HBI® Building Careers. Changing Lives.

HOME BUILDERS INSTITUTE

# 2023 YEAR IN REVIEW

## WE CHANGE LIVES EVERYDAY

by educating, inspiring,
and preparing individuals for
careers in the building industry.

The support of our funders and partners is invaluable and significantly impacts our mission and the lives of those we serve.

HBI's partnerships enable us to enhance our initiatives and reach a broader audience, ultimately making a positive difference in the lives of our students and the residential construction industry. The kindness and willingness of individuals, foundations, our corporate and trade sponsors, as well as state and local partners, contributes to our cause to Building Careers and Changing Lives.

We ensure that every dollar is used judiciously and effectively to further our mission and achieve our organizational goals.

Our management team, students and board have one thing to say to these partners who help us get the job done:

**Thank you.**

THE HOME DEPOT FOUNDATION

MiTek

THE BREES DREAM FOUNDATION

Tennessee Housing Development Agency

THE JAGGERS FAMILY

ACROSS ARIZONA HOME BUILDERS CARE

NATIONAL NAIL

CAMO STINGER PROFIT

TRUIST

RWC SharkBite

Building For A Better Tomorrow NORTH CAROLINA HOME BUILDERS ASSOCIATION

FIORETTI FAMILY FOUNDATION

Stand Together Trust

Fannie Mae

DEWALT

GAF

FHLBank Chicago

BuildStrong Academy

NATIONAL HOUSING ENDOWMENT
Securing the American Dream for Future Generations

NFL 50 FOUNDATION

eci
Bolt | BuildTools | Lasso
LotVue | MarkSystems

EDWARD & BRENDA MARTIN FOUNDATION

HARPER FAMILY

84 LUMBER

# CEO Message

Welcome to our 2023 Impact Report. It was another year for steady growth for HBI and we are proud of the new programs, new students, and new staff we welcomed to the HBI family this year. HBI is currently serving 710 programs, up from 615 last year. In 2023, HBI had 18,841 enrollments, up by 1,147 compared to 2022. HBI awarded 15,989 pre-apprenticeship certificates in 2023, up 5,197 compared to 2022.

As we reflect on the past year, I am filled with immense pride and gratitude for the impactful work we have accomplished. HBI's mission, centered on the students we serve, is not just a statement but a guiding force that drives every decision and action we take.

Every success story, every milestone achieved, is a testament to the dedication and commitment of our staff, partners, donors, stakeholders and board members. Together, we are not just shaping futures; we are creating a ripple effect of positive change that reverberates throughout our communities.

We will continue to champion the cause of education, empowerment, and opportunity for all. Together, we can continue to change lives and make a lasting impact on the world.

Ed Brady

President & CEO
Home Builders Institute

> Every day, our efforts contribute to transforming the lives of these students, opening doors of opportunity and empowering them to build a better future for themselves and their families. By equipping them with the skills and resources needed to succeed in high-paying careers, we are not only changing individual lives but also strengthening communities and driving economic prosperity.
>
> **Pam Patenaude, 2023 Chair of the HBI Board of Trustees**

# Budget and Financials

**REVENUES: $45.86**

**EXPENSES: $45.05**

ALL FIGURES $MM
*All figures are preliminary and unaudited

- Government: **$33.75**
- Philanthropic and Individual Giving: **$10.06**
- Licensure Sales: **$2.05**

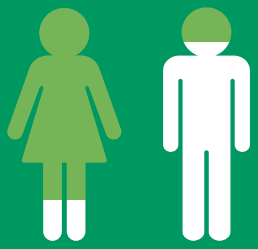
- Labor & Related: **$27.06**
- Materials & Supplies: **$6.73**
- Indirect/Admin: **$5.72**
- Other Direct Expense: **$2.47**
- Travel (Program-Related): **$2.05**
- Rent (Program-Related): **$1.02**

# 2023 Highlights

## THE HBI STUDENT @ A GLANCE

of HBI program participants are between the ages of **18 - 24**

**17%** Female **83%** Male

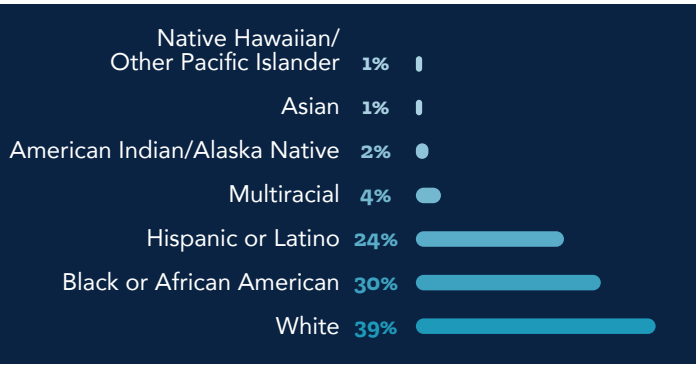


**18,841**
STUDENT ENROLLMENTS

Up by **1,147** compared to 2022

**5,100**
ACTIVE STUDENTS on our learning management system on average each month

Job Corps and WTE are up by **280** active students compared to this time last year.




**710**
ACTIVE PROGRAMS

## HBI CERTIFICATES

**15,989**
PRE-APPRENTICE HBI CERTIFICATES **(CORE + TRADE)**

Up by **5,197** compared to 2022

**7,842**
PACT CORE CERTIFICATIONS

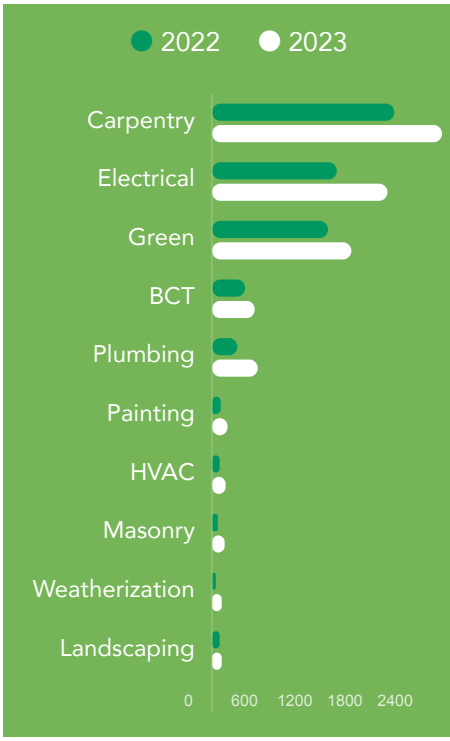
Up **3,008** compared to 2022

- Licensees **9,302**
- Job Corps **978**
- WTE **5,709**

**248,000** Suplemental Online Courses Completed

**14,000** Digital Badges Earned

Consistently up by **30 - 45%** compared to 2022



## ACHIEVEMENTS @ A GLANCE

**249**

**INSTRUCTORS (LICENSEES) CERTIFIED**

to use the PACT Curriculum in 2023

**10 SMEs**

**(SUBJECT MATTER EXPERTS)**

recruited internally in the SME Program inaugural year

**484 VR**

**(VIRTUAL REALITY)**

and 3D/Sim course titles implemented

## HBI CURRENTLY SERVES A DIVERSE POPULATION OF STUDENTS

- TRANSITIONING MILITARY
- VETERANS AND DEPENDENTS OF VETERANS
- JUSTICE INVOLVED YOUTH (INCARCERATED AND ON PROBATION)
- JUSTICE INVOLVED ADULTS (INCARCERATED AND ON PROBATION)
- YOUNG ADULTS AND ADULTS RECOVERING FROM SUBSTANCE ABUSE
- JOB CORPS POPULATION, 16-24 YEAR OLDS
- POST-SECONDARY SCHOOL STUDENTS
- ACADEMIES ARE OPEN TO ALL POPULATIONS

# BuildStrong Academies

In 2023, HBI opened two new construction training Academies in Phoenix and Sacramento. HBI's Academies represent a new learning environment that delivers industry-recognized skills training to a new generation of home builders. The Academy offers tuition-free construction career education through hands-on learning, classroom teaching, and real-life experience. Students gain hands-on technical skills and practical knowledge in basic construction fundamentals, job readiness, discipline and confidence, and access to resources that will prepare them to build a career and successful livelihood.

## TOTAL 2023 NUMBERS:

**845** STUDENT ENROLLMENTS

**740** GRADUATES

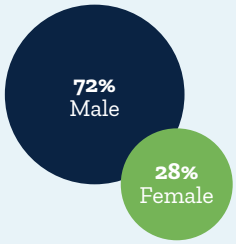
Who successfully completed introductory level training.

**685** PLACEMENTS

into the next level of HBI training or into employment.

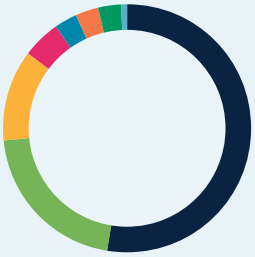
## DEMOGRAPHICS

### GENDER




### AGE RANGE

| | |
|---|---|
| 18 – 24 | 29% |
| 25 – 34 | 26% |
| 35 – 44 | 23% |
| 45 – 54 | 13% |
| 55 – 68 | 6% |
| Under 18 | <2% |
| Over 68 | <1% |



### ETHNICITY

| | |
|---|---|
| 53% | Black or African American |
| 21% | Hispanic or Latino |
| 12% | White |
| 5% | Prefer Not to Answer |
| 3% | American Indian or Alaska Native |
| 3% | Asian |
| 3% | Multiracial |
| <1% | Native Hawaiian/Other Pacific Islander |

## HBI HAS CONSTRUCTION ACADEMIES IN:

| Academy | Enrollments | Graduates (Minimum of Intro Completion) | Total Certificates Earned | Placements (Internal and/or External) | Average Wage (External Placement= Employment) |
|---|---|---|---|---|---|
| **Houston** | 193 | 160 | 298 | 140 | $18.77 |
| **New Orleans** | 237 | 219 | 528 | 201 | $27.37 |
| **Orlando** | 199 | 172 | 389 | 159 | $20.01 |
| **Phoenix** (Opened May 8, 2023) | 189 | 166 | 452 | 162 | $19.06 |
| **Sacramento** (Opened October 2, 2023) | 27 | 23 | 62 | 23 | $21.19 |
| **TOTAL (All Academies)** | **845** | **740** | **1729** | **685** | **$22.36** |

Attending the academy has been a life-changing experience. The staff there are some of the most genuine humans I've ever met. They truly care for their students and go above and beyond to help us all, long after graduation. Joining BuildStrong has helped me realize my potential to go out and be great.

—Kiera Christoph

# Job Corps

In 2023, the U.S. Department of Labor (DOL) awarded HBI a new five-year contract. HBI prepares students with the skills and experience they need for successful careers through pre-apprenticeship training, job placement services, mentoring, certification programs, textbooks and curricula. Job Corps provides students with an opportunity to transition from low-income jobs to careers that provide families with sustaining wages.

- Operates on **67** centers across the country.
- HBI was awarded **6** new programs to our contract, including our first Advanced Training Plumbing program.
- HBI is currently exceeding the 30% Apprenticeship/Union Placements of Job Corps graduates at **32.73%**
- The Apprenticeship hourly wage of **$18.64** is also exceeding the DOL goals.
- 2052 students entered our programs and 1145 completed. We placed **94.1%** of our completers and **86.7%** of them in the industry. Our average wage was **$18.73**

I'm grateful for all the opportunities that HBI gave me, now my road is even longer. With Faith Technology, I have the position of a traveling Electrical Apprentice. This opportunity allows me to see new states, new people, new mentors and have a strong education. I just had one issue that almost stopped me from seeing the world, and that was setting up my car insurance. Well, HBI without any hesitations, assured me that they'll help me with my long road. When you're in HBI, you'll never be alone. You'll always have amazing people who are willing to do everything, they can help and guide you to your success.

—Noemi Zamudio

As a young black female, you know this is not the norm. I cannot express how grateful I am and that you invested in me just like you invested in my instructor (a former job corps graduate). I feel everything I've been through pointed me in this direction. I do believe that everything happens for a reason and here I am. I am ready to pay it forward and make you proud.

Again, thank you HBI and the sponsors for making this a reality. You will forever be a part of my heart.

—Nickeysha Anderson

# Community Programs

Working with local organizations, HBI customizes programs for underserved and underemployed populations. The Community and Corrections Programs finished 2023 with the most improvement. HBI has enhanced the program deliverables to provide a better experience for the students we serve.

# Transitioning Military

With the support of the Home Depot Foundation, HBI trains at 10 military bases around the country. The Military Services Programs ended 2023 by serving the most students in a single year since they were established. Since launching in 2018, the placement rate topped 90% and the average starting wage was the highest it has ever been. HBI has celebrated 787 graduates from the 2023 cohorts and the programs are on track for the highest number of graduates yet for 2024.

## 2023 PERFORMANCE SNAPSHOTS

### PLACEMENT RATES

Active placement for 2022 graduates closed at the end of 2023 at **95.7%** of 2022 students placed

### AVERAGE GRADUATE ENTRY LEVEL SALARY

**$23+**

HOURLY

**$47,800**

ANNUALLY

## HABITAT FOR HUMANITY: COMMUNITY BUILDING COLLABORATIONS

The partnership with Habitat for Humanity continues to flourish. Military Services locations engaged with their local and national Habitat for Humanity affiliates in 2023 in partnership with The Home Depot Foundation to build both the local communities and the next generation of skilled tradesmen. They successfully built 5 homes and hosted a home dedication for a local Clarksville Habitat for Humanity Family. The team at Fort Campbell was instrumental through the build process and were given the opportunity to present the family with the keys to their new home!

# Future Builders of America Program

Future Builders of America

In 2023, HBI relaunched and grew our Future Builders of America (FBA) Program.

The Program stands at the forefront of introducing young individuals to the myriad opportunities within the construction industry. Designed with a dual focus on education and hands-on experience, FBA is tailored for students up to 25 years of age, particularly targeting those in secondary education. This initiative is more than just a training program; it's a comprehensive approach aimed at steering students towards fulfilling careers in residential building, emphasizing the importance of early exposure to the trades.

**261**
ACTIVE AGREEMENTS

**379**
TOTAL SITES

**63**
TOTAL NEW AGREEMENTS IN 2023

**32**
NEW AGREEMENTS IN 2023

**31**
NEW AGREEMENTS FUNDED BY SCHOOLS TO SKILLS IN 2023

HISTORICAL OUTLOOK:
In October 2020, we had **156** licensed sites in **32** States

In 2023, HBI raised **$615,000** to go towards our annual Schools to Skills Grants, reflective of two new partners. Through a partnership with Greater Houston HBA, Dewalt sponsored a Schools to Skills grant for Houston. RWC/SharkBite also sponsored a Schools to Skills grant to bring a plumbing program to a high school.

# Thank you to our HBI Board of Trustees

HBI extends a huge thank you to our Board of Trustees for their time and dedication to HBI and its mission. 100 percent of HBI's Board Members made a financial contribution to HBI in 2023, making a huge impact on the students we serve. We are extremely grateful.

**Pamela Hughes Patenaude, Chair**
Granite Housing Strategies

**Chuck Baker**
City of Santa Clara

**Carin Barth**
LB Capital

**Alfonso Costa, Jr.**
Falcone Group

**Erin Deweese**
Brian D. Wiggs Homes

**Steve Dewitt**
Association for Career and Technical Education

**Dr. Byron Ernest**
Leadery Global

**John "Chuck" Fowke**
Homes by John C. Fowke, Inc.

**Fernando Arturo Gil-Enseñat**
FGE LLC

**Eugene Graf IV**
EG Construction

**George C. Hess III**
Vantage Homes

**Carl Harris**
National Association of Home Builders

**Tim Horrigan**
The Home Depot

**Dr. Brian K. Johnson**
Advance Higher Education

**Mel Martinez**
JP Morgan Chase & Company

**Adam Rocke**
Katie's Way Plus

**Dr. Casey Sacks**
BridgeValley Community and Technical College

**Scott Sedam**
TrueNorth Consulting/MiTek

**Brad Simons**
Magleby Construction

**Patsy Smith**
Trustee Emeritus, HBI

**Jim Tobin**
National Association of Home Builders

**Greg Ugalde**
T & M Building Company

**Tom Winters**
Sherwin Williams

**Renee Zentz**
Housing and Building Association of Colorado Springs

HBI®

Building Careers.
Changing Lives.

Support HBI Today!

hbi.org