



2021

ANNUAL
REPORT



**2023
North American
Iron Workers/IMPACT Conference
February 12-15, 2023
Hilton New Orleans Riverside**

Every year the conference grows because IMPACT brings you what you need to know to stay ahead of the competition.

LEARN MORE ABOUT THE CONFERENCE ON THE IMPACT WEBSITE, WWW.IMPACT-NET.ORG



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Iron Workers
Ironworker Co-Chair
IMPACT



Bill Brown

Executive Director
Ideal Contracting
Chairman
Penn Services
Contractor Co-Chair
IMPACT



Kevin Hilton

Chief Executive Officer
IMPACT

We met with each of our twelve Regional Advisory Board ironworker and contractor co-chairs and all at-large members of the IMPACT Board of Trustees in early 2021. Their message was clear, "backlog is strong, more site supervision is needed to pursue more work and more contractor engagement is necessary to build positive labor relations."

The challenges of the pandemic have lingered, but when the clock struck midnight on December 31, 2021, the live superintendent training was in full swing, which was done in an effort to address the needs of our partner contractors. The level of face-to-face engagement by the IMPACT staff was back to pre-pandemic levels, fostering positive labor relations.

In addition, the National Training Fund, which is funded by IMPACT, scored a major victory with getting the Iron Workers Rigging and Signalperson Certification program accredited by the National Commission for Certifying Agencies, a division of the Institute for Credentialing Excellence. This third-party certification eliminates the high price tag of certification and recertification for our ironworkers and their contractors.

At IMPACT, we believe that the most precious resources are our human resources. Starting in 2021, the IMPACT Board of Trustees instituted a policy to provide recovery sessions whenever IMPACT conducts a major event. We have lost too many of our ironworkers, contractors and family members to addiction and suicide, and we will do our best to prevent such tragedies in the future. We will continue our series of webinars on addiction and suicide prevention to spread the word and foster a culture of caring.

" The ironworkers and their contractors found themselves in over a hundred industrial facilities that they were not in previous years as a result of IMPACT's business development efforts. "

IMPACT's programs and services created many new work opportunities for the ironworkers and their contractors in 2021.

As the books closed in 2021, the ironworkers and their contractors found themselves in over a hundred industrial facilities that they were not in previous years, which was a result of IMPACT's business development efforts.

As you will read in the feature story of this annual report, two of our contractors delved deep into IMPACT Business Incubator Leadership Development (BILD) program resources to establish their businesses and win work. Having been previously trained as safe, efficient and productive ironworkers, the two new contractors are now in the process of developing business skills that will lead them to higher profit margins and more employment opportunities for ironworkers.

IMPACT's new and improved app and website services offered to the Iron Workers local unions, contractors and employer associations are helping them establish a strong online presence.

IMPACT's "Culture of Caring" resources for addiction and suicide prevention were the most important and meaningful initiative developed in 2021. IMPACT's new app with access to suicide prevention resources, wallet-sized trifolds and webinars to raise awareness are important initiatives developed in 2021 to save lives.

We look forward to the opportunity to help those who use the tools IMPACT provides to expand market share.

BOARD OF TRUSTEES



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Iron Workers



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Executive Director
Ideal Contracting
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RETIREMENTS



DON ZAMPA

Thank you for years of dedicated service! We wish you a happy retirement.



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BUSINESS INCUBATOR PROGRAM DEVELOPS SUCCESSFUL IRONWORKER CONTRACTORS

IMPACT launched the Business Incubator Leadership Development (BILD) program to boost partner contractor success and increase work opportunities for the Iron Workers. IMPACT participants have access to valuable services and resources of the BILD program as part of their membership benefits.

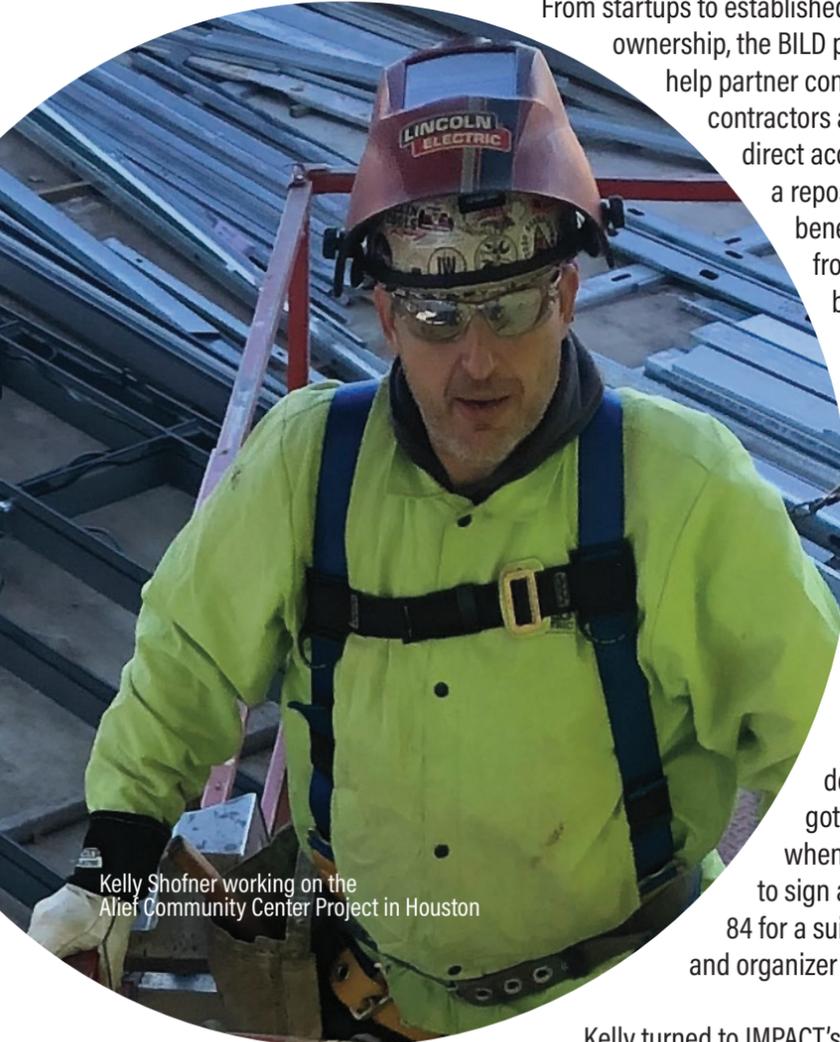
From startups to established businesses and those in generational transition of ownership, the BILD program combines coaching with subject matter experts to help partner contractors achieve greater levels of success. BILD provides contractors a structured business process, dedicated coaching team, direct access to construction industry subject matter experts and a repository of standard documents and templates. Contractor benefits include discounted rates for professional services from subject matter experts and access to more favorable bonding, insurance and lending rates.

The BILD program director serves as a business coach while IMPACT regional directors help partner contractors interact with Iron Workers (IW) locals, assess their competitive environments and manage trade issues.

Kelly Shofner from IW Local 84 in Houston and his business partner Marty Carrig from IW Local 135 in Galveston relied on the BILD program to get their startup company Legacy Ironworks off the ground. Kelly and Marty had been 35-year career ironworkers when they decided to start a contracting business in July 2021. They got their first big opportunity just four months ago in August when general contractor Binswanger Glass in Texas asked them to sign a contract for a new project after checking with IW Local 84 for a suitable contractor. "I'm so thankful to IW Locals 84 and 135 and organizer Richard Dee for all their support," said Kelly.

Kelly turned to IMPACT's BILD program to help him and his partner set up their company structure. BILD Program Director Kerry Walters connected them with the resources to help set up their accounting system and obtain the bonds and insurance they needed. The BILD program helped Kelly and Marty review the draft contract and proposed several helpful changes before they successfully completed negotiations and signed the contract. Since winning their first major project, Kelly and Marty have signed contracts for three more projects: Houston Methodist Hospital in Woodlands, Texas, Houston Methodist in Baytown, Texas, and Alief Community Center in Houston.

"We have a lot of projects already lined up and guaranteed for next year and it's snowballing!" said Kelly. "I'm so thankful for the professional services and resources of the BILD program that got us here. Every time I need help or have a question, I get what I need from the BILD program right away. They always return my calls the same day if they miss my call. The service is phenomenal!"



Kelly Shofner working on the Alief Community Center Project in Houston

Kelly and his partner plan to expand the company next year and employ more ironworkers. The company already employs 24 people only four months after the start date. They also plan to build a shop for structural steel fabrication in 2022. The projected gross revenue for the company in 2022 is \$3 to \$4 million. That's over 300% growth from the \$500,000 in revenue over 4 months in 2021.

Legacy Ironworks is a veteran-owned company and has a program set up to recruit veterans in partnership with Helmets to Hardhats. Veterans are given preference when hiring new employees. Over 25% of Legacy Ironworks' employees are veterans. The company also ensures diversity in the workforce.

Jordan Copeland and his business partners Ross Latimer and Jason Brasmer sought the BILD program's help in July 2020 to review and refine the business plan of their new company, Norse Ironworks. Jordan and Ross met at a firm where they worked together for a few years while attending college. Jason was an ironworker at IW Local 29 in Portland and met Jordan who was working for a steel company at the time. The three shared a vision of starting a company that's focused on customer service. The BILD program helped them prepare a top-notch business plan for Norse Ironworks and provided some templates the company needed including a sample safety and health program template. The BILD program also secured the professional services of accounting and CPA firms and lined up an insurance resource for Norse Ironworks. The BILD program introduced the company to project management and accounting software for management efficiency. More importantly, the BILD program helped Jordan, Jason and Ross secure credit for startup capital and connected them with a capital advisor.

"Starting a business is inherently risky, even without the uncertainty we all faced last year," said Jordan. "Thanks to the strength of our relationships in the industry, access to resources like IMPACT and the BILD program and good old-fashioned hard work, we have been able to turn adversities into advantages and hit the ground running while others stalled."

Norse Ironworks' revenue increased approximately 820% to \$1.6 million in just a year. It's no small accomplishment considering the company only opened for business in August 2020 during a global pandemic. Norse Ironworks has already worked on over 50 projects in just one year including some notable projects in the area such as Oregon State University, University of Oregon, Salem Health Hospital, Legacy Good Samaritan, Providence Sleep Lab, Salem Treasury Building, Nike LIVE Store, Salem Police Building and Millersburg Fire Station.

These are just a couple of success stories born out of the guidance and support of the BILD program and IMPACT. There are many more stories yet to be told.



Norse Ironworks completes the University of Oregon Hamilton Walton Transformation Project in Eugene, Ore.

MAKING AN IMPACT

Creating job opportunities for ironworkers & contractors

The Ironworker Management Progressive Action Cooperative Trust (IMPACT) was founded in 2003 with a core mission of directly or indirectly creating work opportunities for partner contractors and ironworkers across North America.



EDUCATION & TRAINING

- Iron Workers (IW) Rigger & Signal Person Certification
- Business Plan Training
- Fundamentals of Cost Estimating and Bidding: Structural
- Fundamentals of Cost Estimating and Bidding: Reinforcing
- IMPACT Leadership Experience
- Apprenticeship & Training Department
- Annual Ironworker Instructor Training
- Biennial International Apprenticeship Competition
- Award-winning Ironworker Contractor University, which provides professional development education and training including winter and summer training to support aspiring ironworker contractors and those who want to improve business operations and productivity
- Growing a Business Webcast Series
- Ironworker Foreman Pocket Guide
- Ironworker Superintendent Training
- Training programs for fabrication shop ironworkers and their employers
- Mobile training trailers across North America
- Contractor access to training reference materials
- Training equipment including welding fume extraction systems and welding booths for training centers
- Reciprocal Canadian Welding Bureau (CWB)/American Welding Society (AWS) Agreement*
- Support for the nation's veterans through the Helmets to Hardhats program
- Ironworker Welding Certification and Online Verification System

LOBBYING

- Lobbying for jobs
- Lobbying to protect pensions
- Lobbying to protect Iron Workers Registered Apprenticeship Programs



INCREASE MARKET SHARE

- Precast Concrete Institute contractor certification reimbursement
- Business development program
- Business Incubator Leadership Development Program
- Project tracking to assist local unions and employers
- Prevailing Wage Compliance efforts†
- Funding for programs of the IW Department of Reinforcing Steel
- Assistance in obtaining licenses and certifications including Disadvantaged Business Enterprise (DBE), Veteran-Owned Enterprise, Woman-Owned Enterprise and Small Business Enterprise (SBE)†
- Transportation Worker Identification Credential (TWIC) subsidies†
- Consultant to help partner contractors obtain American Institute of Steel Certification†
- Participation in Canadian business owner group*



MARKETING, ADVERTISING, PUBLIC RELATIONS & COMMUNICATIONS

- Promotional displays and recruitment at national conferences, job fairs and conventions
- Advertising in national trade publications
- Marketing collateral to improve brand image
- Websites for IW local unions and district councils and corresponding local union apps
- Websites for IW contractors
- Canadian Branding Initiative, "Better People, Better Built"™
- Strategic communications including communications plans for the Iron Workers, IMPACT, ironworker employers' associations, partner contractors and local unions
- Media relations including media pitching and press material
- Media coverage including articles and opinion editorials in mainstream and trade publications
- Social media campaigns to raise brand awareness and maintain positive brand reputation
- Storytelling via traditional and digital channels, including visual storytelling
- Distribution of The Ironworker magazine to all partner contractors
- Industry promotional events



SAFETY & HEALTH

- Safety and Health Department
- Countdown to Zero Incidents campaign including Zero Incidents wristbands and Deadly Dozen posters
- Addiction and suicide prevention and mental health support
- Online Safety Training and access to Click Safety and OSHA training on the IMPACT app
- Off-the-Job Accident Program†
- Safety training including Ironworker Safety Director Course, Ironworker Safety Supervisor Course and Foreman Fall Protection Training
- Iron Workers - IMPACT Safety & Health Roundtable
- Safety webcasts



DIVERSITY & INCLUSION

- Iron Workers Paid Maternity Leave Program
- "Be That One Guy" initiative to curtail workplace harassment†
- Harassment and discrimination awareness modules and access to ironworker member harassment training records on the IMPACT app
- Funding for ironworker members to attend Tradeswomen Build Nations Conference



NATIONAL TRAINING FUND

LEE WORLEY

Executive Director of
Apprenticeship and Training
Iron Workers

The Iron Workers (IW) Apprenticeship and Training department staff spent most of 2021 playing catch-up with the Ironworker Apprenticeship Certification Program and Welding Accredited Facilities' onsite audits that were due the previous year. Though virtual training was successful, there was still some training that needed to be postponed until such time that it is safe to hold it live. Training resumed at the IW regional training centers and local unions registered their apprenticeship staff for virtual IW Train-The-Trainer courses necessary for their ironworker members to gain access to jobsites. As the National Resource Center now allows virtual OSHA trainer courses, over 500 ironworker members completed training via video conference. This is important because job sites require an OSHA 10 or 30 certification as a condition for employment.

On April 22, 2021, the National Commission for Certifying Agencies (NCCA) granted accreditation to the Ironworkers International Certification Board (IICB) for its Rigging & Signalperson Certification for demonstrating compliance with the NCCA standards. NCCA is the accrediting body of the Institute for Credentialing Excellence. The IICB joins an elite group of more than 130 organizations representing over 315 programs that have received and maintained NCCA accreditation.

The ironworker pre-apprenticeship program continues to provide the IW local training programs with qualified applicants dedicated to becoming skilled craft professionals. The National Training Fund will continue to hold the 3-week pre-apprenticeship course with the reopening of the training centers after the Covid-19 outbreak. It will be scheduled throughout the year to train underrepresented groups and veterans. The program prepares graduates to start their ironworker apprenticeship by introducing them to the trade. It gives them a head start by training them in skills they will need throughout their career and providing the confidence to continue their careers to apprenticeship and journeyman levels.



DAVIS BACON & WAGE COMPLIANCE

CHRIS BURGER

Wage Compliance
Administrator
IMPACT

The IW's Davis Bacon and Wage Compliance Program reported continued progress in defending and promoting the benefits of prevailing wage. Administrator Chris Burger was honored to address the new U.S. Secretary of Labor Marty Walsh at an Atlanta roundtable in October. Speaking in conjunction with the Georgia Foundation for Fair Contracting (FFC), Chris spoke of a tale of two "world-class" cities: Boston, where unions have a seat at the table, and Atlanta, a city that hosted the 1996 Olympic Games, but today is defined by a "Race to the Bottom" business model. On behalf of the Georgia FFC, Chris also welcomed multiple ironworker local union representatives from the South to a multi-trade wage fraud seminar the same day.

Chris visited the apprenticeship centers of IW Locals 704 (Chattanooga, Tenn.), 492 (Nashville, Tenn.), 167 (Memphis, Tenn.) and 387 (Atlanta), and attended the IW's 44th convention in Las Vegas. He also presented at the Pennsylvania FFC meeting hosted by IW Local 451 in Wilmington, Del. Chris assisted the Virginia-based Iron Workers Employers Association on reforming the state regulations.

The program continues to ward off attacks on the integrity of the ironworker classification, often in cases of trade misclassification on public works. Among the Department of Labor-related wage cases filed were public works in multiple states, including Illinois, Alaska, Maryland, Virginia and Pennsylvania. He assisted IW locals in preparing for new wage surveys in Idaho and Kansas.



SAFETY & HEALTH

STEVE RANK

Executive Director of
Safety & Health
Iron Workers

Foremen Fall Protection Training Course

The Iron Workers (IW) Safety and Health Department, in partnership with the Personal Safety Division of 3M™, developed the Foremen Fall Protection Training Course to provide foremen and contractors with a free 4-hour training session to address "falls" - one of the IW's Deadly Dozen Hazards. The first pilot program was conducted on August 26, 2021 at the IW Local 86 Training Facility in Seattle. It is designed for foremen and supervisors designated to manage the steel erection process and recognize common fall hazard conditions and methods of control. Contractor management representatives are also encouraged to participate in this training and understand the use of the latest products.

District Council Safety Hour: "Bridging the Safety Gap with Local Unions and Contractors"

In response to the Iron Workers-IMPACT International Safety Calls, the IW Safety and Health Department has received many inquiries pertaining to local safety and regulatory issues throughout the U.S. and Canada. The Safety Department started the "District Council Lunch and Learn Safety Hours" to better address the needs of our ironworker members and contractors. Four District Council Lunch and Learn Safety Hour were held in 2021.

Expansion of 3M™ - Ironworkers - IMPACT Partnership for Products and Services

The IW Safety Department is working with dedicated representatives of 3M™ on the development of products and services for ironworking contractors and training facilities including ironworker-specific PPE eCatalog, product package for fall protection training structures, Voluntary Welding Fume Protection Program and Powered Air Purifying Respirator Pilot Program.

Ironworker Safety Director Training Course (IWSBTC)

The 2021 IWSBTC classes were cancelled due to COVID. It is now scheduled for June 13-17, 2022 at the IW Local 63 Training Facility in Chicago. This 40-hour course is designed to provide more employment opportunities for ironworkers.

Total Worker Health

The IW Safety Department mobilized ironworkers and contractors to turn back a proposed American National Standards Institute standard on "Total Worker Health" that could have severely impacted the construction industry.

Iron Workers-IMPACT International Safety Calls

A special Ironworkers-IMPACT International Safety Call in March 2021 introduced Jim Frederick, the new Deputy Assistant Secretary of Labor for OSHA, to the ironworking industry. Mr. Frederick shared some of the latest initiatives of Federal OSHA and answered a number of questions from industry stakeholders pertaining to OSHA Subpart R compliance. A second Iron Workers-IMPACT Safety Call was held in November 2021 to address fall protection and inform stakeholders on how to participate in future Foremen Fall Protection Training Courses. Two Canadian Calls to Safety were held in 2021 to address specific issues for Canadian industry stakeholders.

OFF-THE-JOB ACCIDENT PROGRAM

IMPACT's Off-The-Job Accident Program brings relief to ironworker members with a short-term disability resulting from an accident that occurred off-the-job and helps reduce worker compensation rates for partner contractors.

The benefit is the lesser of \$800 or 66.67 percent of the injured ironworker's weekly earnings for up to 6 weeks. The program has been bringing relief to members for over 11 years. Filing a claim is simple and the turnaround time is short. The program has helped 3,825 individuals and paid \$13,751,829 in benefits as of 2021.

Visit bit.ly/IMPACTOTJ to learn more. Contact Harvey Swift at (918) 260-0774 or hswift@impact-net.org for general inquiries.

For claim-related questions, please contact the plan administrator of Welfare and Pension Administration Service, Inc. (WPAS) or visit their website at www.wpas-inc.com. Once an accident claim has been processed, WPAS will mail a PIN number to the recipient. A PIN request form must be completed in cases where the recipient doesn't receive a PIN. Individual claims can be viewed at MyTrust Login bit.ly/WPASLogin.



"The IMPACT Off-the-Job Accident Program is a great benefit to our ironworker employees as well as our company's workers compensation rates because it limits potential exposure. It's truly a win-win for both ironworkers and contractors."

Vince Bosworth, President/CEO
Bosworth Steel Erectors, LLC

MATERNITY PROVISION POLICY

Iron Workers (IW) Maternity Provision Policy (MPP) offers up to six months of pre-delivery and 6 to 8 weeks of postpartum paid leave to qualifying ironworker women. Physically demanding work in the ironworking trade can endanger a pregnancy. Ironworker members must submit a certification of pregnancy from a medical doctor verifying their inability to perform regular job tasks due to physical limitations associated with pregnancy to qualify for the benefit. An ironworker member is eligible for the benefit if she has enough hours for health insurance through her local union's plan at the time of pregnancy verification, and she has not used the benefit within the past 24 months. Pregnant ironworker members can also qualify for the benefit if there are no such benefits available through other means, such as time-loss benefits through employer or local union health plans or federal, state or local government benefits.

Since inception in 2017, 101 ironworkers have claimed a total of \$1,342,613 in benefits. Not only does the benefit keep ironworkers from having to put their unborn children at risk, but it also helps the organization retain well-trained workers. The IW became a construction industry trailblazer in diversity and inclusion with the launch of this revolutionary program. A report on the correlation between the MPP and ironworker retention revealed that the organization retained 83% of the ironworkers who received benefits.

For general inquiries, please contact Vicki O'Leary at (202) 702-7828 or voleary@iwintl.org.

Please direct all claim-related questions to the plan administrator, Welfare and Pension Administration Service, Inc. (WPAS). Once a claim is processed, WPAS will mail a PIN number to the recipient. A PIN request form must be completed in cases where the recipient doesn't receive a PIN. Information about individual claims can be accessed by logging in to MyTrust Login at bit.ly/WPASLogin. Visit bit.ly/IWMaternity for more information.

"I received the benefit early in my pregnancy at 4 months and words cannot describe how helpful it was to me and my unborn baby. It kept me from having to put my body through the physically challenging work we do every day. I'm so thankful!"



Karen Curry & Baby Amelia
Iron Workers Local 623
Baton Rouge, La.

"The Iron Workers Maternity Provision Policy has allowed me to have a safe pregnancy and be financially sound."



Tianna Morales
Iron Workers Local 11
Newark, N.J.

"The Iron Workers Maternity Provision Policy allowed me to stay home starting in the 5th month of my pregnancy. It helped me and the baby stay safe and healthy during pregnancy. It was a huge help financially."



Kathryn Spooner & Baby Henry
Iron Workers Local 111
Rock Island, Ill.



DRUG-FREE WORKFORCE

The IMPACT Drug-Free Workforce Program keeps ironworkers and their employers competitive in the construction industry by ensuring a safer, more productive job site. The program allows for instant, laboratory and random testing. It also allows for reciprocity with end user and general contractor-controlled programs and provides training for reasonable suspicion. It creates a national pool of safe, drug-free ironworkers that helps contractors and end users save money.

The IMPACT program uses pre-qualified, third-party administrators to manage the process. The online Safety Management Database System helps increase work hours and reduces lost time from outdated test results. Local unions and contractors can easily authorize a test and access reports 24/7. Designated representatives receive email notifications as soon as test results become available. Nearly all negative test results are reported within an hour or less. Members can view their drug test status on the IMPACT app for iOS and Android. Members have the option to receive test authorizations via email or text.

In 2020, IMPACT initiated a pilot program in some areas of the U.S. to assess the acceptance and effectiveness of oral swab testing. It is expected to mitigate the legal issues associated with changing state laws on marijuana and expedite the testing process.

Contact your IMPACT regional director for all inquiries. Visit bit.ly/IMPACT-DFWF for more information.

"Safety training sets our ironworker members apart from the competition and ensures that every ironworker returns home safe each day. ClickSafety will continue to be an important partner in the development of our safety training through the IMPACT website and mobile app."

John Cangey
Western Regional Director
IMPACT



ONLINE SAFETY TRAINING

California and Vicinity, Pacific Northwest, Southeast, Southwest and Heartland Regional Advisory Boards (RABs) offer convenient online safety training courses in English and Spanish. ClickSafety, an OSHA-authorized provider, allows IMPACT partners to stay up to date on OSHA certifications and complete mandatory and optional safety courses in a timely manner.

Since inception, ironworker members have completed 3750 units of instruction, and IMPACT has reimbursed \$139,405 for 61 courses offered in English and Spanish.

Training courses covering compliance with the new OSHA silica rule and courses in trenching and rebar were added to the offerings in 2017. Voice authentication was recently integrated for OSHA 10 (English and Spanish) and OSHA 30 (English only).

Visit business.clicksafety.com/impact for more information. Please request a passcode from your local union or apprenticeship coordinator. A 50 percent IMPACT discount will be applied at checkout. Members receive a full refund through IMPACT RAB grants upon completion. Use the IMPACT app or visit <https://sms.copperrange.com/impact/sms/login/> to choose the "upfront cost option" if your RAB has a grant in place.

Contact your IMPACT regional director for all inquiries.

IN PERSON INSTRUCTOR-LED COURSES

IMPACT officially returned to in-person training in May of 2021 and conducted 14 live, in-person, instructor-led courses. The courses offered included the following:

- Construction Contracting Business Fundamentals Academy: Establish Your Business
- Fundamentals of Cost Estimating and Bidding for Beginners: Structural Steel
- Fundamentals of Cost Estimating and Bidding for Beginners: Reinforcing Steel
- Superintendent Training for Ironworkers
- Supervisor Training for Shop Ironworkers
- IMPACT Leadership Experience

"I have implemented the spreadsheet we used in the bidding and estimating class when bidding on jobs. I have referenced the three binders we received in class as well."

Heather Baines
President
HR Construction Services

ONLINE INSTRUCTOR-LED & ON-DEMAND COURSES

Prior to resuming in-person training, IMPACT offered 7 instructor-led online courses including the following:

- Emerging Managers Institute
- Business Plan Development Workshop for Local Unions
- Dale Carnegie's How to Win Friends and Influence People in Business
- Mastering the Customer Experience
- Getting Things Done Workshop

IMPACT also offered 5 on-demand online courses. For more information, visit the IMPACT website at bit.ly/IMPACTCourses. Contact Dr. Cindy Menches at (800) 545-4921 or CMenches@impact-net.org for all inquiries.



Intelligent Leadership Workshop
in New York



Superintendent Training in Nashville, Tenn.



Construction Contracting Business
Fundamentals class in Providence, R.I.



Fundamentals of Cost Estimating &
Bidding class in Wheeling, WVa.

CONSTRUCTION CONTRACTING BUSINESS FUNDAMENTALS ACADEMY

IMPACT is committed to developing new partner contractors. Starting a new business or transitioning a business can be challenging. This 5-day, intensive program is designed for existing and future ironworking contractors who want to learn or sharpen fundamental business skills. Participants learn how to calculate required startup funding, select an ownership structure, develop a business plan, establish an accounting system, collect payments from customers, identify insurance requirements, understand contract terms and conditions and avoid problems that jeopardize success. It provides a foundation to strengthen contractors' ability to be profitable during the early startup or transition phase of their companies.

"I appreciate that the speakers are specialized in the construction industry, which can be very different from how other industries do things."

Xanthe Phillips
President
X & J Steel Construction, Inc.

FUNDAMENTALS OF COST ESTIMATING & BIDDING FOR BEGINNERS

This course is an intensive program designed for ironworker and contractor personnel who need to develop a system for performing a quantity takeoff, cost estimating and preparing a bid submission. The course is intended for beginners. This program covers reviewing bid documents, setting up an estimating system, quantity takeoff basics, establishing productivity rates, calculating wage rates, obtaining equipment and material pricing and preparing and submitting a bid. This program will provide the estimating foundation for those who are new to the estimating process or those who seek to validate their estimating techniques and build confidence in their skills.

For more information, visit the IMPACT website at bit.ly/IMPACTCourses. Contact Dr. Cindy Menches at (800) 545-4921 or CMenches@impact-net.org for all inquiries.

WINTER & SUMMER TRAINING

IMPACT offers a series of professional development courses for partner contractors and ironworkers. IMPACT's semi-annual training programs take place in Henderson, Nevada, in January and Ann Arbor, Michigan, in July. They provide IMPACT participants opportunities to sharpen their skills, expand their networks and energize their careers.

Winter Training Program in Henderson, Nevada (January 24-28, 2022)

- Advanced Layout and Total Station
- Construction Contracting Business Fundamentals Academy: Establish Your Business
- Superintendent Training for Ironworkers
- Bluebeam Revu Fundamentals
- Performance Plus - Communication in Action: Unlocking the Potential in Yourself and Others
- Behavior Habits of Great Leaders
- How to Win Friends and Influence People in Business
- Fundamentals of Cost Estimating and Bidding - Structural

Summer Training Program in Ann Arbor, Michigan (July 18-22, 2022)

The Summer Training Program 2022 will offer 13 diverse courses that cover topics such as Superintendent Training, cost estimating, leadership, communication and technology. For more information, visit the IMPACT website at bit.ly/IMPACTCourses. Contact Dr. Cindy Menches at 800-545-4921 or CMenches@impact-net.org for all inquiries.

REFERENCE MANUALS

Keeping skills updated and relevant in a rapidly changing industry can be challenging. IMPACT provides partner contractors access to many of the Iron Workers National Training Fund's reference manuals. Whether the contractors are looking for gas tungsten arc welding instruction or superintendent training, they can find relevant information on the IMPACT website. The reference manuals below are available to partner contractors for purchase:

- Advanced Layout and Total Station
- Architectural and Ornamental Ironworking
- Bonded Post-Tensioning
- Conveyor Installation and Industrial Maintenance for Ironworkers
- Cranes
- Flux Cored Arc Welding
- Foreman Training for Ironworkers
- Gas Tungsten Arc Welding
- Introduction to Blueprint Reading
- Introduction to Welding
- Layout Instruments for Ironworkers
- Mathematics for Ironworkers
- Orientation Training for Ironworkers
- Oxyfuel Gas Cutting and Welding
- Pre-Engineered Metal Buildings
- Precast Concrete Erection for Ironworkers
- Reinforcing Concrete for Ironworkers
- Rigging for Ironworkers
- Scaffold Training for Ironworkers
- Shielded Metal Arc Welding
- Structural Steel Erection
- Superintendent Training for Ironworkers
- Training and Fabrication for Shop Ironworkers
- Unbonded Post-Tensioning

"I wanted to thank you for doing a great job putting these classes together. The food was awesome, the staff was friendly and the information I gained is priceless."

Fernando Gonzalez
Field Superintendent
JD2 Incorporated

TRADE SHOWS & JOB FAIRS

IMPACT frequently exhibits at trade shows and job fairs across the U.S. and Canada to showcase skills and expertise of the ironworkers and their employers. IMPACT participated in the following events to connect with construction industry leaders in 2021:

- Construction Management Association of America
- American Welding Society - Fabtech
- Steel Erectors Association of America
- Construction Management Association of America
- Lean Construction Institute Conference
- Future Farmers of America

For more information, contact Kenny Waugh at kwaugh@impact-net.org or (202) 393-1147.



ANNUAL INSTRUCTOR TRAINING



"What impressed me the most this year was the focus and energy the groups put forward during the virtual sessions. Participants expressed an interest in understanding the material and applying it to their teaching activities. As always, it is such an honor to work with the Iron Workers. This is some of the most rewarding teaching jobs."

Dr. Julie Kissel
Professional Development
Washtenaw Community College

The Iron Workers (IW) National Training Fund's (NTF) trustees made the tough decision to cancel the 2021 Ironworker Instructor Training in Ann Arbor, Mich., for the second consecutive year due to the uncertainties of keeping everyone safe during the COVID pandemic. The safety and well-being of our members must always be considered first. Cancelling the event, though difficult, was the right decision.

Prior to the pandemic, we offered over 50 classes during the Ironworker Instructor Training and had approximately 800 instructors, coordinators, business managers, employers, vendors and guests on campus. The apprenticeship and training staff was well prepared for another year of online training, and 18 courses were conducted in July 2021 compared to just 5 in 2020.

The IW apprenticeship and training department has already begun preparing for the conference in July 2022. However, only time can tell whether the training will have to be conducted online again.

The NTF's trustees will monitor conditions and decide whether travel and large group gatherings are prudent for the upcoming training. The last two years have brought tremendous technological changes, and the NTF continues to do what it takes to produce the best trained ironworkers in the industry.

For more information, contact Cinthia Garnica at cgarnica@iwintl.org.

CRANE RIGGER & SIGNAL PERSON CERTIFICATION



"This certification will enable the ironworkers to meet industry demands, and we are excited to bring this level of professionalism to our industry."

Lee Worley
Director of Apprenticeship & Training
Iron Workers

The Iron Workers (IW) made it easy to comply with OSHA's 2010 Subpart CC Cranes and Derricks in Construction standard with its comprehensive 80-hour rigging and cranes training. The training consists of 23 instruction units, assignments and written and performance testing. The training and qualifications are documented on the IW Apprentice Tracking System, and convenient Quick Response Code verification allows employers to verify qualification online.

The IW Qualified Rigger and Signal Person Certification meets the Canadian National Occupational Analysis requirements. In 2020, the IW Qualified Rigger & Signalperson refresher course was introduced to allow updates to the qualifications. OSHA's 2010 Subpart CC Cranes and Derricks in Construction doesn't require a certification, but it calls for a "qualified evaluator" to ensure that the rigger or signal person is qualified to carry out required tasks. Many contractors, states and municipalities request or require the certification.

Third-party training and certification come with a hefty price tag without input from subject matter experts, ironworkers and their contractors on testing. The IW International Certification Board designated a program director to work with subject matter experts and an accredited job analysis facilitator from NOCTI Business Solutions to develop the certification. Subject matter experts developed testing components using Job Task Analysis and feedback from apprentice coordinators, ironworkers and their contractors. Examinations will be administered through a secure learning management system under proctor supervision.

The certification is based on testing competence, promoting a safe and efficient jobsite. Ironworkers must be drug-free and have 6,000 hours of industry experience to be qualified for the certification. They must complete a 2-hour written exam followed by a 2-hour practical exam. Although COVID-19 slowed down exams, 72 exam proctors and 109 ironworkers have passed the written and performance exams. The program has received accreditation from the National Commission for Certifying Agencies.

Visit www.ironworkers.org or check the training page in The Ironworker magazine to learn more. Contact Brian Tannehill at btannehill@iwintl.org for all general inquiries.

WELDING CERTIFICATION PROGRAM

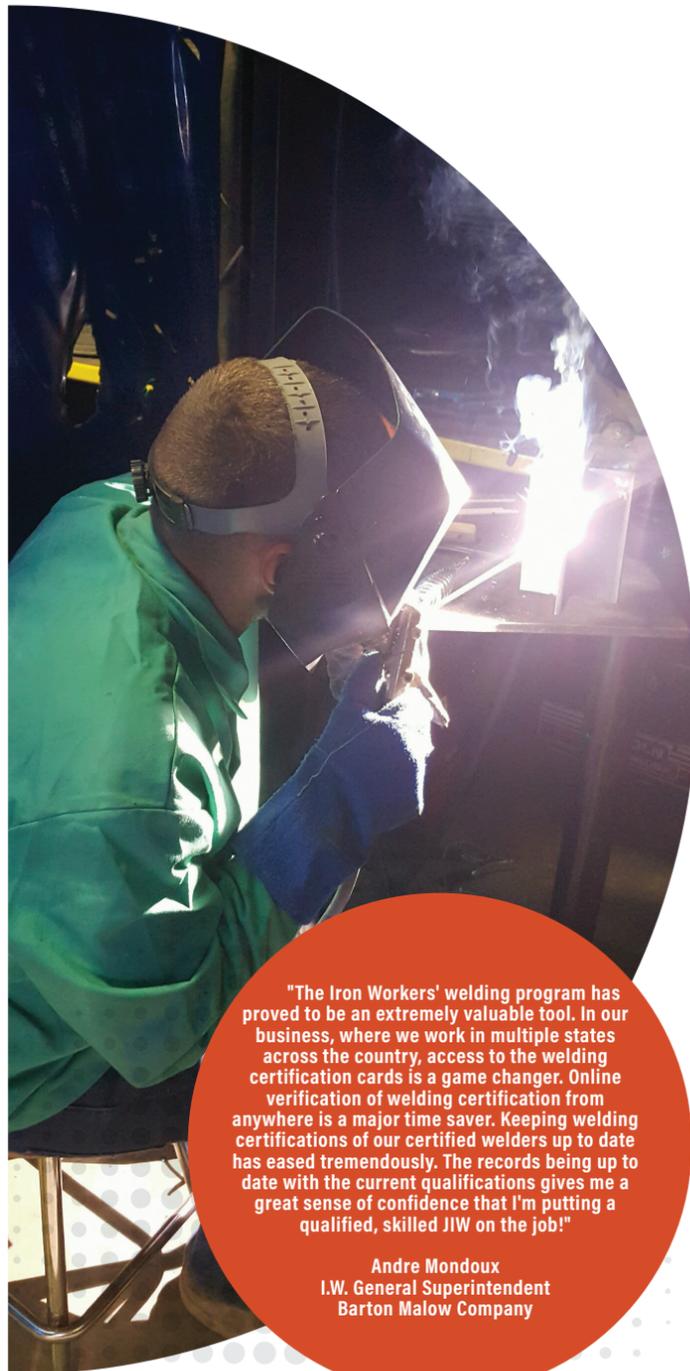
Independently verified by the American Welding Society (AWS), the Iron Workers IW/AWS National Welding Certification Program (WCP) has stringent guidelines that each Iron Workers (IW) training program must meet to become accredited. The IW established a welding certification program in partnership with the Canadian Welding Bureau (CWB). The IW training programs in Canada must also meet the CWB requirements to be accredited. Both programs have multiple processes for welder qualification allowing the ironworkers to meet the needs of the industry in both the U.S. and Canada.

The IW partnership with the AWS also allows the National Training Fund (NTF) to train ironworker members to become AWS Certified Welding Inspectors (CWIs). The prep course and exam are offered every year at the IW Annual Ironworker Instructor Training program in Ann Arbor, Mich. In addition, the partnership between the NTF and the CWB allows the IW to offer the welding training and exam for CWB Level I and II welding inspectors in Ann Arbor.

The AWS program currently has over 130 prequalified welding procedures and continues to add new procedures as needed. The program provides Welder Performance Qualification Records and a welder certification card to ironworker welders who pass their welder qualification tests. The certification card allows quick and easy verification when ironworkers are dispatched or on the jobsite. The IW welding certification is portable, allowing ironworker welders to move from project to project without requalification, saving employers time and money. The CWB also issues welder certification cards for Canadian ironworker welders.

The program offers convenient online verification at www.welderscertification.org, allowing verification of each participant's welding certification and continuity at any time. IMPACT funds the program and there's no out-of-pocket cost to participants as long as they keep continuity up to date. The WCP currently has 114 AWS Accredited Testing Facilities. There are nearly 16,000 AWS certified welders in the U.S. and approximately 4,000 CWB certified welders in Canada.

To learn more, visit bit.ly/IW-Welding. For all inquiries, contact Ed Abbott at (202) 383-4802 or eabbott@iwintl.org.



"The Iron Workers' welding program has proved to be an extremely valuable tool. In our business, where we work in multiple states across the country, access to the welding certification cards is a game changer. Online verification of welding certification from anywhere is a major time saver. Keeping welding certifications of our certified welders up to date has eased tremendously. The records being up to date with the current qualifications gives me a great sense of confidence that I'm putting a qualified, skilled IJW on the job!"

Andre Mondoux
I.W. General Superintendent
Barton Malow Company

SUPERINTENDENT TRAINING

Ironworker superintendents are responsible for implementing an efficient site production process and maximizing profit while minimizing company liability for partner contractors. Ironworker superintendents serve as the partner contractor's representative on the jobsite and establish positive relationships with the end user, contractors and other trades while ensuring that projects are delivered safely, on schedule and within budget.

This 3-day, 24-hour course is designed to develop skilled ironworker superintendents. This course is appropriate for any member interested in improving their field supervision and management skills.

Participants will learn the roles and responsibilities of the superintendent as well as how to manage project schedules, information, people, the job site and safety. Participants will also learn communication skills, how to close out a project and basic construction finance and law.

This course is available to all ironworkers with a book number. Participants will be requested to complete two brief self-assessment questionnaires before they participate in the training.

The first self-assessment will focus on the individual's experience, while the second self-assessment will focus on the individual's response to a project scenario. The links to the self-assessments are emailed to participants approximately two weeks before the event.

For more information, visit the IMPACT website at bit.ly/IMPACTCourses. Contact Dr. Cindy Menches at 800-545-4921 or CMenches@impact-net.org for all inquiries.



"The cost break down was an eye opener in how much money mistakes, lack of productivity, consumables and the like cost the company. I gained knowledge in what information should be documented as well as how much to break down the information to aid in cost breakdowns."

Hannah Bayley
Journeyman
Iron Workers Local 97

AISC STEEL ERECTOR AND FABRICATOR CERTIFICATION



IMPACT works closely with the American Institute of Steel Construction (AISC), independent third-party auditor Quality Management Company and consultants to assist partner contractors in pursuing AISC Steel Erector and Fabricator Certification.

AISC certifications are highly regarded and recognized in the industry. They set quality standards for the structural steel industry with a focus on the entire fabrication and erection process. Having an AISC certification improves consistency of operations and demonstrates commitment to quality, setting partner contractors apart from the competition.

For more information visit bit.ly/IMPACTAISC or contact Harvey Swift at (918) 260-0774 or HSwift@impact-net.org. Learn more about AISC Certification at www.aisc.org/certification.

PRECAST/PRESTRESSED CONCRETE INSTITUTE CERTIFICATION



Similar to the American Institute of Steel Construction (AISC) certification, Precast/Prestressed Concrete Institute (PCI) has a certification program for contractors who manufacture or install precast. It is often spec'd into projects by end users, architects or engineers as one of the methods of pre-qualifying bidders. This program was developed in an effort to grow market share for the ironworkers and partner contractors who employ them.

The IMPACT PCI certification program makes a one-time certification payment of \$2,500 per company if a partner contractor obtains their PCI certification or needs a recertification and provides a copy of their certification and proof of payment to IMPACT. The PCI certification program doesn't use consultants like IMPACT's AISC certification program, which saves time and money. It helps ensure that only the employers who obtain the PCI certification receive the one-time payment.

Visit www.pci.org for more information. Contact your regional director for all inquiries.

INTERPROVINCIAL STANDARDS RED SEAL PROGRAM



Provinces and territories are responsible for trades training and certifications in Canada. Each jurisdiction has its own laws dictating which trades are designated for apprenticeship training and certification within its borders. The Interprovincial Standards Red Seal Program was established to standardize training and certification requirements across Canada. Canadian Council of Directors of Apprenticeship (CCDA) administers 56 designated "Red Seal trades."

Over the years, the Red Seal program has become the national standard of excellence for skilled trades. It's the highest qualification for ironworkers and the final qualifying test of the Iron Workers apprenticeship program. Today, it's used for interjurisdictional collaboration to develop a certified, highly skilled and mobile workforce. A tradesperson with a Red Seal can work in any province or territory without having to re-qualify for the same skills as it's "portable" or transferable. IMPACT funds the Red Seal journeymen upgrade training.

For all inquiries, contact Bert Royer at (306) 536-0442 or BRoyer@impact-net.org.

TRANSPORTATION WORKERS IDENTIFICATION CREDENTIAL



The Maritime Transportation Security Act (MTSA) requires the Transportation Worker Identification Credential (TWIC®) for workers who need access to secure areas of the nation's maritime facilities and vessels.

The application process includes a background check and security threat assessment. Applicants are required to provide fingerprints and digital photos. IMPACT reimburses the non-refundable application and renewal fees for ironworker members. In 2021, IMPACT reimbursed 457 ironworkers who obtained TWIC® credentials for a total of \$57,294.

Employers and local unions in MTSA-regulated areas should encourage their ironworkers to take advantage of this program.

Contact your IMPACT regional director for all inquiries. For more information on TWIC®, please visit the Transportation Security Authority TWIC® website at www.tsa.gov/for-industry/twic.

PROJECT TRACKING PROGRAM



IMPACT's Project Tracking Program has been providing participant contractors and ironworkers vital tools to build a database of projects and customers since 2003. Each contributing local union and district council office is eligible for a complimentary user access to Dodge Pipeline and Industrial Information Resources (IIR) PEC Reports. Each partner contractor office is eligible for a complimentary user access to Dodge Pipeline and access to IIR's PEC Reports at a 25 percent discounted rate.

Dodge Pipeline provides users with fast, user-friendly and up-to-date commercial project information. Use Dodge Pipeline to locate projects at the bidding stage and identify top end users, general contractors and prime subcontractors in the area, then map project locations on smartphones or tablets and connect with Salesforce to link projects with customers.

Access to information on power, oil and gas, manufacturing and heavy process industries is available through IIR, a leading global industrial plant, project information and market intelligence provider.

Visit bit.ly/IMPACT-Projects to sign up. Contact Susan Avery at (202) 383-4801 or savery@impact-net.org for all inquiries.

MARKETING & ADVERTISING

Effective marketing strategies help businesses increase revenue and maximize profit. It's important for IMPACT participants to consistently communicate their value propositions to existing and potential customers. IMPACT provides marketing, advertising, branding and creative services to its participants as a part of their membership benefits to make them competitive in the marketplace and increase market share.

IMPACT offers a wide range of services including brochures, one-pagers, custom logos, event/meeting marketing, PowerPoint templates, letterheads, business cards, top-off banners, advertising, integrated marketing plans, newsletter templates, video editing and more.

Contact Sara Schuttloffel at (202) 383-4885 or sschuttloffel@impact-net.org for all inquiries.

"IMPACT made it very easy to get a professional brochure done for our apprenticeship program. IMPACT took just a few ideas and photos and turned them into a brochure that looks very professional."

Robert Lee, CWI, CWE
Apprenticeship Coordinator
Iron Workers Local 392



PUBLIC RELATIONS & COMMUNICATIONS

Managing reputation is important for the survival and success of a business and maintaining a positive brand image is necessary to increase brand loyalty and equity. IMPACT's public relations and communications program develops strategic communications plans for IMPACT participants to help increase their brand awareness, loyalty and equity.

Earned media provides brands significantly higher reach and credibility without breaking the bank. It's proven to be more effective than paid and owned media strategies due to the element of third-party validation.

IMPACT's PR and communications program works to increase media exposure and positive media coverage for the Iron Workers (IW) brand and partner contractors in the U.S. and Canada. The program also conducts website assessments for IMPACT participants and assists them with social media presence. Maintaining a positive brand image improves brand equity, which helps generate more work opportunities for the ironworkers and their employers.

Contact Sara Schuttloffel at (202) 383-4885 or sschuttloffel@impact-net.org for all inquiries.

"Thank you for arranging media coverage for the AISC Steel Day 2021. It turned out to be a great event! It was very good news coverage."

Todd A. Alwood
Director of Membership & Certification
American Institute of Steel
Construction



WEBSITE PROGRAM

IMPACT builds custom websites and mobile applications for its participants as part of their membership benefits. IMPACT participants who request website services are given several choices of contemporary templates focused on their competitive advantages. IMPACT builds state of the art applications for iOS and Android mobile devices that can help expand work opportunities for the ironworkers and their contractors.

Having a modern and effective website is important to be successful in today's largely digital business world. The company website is the center of every business' online presence. Studies show that customers research online before making a decision to buy products or secure any services. Company websites allow customers and stakeholders to get a glimpse of IMPACT partners' portfolios and competitive advantages.

Contact Sara Schuttloffel at (202) 383-4885 or sschuttloffel@impact-net.org for more information.



"If we knew of the many resources available to us through the IMPACT website program, we would have joined the Iron Workers union years ago."

Ed McBride
President
McBride Construction

BUSINESS INCUBATOR LEADERSHIP DEVELOPMENT

IMPACT launched the Business Incubator Leadership Development (BILD) program to boost contractor success through all stages of development, from planning and startup to established businesses, and those in generational transition of ownership.

BILD provides contractors a structured business process, dedicated coaching team, direct access to construction industry subject matter experts and repository of standard documents and templates. Contractor benefits include discounted rates for professional services from subject matter experts and access to more favorable bonding, insurance and lending rates.

BILD helps contractors manage risk, reduce cost and increase profitability, which creates job opportunities for ironworkers and increases contributions to their pension and benefit funds.

The BILD program infrastructure was developed in fall 2019 and a pilot program was launched in 2020. BILD is in full-scale operation with added emphasis on established and transitioning contractors. The BILD program has assisted over 180 contractors with more than 283 support services, which include 61 established contractors, 33 start-up contractors and 86 contracting businesses that are still in the planning and development stage.

For all inquiries, please contact BILD Program Director Kerry Walters at (703) 409-9439 or via email at kwalters@impact-net.org.

BUSINESS DEVELOPMENT

The IMPACT business development program had another year of growth and success, adding new team members in the Southeast and successfully introducing partner contractors. The team has helped replace the competition and secure new and repeat business in over 60 facilities in 2021.

The program's 2022 goal is to identify over 200,000 work hours for future opportunities and continue to put our ironworkers and their contractors in industrial plants that are not using them.



"The BILD program helped me and my company get started with ease. The program helped us with the most important thing, our contract."

Kelly Shoffner
President
Legacy Ironworks, LLC



"We are strongly behind this program and have regular communication with Rob Monak in regards to opportunities. This is a great way to get to the customer first which is very important for our company."

Kevin Mankowski
Manager Millwright/Ironworkers
Rudolph Libbe Group

REGIONAL ADVISORY BOARDS

Commitment to safe worksites and high quality outputs are what motivate the six IMPACT regional directors. The regional directors oversee the programs and services IMPACT offers and serve as an important liaison between partner contractors and ironworkers with a focus on growth.



Zach Gorman, John Cangey, Bert Royer, Harvey Swift, Mark Thomas and Kenny Waugh each possess deep institutional knowledge about the ironworkers and their contractors. Their role in the administration of the Regional Advisory Boards (RABs) is vital to the success of IMPACT's mission: supporting and fostering regional initiatives, programs and projects to generate more work for the ironworkers and their contractors.

An executive committee comprised of an equal number of ironworkers and contractor representatives guides each RAB. IMPACT relies on its regional directors, participants and business partners to share feedback, ideas and helpful input that foster continued prosperity for all.

REGIONAL ADVISORY BOARDS

REGIONAL DIRECTORS

(Appearing in alphabetical order)



John Cangey

IMPACT Western Regional Director
 (626) 413-0044
jcangey@impact-net.org
 California & Pacific Northwest RABs
 Member of Local 433
 (Los Angeles)



Zach Gorman

IMPACT Midwest Regional Director
 202-394-0898
zgorman@impact-net.org
 Midwest and Heartland RABs
 Member of Local 89
 (Cedar Rapids, Iowa)



Bert Royer

IMPACT Canadian Regional Director
 (306) 536-0442
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 Western Canada, Ontario,
 Eastern Canada RABs
 Member of Local 771
 (Regina, Saskatchewan)



Harvey Swift

IMPACT Southwest Regional Director
 (918) 260-0774
hswift@impact-net.org
 Southwest RAB
 Member of Local 584
 (Tulsa, Oklahoma)



Mark Thomas

IMPACT Eastern Regional Director
 (202) 679-6328
mthomas@impact-net.org
 New England, New York/
 Philadelphia, Great Lakes RABs
 Member of Local 3
 (Pittsburgh)



Kenny Waugh

IMPACT Southeast Regional Director
 (202) 383-4890
kwaugh@impact-net.org
 Southeast RAB
 Member of Local 5
 (Washington, D.C.)



RETIREMENTS

Jimmy McGuire

Former Western Regional Director
 Thank you for years of dedicated service!
 We wish you a happy retirement.





New England

Ironworker Co-Chair, Shawn Nehiley, Iron Workers District Council of New England States
 Contractor Co-Chair, David Hunt, Berlin Steel

Grant Investments: \$421,477

- IMPACT invested in Massachusetts Maritime Academy's Global Wind Organization Training for the region to prepare ironworkers for upcoming offshore wind projects.
- IMPACT paid for welding equipment upgrades at Iron Workers Local 7 (Boston).
- IMPACT covered the cost of Snap-on Torque Training for the region.

Training for Success:

- Construction Contracting Business Fundamentals Academy: Establish Your Business – November – Providence, R.I.



Welding Booths at Iron Workers Local 7 (Boston)



New York/Philadelphia

Ironworker Co-Chair, Stephen Sweeney, Iron Workers District Council of Philadelphia and Vicinity
 Contractor Co-Chair, Joe Merlino, BayShore Rebar, Inc.

Grant Investments: \$492,101

- IMPACT paid for Welding Certification Program updates at Iron Workers Local 451 (Wilmington, Del.).
- IMPACT invested in a boom lift for the Iron Workers Local 401 (Philadelphia) training facility.
- IMPACT covered the cost of a structural training mockup for Iron Workers Local 440 (Utica, N.Y.).

Leading Ironworkers and Contractors:

- Superintendent Training for Ironworkers – August – New York
- Intelligent Leadership Workshop – December – New York



Iron Workers Local 440 (Utica, N.Y.)
 Training Mockup



Great Lakes

Ironworker Co-Chair, William Woodward, Iron Workers District Council of Southern Ohio & Vicinity
 Contractor Co-Chair, Darlaine Taylor, Century Steel Erectors

Grant Investments: \$405,529

- IMPACT invested in welding equipment upgrades for Iron Workers Local 292 (South Bend, Ind.).
- IMPACT covered the cost of a 60' boom lift and a 19' scissor lift to be used for journeyman upgrade and JATC training at Iron Workers Local 172 (Columbus, Ohio).
- IMPACT invested in training facility upgrades at Iron Workers Local 207 (Youngstown, Ohio).

Training for Success:

- Fundamentals of Cost Estimating & Bidding for Beginners - Structural Steel – June - Wheeling, W. Va.

Leading Ironworkers and Contractors:

- RAB Executive Committee Meeting – May - Online
- RAB Executive Committee Meeting – November – Columbus, Ohio



Truck Wrap at Iron Workers Local 25 (Detroit)



Midwest

Ironworker Co-Chair, David Beard, Iron Workers District Council of St. Louis and Vicinity
 Contractor Co-Chair, Robert Hoover, Songer Steel Services, Inc.

Grant Investments: \$379,062

- IMPACT paid for journeymen welding certification at Iron Workers Local 1 (Chicago).
- IMPACT covered the cost of Chrome Books for apprenticeship training at Iron Workers 103 (Evansville, Ind.).
- IMPACT invested in welding equipment upgrades at Iron Workers Local 444 (Joliet, Ill.).

Training for Success:

- Fundamentals of Cost Estimating & Bidding for Beginners - Structural Steel – September – St. Louis
- Superintendent Training for Iron Workers – September – Broadview, Ill.



Fundamental of Cost Estimating and Bidding
 in St. Louis



Southeast

Ironworker Co-Chair, Kendall Martin, Iron Workers District Council of Mid-Atlantic States
 Contractor Co-Chair, Victor Cornellier, TSI/Exterior Wall Systems

Grant Investments: \$384,167

- IMPACT Invested in training facility upgrades at Iron Workers Local 79 (Norfolk, Va.) and 92 (Birmingham, Ala.).
- IMPACT paid for welding facility upgrades at Iron Workers Local 808 (Orlando, Fla.).
- IMPACT invested in a structural mockup for apprenticeship training at Iron Workers Local 28 (Midlothian, Va.).

Training for Success:

- Getting Things Done Workshop: Mastering Personal Productivity – May – Largo, Md.
- Getting Things Done Workshop: Mastering Personal Productivity – May – Largo, Md.
- Superintendent Training for Ironworkers – May – Nashville, Tenn.
- Fundamentals of Cost Estimating and Bidding for Beginners: Reinforcing Steel – July – Nashville, Tenn.

Leading Ironworkers and Contractors:

- RAB Executive Committee Meeting – February – Online
- RAB Executive Committee Meeting – December – Nashville, Tenn.



Nashville Airport in Nashville, Tenn.



Southwest

Ironworker Co-Chair, Jerry Wilson, Iron Workers District Council of Texas & Mid-South States
 Contractor Co-Chair, Dave Bennett, Bennett Steel, Inc.

Grant Investments: \$185,779

- IMPACT reimbursed 50 percent of the material and sub-contractor cost of the new apprenticeship building in Tulsa, Okla.
- IMPACT covered the cost of a building expansion for the Iron Workers Local 48 (Oklahoma City) training facility.
- IMPACT invested in training for the Iron Workers District Council of Texas and Mid-South States.

Training for Success:

- Emerging Managers Institute – January – Online
- Fundamentals of Cost Estimating and Bidding for Beginners: Structural Steel Only – Arlington, Texas

Leading Ironworkers and Contractors:

- RAB Executive Committee Meeting – February– Online
- RAB Executive Committee Meeting – May – Online
- RAB Executive Committee Meeting – September – Online



Cost Estimating and Bidding Class in Arlington, Texas



Heartland

Ironworker Co-Chair, Michael Baker, Iron Workers District Council of North Central States
 Contractor Co-Chair, Peter Hayes, Red Cedar Steel Erectors, Inc.

Grant Investments: \$144,097

- IMPACT reimbursed the cost of OSHA 10 and 30 training for Iron Workers District Council of North Central States.
- IMPACT covered the 2021 Off the Job Accident payments for the region.

Training for Success:

- Superintendent Training for Ironworkers – October – Neenah, Wis.



Mobile Training Trailer at the Iron Workers Local 8 Training Center (Neenah, Wis.)



California & Vicinity

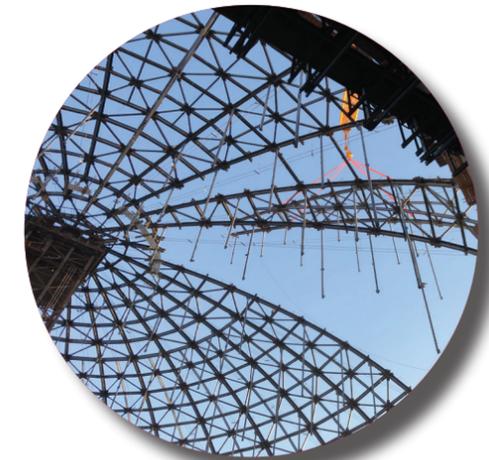
Ironworker Co-Chair, Dave Osborne, Iron Workers District Council of the State of California & Vicinity
 Contractor Co-Chair, Dave McEuen, California Erectors, Inc.

Grant Investments: \$495,877

- IMPACT covered market retention expenses for contractors in the region.
- IMPACT assisted a new signatory contractor in the Iron Workers District Council of the State of California and Vicinity by covering the initial administrative costs associated with becoming a signatory contractor.

Training for Success:

- Supervisor Training for Shop Ironworkers – June – LaPalma, Calif.



Multi Entertainment Center in Las Vegas



Pacific Northwest

Ironworker Co-Chair, Steve Pendergrass, Iron Workers District Council of Pacific Northwest
 Contractor Co-Chair, Jeff Ilenstine, Tri States Rebar, Inc.

Grant Investments: \$316,746

- IMPACT invested in Corona Steel Crane Assembly & Critical Lift Planning Training for the Iron Workers District Council of Pacific Northwest.
- IMPACT covered the Wind Turbine Train the Trainer training expenses for the Iron Workers District Council of Pacific Northwest.

Leading Ironworkers and Contractors:

- RAB Executive Committee Meeting – March – Online
- RAB Executive Committee Meeting – July – Spokane, Wash.
- RAB Executive Committee Meeting – November – Seattle



Western Canada

Ironworker Co-Chair, Colin R. Daniels, Iron Workers District Council of Western Canada
 Contractor Co-Chair, Ken Bird, Supreme Steel

Grant Investments: C\$60,998

- IMPACT covered the cost of post tensioning training and IT equipment for virtual training at Iron Workers Local 771 (Regina, Saskatchewan).
- IMPACT covered the cost of CWB Level 1 Inspector Certifications for Solid Rock Steel Fabricating Company, Ltd.
- IMPACT paid for post tensioning training at Iron Workers Local 97 (Vancouver, British Columbia).

Training for Success:

- Superintendent Training for Ironworkers– November – Surrey, British Columbia



Ontario

Ironworker Co-Chair, Kevin Bryenton, Iron Workers District Council of Ontario
 Contractor Co-Chair, Jack Mesley, Ontario Erectors Association, Inc.

Grant Investments: C\$238,635

- IMPACT invested in training facility upgrades at Iron Workers Local 700 (Windsor, Ontario).
- IMPACT paid for equipment upgrades to modernize TDA training capacity during the COVID19 pandemic at Iron Workers Local 765 (Ottawa, Ontario).
- IMPACT invested in a structural mock-up for the Iron Workers Local 736 (Hamilton, Ontario) training center.

Training for Success:

- Dale Carnegie's How to Win Friends and Influence People in Business – November – Etobicoke, Ontario

Leading Ironworkers and Contractors:

- RAB Executive Committee Meeting – December – Toronto, Ontario



Eastern Canada

Ironworker Co-Chair, Thomas Woodford, Iron Workers Local 764 (St. Johns, Newfoundland)
 Contractor Co-Chair, Brad MacLean, Black & McDonald Limited

Grant Investments: C\$13,722

- IMPACT invested in training equipment for pre-apprenticeship training at Iron Workers Local 752 (Halifax, Nova Scotia).
- IMPACT paid for material handling certification at Iron Workers Local 711 (Montreal, Québec).

Leading Ironworkers and Contractors:

- RAB Executive Committee Meeting – December – Montreal, Québec



Weld trailer at Iron Workers Local 751 (Anchorage, Ala.)



Superintendent Course in Vancouver, British Columbia



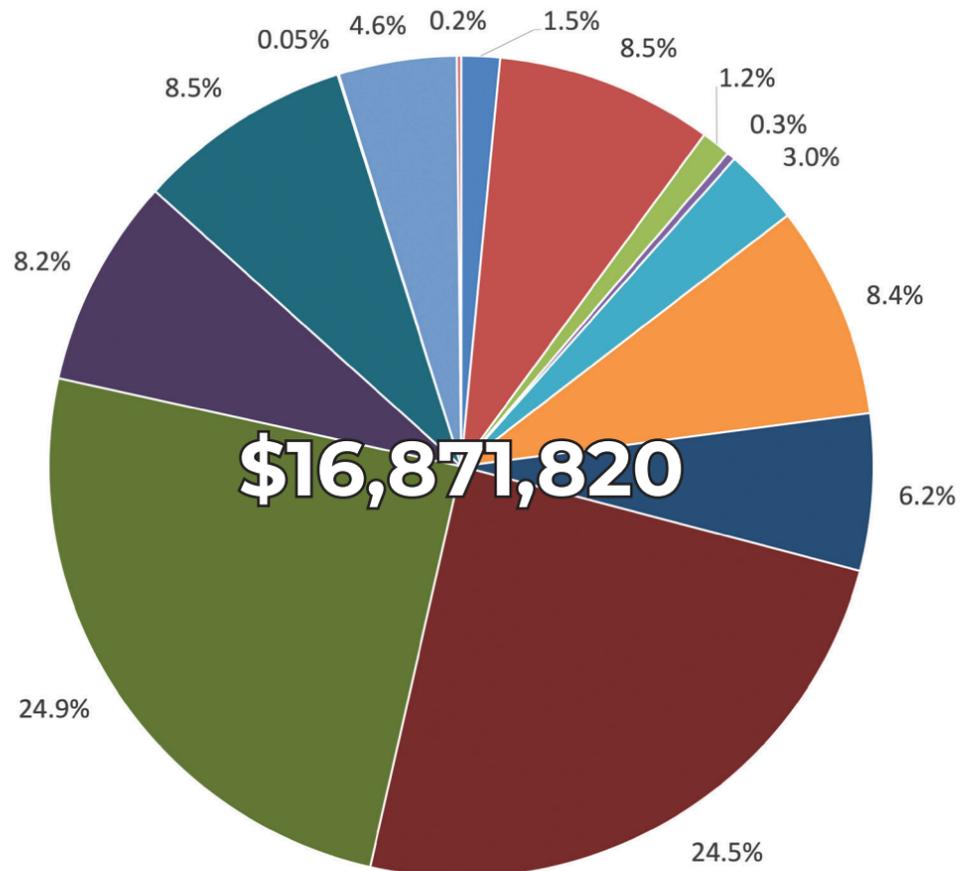
Dale Carnegie Course at Iron Workers Local 721 (Toronto, Ontario)



Welding Booths at Iron Workers Local 764 (St. John's, Newfoundland)

2021 EXPENDITURES

- Prevailing Wage Compliance: 1.51%
- Reinforcing Dept./Certification Programs: 1.16%
- Online Tracking Systems: 3%
- Business Development: 6.16%
- RAB/Supplemental Grants: 24.9%
- Safety & Health Dept.: 8.47%
- Labor-Management Training: 4.62%
- Off-the-Job Accident/Maternity Program: 8.53%
- TWIC: 0.34%
- Marketing/PR: 8.39%
- Apprenticeship & Training Dept.: 24.45%
- Substance Abuse Program: 8.25%
- Safety Trained Supervisor Construction (STSC): 0.05%
- Mobile Training Trailers: 0.17%



IRONWORKER CONTRACTOR PROFESSIONAL DEVELOPMENT Summer Training Program July 18-22, 2022 Washtenaw Community College 4800 E Huron River Dr, Ann Arbor, MI 48105

Date	Course
BUSINESS SKILLS TRACK	
July 18-22	Fundamentals of Cost Estimating & Bidding for Beginners (Structural Steel): This 5-day course is an intensive program designed for ironworkers and contractor personnel who need to develop fundamental skills for developing a cost estimate and preparing a bid submission. 5 days
LEADERSHIP TRACK	
July 18-19	Dale Carnegie's How to Stop Worrying & Start Living: In this 2-day course, you will learn timeless techniques for addressing worry and stress in your professional and personal life. You will learn worry management, how to break the worry cycle, and cultivating a happy mindset. 2 days
July 18-19	Intelligent Leadership Workshop: In this 2-day course, you will learn timeless techniques for addressing worry and stress in your professional and personal life. You will learn worry management, how to break the worry cycle, and cultivating a happy mindset. 2 days
July 20-22	Superintendent Training for Ironworkers: This 3-day course is designed to develop skilled ironworker superintendents. Participants will learn the roles and responsibilities of the superintendent as well as how to manage project schedules, information, people, the job site and safety. 3 days.
July 22	Behavior Habits of Great Leaders: This 1-day dynamic class will help you identify and overcome 20 of the most common interpersonal challenges often found in leadership behavior. You'll learn a seven-step method to get rid of bad habits or make adjustments to habits you want to change. 1 day
COMMUNICATIONS TRACK	
July 20-21	Dale Carnegie's High Impact Presentation Skills: This 2-day workshop is designed to help participants improve their presentation and public speaking skills by structuring an effective presentation that builds credibility, enhances rapport and results in clear delivery of concepts. 2 days
July 22	Strengths-Based Communication: This 1-day course will help individuals identify their top strengths and practical steps to optimize their talents in the workplace. We will explore ways to create new communication tools and partnerships with others to form diverse teams. 1 day
COMPUTER SKILLS AND TECHNOLOGY TRACK	
July 18-22	Advanced Layout and Total Station: This 5-day course is designed to prepare ironworkers in advanced layout principles and practices. Course content is based on the Iron Workers Advanced Layout and Total Station training package and will consist of classroom lecture, knowledge and performance assignments, and tests. 5 days
July 18	Basic Computer Skills: The course provides information technology literacy and basic skills training for learners with limited experience. Course learning outcomes focus on skill development related to basic computer operations. 1 day
July 19	Basic Microsoft Outlook, Email & Internet Training: Introduction to the operational and technical aspects of communication using Microsoft Outlook and Internet resources. Topics include account set-up, contact management, electronic scheduling, Ribbon and Command features. 1 day
July 20	Basic Microsoft Word Training: Microsoft Word training will help you develop or improve your Word Processing and formatting skills, including creating documents, formatting, and inserting graphics, tables, and charts used in current business environments. 1 day
July 21	Basic Microsoft Excel Training: Microsoft Excel is the most commonly-used spreadsheet program. Excel makes it easy to monitor finances, calculate payments on purchases, plan a budget, or stay organized with checklists. This class teaches you how to use a digital spreadsheet. 1 day
July 22	Basic Microsoft PowerPoint Training: Microsoft PowerPoint is the most widely used presentation software globally. This 1-day course provides step-by-step instructions on how to create a basic presentation using Microsoft PowerPoint. 1 day

Register for courses on the IMPACT Events website: bit.ly/IMPACTProfessionalDevelopmentTraining



4,000 Contractors
157 Training Centers
6,941 Certifications
20,143 Certified Ironworker Welders
19,885 Apprentices and Trainees
\$6,000,000 invested annually on SAFETY
130,000 Ironworkers and billions in
contracts for the most recognizable projects



**Ironworkers.
The sky is the limit.**

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