

FOCUS



WINTER 2022 NEWSLETTER

FACES of the Foundation

The scholarship recipients and apprentice contestants who are the future of our industry ... and the instructors, donors and sponsors who make sure that future is in good hands.



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PHCC Educational Foundation
180 S. Washington St.
Suite 100
Falls Church, VA 22046

Editor: John Zink
Contact: foundation@naphcc.org
(800) 533-7694
phccfoundation.org

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Karin Dahlin, HVAC Apprentice Contest Winner

National Apprenticeship Contests

Back in Action, FACE TO FACE

After a year off because of COVID restrictions, the PHCC Educational Foundation's Plumbing and HVAC Apprentices Contests were back this past October at PHCCCONNECT2021 in Kansas City, Missouri. These contests not only give young professionals a priceless opportunity to showcase their skills on a national stage, but they also allow CONNECT attendees to see the next generation of workers in action. Nothing compares to this in-person experience!



Congratulations to the 2021 contest winners!

Plumbing Apprentices Contest Winners

- First place: Garrett Boylan from Wolff's Plumbing & Heating, Inc. in Spearfish, South Dakota. He was sponsored by RIDGID.
- Second place: Aaron Hilgendorf from Reece Heating, Cooling & Plumbing in Marion, Iowa. He was sponsored by Rheem.
- Third place: James Allen from Century Mechanical in Fort Worth, Texas. He was sponsored by the Copper Development Association.

HVAC Apprentices Contest Winners

- First Place: Karin Dahlin from Minneapolis Pipefitters local 539 and working at Northland Mechanical in New Hope, Minnesota. She was sponsored by the PHCC National Auxiliary.
- Second place: Sydney Titcomb from Shapiro & Duncan in Rockville, Maryland. He was sponsored by Rheem.
- Third Place: Seth Hartman from Wolff's Plumbing & Heating, Inc. in Spearfish, South Dakota. He was sponsored by Emerson Climate Technologies.

The Challenge This Year

The plumbing apprentices were required to rough-in a bathroom system. The set-up included a toilet, sink and shower, complete with supply, waste and vent lines, plus cleanouts and extra features designed to test the contestants' knowledge and skills. The test set-up included a variety of pipe materials – cast iron, copper, PVC and PEX, and corresponding joining methods.

The HVAC competitors were required to complete a written test, demonstrate proper brazing techniques and perform a hands-on diagnostic on an HVAC package unit, with system errors created by the Foundation's contractor volunteers for the competition. The competitors also had to perform a pressure and leak test and demonstrate proper refrigerant recovery procedures and the ability to accurately take a variety of instrument readings.



The People Making It Possible

A dedicated team of contractor volunteers arrive two days before the competitions to assemble the competitor test benches, distribute the materials and supplies, and set up the testing areas. They monitor the competitions, evaluate the apprentices' work and provide constructive feedback on each competitor's performance following the event.

The contests are made possible by the generous support of several industry sponsors who provide monetary support

and in-kind material and tool donations. Sponsors for the 2021 competitions include (with headline sponsors appearing in bold): **AB&I Foundry; A. O. Smith; Bradford White Corp.;** Copeland; **Copper Development Association; Delta Faucet Co.;** Emerson Climate Technologies; the **International Code Council; Kohler Company;** Legend Valve; **Milwaukee Tool; Moen;** North American Technician Excellence (NATE); NIBCO INC.; **Oatey;** PHCC—National Auxiliary; **Rheem;** RIDGID; State Water Heaters; **Tyler Pipe & Coupling;** and **Zoeller Pump Company.**

Milwaukee Tool made a major contribution to the Apprentice Contests again this year by donating most of the tools needed by the contestants for the competition. This gift allowed the competitors to skip the trouble of shipping their own tools and to go home with a new set of tools to power their work long after the competition ended.

"It is incredible what this team of volunteers, sponsors and staff can pull together for these contests. Even with supply disruptions and other challenges of getting all the contest materials here, everything was ready to go for the apprentices when they arrived," said Foundation Chair Kevin Tindall. "The contests are a huge part of CONNECT and a special moment for the apprentices competing. Having our first-ever female winner of the HVAC contest made this year even more special. My congratulations to everyone involved for creating a great experience for the apprentices as we returned to an in-person event this year."

Scholarship Winner Named Best of the Best

This year's HVAC Apprentice Contest winner, Karin Dahlin, is no stranger to the Foundation. In 2017, Karin applied for a Foundation scholarship and received a \$2,500 award, which helped to fund her HVAC studies at Minneapolis Community and Technical College.

On her winning scholarship application, she stated: *"I hope to one day become a leader in reaching out to and welcoming new technicians to the industry, especially non-traditional technicians like myself. I feel that one key to addressing our skilled labor shortage is to change our idea of what an HVACR technician looks like. When I began considering HVACR as a trade, I had the opportunity to talk with a woman HVACR technician; this gave me the confidence I needed to take the leap. I hope to one day provide that same support and encouragement to other young women exploring the trades."*

YOU were there for them!

Meet Some of Our 2021 Scholarship Winners

Because you care about the future of this industry, the PHCC Educational Foundation is able to connect tomorrow's workforce with the people, resources, and experiences they need today. With your donations to the Foundation, you forever changed the lives of 55 apprentices and college students, who received a total of \$150,000 in scholarships. Their appreciation runs deep. Let's hear from a few of them!



Rick Nelson

Thanks You, His 'Superheroes'

After switching careers multiple times – and admittedly “burning every bridge I came to” and struggling with addiction – Rick Nelson is thankfully more than six years clean and has found his calling as a plumbing apprentice at Scott McLeod Plumbing in Rancho Cucamonga, California. As the sole provider for a household of six, he knew he couldn't afford the tuition or books for the PHCC apprentice program he was enrolled in. “I almost had to drop out,” he says.

Thankfully a contact at PHCC of Orange County, Riverside and San Bernadino (PHCC-ORSB) turned him on to applying for one of the Foundation's scholarships. As a 2021 recipient, “I don't have to give up anything to get the knowledge and training for the trade that I truly love,” he says. “I would like to give the [Foundation's] donors a big hug for making it possible to be where I am in my life today. What was holding me back was having the funds to move forward in my career and in my life, and they made it possible. They are true superheroes.”



Jet Thurman

Sometimes all it takes is a 'spark.'

Jamie (Jet) Thurman was working a retail job when a female customer, who happened to be a journeyman plumber, handed her a business card. "It sparked a conversation" that led to an interview and eventual employment at HM Plumbing in Kennesaw, Georgia. "I was trusted with a leadership position in the company and allowed the privilege to work as an apprentice and gain the skills and knowledge that have led me to where I am today," she says.

But "changing careers in adulthood when you are the sole financial supporter of your family is challenging," Thurman adds. Her employer encouraged her to apply for one of the Foundation's scholarship to help with the costs of completing PHCC's Fast Track to Service Plumbing program. Because of the donors and their generous contributions, she plans on "pursuing my passion for plumbing and making a difference in the community." As a female in the trades, "I was concerned about the support I would receive," she says. "PHCC and the members have been a wonderful source of support and encouragement."



Ben Tialino

'There are no short cuts in the military, and there are no short cuts in plumbing.'

After 10 years as a U.S. Marine, Peniamina "Ben" Tialino is starting his second career, already completing PHCC-ORSB's Quick Start Program and now enrolled in its four-year apprenticeship program while working at Pristine Plumbing in Irvine, California. "This education is critical to my success in transitioning from the military to civilian life," he says.

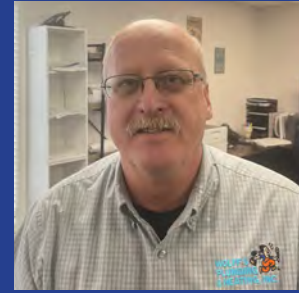
"It is not easy for me to ask for help," Tialino admits in seeking one of the Foundation's scholarships, but – with a family to support – the scholarship "gives me the ability to further my education in the plumbing industry ... and take that next step in achieving my goal" of becoming a master plumber. "Coming with some military experience, I felt very confident in my ability to adapt to something new," he adds. "I am very grateful for this opportunity and for being selected for the PHCC scholarship."

2022 Scholarships Available Now

Applications for the Foundation's 2022 scholarship program are available at phccfoundation.org/scholarships.

Even if your company pays for tuition, have your apprentices apply.

Every win is a confidence boost for the apprentice and frees more dollars for your employee training.



"I am definitely proud to be a small part of the scholarship selection. You almost think you know some of the applicants after reading through their applications."

– Greg Hartman

Chair, PHCC Educational Foundation Scholarship Committee

While the PHCC Educational Foundation's application process has moved to an online system, it still takes countless hours of volunteer time from our Scholarship Committee each year. This past year, the Committee reviewed 134 applications. "Looking through and scoring applications is something I feel honored to do," says Greg Hartman, chair of the Scholarship Committee and owner of Wolff's P&H, Inc. in Spearfish, South Dakota. "It's refreshing to read about some of the applicants' achievements and the amount of accomplishments some have experienced in a short time. It's also encouraging to see the courage in some that have had loss of family members or other negative happenings and still are driven to pursue tech school or college."

Hartman credits the Foundation staff with keeping the application process "up-to-date and running smoothly" and making it as "easy as possible" for the Committee members to compile scores for each applicant. "I am definitely proud to be a small part of the scholarship selection. You almost think you know some of the applicants after reading through their applications," he says. "We definitely have some first class men and women entering our industry. That gives me great satisfaction to be able to watch that happen."

The PATH Best Chosen

Repaving the Course for Prospective P-H-C Professionals

The Foundation recently aligned our PHCC Academy course offerings – and added a new course – to move students through at the correct level in their careers to get them to be licensed professionals ... and to give the contractors who employ them effective and efficient training at a reasonable price.

TRAIN YOUR PEOPLE ONLINE!

PRE-HIRE &
NEW HIRES

APPRENTICES

TECHNICIANS



WORKFORCE READINESS
AND
PLUMBING
PRE-APPRENTICE



FOUR-YEAR PLUMBING
OR HVAC
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FAST TRACK TO
SERVICE PLUMBING

START TRAINING
PHCCFOUNDATION.ORG



Workforce Readiness

To attract more people into our essential industry, the Foundation chose to offer this course – an introduction to the p-h-c profession – free-of-charge during the pandemic. It worked! Since the onset of COVID, we've enrolled more than 1,000 students from all 50 states, as well a multiple international students.

Pre-Apprentice

This *new* 90-day course – available at an affordable introductory rate – is designed to help students diversify their skillset as helpers and prepare them for success in a suitable Fast Track or Apprenticeship training program. With very little investment, contractors have the opportunity to see if a new hire is a good fit for elearning ... *and* in their company culture.

Fast Track to Service Plumbing

Comprehensive entry-level training – designed *for* contractors, *by* contractors – Fast Track is for employees who perform residential or commercial plumbing service and repair work. The Foundation officially launched Fast Track last year, offering it through our PHCC chapter elearning partners, just as we do our apprenticeship courses. As of November 2021, we've already enrolled more than 180 students!

Plumbing and HVACR Apprenticeship

Plumbing and HVACR 101 - 401 courses provide the required technical instruction for a four-year apprenticeship program and train apprentices as a pathway into journeyman or master plumbing licensure. These courses continue to be recognized as the gold standard in registered apprenticeship training.

What is the right fit for your employees? Let this guide you ... step by step!

What is the right fit for my employees?	Workforce Readiness	Pre-Apprentice	Fast Track to Service Plumbing	Plumbing Apprenticeship
Who is it designed for?	Individuals who want an introduction to the plumbing-heating-cooling industry. This course is intended for anyone with an interest in the p-h-c industry, such as: high school students, individuals changing careers, office staff who need more industry knowledge, and new employees working for wholesalers.	Individuals interested in continuing on a p-h-c career path. This course is intended to train entry-level plumbing workers in order to be productive helpers, and assist students and employers in determining an appropriate career training path.	Individuals that do not need training beyond service and repair. This course is intended to train plumbing employees to be job-ready and well-rounded with a good understanding of plumbing systems. May be used as an opportunity to upskill employees, or assist with a career change from HVAC to plumbing.	Individuals that need training beyond service and repair (i.e., installation). This course is intended to train entry-level plumbers as apprentices with the option to continue education as a pathway into journeyman or master plumbing licensure.
What is it?	A free online educational course that gives prospective plumbing and HVAC industry workers an opportunity to learn about the p-h-c trade before choosing a career path. The course offers an introduction to the trades, soft skills, basic math, tools, safety, and an introduction to construction drawings for both plumbing and HVAC.	An affordable introductory course designed to help students diversify their skillset as helpers, and prepare for success in a suitable training program. The course offers a more in-depth introduction into plumbing principles, soft skills, safety, science & math, plumbing systems, and gas & gas fixtures.	Comprehensive entry-level training, designed for contractors by contractors, for employees who do residential or commercial plumbing service and repair work. Courses are designed to be most successful with the supervisor's involvement in the student's hands-on practical skills training, and aligning learning activities with the modules.	Related technical instruction (RTI) to provide apprentices who cannot attend traditional classroom-based instruction with the same opportunity to learn the textbook fundamentals of the trade. This training course must be supplemented by an employer, through both technical assistance and on-the-job training in each area of instruction in the book.
When can my employees start?	This course offers year-round open enrollment so employees can enroll and begin at any time.			It depends - this course is used in conjunction with an approved, registered program.
Where are the courses?	PHCC Academy® courses are offered through a professional, education-focused, web-based Learning Management System (LMS) that is easy to access and use.			
Why should I enroll my employees?	The course offers an affordable way for employers to identify skillset and direct students on a suitable career path based on interest, ability, and commitment.		Customers can be confident that the employees are well-trained and professional resulting in fewer callbacks and increased return customers and referrals, improving productivity and positively impacting your bottom line.	
How long is the course?	Students must complete the 6-module course in 2 months (60 days).	Students must complete the 7-module course in 4 months (120 days).	While you work at your own pace, the program is expected to be completed in 12 – 18 months.	Each course is the equivalent of one year of classroom instruction or 144 hours, and may take up to 4 years to complete.
How do I enroll?	Students may self-enroll at: https://www.phccfoundation.org/foundation/workforce-readiness-course/	Students may pay for the course and self-enroll at: https://www.phccfoundation.org/foundation/plumbing-pre-apprentice/	Contact your PHCC state chapter partner. Contact fasttrack@naphcc.org if you are in a state without a chapter partner.	Contact phccacademy@naphcc.org if you are in a state without a chapter partner.

Live and IN PERSON

The Foundation's construction management workshops have a reputation for being intensive and highly interactive. While we didn't let COVID stop us from delivering these popular sessions in 2020 and 2021 – with students participating virtually through the use of A. O. Smith University's studio – we're pleased to report that the Foundation's Essentials of Project Management class and Foremen Workshop are scheduled to be *live* events this year.



Essentials of Project Management

March 16 - 19, 2022

Leesburg, Virginia

During this four-day class led by Kirk Alter, project managers will pick up dozens of new ideas on site management, scheduling, cash flow and finances, marketing and how to manage people. New project managers and foremen who are making the transition from the field to the office gain the know-how they need to manage projects the right way from the start. The course also gives new or future business owners a head start on what they need to know to survive in the construction business.

Super Foremen Workshop

Sponsored by Viega

June 23 - 24, 2022

Nashua, New Hampshire

Also led by popular instructor Kirk Alter, this workshop helps foremen learn how to carefully craft a game plan. Like a quarterback, the foreman must learn more than just the technical trade skills required to install the work. With eyes on the goal of winning the game, the foreman must have a carefully crafted and practiced game plan, be able to execute and adjust the plan, and provide accurate feedback. That's what this two-day program is about ... Winning the Construction Project Game!

For more information on these classes and to register, go to phccfoundation.org/essentials.

Familiar FACES

They've been Foundation friends for years. Now they're the latest members to the Board of Governors.

The generous donors who have made major gifts to the Foundation's Endowment Fund share a common mission: to keep our Foundation financially stable and to ensure that the future of their cherished industry is strong and skilled. These individuals form the core members of our committees and together serve as our Board of Governors. With much appreciation, we welcome these newest members to the Board of Governors family!



Jonathan and Susan Moyer

A 35-year veteran of the industry who has been actively involved in PHCC at the local, state and national levels, 2019-2020 PHCC—National President Jonathan Moyer owns and operates Cocalico Plumbing & Heating in Denver, Pennsylvania. Jonathan serves on the Foundation Scholarship Committee and joined the Foundation Board in October for a two-year term.

A message from the Moyers:

"It is an honor to be part of a group of people who are so committed to supporting this industry and making sure future generations are trained properly and to be recognized as someone who cares. As we continue to hear about labor shortages, supporting the Foundation is a great way you can help by creating opportunities for young people to enter our trade and to leave a legacy for yourself."



Jim and Sandy Stack

Jim and Sandy Stack are long-time supporters of the Foundation; Jim serves on the Foundation Scholarship Committee, and Sandy serves on the Invest in Your Future Committee. Retired from Stack Plumbing in Kirkland, Washington, Jim also is a past PHCC—National President, and Sandy served two terms as National Auxiliary President.

The Stacks on why they give:

"We feel that it is immensely important to give back to the PHCC Foundation. The more you participate, the more you learn, and you and your business become more successful. Joining the Foundation's Board of Governors has always been a dream of ours. We thought that we would only be able to give of our time. After almost 30 years, we are excited to say we are fortunate enough to put our money where our mouth is. We encourage others to support the Foundation and spread your time and money to keep our industry alive and growing."

Foundation CONTRIBUTORS

January to November 2021

Our sincere thanks to these individuals and organizations that have made contributions directly to the Invest in Your Future Annual Giving Campaign, Scholarship Fund or Endowment Fund in the past year.

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Bill Jones
Ray Jones
Craig & Kathy Lewis
Joel & Renee Long
Alice & Eddie Miller
Jim & Sandy Stack
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Kevin & Kathy Tindall
Patrick Wallner
Rick & Bonnie Whitaker

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★ MEMORIAL AND HONOR GIFTS ★

In Memory of John McWilliams

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Anne Williams in Memory of Francis A. Williams
John Zink in Memory of Francis A. Williams

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In Honor of Joel Long

Mark Bolton, Jim & Judy Driscoll, Gerry Kennedy, PHCC of North Carolina, Wes Styers, Patrick Wallner, Rick & Bonnie Whitaker

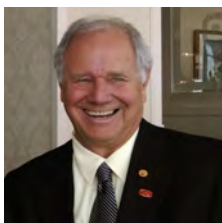
Doug Turner In Honor of Bill Jones
Todd Allred In Honor of Jim & Sandy Stack
Pamela Lie In Honor of Sandy Stack
Lee McFarland In Honor of Craig Lewis

Kathy Thaut In Honor of Sandy Stack
PHCC Past National Officers in Honor of Michael Copp
PHCC of Virginia In Honor of Bev Potts
PHCC of Oregon In Honor of Ellen Whitaker



Remembering Our Friend John

Last March we lost our friend and Foundation Board of Governors member John McWilliams. John was a longtime PHCC member, a past president of the PHCC of Illinois chapter, a PHCC past National officer, and a friend to many of us in the Foundation, Association and PHCC Auxiliary. John and Gail McWilliams are among the earliest members of the Foundation's Board of Governors and helped to build the organization into what it has become today.



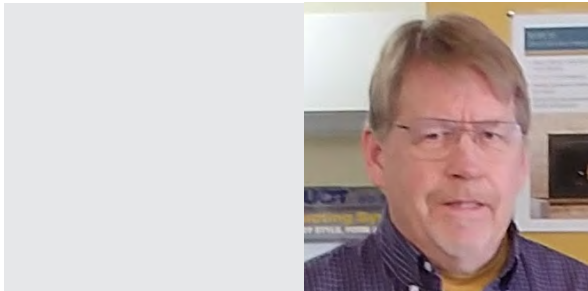
In Memory of Richard Kerzetski

Rich Kerzetski had no difficulty making friends; his smile and warm personality made every conversation with him an opportunity to laugh and enjoy life. It was a sad surprise last October when we learned that he had passed away. Rich and his wife Karen are members of the Foundation Board of Governors. He had served as a member of the Foundation Board of Directors, president of the PHCC of Nevada chapter, and an instructor for his local apprenticeship program. Drawing on that instructional experience, he made a lasting mark on the Foundation's apprenticeship program through his service on the Plumbing Curriculum Review Committee.

DONORS Set the Standard

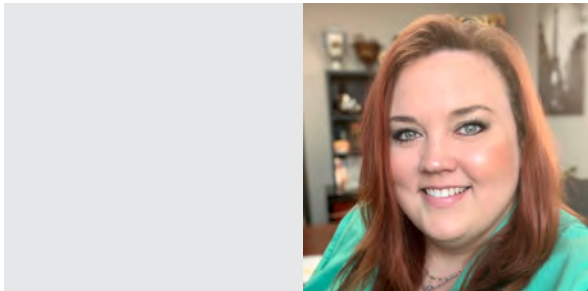
This industry demands quality. Because of you, the Educational Foundation can continue to set the standard on education and training, promoting and protecting the profession you love ... and society needs.

“I support the PHCC Educational Foundation because ...



... I believe in the Foundation's mission 'to enhance and grow the industry's workforce.' Through my donations, I smile knowing that the mission will be carried on for years."

– Paul Taecker
Andor Inc./Taecker Plumbing



... the PHC industry, now more than ever, is in critical need of an upcoming workforce. The PHCC Educational Foundation is a vital support and resource for not only continuing the professional development of current contractors but for building the pipeline of young professionals to enter and succeed in the industry."

– Crystal Carter
PHCC of Louisiana



... at MSD, we truly appreciate the partnership with the PHCC Foundation! They provide our organization with an amazing educational platform, which has allowed us to continue to raise the bar of expectations and develop strong relationships with industry partners."

– Nick Davis
MSD Inc.

PHCC

WE'RE GETTING THE BAND BACK TOGETHER



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Let's Make Sure Our Future ROCKS!

The PHCC Educational Foundation doesn't miss a *beat* when it comes to **promoting workforce recruitment, education and career development** ... but, to make it happen, we need **you** to join our band.

Please support our educational mission by making your 2022 gift now.

Visit phccfoundation.org/invest. Or, to give using your phone, follow the simple steps below:

STEP 1: Text **GIVEPHCC** to: **44321**

STEP 2: Tap the link in the reply text message.

STEP 3: Choose your gift amount and payment method.

No app download is necessary. You will receive an email with your donation receipt and our thanks for keeping our scholarships, apprentice training and management workshops ramped up and helping our industry. Of course, if you would like to call with your gift, we are happy to talk: (800) 533-7694.

THANK YOU TO THE SPONSORS WHO SUPPORTED OUR WORK IN THE PAST YEAR

Our sponsors stand firm in their support of the Foundation and our educational mission. Thank you for investing in the future of the industry we share!

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Moen
NIBCO INC.
Rheem HVAC & Water Heating Div.
 A. O. Smith
 Bradford White Corporation
 Federated Insurance
 International Code Council
 Milwaukee Tool
 Scorpion Home Services Marketing
 Viega, LLC

Essentials of Project Mgt. Class

A. O. Smith
 A. O. Smith University
 Kohler Company

Fast Track to Service Plumbing

Bradford White Corporation
 Delta Faucet Company
 InSinkErator
 International Code Council
 Milwaukee Tool Company
 Moen
 Quality Service Contractors
 Rheem
 RIDGID
 Zoeller Pump Co.

Focus Flash Newsletter

A. O. Smith & A. O. Smith University

Foremen Workshop

A. O. Smith
 A. O. Smith University
 Kohler Company

National Apprentice Contests - Plumbing & HVAC

AB&I Foundry
A. O. Smith
Bradford White Corp.
Copper Development Association
Delta Faucet Co.
International Code Council
Kohler Company
Milwaukee Tool*

Moen
Oatey
Rheem*
Tyler Pipe & Coupling
Zoeller Pump Company
**Headline sponsor for both contests*

Copeland
 Emerson Climate Technologies
 Legend Valve
 North American Technician Excellence (NATE)
 NIBCO INC.
 PHCC-National Auxiliary
 RIDGID
 State Water Heaters

Overhead & Profit Calculator

A. O. Smith

Seminar Series

Kohler Company

Scholarship Program

A. O. Smith
Bradford White Corporation
Delta Faucet Company
Moen
 RIDGID
 Scorpion Home Services Marketing
 State Water Heaters
Viega, LLC
 PHCC of Texas Auxiliary
 PHCC of Mass. Auxiliary
 PHCC Past National Officers
 Bill Jones
 Gerry Kennedy
 Steve & Isabella Schaefer

SkillsUSA Plumbing Championship

Copper Development Association
Rheem
Zoeller Pump Co.
 AB&I Foundry
 Brasscraft
 Cast Iron Soil Pipe Institute
 Charlotte Pipe & Foundry
 HoHoKus School
 Kohler Co.
 Milwaukee Tool
 Mueller Streamline Co.
 PHCC Educational Foundation
 Sioux Chief Manufacturing Co.
 Tyler Pipe and Coupling



FOUNDATION CALENDAR

**2022 Foundation
Scholarship Program
Opens**
Jan.1, 2022
phccfoundation.org/
scholarships

**PHCC Essentials of
Project Management
Course**
March 16 - 19, 2022
Leesburg, Virginia

**2022 Foundation
Scholarship Program
Submission Deadline**
May 1, 2022

**SkillsUSA National
Championships**
June 20 - 24, 2022
Atlanta, Georgia

**PHCC Super Foremen
Workshop**
Sponsored by Viega
June 23 - 24, 2022
Nashua, New Hampshire

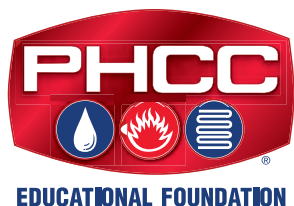
PHCCCONNECT2022
Oct. 5 - 7, 2022
Charlotte, North Carolina

FOCUS NEWSLETTER | WINTER 2022

CONNECT With Us

PHCC Educational Foundation
Email: foundation@naphcc.org
Web: PHCCFoundation.org
Phone: 703-237-8100

Facebook.com/PHCCEducationalFoundation
Instagram.com/phcceducationalfoundation
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180 S. Washington St.
Suite 100
Falls Church, VA 22046

