The Quarterly Magazine of the Associated Builders & Contractors New Hampshire/Vermont Chapter

# CONSTRUCTION BC Associated Builders and Contractors New Hampshire/Vermont RESOURCE

Volume 34, Issue 3



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#### VISION

The Vision of ABC is an environment in which people and companies succeed based on free-enterprise principles within the free-market system.

#### MISSION

ABC will continually strive to be the leading voice promoting free enterprise within the construction industry. ABC will promote and defend the merit shop philosophy. This philosophy encourages open competition and a free-enterprise approach to construction based solely on merit, regardless of labor affiliation.

#### **CORE PURPOSE**

The Core Purpose of ABC is to advance and defend the principles of the merit shop in the construction industry and to provide members and their employees with an opportunity to succeed.



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Associated Builders and Contractors, Inc. is a national non-profit organization whose mission is to represent the construction industry as a cohesive group of professionals, to serve as their vision and voice, and to pursue quality, common goals, and solutions to industry issues. Construction Resource is published quarterly by the NH/VT Chapter of Associated Builders and Contractors. Subscription rate is \$20 per year.

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# From the Chair

# 40 Years of Industry Success!

From 1985 to 2025, 40 years of support and success for the industry we all love and are committed to every day. 1985, I was only 4 years out of high school and would have never thought of or imagined the challenges our industry faced back in those days. I hear stories of union labor trying to force the industry down a path that would have been a travesty to us all.

ABC has been our voice for Open Merit Shop work for NH and VT is something that we all need to remain committed too. Between being a political advocacy and guidance for all things construction, both locally and nationally, ABC is a strong reason why we have open competition and awarding construction projects to the most qualified and responsible bidders. ABC has undoubtedly kept our organization on track for employee safety and training opportunities as well.

#### A few fun facts for those who are not aware of our 40 years in NH:

- The chapter was officially changed from "Northern New England Chapter" (which also included Maine) to "New Hampshire/Vermont Chapter" on March 25, 1985.
- The NH/VT Chapter has only had two Presidents which is pretty amazing in itself – Mark F. Holden who took his position around 1984 and our now president Joshua P. Reap.
- Prior to Mark Holden, the "Executive Director" was Ronald E. Ripley, but that was for the Northern New England Chapter.

- The original office from the NE Chapter was at 3 Stoneybrook Lane in Exeter and in 1993, the office was moved to 251 Clinton Street in Concord. Around 2007, our current Chennell Drive became the new home we know today.
- The original 6 members at the time of the change from N.E. Chapter to the NH/VT chapter were;
  - ]. Lawrence Hall
  - F.H. Hamblett
  - Hampshire Fire Protection
  - Nathan Wechsler & Co
  - Novel Iron Works
  - Bonnette Page & Stone

A Huge shout out to ABC's Lisha Nelson for gathering these facts and information for me.

#### **Excellence In Construction**

We all have our favorite events to attend within our chapter, maybe it's the Mark Holden Golf event, or one of our two Cruises with our industry peers, or party in the park where everyone's "Cool Cars" are always fun to view. Mine, is undoubtedly the Excellence in Construction awards.

Our industry is blessed every day with all of the incredible work that we produce, but there is something to be said when your industry partners and peers, recognize you, for the amazing buildings and complex structures after they are completed.

On October 23, 2025, our Chapter will once again recognize our piers with this year's Excellence in Construction Awards gala. If it is anything like last years submissions and winners, it will certainly be a rewarding night for all of us watch. No matter the winners, I always enjoy watching the videos, viewing the photos and listening to all of the highs and lows, the ups and downs, the challenges and the rewards, but mostly the success and glory as we turn our projects over the new owners, who will enjoy our teams hard work for decades to come.

I am looking forward to seeing everyone at this years event.

Very Truly Yours,

Gary Thomas 2025 ABC NH/VT Chairman





#### **VOLUME 34, ISSUE 2**

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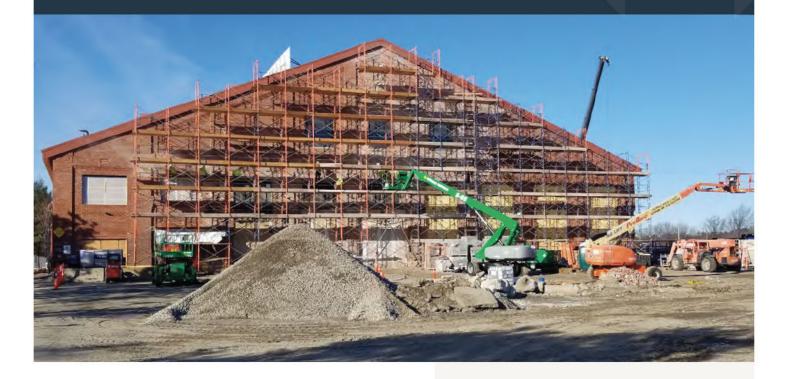
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By Ross Lavoie, VCA Manager and Instructor

ver the past eight weeks, the Vermont Construction Academy (VCA) successfully hosted its first two Vermont Department of Labor Certified Pre-Apprenticeship Bootcamps. The first session spanned five weeks at 40 hours per week, while the second, condensed into 12 days, concluded just before public schools reopened so that the participants could begin their senior year of high school. In total, 20 students completed the two sessions. These students will return to VCA throughout the next six months for additional training during school breaks.

The goal of these bootcamps was to attract individuals— whether high school graduates or those seeking a career change—into the construction workforce. Participants gained foundational skills and a clear understanding of workplace expectations on commercial construction sites.



While students gained valuable hands-on experience and training in industry safety standards, they also had the opportunity to hear from professionals through a series of guest speaker sessions. Presenters ranged from HVAC technicians, electricians, and craft managers to bankers, human resources directors, vice presidents of finance, and even a chiropractor. Topics included financial planning and retirement savings, career development, interview

preparation, workplace wellness, and the long-term impact of injuries. They also shared personal stories of challenges, successes, and lessons learned throughout their careers.

These conversations, intended to be educational rather than recruitment-oriented, had an even greater impact than expected. Many students were so inspired by the real-world experiences shared that they independently contacted these presenters securing employment.

While the overwhelming demand for skilled workers remains a challenge, the success of these students in securing opportunities is both exciting and encouraging. It highlights the importance of continuing to provide robust training programs that prepare the next generation of workers and strengthen the industry for decades to come.

Looking ahead, VCA recognizes the need for ongoing collaboration with members, industry partners, and community organizations to develop innovative training opportunities. Our origins are rooted in "outside-the-box" thinking—competitors coming together to solve shared challenges—and we will need to carry this spirit forward to ensure long-term success.

The landscape of career pathways is changing. More people are realizing that a college degree is not the only route to a fulfilling, lucrative career. The skilled trades offer not only financial stability but also the pride of building something lasting.

With this momentum, the next 40 years look very bright for the construction industry—and the Vermont Construction Academy is proud to play a role in shaping that future.











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# WorkInvestNH Grants: Boosting Workforce Skills in New Hampshire

New Hampshire businesses looking to upskill their workforce have a powerful ally in **WorkInvestNH**, a state-funded grant program designed to support employee training and development. Formerly known as the **NH Job Training Fund**, WorkInvestNH is administered by **New Hampshire Employment Security (NHES)** and plays a vital role in strengthening the state's labor force.

#### What Is WorkInvestNH?

WorkInvestNH provides **matching grants** to businesses for training programs that improve the skills of existing employees. The goal is to enhance workforce competitiveness, productivity, and job retention across industries.

#### **Eligibility Criteria**

To qualify for WorkInvestNH grants, businesses must:

- Be physically located in New Hampshire or planning to locate there.
- Pay quarterly taxes into the NH Unemployment Trust Fund.
- Be in compliance with all state laws and regulations.
- Train workers who are either NH residents or employed at a NH-based business.

#### **Grant Details**

Feature	Description
Minimum Grant Amount	\$750
Matching Requirement	1:1 cash match (business must match the grant amount)
Approval Threshold	Grants ≥ \$70,000 require approval by the Governor and Executive Council
Contract Requirement	A fully executed contract must be in place before training begins
Ineligible Costs	Travel, lodging, and meals for trainees are not covered

#### **Acceptable Training Programs**

WorkInvestNH funds a wide range of training initiatives, including:

- Structured, on-site laboratory or classroom training
- Basic and technical skills development
- Quality improvement and safety training
- Management and supervision courses
- English as a Second Language (ESL)
- Other programs that enhance workforce development

#### **How to Apply**

- Completed application forms
- Proposed training worksheets
- Vendor quotes
- Certificate of Good Standing
- Proof of workers' compensation



Applications can be downloaded from the abcnhvt.org website under the Workforce Development tab. Click on Employer Resources and Training Grants.

Completed applications may be submitted via email to JobTrainingFund@nhes.nh.gov or mailed to:

NH Employment Security Operations Bureau 45 South Fruit Street Concord, NH 03301

If you have any questions, please contact Steph@abcnhvt.org





# Open House Celebrations in Vermont & New Hampshire



A heartfelt thank you to all our ABC NH/VT members for standing with us over the past 40 years. Your support, hard work, and commitment have helped our association grow into such a strong and welcoming community. Together, we've built more than projects—we've built connections, opportunities, and friendships that will last for years to come. We're grateful for each of you and excited for what's ahead!

# Vermont Training Program: Empowering Vermont's Workforce for the Future

For over 30 years, the **Vermont Training Program (VTP)** has been a cornerstone of workforce development in the Green Mountain State. Administered by the **Agency of Commerce and Community Development**, VTP provides performance-based grants to help employers train workers for high-demand jobs and emerging industries.

#### **Program Overview**

VTP offers flexible, strategic funding to support:

- Pre-employment training (with guaranteed hire post-training)
- Training for new hires
- Training for incumbent workers

Training can be conducted on-site or through **external providers**, and grants may cover up to **50% of training costs**.

#### **Eligible Training Areas**

VTP supports a wide range of skill-building programs, including:

- Advanced manufacturing (e.g., Lean Technology, CAD, CNC machining)
- Supervisory and management training
- Safety and quality improvement
- Work-based learning programs developed in partnership with schools

#### **Employer Eligibility**

To qualify for VTP funding, employers must:

- Operate in Vermont and employ full-time, permanent workers
- Offer a minimum of three employee benefits, such as:
  - Health insurance (≥50% employer-paid)
  - Paid vacation or holidays
  - Retirement benefits
  - Child care assistance
- Pay employees a livable wage after training:
  - \$19.53/hour in urban areas (e.g., Chittenden County)
  - \$17.68/hour in rural areas

Employers must also demonstrate that VTP funds **supplement** existing training efforts and do not duplicate other state or federal programs.

#### **Application Process**

Applications are accepted **on a rolling basis** and reviewed continuously. Employers must show how the training aligns with job responsibilities and contributes to workforce development.

For more information or to apply, visit the Vermont Training Program page.

### Strategic Goals

VTP is designed to:

- Enhance the skills of Vermont's workforce
- Increase productivity and competitiveness of Vermont employers
- Support regionally significant industries and emerging sectors

If you have any questions, please contact Steph@abcnhvt.org



#### Vermont Trades Scholarship Forgivable Loan

Covers full tuition, initial licensing fees, and exam fees for qualified students enrolled in an industry-recognized training program leading to a career in select high-demand trades sectors.

Funding is limited and awarded on a first-come, first-served basis to students with financial need. Awards are interest-free loans, forgiven when the recipient signs a promissory note and fulfills a work obligation:

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# The Future of the Construction Industry in New Hampshire: A Forward Look

Submitted By Preston Hunter, VP of Business Development, PROCON

As of mid-2025, New Hampshire's construction landscape stands at a pivotal juncture—shifting under pressures of demographic change, affordability crises, technological innovation, and evolving market demands. Plenty of construction opportunities exist in New Hampshire but a mix of headwinds continue to challenge project owners, designers, and contractors to make the numbers work. Here's how the future is shaping up for the Granite State:

#### ■ 1. COMMERCIAL & INDUSTRIAL MARKET DYNAMICS

In Greater Manchester and southern New Hampshire, many large-scale fully entitled industrial and multifamily projects remain stalled due to economic uncertainty and high interest

rates. Fears of rising materials costs from added tariffs have created persistent uncertainty that has pushed many institutional investors to accept lower returns from safer investments. This pent-up pipeline of projects could pop if market conditions stabilize and commercial loan rates dip. Still, competitive bidding among subcontractors is making some projects more financially viable—even in the current climate.



Adaptive reuse is gaining favor: office conversions to residential or mixed-use formats, retail spaces repurposed for medical clinics or outpatient services, and de-malling initiatives are all part of the evolving commercial real estate landscape.

2025 started with continued strong demand for industrial spaces—warehouses, manufacturing hubs, logistics facilities—especially in sites in desirable locations and infrastructure advantages, but as the year has progressed signs of a softening industrial market are starting to show up with some developers reporting difficulties finding larger industrial users. Smaller, contractor-bay industrial rental spaces continue to be in high demand.

#### 2. WORKFORCE DEMOGRAPHICS

One of the biggest challenges in the industry looms in the form of a rapidly aging construction workforce. New Hampshire ranks among the oldest in the nation for construction workers, with a median age of 46. Many are approaching retirement, creating immediate shortages of skilled labor. Workforce attrition means contractors are struggling to find replacements, stretching existing crews and increasing burnout.

Though on a national level, efforts to recruit younger tradespeople are yielding some progress—median ages have dropped in recent quarters—the pace in New Hampshire is lagging behind.

Although we are seeing more young people entering the trades, it is the skills gap between those retiring and those that are entering the trades that may have the greatest impact on productivity and quality over the next decade.

#### 3. HOUSING SHORTAGE AND DEMAND FOR INNOVATION

New Hampshire is experiencing a severe shortage of affordable housing. With a rental vacancy rate of just 0.6%, compared to a

balanced market benchmark of 5%, the supply crunch is acute. Experts estimate the state needs 23,670 new housing units now and nearly 90,000 by 2040 to meet demand (NH Business Review 12/15/2023).

To respond, the industry is experimenting with creative construction methods—shipping-container homes, modular construction, and prefabrication.. Prefabrication, in particular, continues to offering labor and time savings: tasks that previously took two workers a week onsite can now be completed in two to three days in a controlled workshop.

Prefabricated wood or light gauge metal wall panels have been the preferred choice of many framers for years because of the speed, quality and potential for cost savings over stick framed construction. Now we are increasingly seeing other trades like plumbers and electricians looking for ways to prefabricate components of their systems offsite.

#### 4. TECH ADOPTION IS PICKING UP SPEED

More construction companies are embracing new technology than ever before as the industry continues to seek ways to improve productivity, quality, and margins. Construction companies are using robotic demolition tools, advanced drill systems, AI, and automation to speed jobs and reduce manpower needs. LIDAR building scans are replacing field measuring as the preferred way to generate existing conditions plans for renovation projects. Matterport 3D cameras also offer virtual walk-through capabilities which can be an indispensable resource for design and construction teams.

Nationally, about 44% of firms plan to increase AI investment in 2025, particularly for design optimization, predictive maintenance, and autonomous equipment. Simulators for heavy-equipment training—leveraging VR and AR—also present



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# Building the Future: How Apprenticeship Programs Will Shape New Hampshire's Construction Industry

Joan Glines, Apprenticeship & I Build Initiative Manager

New Hampshire's construction industry sits at a crossroads. Demand for new housing, infrastructure improvements, and commercial development continues to rise, but the workforce needed to complete these projects is shrinking. With an aging population and a large share of skilled tradespeople nearing retirement, the state faces a looming labor shortage. ABC-NHVT in partnership with the US Department of Labor Apprenticeship programs offer one of the most powerful tools to address this challenge—and their impact could define the future of construction in the Granite State.

#### Meeting Workforce Demand

Construction is one of New Hampshire's most vital economic drivers, contributing billions to the state's GDP. Yet contractors across the state report difficulty filling open positions. According to industry leaders, the shortage is not just in entry-level workers but also in skilled trades such as electricians, carpenters, and heavy equipment operators. Apprenticeship programs create a structured pathway for new talent to enter the industry while learning directly from seasoned professionals. ABC-NH/VT is committed to creating new opportunities and career pathways that support these careers.

Unlike traditional classroom education, apprenticeships combine on-the-job training with related technical instruction, allowing participants to earn wages while they learn. This model not only eases the financial burden for students but also provides employers with an immediate return on investment as apprentices contribute to projects from day one.

#### Attracting the Next Generation

One of the biggest barriers to replenishing the workforce has been perception. For decades, high school students have traditionally been encouraged to view college as the only path to career success. As a result, many young people overlooked construction, despite its potential for high wages, advancement, and entrepreneurial opportunities.

ABC-NH/VT is committed to providing apprenticeship programs to change that narrative. By partnering with schools, career and technical education centers, and community organizations, construction firms can showcase real career pathways. Young people can see that they don't need to take on heavy student debt to build a rewarding career. In fact, many construction apprentices in New Hampshire earn salaries that outpace their college-educated peers within just a few years of training.

#### Bridging Skills and Technology

Today, construction is more advanced than ever before. From Building Information Modeling (BIM) and drones to prefabrication and robotics, technology is reshaping the industry. Registered Apprenticeship programs are uniquely suited to bridge the gap between traditional hands-on skills and modern innovation.

By integrating training in both fundamental trades and emerging technologies, apprenticeships prepare workers who are adaptable and future ready. This dual skillset will be critical as New Hampshire tackles large-scale infrastructure upgrades, new housing developments, and sustainable building initiatives in the coming years.

#### **Strengthening Communities**

The benefits of apprenticeship programs extend beyond the jobsite. They create economic mobility for participants, provide employers with a reliable talent pipeline, and strengthen local communities. Apprentices who train and work in New Hampshire are more likely to stay and build their lives here, ensuring that the state retains its skilled workforce long-term.

Moreover, apprenticeship programs open doors to underrepresented groups in construction, including women, veterans, and minorities. Expanding diversity in the trades not only broadens opportunity but also enriches the industry with new perspectives and problem-solving approaches.

#### A Path Forward

ABC-NH/VT supports apprenticeship programs which are more than just a workforce development strategy—they are an investment in the future of the state's economy. By scaling these programs, aligning them with emerging industry needs, and ensuring partnerships between businesses, educators, and policymakers, the Granite State can secure a strong and resilient construction sector.

The challenges of today's labor shortages, housing needs, and technological shifts—will not be solved overnight. But with apprenticeships at the forefront, New Hampshire has the tools to train the next generation of builders, innovators, and leaders who will quite literally construct





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# Technology Innovations Driving the Future of the Construction Industry

The construction industry, long known for its reliance on traditional methods and skilled labor, is undergoing a major transformation. Technology is reshaping how projects are designed, managed, and built, helping companies address challenges such as labor shortages, rising material costs, and the growing demand for sustainable infrastructure. From cutting-edge software to robotics and artificial intelligence, innovations are improving efficiency, safety, and collaboration across every stage of construction.

#### ■ BUILDING INFORMATION MODELING (BIM)

One of the most impactful technologies in recent years is Building Information Modeling (BIM). BIM allows teams to create highly detailed digital models of buildings and infrastructure projects, enabling architects, engineers, and contractors to collaborate in real time. These models go beyond two-dimensional blueprints—they provide a 3D, data-rich representation that tracks every element of a project. This not only reduces errors and rework but also improves cost estimation, scheduling, and facility management after completion. BIM has become an essential tool for integrating sustainability, as it can analyze energy use and material efficiency before construction even begins.

#### DRONES AND AERIAL MAPPING

Drones are rapidly becoming indispensable on construction sites. Equipped with high-resolution cameras and sensors, drones provide accurate aerial surveys, monitor progress, and identify potential hazards. Tasks that once required days of manual measurement and inspection can now be completed in a matter of hours. This speeds up project timelines and reduces risks to workers by minimizing the need to enter dangerous areas. In addition, drone data can be integrated with BIM models, providing real-time updates that enhance accuracy and decision-making.

#### ROBOTICS AND AUTOMATION

Labor shortages remain a pressing issue in the construction industry, and robotics is emerging as a solution. Robots can perform repetitive or dangerous tasks—such as bricklaying, rebar tying, or demolition—freeing up skilled workers for more complex responsibilities. 3D printing is also making waves, enabling the rapid production of building components and even entire structures with precision and reduced waste. These advances are particularly promising for affordable housing projects, where speed and cost-effectiveness are critical.

#### ARTIFICIAL INTELLIGENCE AND PREDICTIVE ANALYTICS

Artificial intelligence (AI) is helping construction companies make smarter, data-driven decisions. Al-powered platforms can analyze vast amounts of project data to identify risks, forecast costs, and optimize schedules. Predictive analytics, for example, can anticipate delays caused by weather, supply chain disruptions, or labor availability. By addressing problems before they escalate, AI enhances both productivity and profitability. Additionally, AI-driven safety tools, such as wearable sensors, can

monitor workers' movements and environmental conditions to prevent accidents in real time.

#### ■ SUSTAINABLE AND SMART CONSTRUCTION TECHNOLOGIES

As demand for environmentally friendly construction grows, technology is leading the way in sustainability. Smart materials, such as self-healing concrete and energy-efficient insulation, extend the life of buildings while reducing their environmental footprint. Modular and prefabricated construction, supported by digital design tools, allows for faster assembly with less waste. Meanwhile, the integration of smart building systems—such as IoT-enabled HVAC and lighting—ensures energy efficiency long after construction is complete.

#### THE ROAD AHEAD

Technology is no longer a luxury in construction—it is a necessity. Companies that embrace innovation are better positioned to compete, meet client expectations, and address industry-wide challenges. While adoption may require investment and training, the payoff in terms of efficiency, safety, and sustainability is significant. As these technologies continue to evolve, they promise not only to transform how we build but also to redefine what is possible in the built environment.









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Ryan Foye
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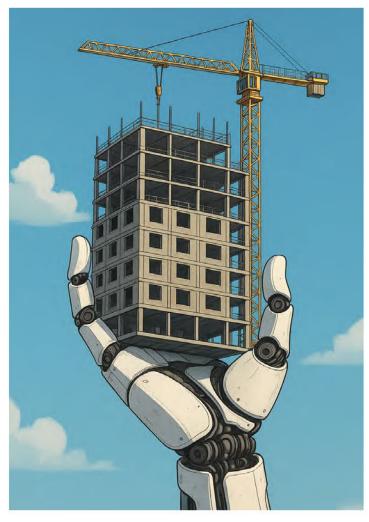
Oliver Mechanical was founded in 1990 and is a full-service mechanical contractor based in Manchester, NH and licensed to do business in New Hampshire and Massachusetts. We possess strong capabilities in HVAC installation & service and commercial plumbing installations. We serve both the plan & spec and design-build markets and have expertise in a wide range of technologies and applications.

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scalable, safe training alternatives amid labor constraints (National Center for Construction Education and Research 01/21/2025).

#### 5. POLICY, INCENTIVES & ZONING REFORM

State and local policies are becoming more responsive to the housing pressure. Legislators are proposing zoning reforms, increased housing density allowances, and relaxed parking mandates in municipalities with adequate utilities—all aimed at easing development constraints.

Additionally, federal investment in infrastructure has opened up opportunities in transportation, broadband, and clean water projects, potentially boosting construction activity in public works

#### **Looking Ahead: Challenges and Opportunities**

#### Challenges to Watch:

- An entrenched labor shortage driven by retirements, with younger workers not entering the trades fast enough, and a growing generational skills gap.
- Persistent housing shortages exacerbated by high construction and borrowing costs.
- Economic uncertainty dampening new industrial, multifamily, and commercial starts.

 Resistance to zoning reform in certain municipalities, slowing density-enhancing changes.

#### **Emerging Opportunities:**

- Prefabrication, modular construction, and innovative building techniques offer productivity gains and cost control.
- AI, automation, BIM, VR/AR, and robotics are helping to streamline construction.
- Adaptive reuse provides opportunities for solutions to housing and office vacancy with potential for lower capital outlay.
- Policy change—like zoning reform and infrastructure investment—can catalyze new growth zones.

#### Conclusion

New Hampshire's construction future hinges on its ability to adapt and find ways to improve efficiency. Workforce challenges and supply constraints create barriers—but also spur innovation and policy shifts. The era ahead is likely to blend smart tech, adaptive reuse, and greater integration between design and construction teams to deliver projects in a cost-constrained yet opportunity-rich environment.

With calculated policy reform, technology adoption, and workforce development, New Hampshire's construction industry is poised not just to survive—but to transform how the Granite State builds and grows.

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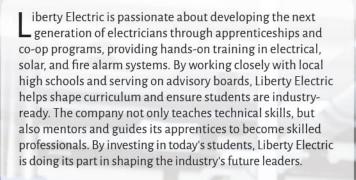
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CONSTRUCTION RESOURCE

# Members Paving The Way For The



ewett Construction recently hosted middle school girls from Girls Inc. at their Fremont, NH headquarters for a hands-on construction experience designed to inspire future female builders. The event, created after Women in Construction Week, shifted focus from internal celebration to encouraging the next generation of women in the trades. Partnering with Girls Inc. aligned perfectly, as both organizations are committed to expanding career opportunities for young women. The program, called Building Your Future, let participants role-play as builders, managing budgets, schedules, and client relationships while navigating real project challenges. Along the way, they met Jewett team members and learned about diverse careers in commercial construction. The day fostered teamwork, problem-solving, and leadership while showcasing Jewett's commitment to building pathways for women in the industry.







# **Next 40 Years**

ach year, Turner Group supports the next generation of design professionals through the Turner Group Scholarship Program. Open to New Hampshire high school seniors pursuing studies in architecture and engineering, the program awards two \$1,000 scholarships annually. One to a future architect and one to a future engineer. By investing in students at the start of their academic journey, Turner Group affirms its commitment to fostering talent and strengthening the fields that shape our communities.



Ray's Electrical and General Contracting, Inc. is located in Berlin, NH. One challenge in the area is recruiting licensed electricians. The company has been around since 1957, so almost any electrician in the area is either working for Ray's or has worked for them at one time.

The local high school had an urgent fire alarm system replacement project that needed to be done during the summer months. The project came to Ray's on top of previously scheduled work – it would require the majority of the crew if it was going to be completed on time.

Ray's had already reached the number of apprentices it could take on – so where to find additional help? Enter the pre-apprenticeship program. Ray's worked with Chris Lalmond and Liz Arcieri of ApprenticeshipNH to bring on two high school students to participate in pre-apprenticeships at Ray's. Pre-apprenticeships give students the opportunity to explore a trade before making a long-term commitment to the education and hours required.

The students made valuable contributions to the project and were able to decide if being an electrician was right for them. One student, Jordan Bledsoe, a rising senior, showed strong interest and intends to continue with an internship during the school year.

Ray's sees pre-apprenticeship as a promising pipeline for talent in an area where it can be difficult to find.



Program to help develop the next generation of skilled construction professionals. The program includes 455 hours of classroom instruction at Manchester Community College, divided into three curriculum modules. Apprentices also complete 6,000 hours of on-the-job training under the guidance of a skilled carpenter mentor over three years. This blend of classroom learning and hands-on experience equips participants with the technical and practical skills needed for long-term success. Graduates earn the nationally recognized Registered Carpenter Certification from the U.S. Department of Labor, along with interim credentials from the National Center for Construction Education & Research (NCCER). President Joe Campbell emphasized that the program benefits both apprentices and employers by providing strong career training and ensuring confidence in the skills Registered Carpenters bring to the job site.



#### PROFESSIONAL RESOURCES

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Callahan Construction Managers 80 First Street Bridgewater, MA 02324 (508) 279-0012 www.callahan-inc.com

Carrigg Commercial Builders LLC 454 Sheffield R Manchester, NH 03103 (603) 262-4343 www.carrigo.com

Charters Brothers Const, LLC 27 Main St Danville, NH 03819-3214 (603) 382-0279 www.chartersbrothers.com

Chinburg Properties 3 Penstock Way Newmarket, NH 03857 (603) 868-5995 www.chinburg.com

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Consigli Construction 72 Sumner St Milford, MA 01757 (508) 473-2580 www.consigli.com

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Engelberth Construction, Inc. 150 Water Tower Circle, 101 Colchester, VT 05446 (802) 655-0100 www.engelberth.com

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Landry/French Construction 160 Pleasant Hill Rd Scarborough, ME 04074 (207) 730-5566 landryfrenchconstruction.com

Lewis Builders Development, Inc. 54 Sawyer Ave. Atkinson, NH 03811 (603) 362-5333 www.lewisbuilders.com

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Sullivan Construction, LLC 258 South River Rd Bedford, NH 03110 (603) 647-1777 www.sullivanconstruction.com

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JG MacLellan Concrete Co., Inc. 180 Phoenix Ave Lowell, MA 01852 (978) 388-6102 https://www.jgmaclellanconcrete.com/

Mas-Con Corporation 29 Center St Laconia, NH 03246 (603) 528-4880 www.mas-concorp.com

Masonry Arts NH, LLC 319 Dale St Wilton, NH 03086 (603) 296-4933

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Premier Concrete Construction LLC 614 Gibbons Highway Wilton, NH 03086 (603) 654-2471 www.premierconcretellc.com

RediMix Companies, Inc. 1 Sundial Ave # 310 Manchester, NH 03103 (800) 269-6500 www.redimixcompanies.com

S.D. Szetela Masonry PO Box 222 Glen, NH 03838 (603) 383-9740 www.sdszetela.com

VR Concrete, LLC. PO Box 247 Colebrook, NH 03576 (603) 237-5000 www.vrconcrete.com

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Graybar Electric Co., Inc. 80 Pepsi Rd Manchester, NH 03109 (603) 206-7900 www.graybar.com

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Jolt Electric & HVAC Svc LLC PO Box 474 Hudson, NH 03051 (603) 402-1955

Lawrence & Lober Electric, Inc. 15 Barker St Bellows Falls, VT 05101 (802) 460-3479 www.llelectricservices.com

Liberty Electric Inc. 50-B Northwestern Dr # 1 Salem, NH 03079-5846 (603) 898-6023 www.libertyelectricnh.com

Longchamps Electric, LLC PO Box 4328, 700 Harvey Rd Manchester, NH 03108-4328 (603) 625-5954 www.LongchampsElectric.com

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MEC Electrical Contractors & Technologies 27 Industrial Avenue Chelmsford, MA 01824 (978) 244-9301 www.themecteam.com

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Vast Glass P.O. Box 159 North Salem, NH 03073 (603) 401-5918 www.yastrlass.com

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Granite State Plumbing & Heating, LLC 17 Oil Mill Rd Weare, NH 03281 (603) 529-3322 www.gsphinc.com

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Oliver Mechanical, Inc. 991 Candia Road Unit 1-3 Manchester, NH 03109-5209 (603) 621-9063 www.olivermechanicalinc.com

Palmer & Sicard, Inc. 89 Holland Way Exeter, NH 03833 (603) 778-1841 www.palmerandsicard.com

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Jamco Excavators, LLC 84 Exeter Rd South Hampton, NH 03827 (603) 394-7664 www.jamcoexcavators.com

Kenyon Lawn & Property Maintenance 40 South River Rd, Ste 35 Bedford, NH 03110 (603) 391-5819

Leighton A. White, Inc. 138 Elm St Milford, NH 03055 (603) 673-2294 www.leightonawhite.com

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North Point Outdoors PO Box 925 Derry, NH 03038 (603) 289-8000 www.northpointoutdoors.com

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White Diamond Painting, LLC PO Box 594 Barrington, NH 03825 (603) 905-9660 www.whitediamondpainting.com

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#### MEMBERS IN THE NEWS

■ Construction is officially underway for the Mark Stebbins Community Center on Manchester's West Side, a long-envisioned project dedicated to supporting children and families through health and youth programs. Named in honor of the late Mark Stebbins of member company, PROCON and a passionate



Stebbins Family and MSCC Board, Governor Ayotte and Mayor Ruais.

community advocate, the center will house the Boys & Girls Clubs of Greater Manchester and Amoskeag Health, offering affordable childcare, healthcare, and community resources. At the recent groundbreaking, leaders including Governor Kelly Ayotte and Mayor Jay Ruais celebrated the privately funded initiative as a model for community-driven impact. With an anticipated opening in Fall 2026, fundraising continues for the center's completion and long-term sustainability. For more information or to support the project, visit markstebbinscommunitycenter.org.





- based in Braintree, Massachusetts, has officially transitioned to an employee-owned company through an Employee Stock Ownership Plan (ESOP). The move reinforces the company's long-term commitment to its people, clients, and continued innovation in construction services throughout New England.
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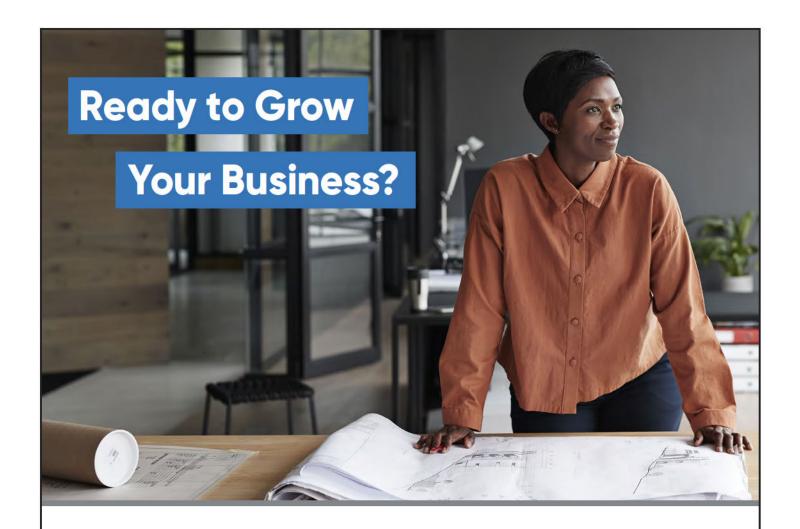
perspective to the PROCON leadership team that will further strengthen the company's market position and client-focused approach.

TOUCRUM ASSOCIATES, LLC is proud to announce the promotion of David Henderson to the role of Vice President. Henderson, who previously served as Director of Operations, has more than 30 years of experience in project management, leadership, and construction management across New England.



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ABC NH/VT has partnered with ApprenticeshipNH, NH Department of Labor, and Elm Grove Companies to launch New Hampshire's first Registered Apprenticeship Program (RAP) for maintenance technicians, combining paid on-the-job training with over 300 hours of coursework at MCC and NHTI. This two-year program addresses the growing demand for skilled maintenance technicians, a need driven by a retiring workforce and industry growth. Elm Grove Companies initiated the effort after realizing no such RAP existed in the state, partnering with ABC NH/VT to create a structured program modeled after the association's carpentry apprenticeship. ApprenticeshipNH provided technical assistance, curriculum development, and scholarships to help make the program accessible and effective. The curriculum includes training in HVAC, carpentry, electricity, OSHA safety, and more. Joshua Reap of ABC NH/VT emphasized the program's importance in addressing workforce shortages and creating lasting career pathways. Elm Grove's Matt Menning sees the initiative as a way to elevate the profession and attract committed talent to the field. Apprentices are tested on core competencies and supported financially while they learn. The program is now accepting applications from those interested in building a long-term career in maintenance. For more information, email apprenticeship@elmgrovecompanies.com or visit ApprenticeshipNH.com.

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The EnviroVantage role is to perform the initial environmental cleanup with attention to the overall considerations of the project. Having successfully completed thousands of projects, we believe in a "team" philosophy. EV understands that by partnering with owners, general contractors, and consultants we ensure our customers receive the most efficient, cost effective, and safest projects possible.











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