HBI

Building Careers. Changing Lives.

Tennessee Housing Conference
February 28, 2023

HBI is a national leader for career training in the building industry with over 50 years experience. With an average job placement rate of 80 percent, HBI training programs consistently benefit our graduates, the communities where they live, and our nation as a whole.

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The 5 Pillars of HBI

HBI serves more than 15,000 individuals annually through 5 Program Areas.

Job Corps

Youth ages 16-24 enrolled in US Department of Labor's Job Corps program

Community

Low-income, justice-involved and other underserved populations

Military

Transitioning military and veterans

Licensing

Secondary schools and community organizations

Academies

Large-scale training, open to all populations at no cost

TRAIN CREDENTIAL PLACEMENT

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Our Industry Curriculum & Credentials

HBI PACT – The Curriculum

- One of only three pre-apprenticeship curricula approved by the US Department of Labor.
- Supported and endorsed by the National Association of Home Builders 140,000 members.
- Integrates work-based learning with career technical and academic skills training.
- Includes job readiness, employability skills, career development, life skills and on-the-job training.
- Industry validated and aligned with National Green Building Standard™.

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HBI TEACHES SKILLS

HBI training programs teach skills across nine building trades, significantly increasing students' employment options once they graduate.

- ✓ Brick Masonry
- ✓ Carpentry
- ✓ Electrical
- ✓ Building Construction Technology
- ✓ Green Building/Weatherization
- ✓ Heating, Ventilation & Air Conditioning
- ✓ Landscaping
- ✓ Painting
- ✓ Plumbing

Students also can train to be job site superintendents through the Residential Construction Superintendent Designation.

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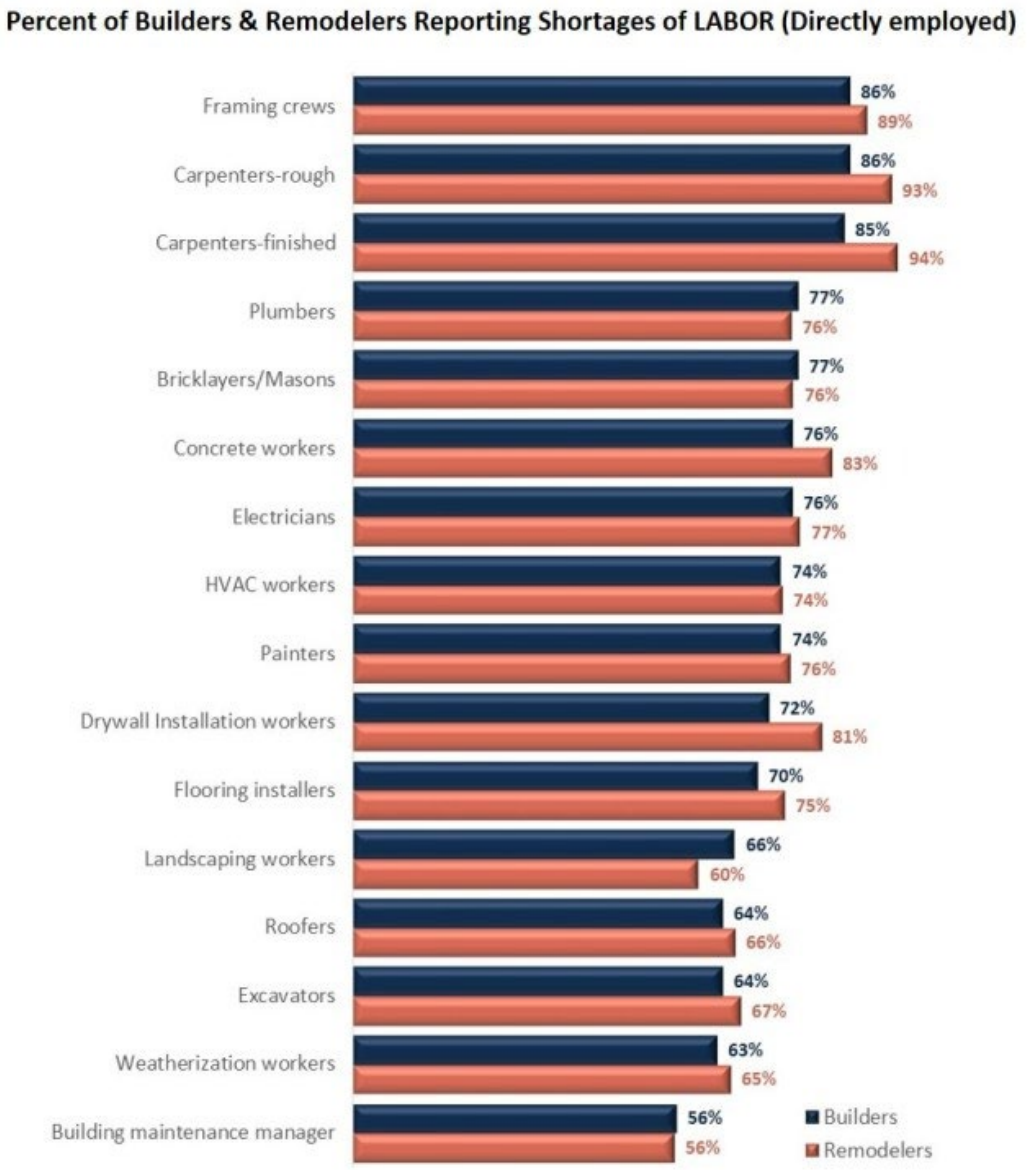
The Academy Model

The Crisis – The Skilled Labor Shortage

- The residential construction industry will need to bring in approximately 2.2 million new workers within the next 3 years to satisfy the US demand for housing.
- The current worker shortage is crippling the affordability and availability of homes for sale and rent.
- The crisis requires an all-hands and industry-wide effort to recruit the next generation of skilled trades people, raise diversity within the industry and expand awareness of the opportunities that exist.
- HBI is prepared to do our part.



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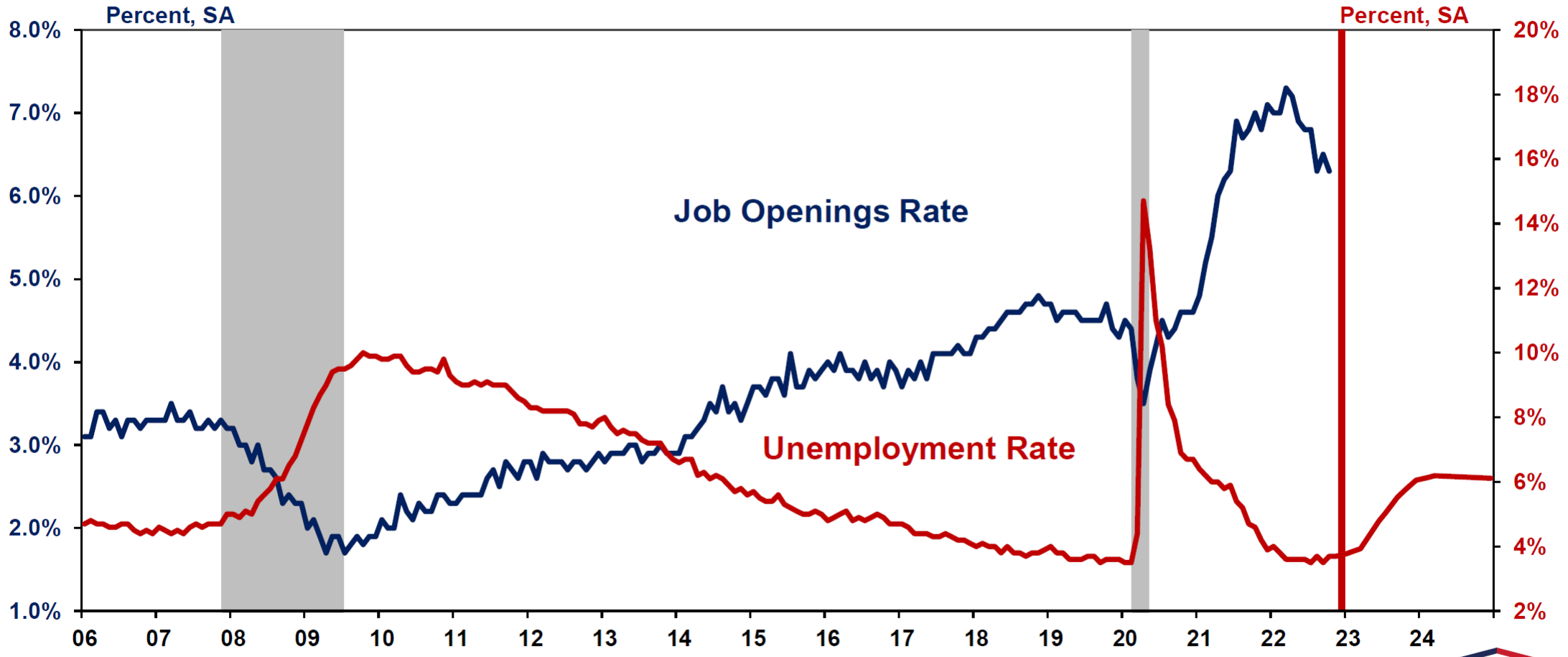
Job Openings Declined

More than 10 million open jobs



Source: U.S. Bureau of Labor Statistics (BLS) and NAHB forecast.

NAHB National Association of Home Builders

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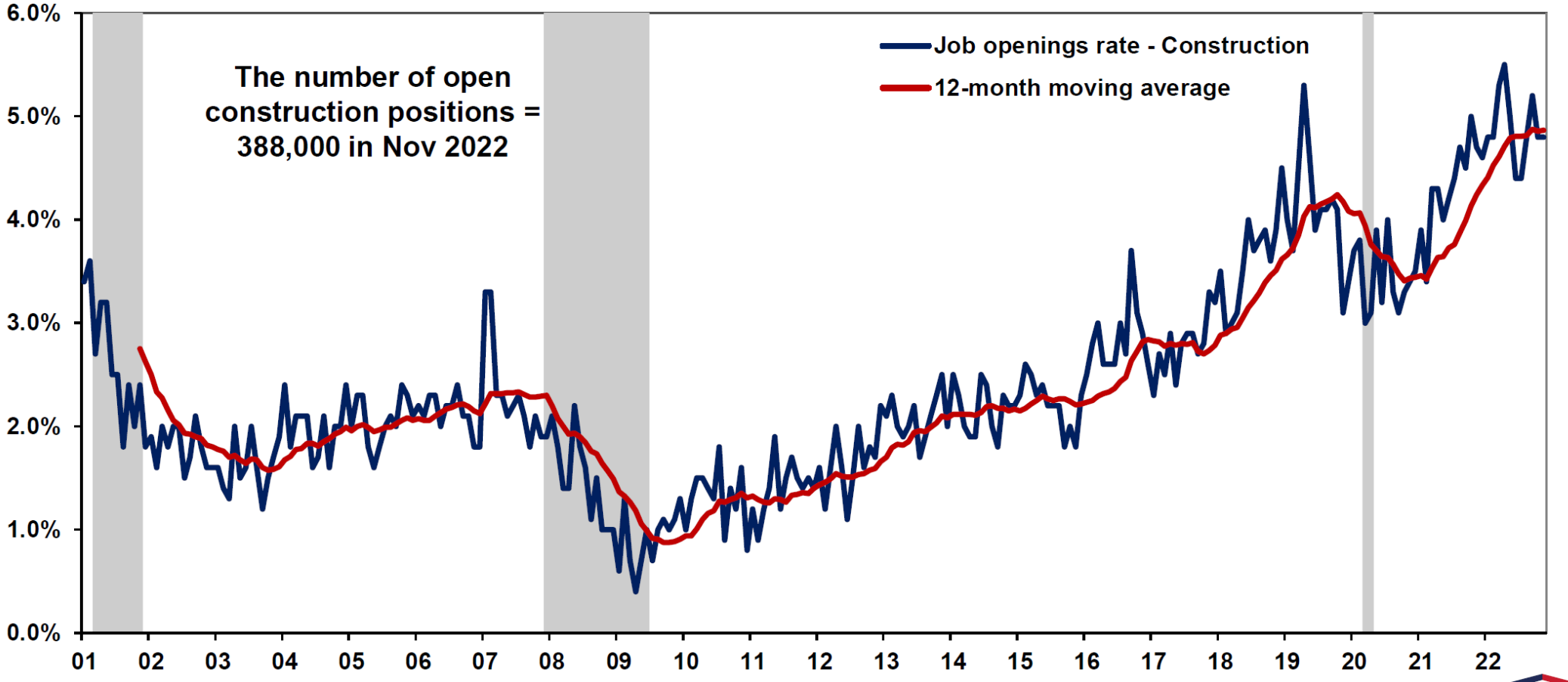
Labor – Construction Job Openings Peaked for Cycle?

Skilled labor shortage persists; 254,300 net gain for residential construction since Jan 2020



Source: U.S. Bureau of Labor Statistics (BLS).

NAHB National Association of Home Builders

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The Solution – The HBI Academy

ACADEMY FRAMEWORK

Local
Conveniently located within a local community, serving as a "magnet school" for participants to receive career training in the skilled trades

Nonprofit oversight and influence
Uniform structure led by a credible nationally recognized organization to drive consistency in approach and connectivity

Collaboratively funded
Multi-stakeholder funding ecosystem for end-to-end success and sustainability, including local and national philanthropy, state & local government, as well as local industry partners (employers)

Progressive on-ramps
Provide varying levels of curriculum & certifications to meet the needs of the participants and employers in the community, ranging from informational to hands-on to management & entrepreneurship

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Target Student Outcomes (Single Academy)

Key Performance Indicators (KPIs)						
			Year 1	Year 2	Year 3	Year 4
Introductory Course	Enrolled		200	250	300	400
	Completed	70%	140	175	210	280
PACT Core Course	Enrolled		98	123	147	196
	Completed*	80%	78	98	118	157
PACT Trade Course	Enrolled		55	69	83	110
	Completed*	90%	50	62	75	99
	Placements (completers only)	70%	98	123	147	196

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HBI Academy Vision

Establish 20 Academies Over a 5 Year Period within Metropolitan Statistical Areas with high volume of permits

Other Target Markets
Sacramento
New Orleans
Salt Lake City

2021 Year End Data		
	MSA	**Permits Issued**
1	Dallas-Fort Worth-Arlington, TX	76,909
2	**Houston-The Woodlands-Sugar Land, TX**	69,053
3	New York-Newark -Jersey City, NY-NJ-PA	58,035
4	**Phoenix-Mesa-Chandler, AZ**	51,923
5	Austin-Round Rock-Georgetown, TX	50,772
6	Atlanta-Sandy Springs-Alpharetta, GA	39,296
7	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	37,449
8	Seattle-Tacoma-Bellevue, WA	30,967
9	Los Angeles-Long Beach-Anaheim, CA	30,814
10	**Orlando-Kissimmee-Sanford, FL**	30,533
11	Nashville-Davidson-Murfreesboro-Franklin, TN	30,469
12	**Denver-Aurora-Lakewood, CO**	30,004
13	**Charlotte-Concord-Gastonia, NC-SC**	28,309
14	Washington-Arlington-Alexandria, DC-VA-MD	27,075
15	Minneapolis-St. Paul-Bloomington, MN-WI	25,742
16	Miami-Fort Lauderdale, FL	25,350
17	Tampa-St. Petersburg-Clearwater, FL	24,826
18	Jacksonville, FL	22,725
19	San Antonio-New Braunfels, TX	22,229
20	Raleigh-Cary, NC	21,649

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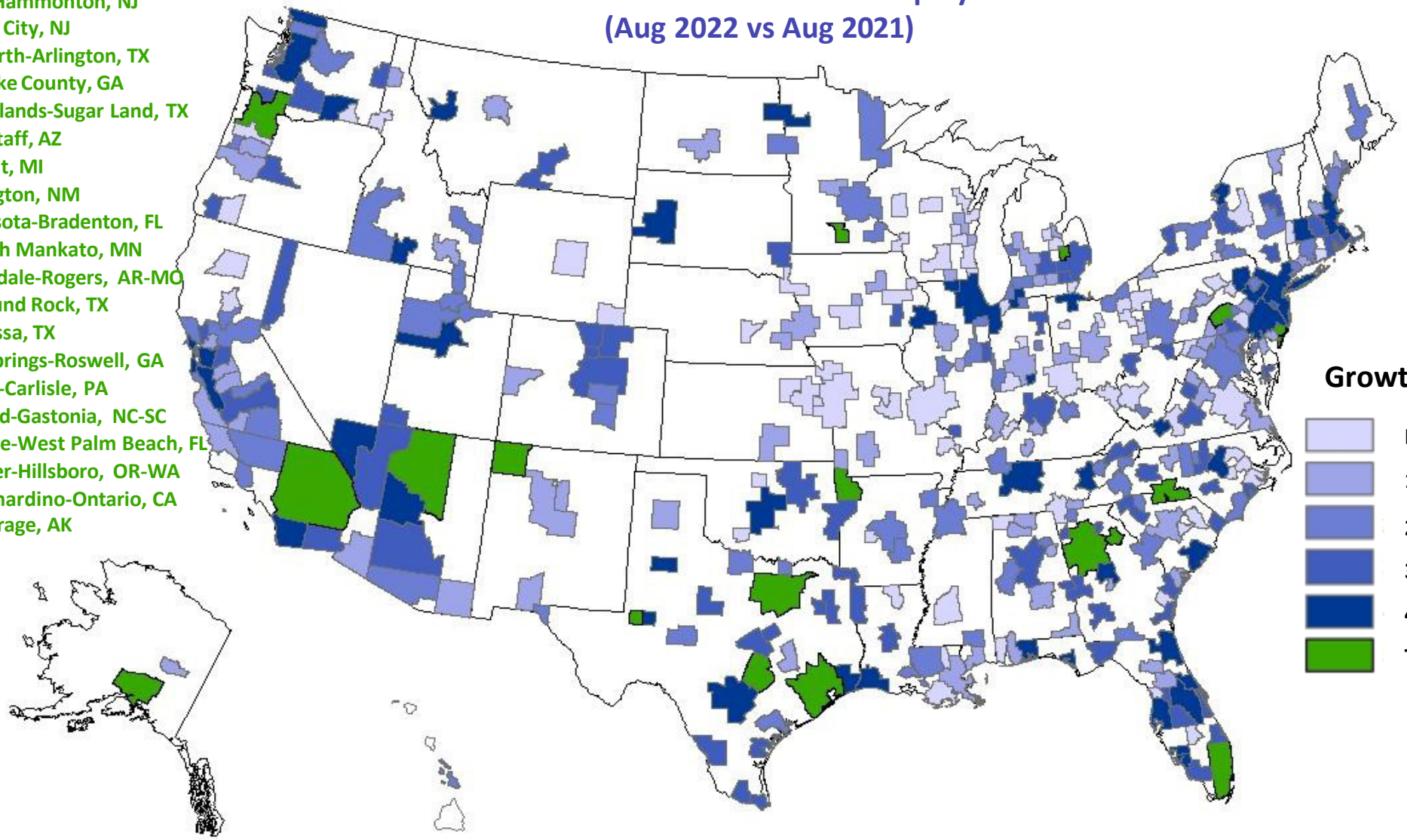
Top 20 Markets for Job Growth

Atlantic City-Hammonton, NJ
Ocean City, NJ
Dallas-Fort Worth-Arlington, TX
Athens-Clarke County, GA
Houston-The Woodlands-Sugar Land, TX
Flagstaff, AZ
Flint, MI
Farmington, NM
North Port-Sarasota-Bradenton, FL
Mankato-North Mankato, MN
Fayetteville-Springdale-Rogers, AR-MO
Austin-Round Rock, TX
Odessa, TX
Atlanta-Sandy Springs-Roswell, GA
Harrisburg-Carlisle, PA
Charlotte-Concord-Gastonia, NC-SC
Miami-Fort Lauderdale-West Palm Beach, FL
Portland-Vancouver-Hillsboro, OR-WA
Riverside-San Bernardino-Ontario, CA
Anchorage, AK

YOY Growth Rate in Nonfarm Employment (Aug 2022 vs Aug 2021)



NAHB National Association of Home Builders

Growth Rate by Quintile

- Less than or equal to 1.5%
- 1.6% -- 2.2%
- 2.3% -- 3.0%
- 3.1% -- 4.0%
- 4.1% -- 5.1%
- Top 20 Markets (5.2% - 11.8%)

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Source: U.S. Census Bureau (BOC)

Thank You!!

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