appearing to read "P. Scott Childers". The signature is fluid and cursive, with a long horizontal stroke at the end.

P. Scott Childers
Southern Home Builders, LLC

Written: November 18, 2020



The Builders Group
1307 25th Avenue
Tuscaloosa, AL 35401
(205) 342-3940

November 16, 2020

To Whom It May Concern,

The Builders Group was established in 2001 in Tuscaloosa, Alabama. We have expanded and established two locations in Tuscaloosa and Huntsville. We are a diversified residential construction company. We have twenty-five phenomenal employees who work every day to positively impact the lives of those we touch, including our customers, our fellow employees, and our trade partners.

We are requesting state approval for the HBAA Residential Construction Skills Certification because we see tremendous value in being well-rounded in the construction field. We trust Home Builders Association of Alabama because of the what they stand for. Home Builders Association of Alabama is dedicated to promoting progress in the housing industry and are a credible resource for all housing essentials. Finding employees knowledgeable of residential construction is difficult to obtain. This certification helps address the hiring matter by ensuring all employees have a solid foundation in building trades, safety and health, and building components. With this certification, we can ensure that our employees feel more confident while making independent construction decision. Having state approval of this certification will offer value to our industry and our company. The Builders Group would hire an individual with this certification because it offers a superior foundation and a stronger grasp in their position. We would even be happy to offer preference, such as higher pay to certification earners. In fact, we are already using this certification as internal training for our employees.

We are requesting state approval for the HBAA Residential Construction Skills Certification because we recognize tremendous value in being well-rounded in the construction field. This certification assists in ensuring all employees have a superior foundation in building trades, safety, health, and building elements, feel increased confidence while making independent construction decision, and would possess a stronger grasp in their position. Knowledge is power.

Sincerely,



Ashley Suchocki
Human Resources
ashley@thebuildersgroup.info

TRICK

CONSTRUCTION
& REMODEL

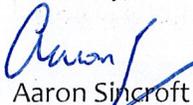
March 3, 2021

Home Builders Association of Alabama
Attn: Kory Bolling
7515 Halcyon Summit Drive, Suite 200
Montgomery, AL 36117

To whom it may concern:

We are concerned that the residential construction industry is experiencing a shortage of qualified workers. Because of this shortage, we understand the need to provide relevant and meaningful training opportunities. We believe the **HBAA Residential Construction Skills Certification** will help individuals of all ages and skill levels find meaningful opportunities and will aid in the recruitment of skilled workers, thus helping to alleviate the shortage in the industry. The certification is designed to introduce individuals to the essential skills needed to enter the residential construction industry. The certification will assess all aspects of residential construction including carpentry, plumbing, HVAC and more. Building components and health and safety will be covered as well. The certification verifies a better understanding of the residential construction industry and all the components involved. Individuals earning this certification will be better positioned to fill the employment needs of our industry. We believe those who earn this certification will have a solid foundation as they further their education or enter the workforce. These individuals will be a step ahead and will no doubt help raise the level of qualified workers in our industry.

Sincerely,



Aaron Sincroft
Owner Trick Construction and Remodel

Whisenant Construction, LLC

986 Mount Hebron Douglas Road

Boaz, AL 35957

256-593-2758

To Whom It May Concern;

It is my pleasure to offer this letter of support for the Alabama Home Builders Association Student CRI. As you know, workforce is an issue facing the state of Alabama as we grow and prosper. This is very evident in my field. I think our schools need additional support to expose students to careers that exist in right here. This program looks to be a great fit for my industry and community.

Marshall County is a densely populated, rural area. We are fortunate to have diverse industry, but this also causes issues in the workforce as we are constantly looking for employees. As a parent and employer, I have started looking to our students and how they can be our future workforce. The Alabama Home Builders Association Student CRI would be a great asset to use at Marshall Technical School. Entire families and the community can be positively affected by this program while satisfying workforce needs in the construction industry.

Thank you for your time and effort at looking into this worthwhile program.

Sincerely,



Eric Whisenant, Owner

8/24/20



Robin R. King
President & CEO

September 10, 2020

Re: Residential Construction Skills

To Whom It May Concern,

CareerSource Flagler Volusia is pleased to provide Volusia County Schools with a letter of support for their application to add the Residential Construction Skills Certification to the Florida Department of Education's Industry Certification (CAPE) list. The occupation using this certification include, but is not limited to, First Line Supervisors of Construction Trades and Extraction Workers. The average annual wage in Volusia County is \$58,700 with an anticipated 5-year growth of over 622 positions.

The Residential Construction Skills Certification presents students with the opportunity to enter a rewarding career in the construction industry that utilizes these skills in multiple career paths. With the growth in residential construction operations and the increased need within the Construction industry sector this certification offers an excellent skill that can be utilized in multiple ways. The Residential Construction Skills Certification presents high school students a foundation to take this opportunity to become employed in high paying positions in Volusia County, and we extend our full support in requesting its addition to the CAPE funding list.

Sincerely,

A handwritten signature in black ink that reads "Robin R. King". The signature is written in a cursive, flowing style.

Robin R. King
President & CEO





September, 25 2020

To whom it may concern:

As an employee of iBuild Central Florida, I am passionate about maximizing rewarding and lucrative employment opportunities for individuals in our area and by doing so helping to strengthen our local workforce. The demand for construction workers in our workforce region grows more and more every year. It is estimated 15,529 construction jobs will be added by 2026 in Central Florida alone.

With so many in-demand positions and an ever-growing need for construction workers in our area, local employers are constantly looking for better ways to identify qualified candidates for their open positions. The HBAA Residential Construction Skills Certification is a valuable asset to employers in our region because it helps them identify applicants who have the right combination of background knowledge and technical skills to be productive on a residential construction job site. By hiring employees with the HBAA Certification, employers spend less time on training and have a much better chance at retaining those they hire, saving them time and money.

I support the HBAA Certification not only because of the benefit to employers in the construction industry, but because of its value to individuals seeking employment in the field. The HBAA Certification allows individuals to prove their knowledge and skills related to the construction industry, which helps them secure better employment options.

Students and workforce professional are in desperate need of more access to certification opportunities and in the same regard employers have an urgent need for more skilled workers to fill the workforce shortage. Access to more certification opportunities will not only help to build a better workforce but help to build a better future for all Central FL communities. To meet the needs of our local workforce, I ask the Florida Department of Education to add the HBAA Certification to the list of approved industry certifications.

Sincerely,

A handwritten signature in black ink that reads 'Tara Hagood'. The signature is written in a cursive, flowing style.

Tara Hagood
Program Coordinator
thagood@ibuildcfl.com
407-431-2938



September 11, 2020

To whom it may concern:

My name is Mathew Tharpe and I am the General Contractor and Owner of Tharpe Construction and Remodeling. Our membership encompasses all segments of the Florida construction industry, and we strive to create a climate in which the construction industry can prosper. Because of our mission and our dedication to home builders across the state, we were excited to hear the Home Builders Association of Alabama (HBAA) had created a Residential Construction Skills Certification.

The Home Builders Association of Alabama is an affiliate of the National Association of Home Builders (NAHB). While the certification name may say HBAA, that doesn't make the certification any less valuable to the Florida construction industry. We are grateful that HBAA stepped up and created this certification, because according to a [2019 study by the NAHB](#), more than 379,000 Floridians are employed in the residential construction industry. Yet, we still need more skilled workers to keep up with the extreme demand in our field. Our industry is in dire need of more workers, but those workers must have a basic knowledge of common construction principles and practices to be successful in the field.

Earners of the HBAA Residential Construction Skills Certification have a verified skillset and knowledge base. When an employer sees this certification listed on an applicant's resume, they can be confident the candidate is ready to get to work on a residential job site. Florida Home Builders Association members consistently tell us how difficult it is to find the right employees for their construction crews. This certification is a hiring signal and streamlines the hiring process for workers and employers. Additionally, this certification is a valuable tool in showing young people the construction industry offers viable career opportunities. We need more young people to become interested and passionate about our field to keep up with the growing demand, and this certification helps demonstrate the sustainability of our industry.

I urge you to add the HBAA Residential Construction Skills Certification to the [list of approved industry certifications under the Career and Professional Education \(CAPE\) Act](#). Its addition will be a turning point for the Florida construction industry by strengthening the current and future workforce.

Sincerely,

A handwritten signature in black ink that reads "Math Tharpe".

Mathew Tharpe
General Contractor, Owner
mtharpe@tharpeconstruction.com
1.850.868.0806

Precision Air of Roswell, Inc.

**Heating, Air Conditioning and Sheetmetal
License #61600**

**720-C South Sunset
P O Box 1892
Roswell, NM 88202-1892
(575)622-8600 fax (575)622-5810**

February 21, 2022,

To Whom It May Concern:

My name is Ryan Lewis, and I am the President of Precision Air of Roswell in Roswell, NM. We are a family owned and operated HVAC company. We are a small business that employs four full-time employees, and one part-time employee.

In the construction industry employees are hard to find, and qualified employees are even harder to find. Having applicants that can produce a certification of any type is preferred, and will give them more opportunities in their lifetimes. With a certification as stated above gives me the knowledge that they have been exposed to different parts of the construction process, and that gives me a baseline to start with in my training of the employee. Many employees I have trained did not even know how to use a measuring tape. In situations like those, these employees usually don't make it long, or stay as a helper for a prolonged period of time. With some basic instructions in a certification class, this can help that employee soar in their learning.

In conclusion, the HBAA Residential Construction Skills certification would be essential to setting up an employee for a successful and fulfilling career. This would start an employee with a baseline of knowledge that they can use to boost their careers in the construction field.

Sincerely,



Ryan Lewis



MWJ ROOFING & ROLL-OFFS

9109 Saratoga Avenue, Lubbock, TX 79424

806.544.0077

mwj.roofing@yahoo.com

www.mwjroofing.com

August 18, 2020

To whom it may concern:

My name is Matt Jasper, and I'm the owner of MWJ Roofing & Roll-Offs. As a third-generation roofing contractor, entrepreneur, and business owner, I have over 20 years of experience managing business operations. I am writing this letter in strong support of the HBAA Residential Construction Skills Certification.

In the construction industry, we have an extreme shortage of workers. To compound the issue, many workers do not have a background in construction. We spend a lot of time training new employees, which severely decreases our productivity. I need more employees who require minimal training, and I need an easy way to identify those employees.

When I found out about the HBAA Residential Construction Skills Certification, I was excited because this is exactly what my business, and others like it, need. We need to establish a pipeline of skilled workers in the construction industry. These individuals should have a background in construction principles and practices. They do not need to be experts, but they should be familiar with common procedures and standards. For my business, the HBAA Residential Construction Skills Certification is a hiring signal. When I see the certification listed on an applicant's résumé, I know that person will be a productive employee and will be an asset to my business.

The construction industry is in dire need of more skilled workers, and businesses are suffering due to hiring struggles. I ask you to endorse the HBAA Residential Construction Skills Certification for state approval so my business and all construction business have access to more trained workers.

Sincerely,

A handwritten signature in blue ink that reads 'Matt Jasper'. The signature is fluid and cursive, with a large, sweeping flourish at the end.

Matt Jasper

Owner