



July 15, 2022

The Masonry Foundation  
1481 Merchant Drive  
Algonquin, IL 60102

Dear Masonry Foundation Trustees,

The need for a skilled masonry workforce is at a precipice. We can choose to continue to address workforce development on an ad hoc basis as we have, or we can join together and tackle this problem head on as an industry and its stakeholders. The Masonry Institute of Tennessee has chosen to unify and support a state and regional effort to develop the next generation of a qualified skilled masonry workforce.

The Masonry Institute of Tennessee has worked for the past several years to develop a new state level apprenticeship framework to allow all Tennessee masonry apprenticeship programs to register with the Tennessee Department of Labor and the United States Department of Labor. We have also started the process to hire a state level masonry workforce development coordinator to drive this effort and work on developing high school masonry programs and supporting existing masonry workforce development programs.

The attached proposal to develop, source, and acquire a masonry workforce training trailer would greatly help the Masonry Institute of Tennessee present masonry directly to thousands of high school and post-secondary students across the state and in neighboring states. This introduction would help foster and develop the next generation of masons in Tennessee and the Southeast.

Thank you for your consideration, support, and leadership. Please do not hesitate to reach out to us with any questions.

Thank you,

A handwritten signature in black ink that reads "Jeff Jenkins".

Jeff Jenkins  
Masonry Institute of Tennessee President

A handwritten signature in blue ink that reads "Neal Adams".

Neal Adams  
Masonry Institute of Tennessee Workforce Development Chairman



## Project Description:

The Masonry Institute of Tennessee (MIT) is a trade association made up of masonry contractors, suppliers, manufactures, and other industry stakeholders that is committed to advocating, promoting, and solving issues related to the masonry industry in Tennessee and the regional area. MIT has undertaken a strategic shift to strengthen masonry workforce development as our primary goal. To this end we have undertaken an effort to unify all state masonry apprenticeship programs under a state approved apprenticeship framework so that apprenticeship programs are eligible to register with the Tennessee Department of Labor and the United States Department of Labor. This registration opens the door to allow masonry pre-apprenticeship programs to high school students and new sources of funding. This apprenticeship framework is only one step in a multi-year endeavor to build a solid foundation for a successful multifaceted masonry workforce development program. A brief overview of our multiyear strategic plan is outlined below.

1. Reform MIT to focus on workforce development and increased organizational agility and flexibility. (Completed)
2. Work with masonry industry stakeholders, regional partner organizations, and approach successful masonry workforce development programs to identify next steps and best practices. (Completed)
3. Work with ApprenticeshipTN and other State of Tennessee offices to review, rework, and improve masonry apprenticeship programs statewide. (Completed)
4. Involve all state masonry apprenticeship programs in developing and approving a state masonry apprenticeship framework. (Completed)
5. Complete application and file for registration of Tennessee masonry apprenticeship frameworks. (In Progress)
6. Hire a Tennessee Masonry Workforce Development Coordinator. (In Progress, planned Q4 2022/Q1 2023 Hire Date)
7. Acquire a masonry training trailer. (Planned Q4 2022/Q1 2023)
8. Work with Tennessee Department of Labor to develop a state recognized masonry curriculum for high schools. (Planned 2023)
9. Register a state “pre-apprenticeship” program with ApprenticeshipTN. (Planned 2023)
10. Continue to provide support, guidance, and resources to improving all areas of masonry workforce development. (Ongoing)

As you can see from the above outline, MIT has undertaken an ambitious initiative to foster and develop the next generation of masons. We have pledged to support this plan for the next several years. Your help would give us the resources necessary to provide for the success of our initiative and improve masonry training across the state.

MIT is asking for a grant of \$30,000.00 to acquire, buildout, and brand a masonry training trailer similar to the ones in North Carolina and Ohio. This trailer will supply our workforce



development coordinator with the tools and materials necessary to present masonry to thousands of students across the state in a professional, safe, and exciting manner.

### Project Objective:

MIT has identified the need to acquire a training trailer to support the efforts of a future workforce development coordinator. We will need to acquire, modify, stock, and wrap a new 16' enclosed trailer with materials, equipment, and training supplies to facilitate masonry career days at state high schools and post-secondary schools. This training trailer will be one of the first introductions a potential future masonry professional has to the industry and first impressions matter. The objective of this training trailer is to provide a professional and impressive means to transport and supply the equipment and materials needed to facilitate masonry introduction events and other training activities. It will be used across the state and be the “face” of MIT’s workforce development initiative along with the future workforce development coordinator.

### Background Information:

Currently, neither MIT or any other masonry association within Tennessee owns a trailer, training equipment, and materials needed to serve this function. Masonry introduction events are handled ad hoc across the state under the purview of local masonry companies or local masonry associations. There is no unified marketing materials or guidelines associated with holding masonry introduction events.

### Summary of Qualifications:

The Masonry Institute of Tennessee is a state level masonry association comprised of masonry contractors, suppliers, manufactures, and other industry stakeholders with a vested interest in seeing the masonry industry grow and expand in the state of Tennessee. To this end, we are in the process of hiring a state level workforce development coordinator to oversee and coordinate the efforts of MIT, our members, and local masonry associations in promoting and supporting masonry workforce development activities and improvements. Please see the attached job description.

### Anticipated Impact:

The training trailer is to be used statewide to facilitate masonry introduction events, masonry apprenticeship events, and other hands-on masonry training. The primary focus will be high



school and post-secondary students, but will also have use with masonry apprenticeship programs, and associated industry events such as AIA and CSI events. We anticipate the trailer will help present a professional and unified image of the Tennessee masonry industry while also providing the needed materials and equipment to facilitate workforce development events.

## Budget:

The Masonry Institute of Tennessee is requesting \$30,000.00 in grant funds to acquire the trailer, training equipment, and other materials needed. This will be a one-time funding request with any ancillary costs paid for by MIT.

<b>LINE ITEM</b>	<b>REQUESTED AMOUNT</b>
<b>16' ENCLOSED TRAILER</b>	\$15,000.00
<b>EQUIPMENT AND TOOLS</b>	\$10,000.00
<b>DESIGN WRAP AND ADDITIONAL COLLATERAL</b>	\$5,000.00
<b>TOTAL REQUESTED</b>	<b>\$30,000.00</b>

In total the Masonry Institute of Tennessee's workforce development initiative has a single year budget of \$140,000.00 to \$160,000.00 that is being paid with a combination of MIT operating revenues, donations, industry grants, and government grants. In addition local masonry associations are contributing additional money to improve their own masonry apprenticeship programs and bring them into compliance with the new state level apprenticeship framework.

The Masonry Foundation's grant will go a long way to help alleviate funding constraints and improve masonry across the state of Tennessee.

## Requested Payment Procedure:

The Masonry Institute of Tennessee is requesting a one time lump sum payment late Q3 – early Q4 2022.

Payment can be in the form of a check made out to:

Masonry Institute of Tennessee  
PO Box 41654  
Nashville, TN 37204



## Reporting Schedule:

The Masonry Institute of Tennessee will provide a final report in Q2 of 2022 detailing the procurement and utilization of the training trailer. Additional information and best practices will be made available to any and all other masonry workforce development programs and the MCAA for future procurement of masonry training trailers.



## **Masonry Institute of Tennessee**

### **Position Opening: Workforce Development Coordinator**

**Hours of Work: Full Time**

**Start Date: January 2023**

#### **Main Job Responsibilities**

- Build/manage a registered state apprenticeship program with “boots on the ground approach”
- Work with local and state officials to create future high school masonry programs
- Build relationships with current masonry high school programs & post-secondary schools to offer the following:
  - Career path lectures
  - Hands on project-based learning events
  - Tools and resources to assist teachers expand current program growth
- Point of contact for SkillsUSA events
- Support apprenticeship programs in place with the masonry contractor associations
- Be the “face” of the masonry workforce development-related state events
- Create quarterly summaries of his/her efforts to all four masonry associations

#### **Qualifications**

- Minimum of five years of working in the masonry profession or related field.
- Be self-sufficient with strong time management skills to accomplish tasks
- Be able to set goals and achieve them
- Strong communication, interpersonal skills, and the ability to follow up consistently
- Well-spoken and able to articulate clear direction with programs
- Setup and manage meetings with various stake holders from high schools’ teachers, students, mason contractors to state leadership
- Be a leader among your peers while demonstrating a “say do attitude” to get things done

#### **Potential Salary/Benefits**

- Salary: \$70,000-\$90,000
- Monthly Car Allowance: \$500 per month or \$6,000 annually
- Travel Budget: \$15,000 annually
- Benefits: 15% of annual salary
- Mobile Office Equipment: laptop computer, cell phone and home office expense

#### **Training**

Training will be provided