

Hot off the press: Labor shortages in the construction industry don't just fix themselves! ASA Board member James Simpson addresses what the ASA is doing – and what you can do – to encourage young men and women, as well as military veterans, to pursue careers in subcontracting. Read "The Future of the Skilled Craftsman" [here](#).



just

Briefly

▶ Who should win?

Have you ever heard the name of an award-winner announced and thought, "Whaaat? How did *they* get chosen?"



Which companies and individuals do *you* think deserve to win an ASA award this year? By voting for the nominees of your choice, you are helping ensure that the 2017 ASA Awards Program truly represents a broad cross-section of the subcontracting community.

Submit your Final Ballot prior to June 30 [here](#). (Note: Each ASA-member company may submit one ballot.)

▶ And the deserving winner is ...

The 27th-Annual Installation and Awards Banquet promises to be an evening to remember.

You and about 200 ASA members and their spouses, partners, and friends will meet your new Board members, find out who the 2017 award-winners are, enjoy fine wines and a great meal, and be entertained by master of ceremonies April Bolduc of SDG&E.

Come to think of it, the real winner will be *you*.

Register [here](#) to attend.

▶ Get to know this general contractor

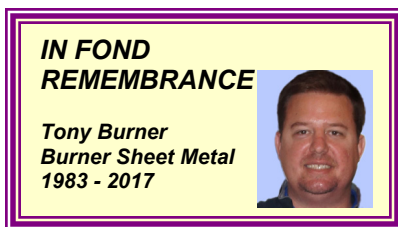
ETC Building & Design's expertise lies in the design and construction of healthcare and life science facilities. Whether it is the simplest or most complicated healthcare construction and retrofit project, a full seismic mitigation, or a complete department renovation, ETC assembles a team of experienced, dedicated individuals who are committed to exceeding clients' expectations and ensuring full satisfaction.

Would you like to boost your business by working with ETC? You can take the first step by attending our next ASA Industry Partner Meeting, an informal and productive event that's not to be missed.



- ▶ October 25
- ▶ At the ETC offices
- ▶ Members only
- ▶ No walk-ins
- ▶ Limited to the first 25 members who register

Watch the ASA website's Event Calendar for more details.



▶ Let's be proactive!

If you Google "labor shortage in construction industry," you'll turn up more than 1.34 million results – proof, if you needed it, that there is, indeed, a problem.

This problem stems from a number of circumstances. In recent years, skilled workers who couldn't obtain enough work during the slow-down abandoned our industry permanently when they found jobs elsewhere.



Many workers have aged out of jobs that require the strength and dexterity of younger people. Stringent immigration policies, increased border enforcement, and an improved Mexican economy all have resulted in fewer foreign-born workers coming into this country.

Some school districts have discontinued efforts to promote vocational training, so potential young workers haven't been receiving an introduction to the construction trades.

While you and your ASA can't change the realities of the first three reasons for our shortage of skilled craftspeople, we can and are doing something about vocational training. You'll find the details in *Hot Off the Press*.



How about welcoming these new members with an email, a phone call, or a handshake? Click on company names to visit websites.

▶ **Shelby and Sons** – John Shelby and Jake Shelby
619-303-1483 or johnr@shelbyandsons.com

▶ **Wieland**– Jerry Kirkland and Craig Hueness
760-470-2264 or jkirkland@wielandbuilds.com

▶ Blow your horn! Show your support!

As our ASA website continues to improve, it attracts more and more traffic, making it an excellent means for you to get your company's name seen and known.

You can accomplish this by becoming one of our website sponsors, at the very modest cost of \$250 for 12 full months.

When you become a sponsor, your logo will scroll across the Home page continuously. Talk about prominent advertising! More complete information will also be featured on the Sponsor page.

Plus, sponsor support helps cover the cost of maintaining the website ... so you can pat yourself on the back!

► Your ASA president says ...

This being my inaugural letter, I would like to introduce myself.

I'm the proud single parent to two beautiful children, Elijah, 5, and Isabella, 16. I've been with Western Fire Protection for 20 years, currently as the sales manager, and I love what I do and who I work for. My affiliation with the ASA is going on 10 years, and it has been an honor to participate alongside so many bright and insightful people.

Being a part of the ASA has been an experience full of opportunity and growth, personally and professionally. As your President, I hope to maintain the momentum that stems from a collaborative approach to implementing new and different ideas and ways of doing things that benefit us all.

One such new idea worth a special mention is the recent formation of our Trade Craft Committee. You can read all about it in *Hot Off the Press*. Another is that the ASA recently became recognized as a resource to the **RCPC** (Regional Construction Procurement Committee), providing input on how public agencies can strengthen their outreach to the subcontracting community.

Well I could go on and on, but I'll close here by saying I feel so privileged and honored to be the ASA president for the next two years.



Toby MacDonald
ASA President
toby@westernfireprotection.com

► Prefab -- don't be left behind

When your next client wants to squeeze the schedule beyond the limitations of traditional construction, will your company be ready?

More and more owners and GCs are embracing prefabricated multi-trade subcontractor assemblies in order to meet condensed schedules, as well as to improve quality control, waste control, worker efficiency, and worker safety.

If the decision to use multi-trade prefab is made after the initial bid process, its incorporation into the project can require certain subs to reduce scope in order to make room for the prefabricated components. As a result, subs are often justifiably resistant to prefabrication. Thus collaboration and planning for prefab early in the design phase is absolutely key.



Other points are worth considering as well:

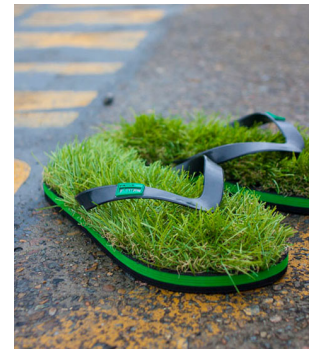
- The use of BIM is critical for prefab projects.
- Creating mockups minimizes late changes.
- Sites with logistical or storage challenges are good candidates for prefab.
- Weather may matter less when prefab occurs offsite in a controlled environment.

Don't be left behind. When your next client puts on the pressure, be ready to collaborate in the prefab process.

► Free! Fame! Free!

ASA runs an ad in *Contractor News & Views* every month that promotes the value of joining our chapter.

This month, John Shelby of **Shelby and Sons** – a brand new member – took advantage of this opportunity of free publicity for his company. Check out his ad [here](#) and contact [Nancy Grimes](#) to put your own company in the spotlight.



Do not let grass grow under your feet!

ASA events fill up quickly. We encourage you to reserve your spot as soon as possible.

► Members-only event
► Non-members welcome

JUL 11 Networking Mixer @ Division 23 Brewing

JUL 26 Awards & Installation Banquet @ Mission Valley Marriott

AUG 23 Board Strategic Planning Retreat @ University Club

SEP 20 General Contractor & Public Agency Showcase @ University Club

OCT 25 Meet Your General Contractor – ETC Building & Design

NOV 13 Fall Golf Classic @ San Diego Country Club

DEC 13 Holiday Casino Night / Bay Cruise @ Bahia

► Who says a foreman is bitter?

Division 23 Brewing says so; Bitter Foreman is the name of one of their unique local beers.

You can try it, along with Sour Superintendent, at the **ASA Networking Mixer** on July 11.

And what goes better with beer than pizza from the Dang Brothers Pizza Truck? And what goes better with beer and pizza than connecting with old and new friends in the subcontracting community?

This no-host mixer – our first-ever experiment with this type of event -- has all the ingredients for a fun and worthwhile evening. Register to attend [here](#).

► Meet your 2017-2018 board of directors

These ASA members will be installed on July 26: Toby MacDonald of **Western Fire Protection**, as President; John Luft of **Morrow-Meadows Corp.** as Vice President; Kevin Brown of **RBTK** as Treasurer; Mark Austgen of **California Sheet Metal** as Secretary; and David Blackston of **D.A. Whitacre** as Governor.

Serving as Directors will be Kari Kyne of **Kyne Construction**, Doug Ladderbush of **Rocky Coast Builders**, James Simpson of **Pacific Southwest Structures**, Richard Gabaldon of **Brady SoCal**, Bill Bodenstadt of **CMR Risk & Insurance Services**, and Sam Padilla of **Chula Vista Electric**. Kevin Cauley, of **Schwartz, Semerdjian Cauley & Moot** serves as Legal Counsel. We thank each

and every one of these dedicated volunteers for their service to San Diego ASA.



We Build Relationships