ENR's Annual

ACE Mentor Program Yearbook 2019

Engagement: The Essence of ACE

ENR Engineering News-Record

CELEBRATING 25 YEARS OF MENTORING 1994~2019

25 YEARS

ACE MENTOR PROGRAM

ARCHITECTURE • CONSTRUCTION • ENGINEERING

DEAR ACE MENTOR PROGRAM & AEC COMMUNITY:

We extend our warmest congratulations to the 2019 winners of the CMiC-Allen Berg Memorial Scholarship Awards. We were impressed by the quality of the nominees—who came from 44 ACE Mentor affiliates—and find ourselves incredibly humbled by the positive response from the AEC community. Together with the ACE Mentor Executive Committee, we selected 25 students from 19 states to receive scholarships ranging from $10,000 to $40,000, based on merit and financial need.

Each winner captures the spirit that inspired the award—to continue the legacy of our founder, Allen Berg, as a builder, mentor and education advocate. Allen, whose greatest joy was helping the disadvantaged by providing opportunities otherwise unavailable to them, was devoted to educational and community causes. He is fondly remembered for his support of numerous initiatives, such as youth mentoring and career counseling, and for serving on the boards of several religious, government and technology organizations.

Our pledge of $10 million, spanning a period of six years, represents our long-term partnership with the ACE Mentor Program to support its mission of engaging, exciting and inspiring high school students to pursue careers in architecture, engineering and construction.

We are confident this year's winners—and the many more to come—will leave their mark on the AEC industry much in the same way that Allen left his.

Sincerely,
CMiC and The Berg Family

In memory of its founder, Allen S. Berg, CMiC is pledging $10 million to help advance the construction industry.

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A Letter From the Chairmen

It's fitting that the ACE Mentor Program's 25th anniversary marks a landmark year across our organization. ACE has reached new and higher levels of success in terms of engagement with students and mentors, as well as the numbers of affiliates, sponsors and scholarships awarded.

It's tremendously satisfying to see how mentors have changed the lives of young people. In the following pages, you'll see how some individuals who have been involved for 10, 15 and 20 years have directly influenced the lives of their former students professionally and personally. A visible demonstration of our success is seeing former ACE students join our industry and go on to serve as mentors and affiliate board members.

ACE is all about creating opportunity—and one way we do so is through scholarships to support students' postsecondary education in the AEC space. ACE has awarded $20.4 million since 1994. This past year broke all previous records, thanks to a grant from CMiC in honor of its founder, the late Allen Berg. We're honored that CMiC and the Berg family chose ACE for this remarkable gift.

Beyond the workforce-development opportunities ACE offers, the program is a platform for community engagement, as you'll see in the CIRT National Design and Construction Competition coverage and the "Putting New Skills to Work in the Neighborhood" feature. It's great to see ACE students and mentors creating ideas that influence their communities' infrastructure development or bring joy to terminally ill children.

It's clear to see that our people, projects, companies and, ultimately, communities are better as a result of ACE. We look forward to many more milestones and accomplishments in the years ahead as we continue to make a difference in people's lives and have a positive impact on the architecture, construction and engineering industry.

CELEBRATING 25 YEARS OF MENTORING 1994–2019
25 YEARS
ACE MENTOR PROGRAM
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Charles H. Thornton
Chairman, ACE National Board, 2002–2010
Chairman, TGE Top Down

Thomas F. Gilbane, Jr.
Chairman, ACE National Board, 2011–2016
Chairman and CEO, Gilbane

Peter J. Davoren
Chairman, ACE National Board, 2017–Present
President and CEO, Turner Construction Co.

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◆ Importance of National-Local Bond ◆ Outstanding Mentors Speak Out ◆ CMiC-Allen Berg Memorial Scholarships
◆ CIRT National Design & Construction Competition ◆ A Vision for the Program's Future

COVER PHOTOS: BOTTOM PHOTO, AKILAH DARDEN AND KIM YOUNG, SMOOT CONSTRUCTION, INDIANAPOLIS; ALL OTHER PHOTOS COURTESY OF ACE MENTOR PROGRAM

The People of Turner Salute the ACE Mentor Program For 25 Years of Making a Difference

Marina
ACE mentor and
former ACE mentee

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Milestones Along ACE's 25 Years of Success!

1994 — Formal Launch

Career Directions for Students in Architecture, Construction and Engineering

Birth of ACE, New York City, 17 participating firms, 3 teams, 90 students

2000 — Major Expansion

7 affiliates in 6 states & Washington, D.C., 810 students, 260 mentors

2001 — Recognition

In recognition of his founding ACE, Charlie Thornton receives *ENR*'s Award of Excellence

2002 — ACE Incorporated

ACE Mentor Program

Incorporated as national non-profit organization

2004 — Growth

17 affiliates in 12 states & Washington, D.C., 2,710 students, 725 mentors

2007 — 1st Design Competition

Construction Industry Roundtable creates first annual National Design and Construction Competition

2008 — 1st National Conference

Affiliate leaders meet in New Orleans. Four subsequesnt conferences, including Washington, D.C. (2019). Conferences now occur biennially.

2010 — Presidental Award

ACE earns Presidental Award for Excellence in Science, Mathematics and Engineering Mentoring, presented at the White House

2012 — Outstanding Mentors

ACE-*ENR* Outstanding Mentor Award program begins

2014 — AIA Honors

ACE wins AIA's Institute Honors for Collaborative Achievement

2018 — Diversity Recognition

AIA bestows its Diversity Recognition program award on ACE

2019 — ACE Thrives

74 affiliates in 36 states, Washington, D.C. & Puerto Rico. 10,000 students, 4,100 mentors & $2.4 million in scholarships

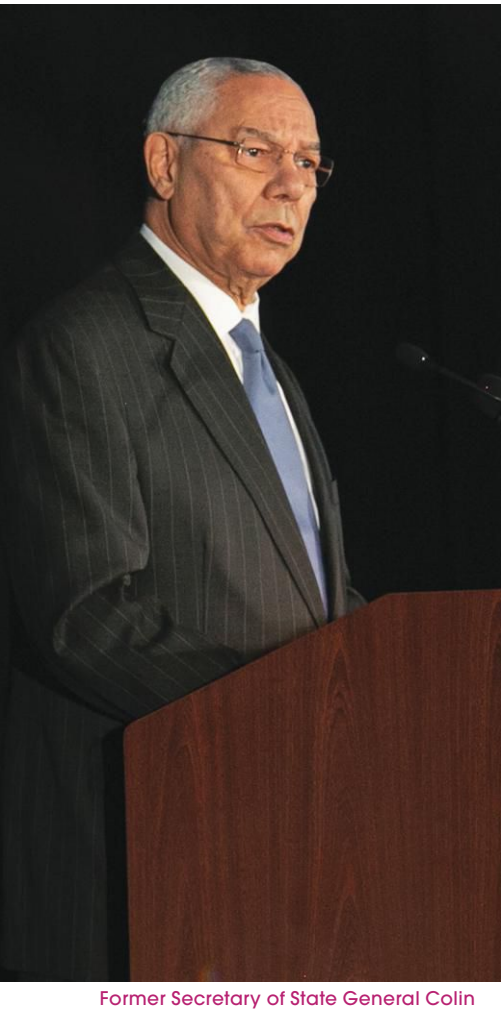
Twenty-Five Years of Industry Influence

What began as a grassroots effort to help New York City students find a career path in architecture, construction and engineering fields has become a nationwide force that's transforming the industry, one student at a time.

Industry born, led and funded, the ACE Mentor Program's free after-school program introduces high school students to the dynamic construction industry and helps nurture and develop a talented future workforce.

Through its years of activity, ACE has literally changed the face of an industry through direct outreach to young people from all backgrounds across the United States and Puerto Rico. It's also helped students launch their postsecondary school careers with $20.4 million in scholarships.

Perhaps even more impressive is the program's sustainability. A growing number of ACE alumni are returning to ACE as mentors. For Charlie Thornton, it's a dream come true. He often recounts how he and his New York City colleagues in 1994 sought to resolve the workforce-development issue through mentorship. That vision has gone from 90 students in 1994 to 10,266 students in 2018–19, drawn from almost 1,200 high schools and mentored by 4,162 volunteer industry professionals.



Former Secretary of State General Colin Powell inspired all at the 25th anniversary celebration in Washington, D.C.

> *"Young people need adults to mentor them, put them on a track, inspire them, and tell them they can do anything as long as they put their minds, energy and bodies to it...That's what ACE is all about."*
>
> —Former Secretary of State General Colin Powell

At the 25th anniversary celebration in Washington, D.C., earlier this year, former Secretary of State General Colin Powell, founder of America's Promise Alliance, an ACE partner, reinforced the importance of ACE. In his speech, General Powell noted, "Young people need adults to mentor them, put them on a track, inspire them, and tell them they can do anything as long as they put their minds, energy and bodies to it. Every child deserves an opportunity. That's what ACE is all about and why you've been so successful. Mentoring is an essential part of the American culture and tradition. Our kids need it, and America needs it."

The following stories spotlight 25 years of engagement and range from a feature on a few of ACE's pied pipers—the mentors—to a story about the many sponsors who support and advocate engagement and collaboration, and an account of the real impact ACE programs are making in communities. ◆

2018-2019 Profile of Success

STUDENTS

75% ACE seniors enter skilled trades program or college with an industry-related major

26% ACE seniors are first-generation college students

91% Students state ACE improved their chances of success in college or skilled trades training program

71% Students are minority or of mixed race

33% Female / **66%** Male

MENTORS

4,162 Mentors and team leaders

39% Mentored 3+ years

MENTOR PROFESSIONS

32% design (architecture, landscape architecture, etc.)

30% construction (managers, builders, skilled craftsmen)

30% engineering

8% other fields

PHOTO: COMMERCIAL IMAGE PHOTOGRAPHY

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AmeriCan Dream: the C is the key.

In the fields of **Architecture, Construction and Engineering**, Allan Myers believes that, for many deserving high school students who might not plan to attend college, the key to building their American Dream is a career in construction. That's why Allan Myers continues to be a proud sponsor of the ACE Mentor Program, and is committed to providing career paths of growth and opportunity for those students.

It's never too early to start dreaming, but more importantly, it's never too early to start planning. It's your future. Make it a good one. Believe in the C.

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The Pied Pipers of a Profession Inspire Multiplier Effect

Mentors are the not-so-secret ingredient of the ACE Mentor Program's success, encouraging tens of thousands of high school students to pursue careers in the design and construction industry.

Mentors' passion for their careers, dedication to their students and overall commitment are having a multiplier effect on the program, as hundreds of ACE alumni join the mentor ranks. Of ACE's 4,100 mentors, more than 6% are former students, a number that is expected to reach double digits in the coming years. Even more extraordinary is the subsequent chain reaction when the students of alumni mentors also return to the program.

At ACE, there are countless compelling stories about mentors' effect on their mentees and vice versa. Here's how a few of ACE's amazing mentors have become the pied pipers and force multipliers for an industry.

Lori Guidry has influenced numerous young people through mentoring, including alumni mentors Kent Kaewwaen (left) and Thai Nguyen.

PHOTO: COMMERCIAL IMAGE PHOTOGRAPHY

LA Inspired

Lori Guidry, president of Development Industries and member of the ACE National Board, has been a long-time advocate of the **Los Angeles** affiliate since its inception in 2002.

Over the years, Guidry has mentored hundreds of students—and she strives to stay in touch with all those who move on to study and work in the industry.

One of her first mentees was Thai Nguyen in 2002. His family had just migrated to the United States from Thailand. When he joined the Los Angeles affiliate's inaugural class at John Marshall High School, Guidry knew right away that he was special. "We took in a lot of kids the first year—but through field trips, pizza and the project-development phase, we formed an even stronger bond with students like Thai who were all in to learn more," she recalls.

"I loved the program from the start," Nguyen says. "Though looking back, it was during the second half when we started working on the design project that I really started to bond with our mentors." The value of that relationship stuck with him. "Even in college, Lori would check on me to see how I was doing in school and helped me get an internship," he adds.

> Of ACE's 4,100 mentors, more than 6% are former students, a number that is expected to reach double digits in the coming years.

When Nguyen earned a college degree in construction management and interviewed for jobs, he immediately asked if the interviewing company sponsored ACE. He adds, "If they didn't, I wanted to know if I could facilitate that connection." In 2008, Nguyen joined PCL Construction, an ACE sponsor, where today he is the manager of the Special Projects Division—and now the vice chairman of the Los Angeles affiliate's board of directors, influencing more young people to consider careers in the industry.

Another of Guidry's followers is Kent Kaewwaen, who joined the program in 2004 as a senior at John Marshall High School and received an ACE scholarship. After earning his Master of Engineering in structural design from the University of Southern California in 2011, he immediately sought to return to ACE as a mentor. Even today, Kaewwaen talks about the influences of mentors like Guidry. "She stayed in touch, and she cared," he says. "I wanted to do the same thing and give other teenagers the same advantage I had."

As soon as he started working in the LA area, Kaewwaen called Guidry and Aldrin Orue, principal at KPFF Consulting Engineers and then chair of the Los Angeles affiliate's scholarship committee, to get involved. Subsequently, Kaewwaen

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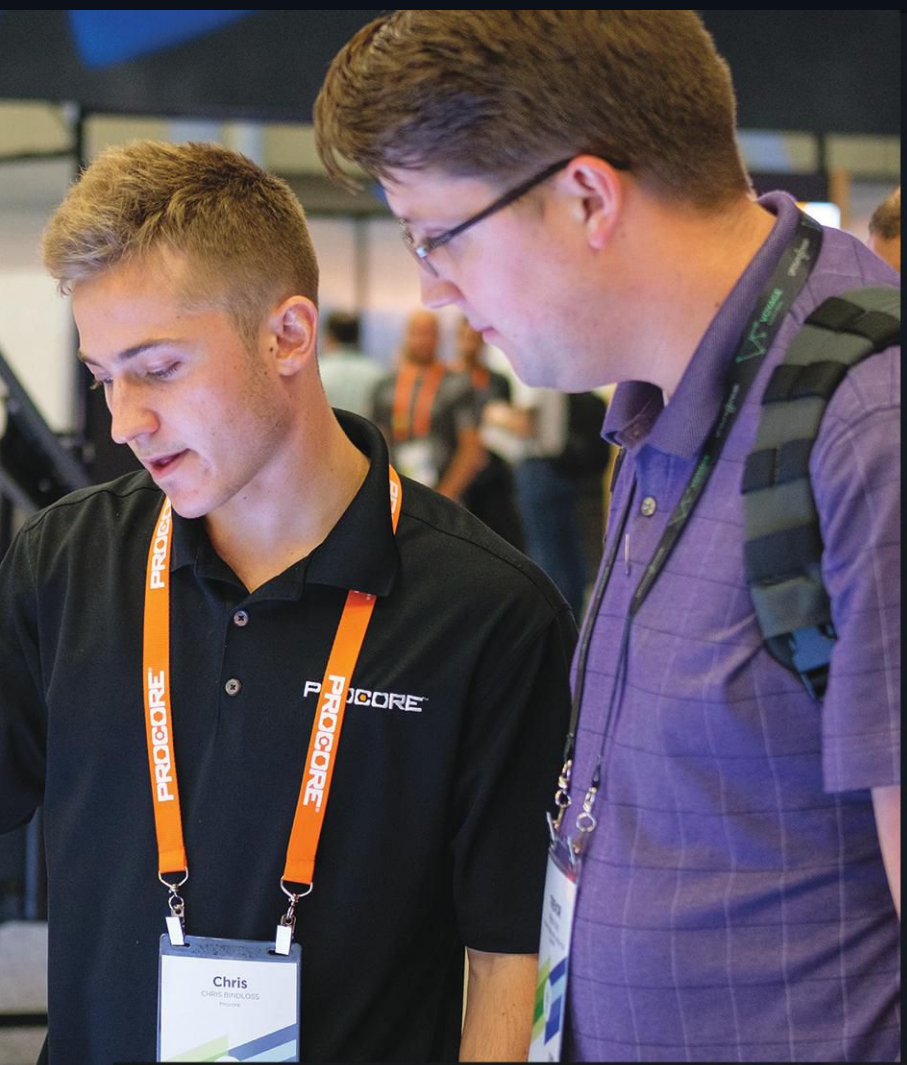

2019 SPEAKERS

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Jake Wood
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There's nothing more rewarding to mentors than to see their former students become a part of the industry; the bonus is when those young people return to ACE as a mentor.

was instrumental in rebuilding and then leading a team in Pasadena. In 2015, he was recognized as ACE LA's Engineering Mentor of the Year. Currently, he is a project manager for John A. Martin Structural Engineers.

Now a second generation of ACE alumni mentors, originally started by Guidry, is on the rise. One of Nguyen's former students, Andy Zavala, project engineer with Critchfield Mechanical, has joined ACE as a mentor at their alma mater, John Marshall High School. "Thai influenced me to attend Cal Poly SLO and major in mechanical engineering," says Zavala, who earned his engineering degree in 2017. By coincidence, mentor and mentee today find themselves working on the same project: the Kaiser Permanente School of Medicine in Pasadena.

As well, one of Kaewwaen's mentees, Luis Berrios, has joined the ACE fold. Kaewwaen kept in touch with Luis while he earned a construction-engineering degree from California State Polytechnic University, Pomona. Today, Berrios is a project engineer with Pankow Builders and co-leads the Pasadena team alongside Kaewwaen.

Philly Focused

Anthony Naccarato, president of O'Donnell & Naccarato, early chair of the **Greater Philadelphia** affiliate's board and member of the ACE National Advisory Council, has made ACE his life's passion. Like Guidry from Los Angeles, he's mentored many young people over the past 19 years and provided the spark for two generations of alumni mentors.

When asked about ACE, Naccarato firmly believes that "those born into more fortunate circumstances should do everything they can to help those who weren't to make sure our industry

Lasting Ties, Far-Reaching Impact

When José Gonzalez, an architectural designer with AECOM, started an ACE team in an underserved east Houston neighborhood in 2016, he knew he could make a difference in the lives of young people in the Spanish-speaking area where he grew up.

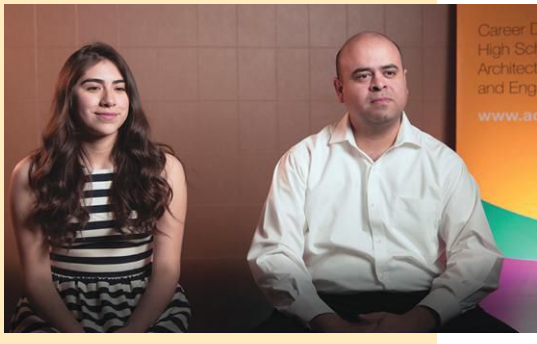
Little did he know just how big of a difference he would make. Among his students in that first year was Paulina Perales, a young woman with an interest in engineering but no real clarity on how to achieve her goals until Gonzalez visited her drafting class and talked about ACE.

Then a sophomore, Perales recalls, "His presentation about ACE opened my eyes. I joined the program right away."

That relationship grew stronger when Perales's father was deported. "I had just started with ACE and was having such a hard time focusing," Perales says. "But the mentors encouraged me. I am very thankful for my mentors' support."

Gonzalez says, "Mentoring is all about helping someone develop as a person, to see opportunities that are available to them in the world that they may not have considered. In Paulina's case, she needed people who cared to make sure she got what she needed."

Perales did so well that she's been accepted to the electrical engineering program at the University of Houston. She was also one of 25 students to receive a 2019 CMiC-Allen Berg Memorial Scholarship to help pay for her education.



Paulina Perales credits her mentors, like José Gonzalez, for helping realize her goals of going to college and becoming an engineer.

Today, the east Houston team is up to 35 students, and nine mentors are actively involved on the team. Gonzalez continues to mentor and encourage students, even after they finish ACE. Two of his mentees from 2017–18 have returned as mentors on his team. ◆

PHOTOS: COURTESY OF ACE MENTOR PROGRAM

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Thomas F. Gilbane, Jr. - Chairman, Development Committee of the ACE Mentor Program - speaking at the ACE 25th Anniversary Celebration.

Gilbane's ACE board members, mentors and volunteers are all dedicated to encouraging students and schools to explore the design and construction industry. Through our partnership with the ACE Mentor Program we are committed to engaging, inspiring and guiding future industry leaders.

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Kevin Brown (left) mentored Jason Jiang, who is also now an ACE mentor.

is representative of our society. Kevin Brown is a perfect example of all that's great about ACE—a smart, well-spoken and hardworking individual who was given an opportunity."

Brown joined ACE in 2003 while attending George Washington Carver High School of Engineering and Science. He went on to earn a bachelor's degree in civil engineering from Widener University in 2009 and a master's in 2014. He became a mentor in 2010.

"Mentors like Tony [Naccarato] are integral to where I am today as a professional," Brown says. "When I started with ACE, I didn't have any idea what the program was about and I was very quiet as a teenager, but Tony took the time to talk with me, draw me out and encourage me to get involved. He and ACE stayed with me on my journey through high school, college ups and downs, and now even in my professional career."

Brown is currently a construction manager with Urban Engineers and an avid ACE advocate. "I returned to ACE because I realized that what my mentors gave me is not something I could have learned in a high school classroom—and it changed my life. I'm trying to give back some of that to students now. It's a great organization that's making a difference in my community."

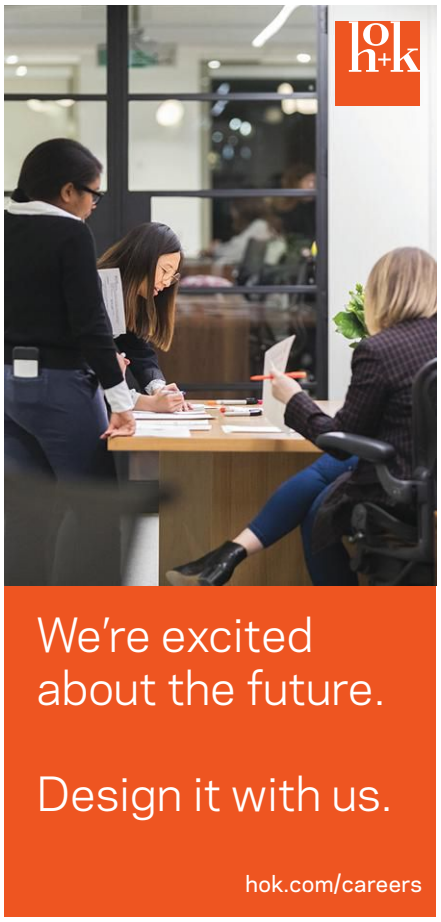
One of Brown's mentees is Jason Jiang, an Alex Chan Scholarship winner from the Philadelphia affiliate who went on to graduate from Philadelphia University (now Jefferson) in 2017 with a Bachelor of Architecture and a minor in visualization and multimedia. Jiang points to two mentors as his guides: Brown and Alex Chan, design manager at Gensler in Philadelphia.

Jiang says, "With Kevin and Alex's guidance, I was able to see the day-to-day tasks in each profession. Kevin was and still is a great role model for me."

Jiang returned to ACE because it was an important foundation to his education. He says, "I honestly can't say I'd be where I am today without my mentors and the program. Now that I'm a professional in the industry, it's so important to give back to the very community that helped me. My mentors were kind enough to support me through school and into my early career, and I want to do the same for the next generation of students."

When asked what was one of the most important lessons he learned from his mentors, Jiang says, "As a mentor, we provide a safe, fun and educational space for them to learn about our industry and, if it's not something they're interested in, we do our best to help them find the field that's right for them."

PHOTO: COURTESY OF URBAN ENGINEERS



Congratulations to The ACE Mentor Program of America on celebrating 25 years of success!

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Engineered With Purpose

Three of the more than 300 students Lianne Bell has mentored for 13 years have become mentors. She leads one of the **San Diego** affiliate's inner-city teams.

Francisco Ruiz-Tatum is one of Bell's early students. The first in his family to attend college, Ruiz-Tatum graduated with a degree in construction engineering from San Diego State University. He mentored a total of six years and served on the San Diego affiliate board for three years. Formerly an assistant superintendent with Clark Construction and now the owner of his own construction company, Ruiz Building Services, Ruiz-Tatum says, "I know that I would have had no chance of a professional career without my ACE experience. My mentors helped me realize my potential and gave me the confidence to pursue a dream that seemed unattainable."

One of Ruiz-Tatum's schoolmates, José Bojorquez, also earned a construction-engineering degree from San Diego State University with partial assistance from an ACE scholarship. Upon graduation, he joined McCarthy Building Co., where he's currently an assistant project manager. He mentored for two years, with Bell, at his high school alma mater.

Ana Gutierrez has a similar story. When her mom randomly signed her up to attend Kearny High School's

Lianne Bell's (c) many mentees include both Francisco Ruiz-Tatum (l) and José Bojorquez (r), who returned to ACE as mentors.

PHOTO: COURTESY OF ACE MENTOR PROGRAM

SHAPING THE FUTURE STARTS TODAY

With active industry mentors and scholarship funding for college-bound high school graduates, Sunstate Equipment is proud to support the ACE Mentor Program and the bright-minded students who will become tomorrow's industry leaders.

Sunstate has always been at the forefront of leading change within the construction equipment industry, and we are pleased to provide opportunities to others who share our passion for solving problems, putting people first, and being the best.

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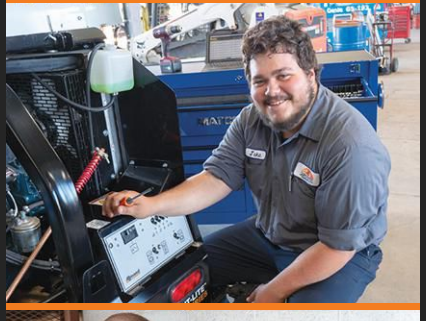

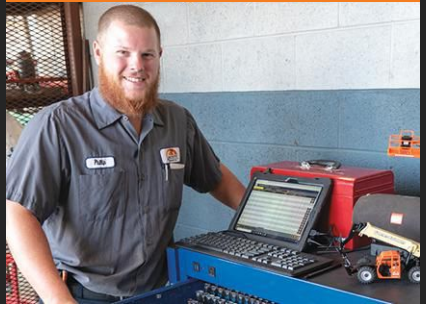

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TO BUILD SOMETHING BIG, YOU HAVE TO START SMALL

For BrightView Business Developer and long-time ACE Mentor Chris Perry, it started with one.

"The first year we only had one kid at one of the schools we mentored. We took the attitude if we can change the life of one student, it's worth keeping the program going," said Chris.

Twelve years later, Chris and his fellow mentors have impacted the lives of many more. According to Chris, watching students grow is what keeps him coming back, year after year.

"Students come from a variety of levels and backgrounds. No matter what, they all put incredible effort into completing their projects."

It wasn't long before he shared his enthusiasm with BrightView's Vice President of Pre-Development Services. Soon Kelly Duke was lending his expertise in landscaping, irrigation, green roofs, and sustainability to students in Pasadena, and later in other schools across Southern California.

"There are two important aspects that attracted me to ACE," Kelly said. "On one hand, there is the satisfaction of opening the students' eyes to the variety and significance of ACE-related professions. The other is being present when they discover an aspect that engages them and gives more meaning to their education as a path to an ACE-based career."

For Chris, Kelly, and all those who have lent their time to the ACE program, volunteering been a rewarding journey.

"The most rewarding part has been following students through their high school years, knowing that many will be the first in their family to attend and graduate college. And then, we get to see them return full circle to become ACE Mentors and Team Leaders," said Kelly.

At BrightView, we're proud to support and celebrate the immeasurable impact the ACE Mentor program has had over the past quarter century. Every student touched by the program is contributing to something big--- not just their own success, but the success of the industry.

Congratulations to all the students, mentors, and supporters of the ACE program on an incredible 25 years.

BrightView™
Landscape Development

Mentor interaction is a fundamental element of all ACE programs, helping build bonds that often extend beyond high school.

Construction Tech Academy School, Gutierrez had no idea about—or any real interest in—the construction industry. She says, "Through ACE, I learned about careers that I'd never heard of. It was interesting and a chance to learn from and talk with professionals."

Gutierrez went on to get a degree in construction engineering from San Diego State University. She currently works as an MEP project engineer for Clark Construction—and has returned to ACE as a mentor.

"I'm the first person in my family to go to college," Gutierrez says. "I want to give kids with backgrounds like mine a chance to see career opportunities that they would never have considered. My goal is to influence the life of at least one student a year—that's my way of giving back."

She's accomplishing that goal both within the community and at home. In her first year with ACE, as the lead mentor at Hoover High School, Gutierrez helped six students earn scholarships, secure internships, get accepted to summer construction camps and connect with apprenticeship programs. With her encouragement, her youngest sister joined ACE and has had two summer internships with DPR Construction through the program. Further, Gutierrez inspired another sister to become a carpenter's apprentice. "ACE is one of the most rewarding experiences in my life," she says. "I love working with the students and helping them learn."

Passionate Professionals

At the **Dallas/Fort Worth** affiliate, Jennifer Ridd, senior project manager with JQ Infrastructure, has been involved with the affiliate since 2005. Now, two of her students have returned to the affiliate as mentors: Isaura Perez and Ricardo Leon.

An ACE graduate in 2007, Leon was one of Ridd's earliest students. With scholarships from the Dallas affiliate as well as ACE National, he majored in architecture at the University of Texas at Arlington, and in 2015 earned a master's degree in architecture from Columbia University. "Jennifer was an enthusiastic and encouraging mentor who got me excited about a career in the industry. She invested a lot of time in the students," recalls Leon, now an architectural designer with OMNIPLAN.

Leon returned to ACE as a mentor in 2017 and is currently a team leader. "Jennifer is a role model for me as a mentor," he says. "I want my students to see people passionate about their professions."

Perez also benefited from Ridd's support. She graduated from Texas A&M University in 2010 and currently works for Poole+Drennan, in part because mentors like Ridd helped her find her passion. Perez has re-engaged with the Dallas/Fort Worth affiliate as a mentor and mentor coordinator.

Ridd says, "We love seeing students come back. That says that not only did they fulfill the goal of joining our industry, but also that we made a big enough impact that they want to return and pay it forward. It's really inspiring to see so many of our young people enter the industry and return to ACE. I believe we as an organization at the affiliate and national levels are stronger because of them." ◆

PHOTO: COURTESY OF ACE MENTOR PROGRAM

"Leading by example, delivers increased participation by ACE Mentor students."
– **Kevin Brown**, E.I.T., *Construction Manager*, Urban Engineers

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Alumni Return to Nashville Affiliate in Rising Numbers

The **Greater Nashville** affiliate is an exceptional example of the "multiplier effect" in action across the ACE Mentor Program, as a number of alumni have returned over the years. Currently, 12 alumni participate in the affiliate as mentors, guest speakers and/or board members.

At least three Nashville alums are known to have become active in the **Chicago, New York City** and **Chattanooga** affiliates. In the case of Chattanooga, a Nashville alum has served as a mentor and board member, and for a few years was board chair. Another Nashville alum, currently an architecture student at the University of Tennessee in Knoxville, is playing a key role in founding the new **Knoxville** affiliate and will sit on its board of directors.

When asked what they've done to create such passion, Jill Romano, senior project manager with ESa and board chair of the Greater Nashville affiliate, says, "It comes down to good mentor engagement and a supportive mentoring firms and companies. We try to incentivize our former students to keep in touch with us through mentor outreach, our alumni scholarship fund and internship opportunities."

The affiliate also established an alumni committee comprised of former ACE students to reach out to ACE alumni through their postsecondary education and early careers. The affiliate also has a scholarship program that lets sponsor firms give scholarships in the name of a company as a way to increase engagement and strengthen relationships.

Romano concludes, "Bottom line, it's really our mentors who deserve the most credit for our success. They open the door by giving students their business cards and letting them know that they're there as a resource. Sometimes, that's all it takes."

The Greater Nashville affiliate was established in 2002 with 40 students from three schools. Today, around 150 mentors engage around 150 students from 20 high schools in three different counties in the Nashville metropolitan area.

Since its founding, the affiliate has awarded more than $560,000 in scholarships to Middle Tennessee students. This past year, the group gave out $70,000 in scholarships to high school students and another $9,000 to alumni. ◆

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Where Are They Now?

Alumni from ACE's First Decade Reflect on the Program's Lasting Impact

Since ACE Mentor Program's founding 25 years ago, the tens of thousands of students who have completed the program experienced a simulated process of designing and building projects. Most ACE alums are pursuing careers in the integrated construction industry. The following vignettes of alumni from ACE's first decade reveal compelling stories of the program's long-term impact.

Jason Henry
Design Engineer, Tutor Perini
Greater New York Affiliate, 1994–1996

As a teenager, Jason Henry knew he wanted to be an engineer. He attended Andrew Jackson High School in Queens, New York, which has become a magnet school. His instructors introduced him to ACE during his junior year—which was ACE's inaugural year, 1994.

Henry recalls, "The program introduced us to the construction industry through jobsite visits and discussions. But the real appeal was when we worked as a team to design a futuristic solution—in our case, the 59th Street-Columbus Circle area in Manhattan."

During this time, he met Walter Saukin, now associate professor, then chairman, in Civil & Environmental Engineering at Manhattan College and one of the first ACE board members, as well as mentors from Thornton Tomasetti. Henry went on to a career with Tutor Perini, first as a design engineer and currently as a project engineer working on projects such as the reconstruction of John F. Kennedy International Airport's runway 4L-22R and replacement of the City Island Road Bridge over Eastchester Bay.

"I give a lot of credit for where I am today to the ACE mentors," Henry continues. "It's hard to pick a career path as a teenager, but ACE helped inform the course of my studies and future career choice."

As a design engineer in New York, Henry has plenty of opportunity to influence building and infrastructure solutions. In fact, he's reminded of his roots every time he walks by the recently renovated 59th Street-Columbus Circle Station—which incorporates some of the features he and his ACE team envisioned 25 years ago.

> *"It's hard to pick a career path as a teenager, but ACE helped inform the course of my studies and future career choice."*
>
> —Jason Henry, Design Engineer, Tutor Perini

Tammy Pearce
Business Development Associate and Structural Engineer, GRAEF
Chicago Affiliate, 2002–2003

Tammy Pearce joined ACE in 2002 as a senior at Whitney Young Magnet High School in Chicago because of her interest in architecture. Through ACE, she learned about other professions in the industry that were better suited to her interest in practical applications. Pearce then went on to get a Bachelor of Science and Master of Engineering from Cornell University in structural engineering. She got a job with Weidlinger Associates in New York City, which later merged with Thornton Tomasetti, where she worked on projects such as the FDR Four Freedoms Memorial Park, a U.S. courthouse and the rehab of the United Nations Headquarters—all the while staying connected to the ACE program and looking for ways to give back.

When she moved back to Chicago in 2013 to work for GRAEF, an ACE sponsor, she continued to support the program at annual events. Recently, she joined ACE Chicago's Executive Board. Pearce believes that ACE is literally changing people's lives and is now leading the affiliate's recently formed alumni committee to better support current and past ACE students from Chicago.

Larisa Escalle
Senior Project Support Manager, Parsons
San Francisco Bay Area Affiliate, 2003–2004

After completing ACE in 2004, Larisa Escalle earned a Bachelor of Architecture from the University of California, Berkeley and a Master of Business Administration from Golden Gate University. She's currently a senior project support manager in Parsons Corp.'s San Francisco office.

Escalle's interest in architecture began in high school while taking a drafting class. That interest was nurtured by ACE mentors who provided the coaching and encouragement to pursue a degree in architecture, as well as the opportunity to learn more about the broader AEC industry. Escalle returned to ACE as a mentor in 2010.

She recently served on the affiliate's event committee and will lead ACE's inaugural team serving Contra Costa County. Escalle is passionate about cultivating the next generation of engineers and leaders, particularly young women, for careers in architecture, engineering and construction fields.

Chris Kaloper
Development Manager, Seneca Group
Seattle Affiliate, 2001–2002

After completing ACE in 2002, Chris Kaloper went on to earn a Bachelor of Science in construction management from Washington State University and a commercial real estate certificate from the University of Washington. Currently, he's a development manager for Seneca Group in Seattle responsible for delivering multiple development and tenant improvement projects for commercial clients.

Prior to joining Seneca, Kaloper spent 10 years at Sellen Construction working on a variety of health care and commercial office projects that included tenant improvements, renovations, and shells and cores for clients such as Microsoft, Amazon, Franciscan Health and AT&T.

After joining the industry, Kaloper returned to ACE in 2006 as a mentor until 2009. He continues to work frequently with his former ACE mentor and former ACE Seattle board member, Brad Hayes, executive vice president of Sellen Construction.

Anthony (Tony) Kellogg
Project Engineer, Turner Construction Co.
Connecticut Affiliate, 2000–2002

Tony Kellogg participated in the Connecticut affiliate's program during his junior and senior years of high school, graduating in 2002. Kellogg then went on to Central Connecticut State University where he was initially enrolled in the civil engineering program, which was a poor fit for his interests. With help from another ACE alum, Kellogg switched to construction management, earning a Bachelor of Science in 2007.

He says, "Without my ACE experience and connections, I would have been lost in college with no idea where to go."

> ***"Without my ACE experience and connections, I would have been lost in college with no idea where to go."***
>
> —Anthony (Tony) G. Kellogg, Project Engineer, Turner Construction Co.

Kellogg firmly believes ACE opened his eyes to all the opportunities in the construction industry, helped him

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discover his career path and then find internships while getting his education. Since going to work full time for Turner in 2007, he's worked on a wide range of projects with varying responsibilities, including project engineer for a $25-million middle school and project manager for a very large private company's office renovations.

Dayvie J. Paschall
CEO, HAPTIC DC
Greater Washington, D.C. Affiliate, 2000–2004

Dayvie Paschall participated in ACE throughout all of her four years at Dunbar Pre-Engineering High School in Washington, D.C. Along the way, she had several internships with Jacobs in construction management. A scholarship from the D.C. affiliate helped pay for most of her education at Florida Agriculture and Mechanical University where she received her undergrad degree in architecture with a minor in construction and engineering technology. Paschall went on to earn a master's degree in integrated practice. She also holds a graduate certificate from Harvard University in integrated project management, city/urban, community and regional planning.

She says, "My ACE mentors and related internships with ACE sponsors helped me realize that I wanted more than an architectural design career, which helped me expand my education to include construction management. Those relationships helped me through college and into my professional career."

Paschall has worked for companies such as HNTB and Skanska. Today, she's the CEO of HAPTIC DC, a design-build management consulting firm she established, and remains an advocate for ACE and mentoring.

"I was lucky to find industry professionals to cultivate my desire to learn," Paschall adds. "I'm trying to pay that forward and give others the same opportunities that I had." ◆

Profile of Recent Alumni (2016–18)

26% are first-generation college students

58% are minority

90% agree ACE helped them be better prepared than their college peers

71% remain in AEC majors during college

89% report the technical skills and knowledge gained in ACE remain useful in college

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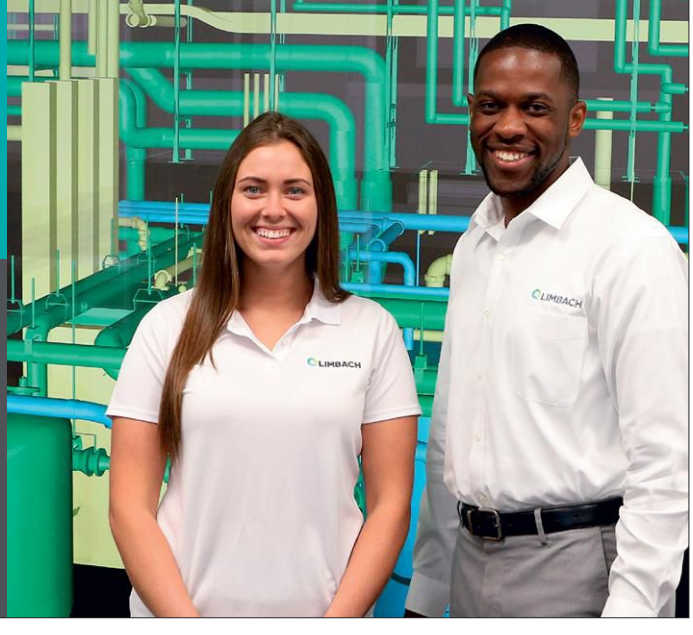

Community Connections: Putting New Skills to Work in the Neighborhood

While the ACE Mentor Program largely focuses on introducing young people to the design and construction industry, it's also about showing them how the skills and knowledge they learn can impact their communities. Some affiliates design and build projects for specific clients in their communities, some present their projects to public officials, while others perform community service of various types—in all cases, these relationships are changing the lives of students, mentors, companies and local neighborhoods.

ACE students help the Indianapolis chapter of Sleep in Heavenly Peace build bunk beds for children without beds to sleep on.

PHOTO: COURTESY OF ACE MENTOR PROGRAM

Building Relationships

For example, this past year, the **Indianapolis** affiliate's board of directors incorporated an element of community engagement in the overall ACE program as a way to enhance the professional and personal development of students.

The affiliate's RFP for the year was to design a "polis" station—a hybrid police station and community center, a dual-purpose structure meant to help bridge the gap between police and residents. Student teams consulted with local police officials throughout.

Affiliate Board President Adam Rude, director of ERMCO's Construction Services Group, reports that the addition of a community-engagement component to students' projects proved popular with both students, mentors and police. "It promoted good team building and infused an element of reality into the design projects," Rude says. At the mentor-appreciation event, an Indianapolis deputy police chief and detective spoke about the importance of the polis project.

In line with the Indianapolis board's new emphasis on community engagement, two mentors, David Fryman and Jess Pounds, organized a day of service where three ACE teams built three bunk beds for Indianapolis children in need. Pounds, project manager with American Structurepoint, and Fryman, an architectural consultant with Lods Architectural Products, founded the Indianapolis chapter of Sleep in Heavenly Peace (SHP), a national volunteer organization dedicated to building and donating beds. ACE students helped SHP Indianapolis meet some of its hundred requests.

> *"The city staff was quite impressed by the students' model and presentation. They asked if they could hold on to the model for use at community outreach meetings."*
>
> —Ben Walnum, Mentor, Indianapolis Affiliate

"The SHP board could not be more pleased with the partnership with ACE," Fryman says. "Students learned the important role they can play in helping improve the Indianapolis community."

Influencing City Plans

For its entry in the CIRT National Design and Construction Competition, a **Los Angeles** affiliate team made up of students from La Habra High School submitted a project in the "Playground or Playscape" category and used a local vacant lot as their inspiration. The students redesigned the landfill site into a beautiful park called Mariposa (butterfly) that includes sports fields, a dog park, walking trails, parking lots, solar lighting and a playground. By happenstance, the City of La Habra was also developing plans for a park on the same parcel of land—with a similar

conceptual idea, which prompted mentor Scott Trotter, a superintendent with Griffith Co., to invite city planners to discuss the students' design concept.

After the students completed their competition entry and physical model, Lezlie Matsuyama, the ACE faculty champion at La Habra High School, reached out to the City of La Habra to schedule a student presentation for the city project-planning staff.

A young boy with leukemia received a treehouse-themed playhouse, custom designed and built by Rochester, NY, ACE students. Three local firetrucks accompanied delivery of the playhouse.

PHOTO: COURTESY OF ACE MENTOR PROGRAM

Ben Walnum, project manager with Griffith Co. and a mentor for the ACE team that entered the competition, says, "The city staff was quite impressed by the students' model and presentation. They asked if they could hold on to the model for use at community outreach meetings. The city employees also asked students to attend the community meetings about the project, provide their input and stay involved."

Cleveland affiliate students had a similar experience. For the past two years, an ACE team located in the suburban city of Warrensville Heights has presented its project to the City Council and Board of Education. This past year's project was a bridge across a roadway, linking the campuses of elementary and high schools now under construction.

"City officials' reactions have been overwhelming positive," reports Glen

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Shumate, affiliate Director and executive vice president of the Construction Employers Association. "After the students' presentation, the mayor treated them to dinner at a fancy restaurant."

Real-World Clients

Chicago's Summer Design Build Workshop, now in its 10th year, is a seven-week-long summer workshop where 15–20 students design and build a project for a community organization.

"It started as a result of the economic recession when many architects were out of work and looking for ways to give back. This year, the 20 students, four teaching assistants, lead teacher and volunteers partnered with the YMCA," explains affiliate Executive Director Krisann Rehbein.

Students turned a plain, blacktop space into a functional play area with painted groundscape, nesting benches, folding tables for easy storage and a shade structure.

For canine clients, the **Midlands, South Carolina** affiliate students designed and built three custom-designed doghouses. Each of the doghouses has PV panels to power lighting as well as internal fans and heating pads. The doghouses were donated to the local animal shelter.

PHOTO: COURTESY OF ACE MENTOR PROGRAM

South Carolina students and mentors designed and built custom doghouses for a local animal shelter.

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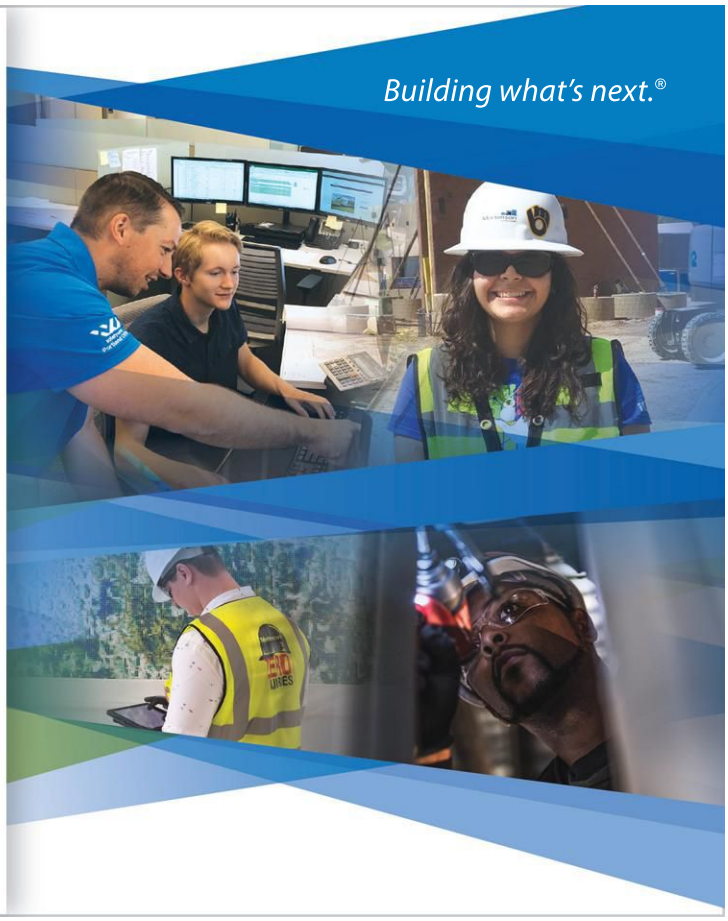

An airplane-themed playhouse, nicknamed Ketchen Air and designed and built by ACE Rochester, NY, students, was given to a boy with brain cancer.

Each year, students and mentors at the **Rochester** affiliate in New York design and build playhouses that are donated to critically ill children. This year, they produced and delivered multiple themed houses with help from Zoey's Light, a not-for-profit organization named in honor of an earlier playhouse recipient, and The Pike Co., which donated its space, carpenters and materials.

Affiliate mentor and board chair William Ketchen, executive vice president with Lecesse Construction, says, "For the playhouses, our ACE students develop a concept and then design and build them. We even have Saturday classes on electrical, plumbing, roofing, metal stud framing, drywall, painting and concrete forming."

One of the playhouses is Brooklyn's Beach House, which featured a rock wall, drawbridge and sandbox along with beachy decorations like waves and seashells for a young girl in Fulton who has terminal brain cancer. Another playhouse with a treehouse theme was delivered to a young boy with leukemia. The delivery of the playhouse was accompanied by the West Webster Fire Department with three fire trucks.
A yellow submarine playhouse inspired by the Beatles song was delivered to a 9-year-old girl who has been fighting cancer since she was 2. Finally, an airplane playhouse was delivered to a young boy with a rare form of brain cancer in Wayne County. The playhouse, named Ketchen Air, is a tribute to Rochester affiliate's Ketchen, who is also a pilot.

"Many of our sponsoring general contractors, design firms and subcontractors have given our graduating students internships while attending college and provided apprenticeship opportunities in the building trades because of the relationships built through our community program," Ketchen adds. "Everyone wins being part of the ACE Mentor Program: students get to experience new things, many sponsoring companies obtain future employees, and we all have a chance to do some good in the community."

PHOTO: COURTESY OF ACE MENTOR PROGRAM

Rodgers Team wins the 2018 ACE Mentor Charlotte Giant Jenga® Tournament

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Books and Beyond

Some affiliates organize community service projects in addition to the regular ACE program as a way to give students an opportunity to serve their communities with the skills learned in ACE.

For the past two years, the **Austin, Texas** affiliate students, in partnership with ACE sponsor DPR and BookSpring, a nonprofit focused on early literacy, have built bookshelves for local elementary and middle school libraries that don't have the resources to purchase them.

Adrianna Hong, project architect with Gensler and vice chair of the Austin affiliate, says, "I learned that many school libraries are underfunded, and librarians often have to purchase supplies out of their own pockets. These bookshelves were part of their wish list. We're very fortunate to have DPR as a partner in this annual build."

The first year, around 20 students and mentors built six bookshelves (various sizes), and the second year, eight. Diego Negrete, senior project manager with DPR, serves on Austin's associate board and is a mentor. He helped coordinate and gather DPR volunteers to instruct the students at the community service day. They also precut many of the parts to maximize the bookshelf construction assembly line while demonstrating for students the use of workshop tools such as saws.

Another affiliate in Texas is finding similar success in the community. **Houston's** Build It Forward event

PHOTO: COURTESY OF ACE MENTOR PROGRAM

Austin, TX, affiliate students work on bookshelves for local libraries.

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Students and mentors from the Greater Philadelphia affiliate built cedar-wood garbage-can enclosures for a Philadelphia community recreation center.

combines fundraising and community service. During the event created in 2013 by Angela Cotie, ACE Houston board chair and project executive at Gilbane Building Co., student/mentor teams build tables, benches and other outdoor items that are donated to local nonprofit groups such as schools, shelters and Boy/Girl Scouts. In 2018, 60 students and 50 mentors and other adult volunteers built 20 picnic tables. Sponsors support the event with donations of materials and money. Revenue from the event goes toward scholarships, field trips and supplies.

> ***"We're excited that students have an opportunity to learn how to give back to others..."***
>
> —Angela Cotie, ACE Houston board chair and project executive, Gilbane Building Co.

Cotie says, "In conjunction with the building event, a college and career fair is hosted for the students to find out about opportunities after high school. Students this year had an opportunity to do hands-on electrical and plumbing work with the assistance of the organization Bridge Year."

Over the past seven years, Build It Forward has raised approximately $440,000 for the Houston affiliate.

"We're excited that students have an opportunity to learn how to give back to others by using their hands. This is our only fundraiser of the year, so we try to go big and have the whole team earn the money, which we will in turn give back to students through scholarships and support of experiences enriching the ACE program," confirms Cotie.

For the past four years, students and mentors from the **Greater Philadelphia** affiliate have teamed up with volunteers from the General Building Contractors Association, the local carpenters union, and a construction company to build small-scale projects for the community as part of the MLK Day of Service, commemorating Martin Luther King's birthday.

This past year, students built cedar-wood garbage-can enclosures for a Philadelphia community recreation center. Public officials, such as a member of the Philadelphia City Council, often drop by the event to see the ACE students and others in action.

These are just a few of the many ways ACE students and mentors are making a difference in neighborhoods across the country—further underscoring the impact of ACE beyond the building and construction space and the powerful bonds that are formed through mentoring. ◆

PHOTOS: COURTESY OF ACE MENTOR PROGRAM

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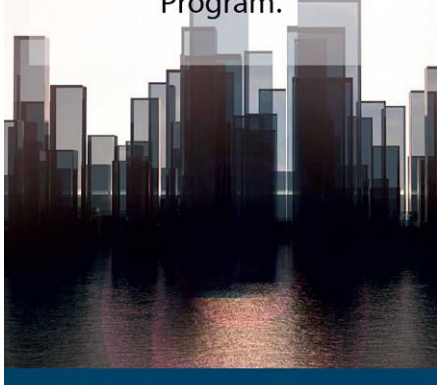

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Delivering on a Workforce Promise

A large part of the ACE Mentor Program's success over the past 25 years is the interest and advocacy from the construction industry that ranges from associations to public and private companies spanning the gamut of architecture, engineering and construction to technology, law and insurance.

Along with ACE's growth over the years, these sponsors have found ways to immerse ACE into their culture and community-engagement initiatives.

The **International Masonry Institute** (IMI) is an early ACE sponsor. For Caryn Halifax, IMI president and CEO and member of the ACE Executive Committee, ACE is a bridge to new opportunities. She says, "ACE plays a unique role in terms of making building design, construction management and construction accessible to future generations."

Similarly, **Barton Malow Co.** has a long history with ACE that started with the company's involvement in the Detroit Public Schools bond program in Michigan. That involvement has expanded to other regions across the country.

Barton Malow Chairman Doug Maibach says, "ACE works because it's rooted in collaboration. This is the secret sauce that makes our architecture, construction and engineering world so special. Our workforce challenge will not be solved overnight, but through ACE, a positive light is being shone on architecture, construction and engineering, attracting young people to our industry."

Damon Sheppard, principal and regional leader of S+T at **HOK**, sees ACE as a perfect fit into HOK's workforce initiatives. He leads the firm's mentoring taskforce and co-chairs its diversity council.

"A big part of the ACE mission is to broaden the impact of our profession, exposing students to new opportunities at a critical time in their lives," Sheppard says. "In my years as a professional and educator, I've learned that college is too late to get people into architecture. ACE opens new doors of opportunity that many would never have considered. The program feeds directly into our desire to develop and diversify our future and current workforce."

The **ABA Forum on Construction Law** sees ACE's program flexibility as one of its greatest strengths. Thomas Rosenberg, chairman of the Forum, adds, "We love how affiliates and mentors are continually looking for ways to introduce industry professions beyond traditional roles like engineering or construction management. For us, the program is a unique opportunity to demonstrate the full scope of the industry from contracts to dispute resolution."

In concert with the Forum on Construction Law team, ACE developed a construction negotiation module that provides high school students an overview of construction law, contractual relationships, contract administration/interpretation, construction claims, dispute resolution, negotiation and settlement.

Tom Donnelly, president of **BrightView Landscape Development** and member of the ACE Executive Committee, points to the value his firm and others have gained through mentoring. "The experience young professionals get through mentoring has helped them become leaders in their companies. At Brightview, mentoring is an important part of our leadership training program. It's fascinating that employees can take on these stretch assessments as ACE mentors and still continue to grow in the business."

The executive team at Associated Builders and Contractors (ABC), also a long-time sponsor of the program, has watched ACE spread organically through the ABC membership. Michael Bellaman, president and CEO of ABC, explains, "ACE is such an integral part of conversations today. I no longer get questions about the mission of ACE; instead, it's how can we get involved with ACE. I'm excited about our current focus to expand the ABC/ACE relationship in universities across the country to strengthen the continuity of the program from high school to employment."

Halifax concludes, "This kind of program will always remain relevant because it educates students and their families about the importance of building and provides an avenue for students to become part of this industry." ◆

In 2018, AIA bestowed on ACE its Diversity Recognition Award for its success in attracting minorities and women into the profession.

PHOTO: COURTESY OF ACE MENTOR PROGRAM

The National-Local Bond

Many might wonder how a largely volunteer-run organization can survive and, in fact, thrive over two decades in multiple locations across a country, through economic ups and downs and shifting responsibilities.

The answer is first a credit to the thousands of mentors and individuals at committed sponsor firms who believe in the ACE Mentor Program's mission and appreciate its flexibility. The program's success is also a tribute to the ever-evolving relationship between ACE National and its 74 affiliates.

ACE operates much like a federation, where the affiliates maintain a degree of autonomy or independence within broad guidelines set by a central organization. ACE National establishes overarching policies and develops programs benefitting all, while the affiliates conduct the program in the manner best suited to their unique circumstances and abilities.

Even if it had unlimited staff and resources, ACE National couldn't deliver such a hands-on program in so many localities without a true bond with affiliates. Conversely, affiliates, no matter their size, cannot easily create on their own the range of resources or economies of scale for basic operational services.

ACE President Diana Eidenshink says, "Our biggest challenge—and our greatest strength—is the open communication lines to affiliate leaders. Our client is the affiliate. If they need us or have a question, we will find an answer."

The communication bridge is facilitated by regional directors—all of whom have been directly involved with a local affiliate at some point and thus understand the challenges associated with running the program.

> ***"ACE National is our connection to the rest of the affiliates. It's a way for us to share and learn from others."***
>
> —Maria Viteri,
> Mentor and Former Chair,
> Annapolis Affiliate

Marcia Alvarado, structural project manager at TRC Worldwide Engineering, president of the **Greater Tampa Bay** affiliate board of directors and one of the affiliate founders in 2011, says, "The support from ACE National was a critical part of our success. When we started the Tampa program, Jack Tipton [former southeast regional director, now partnerships consultant] was a great resource and really helped us connect the dots with how other affiliates were doing it—and we recognized that we could customize the program in a way that meets the needs of our community."

The Tampa Bay affiliate started at one high school with a few students and mentors and has grown to serve 50–60 students from 22 high schools at three regional program locations.

A wonderful metaphor for the way ACE operates—the partnership and collaboration—is the new web-based resource of administrative and programmatic materials: ACEMentorTools.org. ACE National created the digital platform and partially fleshed it out with some of its materials, but the bulk of the resources derive from best-practice examples from many different affiliates (e.g., hands-on program activities, fundraising programs, etc.).

Brian R. Knox, **New Hampshire** affiliate co-chair and senior project manager for PROCON, believes that the national/affiliate partnership is invaluable. "When our affiliate first started, I had a lot of questions. The national staff set up a conference call with leaders from the **Cleveland** and **Rochester** affiliates, and we talked through everything. Whenever I have a financial or legal question, the national office is right there to help." The New Hampshire ACE program launched in March 2019 at Oyster River High School in Durham, New Hampshire.

Mentor and former chair of the **Annapolis** affiliate, Maria Viteri, sees the value of the relationship as one of continuous improvement. "ACE National is our connection to the rest of the affiliates," she says. "It's a way for us to share and learn from others about how to keep our program fresh and fun for the students and the mentors." ◆

An integral part of building the ACE National/Affiliate bond is the biennial All Affiliates Conference, where affiliate leaders can learn, share and engage with each other and ACE leadership.

PHOTO: COMMERCIAL IMAGE PHOTOGRAPHY

Outstanding Mentors Speak Out

The Outstanding Mentor Program recognizes the contributions of ACE's lifeblood: its mentors. Created in 2012, the program has recognized 40 mentors with local, regional and national firms across the country. It's sponsored by *Engineering News-Record* and its parent company BNP Media.

The 2019 *ENR*-ACE Outstanding Mentors were asked for their insights into why ACE works. In response, **José Gonzalez**, architectural designer with AECOM and **Houston** affiliate mentor, says, "ACE works because as mentors, we help students understand their own skills while encouraging individual creativity that perhaps is not reinforced elsewhere in their lives. Once they learn to believe in themselves, students typically do a lot better in the program and subsequently in their regular classes too."

Gonzalez started a team in 2016 in an underserved east Houston neighborhood where he grew up and where English is a second language. Through his outreach, that team has grown from two students and two mentors to 35 students and nine mentors. Already, two of his mentees have returned as mentors on his team.

ACE alum and now mentor **Kent Kaewwaen**, project manager with John A. Martin & Associates, adds, "ACE works because we focus on the mentors and mentees. My mentors inspired me to consider different possible careers that I never thought would be possible or attainable. My mentors continued to provide guidance and encouragement for me to stay focused and overcome challenges."

He goes on to add, "Today, I have a fulfilling career in which I'm able to give back by helping the next generation of ACE students find their career passions. ACE is a great example of workforce development, changing a student's outlook of the industry, providing a pathway for success and encouraging a positive feedback loop to the community."

Kaewwaen was an ACE student with the **Los Angeles** affiliate in 2004, earned an engineering degree and returned to ACE as a mentor in 2011. He currently leads two teams simultaneously, one of which entered the 2019 national design competition.

Outstanding Mentors, both past and present, are recognized by ACE for their contributions to the program.

William Ketchen, executive vice president with Lecesse Construction, is one of the founders and current president of the **Rochester, New York** affiliate. He developed an extensive construction trades program for students, which evolved into the affiliate's signature program to design and construct children's playhouses for terminally ill children.

"Everyone wins being part of ACE," Ketchen says. "Students get to experience new things, and many sponsoring companies obtain future employees."

Samantha Raburn Markham, associate and project architect with Stantec, helped found the Plano/Frisco chapter of the **Dallas/Fort Worth** affiliate in 2014. That chapter has grown from 10 to 90 students in the last five years. It boasts a 90% completion rate.

"ACE works because it gives students the opportunity to be exposed to all AEC career fields—an opportunity they may not have received otherwise. It shows them what's possible for their future careers and provides a direct connection to people who can help make that future happen," Markham says.

Brooke Robbins, principal architect and interior designer with Robbins Design Studio, agrees. She has mentored for the **Northeast Florida** affiliate for 13 years. As mentor, board member and past board chair, she recently revived a struggling team where she serves as lead mentor.

Robbins concludes, "ACE works because it illustrates to high school students the many various employment opportunities and roles within the construction industry. On any given project, we in the industry work together with very different skills to bring a vision to life. Through ACE, we can show all those relationships while opening new doors to careers in design or the construction field/trades. What's more satisfying than helping a young person find an unexpected, exciting vocation?"

The affiliates of the winning mentors receive a $2,500 prize for student scholarships named after the mentor. ◆

PHOTO: COMMERCIAL IMAGE PHOTOGRAPHY

A Celebration of Creativity: CIRT National Design & Construction Competition

An essential component of every ACE Mentor Program is the capstone or final project: the multi-week activity that gives every student a hands-on opportunity to mimic the process that architects, engineers and contractors go through every day to turn ideas into bricks-and-mortar realities.

In 2007, the Construction Industry Round Table (CIRT), a long-time ACE sponsor, established the CIRT National Design & Construction Competition as a way to bring national attention and focus to students across the country.

Since those early days, students have designed art and culture centers, museums, parking garages, parks, schools, transportation solutions and sustainable row houses in an abandoned neighborhood lot. They've used technology such as building information modeling to develop their ideas. Many have presented their solutions to community leaders.

CIRT President Mark Casso says, "The great Lou Holtz once said, 'Ability is what you're capable of doing, motivation determines what you do, and attitude determines how you do it.' ACE students exhibit all of these traits. Through this program, ACE students have a chance to experience the challenges and rewards of our industry."

As of 2019, approximately 3,100 students have participated in the competition since its start in 2007. CIRT has awarded $147,250 in prize money during that time.

Thimoty (Tim) Libre, presenter for the **Dade County, Florida** affiliate's first-place team in the 2012 competition, explains its impact on him: "Developing our team's competition entry solidified my interest in the construction industry.

> ***"Through this program, ACE students have a chance to experience the challenges and rewards of our industry."***
>
> —Mark Casso, President, CIRT

The challenge of facing other schools head-to-head honed the teamwork needed to succeed in the competition and this industry. The competition has opened up opportunities for me, starting with an internship at Turner Construction."

Now assistant project manager with Stellar Group in Jacksonville, Florida, Libre helps build food-processing facilities and continues as an ACE mentor.

This year's competition saw a record 64 entries from 26 affiliates, 607 students from 200 schools and 385 mentors from 149 firms. ◆

Presenters for the 2019 CIRT National Design & Construction Competition's three finalist teams: (from left) Mari Kimoto of the Hawaii affiliate, Noah Enerson of the Central Iowa affiliate and Khaliq Rodriguez of the Greater New York affiliate.

PHOTO: COMMERCIAL IMAGE PHOTOGRAPHY

2019 National Competition Winners

Maintained, coordinated and juried by CIRT, in collaboration with ACE and the Chicago Architecture Center, this year's competition challenged teams to design solutions for one of three categories: Playground/Playscape, Alleviate Urban Transportation Congestion and Community Health Care. Winners of the 2019 CIRT National Design & Construction Competition are:

1st Place ($5,000 prize):
ACE Mentor Program of Central Iowa
Playground/Playscape
"Unboxed"

2nd Place ($3,000 prize):
ACE Mentor Program of Greater New York
Alleviate Urban Transportation Congestion
"Crosstown"

3rd Place ($2,000 prize):
ACE Mentor Program of Hawaii
Community Health Care Clinic
"War Natatorium Health Clinic"

The 2019 competition was hosted through the DiscoverDesign.org online learning platform. The panel of judges headed by Thomas Gilbane Jr. of Gilbane Building Co. included Denise Ramsey of Haskell Co., Tim Faerber of HNTB Corp., Tom Donnelly of BrightView Landscaping Development and Scott Seltz of *ENR*.

2019 CMiC-Allen Berg Memorial Scholarships

At the ACE Mentor Program's 25th anniversary celebration banquet in Washington, D.C., this spring, CMiC, an ACE national sponsor, along with the family of CMiC's late founder Allen Berg, distributed $400K in college scholarships to 25 ACE high school seniors from 19 states. The amounts varied between $10K and $40K, depending on need.

Prior to the presentation, Dr. Amy Berg, daughter of Allen Berg, noted, "We created these scholarships to continue my dad's legacy. He overcame great challenges and would have been very proud to help others pursue their careers in the construction industry. It was my dad's tradition to do good deeds in memory of loved ones with the belief that this elevates the soul. We continue this tradition for him."

She said that ACE was the perfect match for the CMiC-Allen Berg Initiative, which includes the CMiC-Allen Berg Memorial Scholarship Awards, as her father was all about practical education so that people could develop solid careers to better themselves, their families and their communities.

For each of the next five years, ACE and CMiC will continue awarding $400K in scholarships to outstanding ACE students to help with their postsecondary education or skilled-trades training. ◆

PHOTO: COMMERCIAL IMAGE PHOTOGRAPHY

This year, the CMiC-Allen Berg Memorial Scholarship program distributed $400,000 in college scholarships to 25 ACE high school seniors from 19 states.

2018–2019 ACE National Sponsors

This past year's ACE Mentor Program national sponsors, effective from July 1, 2018, through June 30, 2019, included:

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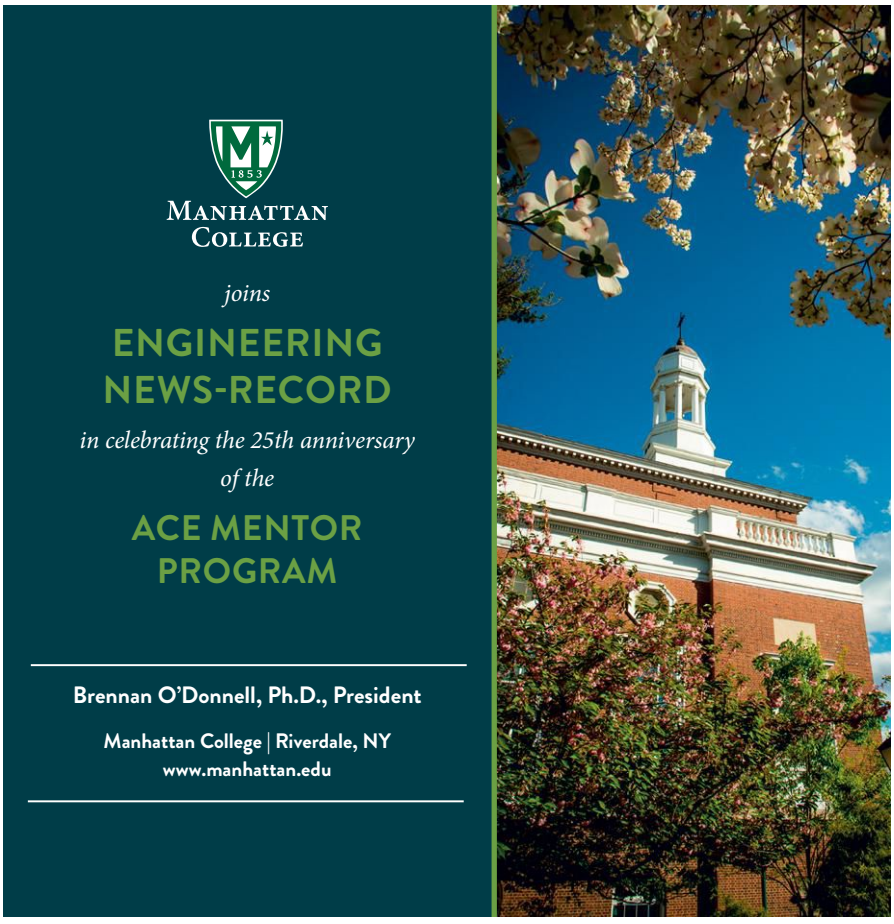

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ACE National Affiliates 2019

ACE's 74 affiliates are spread across 37 states, the District of Columbia and Puerto Rico. For more information about each affiliate, visit www.acementor.org.

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acementoralabama@gmail.com

ARIZONA
Phoenix
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CALIFORNIA
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San Francisco Bay Area
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COLORADO
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denverco@acementor.org

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New Britain Chapter
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New Haven Chapter
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Dade County (Miami)
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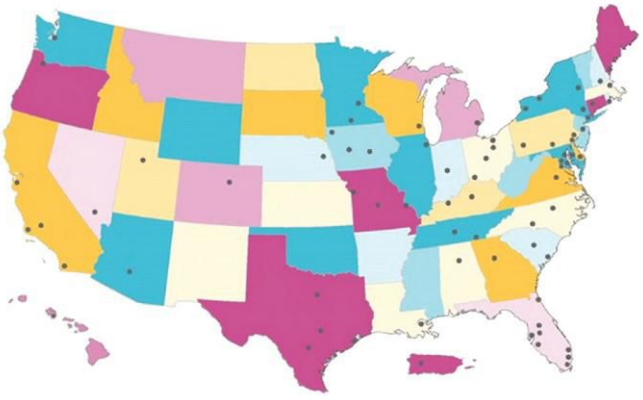

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San Antonio
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Richmond
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Salt Lake City
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WASHINGTON, D.C. METRO AREA
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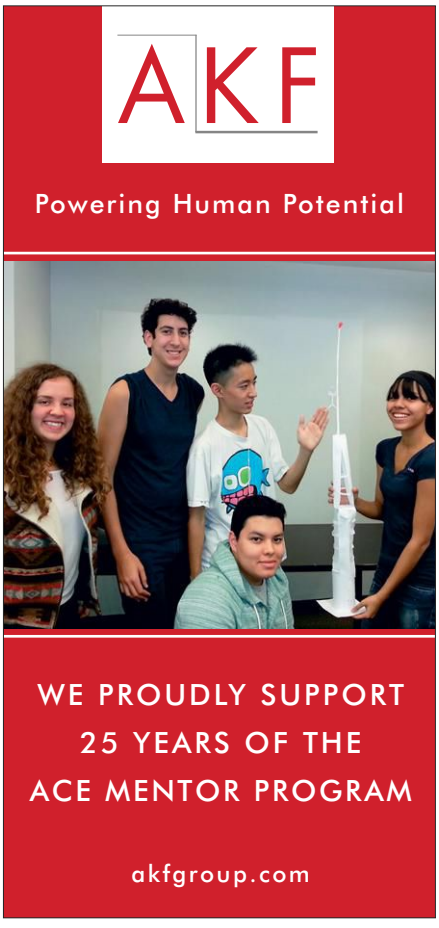

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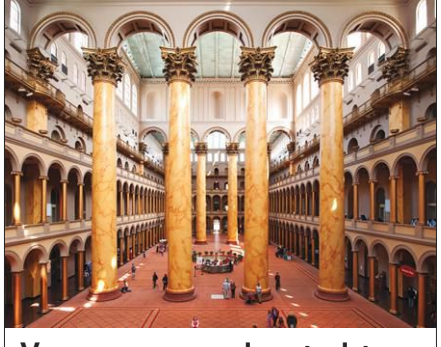
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A Vision for the Future

By **Diana Eidenshink**, President, ACE Mentor Program of America

The vision of the ACE Mentor Program's founders 25 years ago was to create a program that helped our industry expand and diversify the workforce—and that vision has been realized, likely beyond what any of them could have anticipated.

I believe that over the next quarter century, we can realize an exponentially greater impact if we look beyond conventional strategies for engaging students and exciting them about the ever-evolving construction space.

Think about this: 25 years ago, there was no digital design, no BIM, no 3D printing and no machine-controlled equipment. I can't imagine what technological developments the future holds, but I know ACE must adapt to them and use technology to grow the program.

We have big goals to triple the number of students participating in the program and establish affiliates in all 50 states. We also want to find ways to nurture our alumni as they move from high school, through college and skilled trades programs, and into the workforce. With more internship opportunities, we can create pathways for our alumni, and with distance mentoring we can provide guidance and encouragement.

The heart and soul of the ACE experience will always be the face-to-face interaction between mentors and students—but this approach has its limits. How do we reach students who can't participate because of scheduling conflicts or who live in areas where ACE has no mentors?

I see ACE's future as both physical and virtual. Going forward, we need to develop a digital platform. It will have two significant advantages for us. First, it will allow us to create a virtual mentoring experience. Students anywhere, anytime can enjoy many of the benefits of the ACE program.

Second, a digital platform has the potential of breaking down barriers among teams and affiliates that have largely operated in isolation of one another. Through wireless connections, students from one team or affiliate can interact with other students across the country. They can join live chat sessions. And by working online, students on the same team can continue developing their projects outside the normal ACE session.

> I also see ACE increasing opportunities for students and mentors to appropriately engage in their communities.

Through virtual and physical opportunities, ACE becomes a fully integrated national program. A digital platform may also enable us to strengthen connections with our alumni.

I also see ACE increasing opportunities for students and mentors to appropriately engage in their communities. We've found that getting kids involved in community projects helps them appreciate how the skills and knowledge they gain in ACE can make a positive difference.

The ACE founders wanted to change lives and help their industry. They and the thousands of sponsors, mentors and industry professionals along the way have done just that. They've given us a powerful platform to make a difference in the lives of young people and communities, while also improving the way we as professionals work together.

ACE has changed lives and the industry for the better. Now let's keep up the momentum for the next 25 years! ◆

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The Forum's core focus is on the education and professional development of construction lawyers. The three pillars of its activities are encapsulated in the motto "Programs, Publications, People." Forum members represent all segments of the construction industry.

www.americanbar.org

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American Global is a privately-held risk advisor and broker for the global construction industry. We pair a thorough understanding of construction risk with the credibility our team has earned from underwriters in the construction risk community. The result is tailored solutions and a competitive advantage for our clients.

www.americanglobal.com

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CONSTRUCTION

Clark Construction Group is one of the most experienced and respected building and civil construction firms in America. With more than $4 billion worth of work performed each year, our portfolio features projects of all sizes and levels of complexity. We can build it all—and we do.

www.clarkconstruction.com

AKF

AKF Group

AKF Group is an award-winning, full-service engineering firm providing MEP/FP engineering leadership, integrated services and innovative solutions to clients around the world.

www.akfgroup.com

Bentley®

Bentley Systems is a global leader in providing comprehensive software solutions for advancing the design, construction and operations of infrastructure. Founded in 1984, it has more than 3,500 colleagues in over 50 countries and is on track to surpass an annual revenue run rate of $700 million.

www.bentley.com

CMAA

The Construction Management Association of America (CMAA) is an industry association dedicated to improving our nation's infrastructure by advancing professional construction and program management worldwide.

www.cmaanet.org

ALLAN MYERS

Allan Myers is a vertically integrated, heavy-civil construction company and construction materials supplier strategically positioned in the Mid-Atlantic region. It is a regional leader in the industry, currently ranked 107 on *Engineering News-Record*'s 2019 Top 400 Contractors list.

www.allanmyers.com

BrightView
Landscape Development

BrightView is the go-to for the nation's most prominent developers, general contractors and landscape architects. We take pride in creating exceptional landscapes and opportunities that advance our people, communities and the success of our clients.

www.brightview.com

CMiC
CONSTRUCTION SOFTWARE. EVOLVED

CMiC is the only truly scalable and fully unified ERP and field operations platform purpose-built for the construction industry. From project inception to closeout, CMiC's single database platform delivers complete project visibility anywhere, anytime and on any device. Talk to an expert today!

www.cmicglobal.com

CSA Group is an international consulting firm that's been in business for more than 60 years. Its performance and success are based on a foundation of experience, technology, innovation and a wealth of in-house capabilities.

www.csagroup.com

Gilbane is a family-owned, global, comprehensive construction/facilities-related solutions firm. Our clients entrust us to deliver safe, quality projects that stand the test of time with more than 145 years of experience.

www.gilbaneco.com

Founded in 1933 on the principles of integrity and design excellence, H2M architects + engineers is a multidisciplined professional consulting and design firm offering more than 400 architects, engineers, planners, designers, inspectors, surveyors and scientists.

www.h2m.com

We're always on the hunt for ways to blend our deep experience with the most current technologies and techniques. How to collaborate, adapt, plan and execute. When you partner with Hathaway Dinwiddie, you receive the full benefit of the 100 years behind us...and the anticipation of all that lies ahead.

www.hathawaydinwiddie.com

For 82 years, we have been planning with ingenuity, building with integrity and managing with assurance to foster the success of our clients and communities. That's the Hensel Phelps Way.

www.henselphelps.com

HOK creates a better world by designing buildings and spaces that respond to the needs of people and the environment. Our designers are rooted in technical excellence, driven by imagination, and focused on delivering solutions that inspire clients and communities.

www.hok.com

IMPACT'S mission is to expand job opportunities for ironworkers and contractors by providing expertise in training, construction certifications, marketing, project tracking and bidding, prevailing wage compliance efforts and a drug-free workforce.

www.impact-net.org

The International Union of Bricklayers and Allied Craftworkers (BAC) represents the most highly skilled trowel trades craftworkers across the United States and Canada. BAC fights to improve its members' quality of life through access to fair wages, good benefits and safe working conditions.

www.bacweb.org

The International Masonry Institute (IMI) empowers AEC professionals to deliver efficient, economical and beautiful masonry systems. As the labor-management partnership of the International Union of Bricklayers and Allied Craftworkers and its signatory contractors, IMI is committed to growing the market share of union masonry.

www.imiweb.org

Limbach is an industry-leading specialty contractor and maintenance firm, offering sustainable building solutions centered on innovative HVAC management. Headquartered in Pittsburgh, Limbach employs more than 1,700 employees and operates in 14 offices throughout the United States.

www.limbachinc.com

Founded in 1853, Manhattan College is an independent, Lasallian Catholic, coeducational institution of higher learning offering more than 40 major programs of undergraduate study in the areas of liberal arts, business, education and health, engineering and science, along with continuing and professional studies and a graduate division.

www.manhattan.edu

Messer is a commercial construction manager and general contractor. An employee-owned company, Messer's investment in its people, communities and innovations has enhanced the landscape of the Midwest and Southeast.

www.messer.com

Mortenson is a top-20 builder, developer and provider of energy and engineering services committed to helping organizations move their strategies forward. Its expanding portfolio of integrated services ensures that its customers' investments result in high-performing assets. The result is a turnkey partner, fully invested in the business success of its customers.

www.mortenson.com

Inspiring curiosity about the world, the National Building Museum transforms understanding about the history and impact of architecture, engineering and design. It welcomes all ages to experience stories about the built world and its power to shape lives, communities and futures.

www.nbm.org

CONSTRUCTION

PCL is a group of independent construction companies that carries out work across the United States, Canada, the Caribbean and Australia in the civil infrastructure, heavy industrial and buildings markets.

www.PCL.com

Procore is a construction management platform designed for the way you actually build. Manage your project, resource and financials on one open platform so every contributor is working from the same, accurate information.

www.procore.com

Our Passion is Building®

Headquartered in the Carolinas and founded in 1963, Rodgers ranks among the nations' top construction managers, offering preconstruction and construction services for education, health care, cultural, senior living and commercial clients.

www.rodgersbuilders.com

For 100 years, Rosendin has created a reputation for building quality electrical and communications installations, building value for clients, and building people within the company. Its customers lead some of the most complex construction projects in history, and they rely on Rosendin for its knowledge, ability to scale and dedication to quality. Most importantly, they turn to the company for partnership. This is why Rosendin fosters a culture of shared ownership as the largest employee-owned company in our industry.

www.rosendin.com

Founded more than 100 years ago, STV is a leader in providing architectural, engineering, planning, construction management and environmental services for transportation systems, infrastructure, buildings, energy and other facilities. STV is 100-percent employee owned.

www.stvinc.com

Sunstate Equipment helps increase jobsite efficiency by providing easy, fast and reliable access to top-quality, well-maintained and ready-to-use construction equipment and tools. Since 1977, we've focused on superior service with on-time delivery, one-call reservations, 24/7 support and innovative technology.

www.sunstateequip.com

Turner is a North America-based, international construction services company. It has earned recognition for undertaking complex projects, fostering innovation, and making a difference for its clients, employees and community.

www.turnerconstruction.com

Wentworth Institute of Technology is a nationally ranked private university in Boston. Wentworth offers career-focused education through associate, bachelor's and master's degree programs in areas such as applied mathematics, applied sciences, architecture, business, computer science, construction management, design and engineering.

www.wit.edu

ACE MENTOR PROGRAM
ARCHITECTURE • CONSTRUCTION • ENGINEERING

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PCL CONSTRUCTION

ELEVATING YOUR VISION.

At PCL, our teams work tirelessly to understand your goals, exceed your expectations, and elevate your vision of success.

TOGETHER WE BUILD SUCCESS

Watch us build at PCL.com