

>> Two minutes so please start finding your seats. Two minutes. If everyone could please settle down and sit. Find your seat. Thank you everyone. Lively group today. Thank you everyone. Good morning. We are getting started. Welcome to this beautiful Friday morning, whether it's raining or not Friday is always beautiful. I want to start with a few housekeeping items, and I want to kick it off with you see on the screen it is hurricane season and we have a little friend passing by in the ocean in the County put together, I think it's an amazing app for these kinds of situations for emergency situations. If you could take out your phone it would be great if you could scan it. This is something all of us should have an everyone in the community should have. It's an app and as geo-tracking on if you find yourself, there is a hurricane. It knows where you are and I can tell you what resources are near you so it is a great communication tool. I think this is something we as a community, especially we leaders here should encourage people in the County to use it. I will give you a second to scan it. While you do so, once you are done scanning that please put your cell phones in silent mode. Don't turn them off, keep them on the table because you will need them for this presentation. Bathrooms are to your left through the double doors. Today's event is being live captioned and live streamed. You would go to Volusiabusiness.org. That's a new domain. And you would look for the media center and within their you will find closed captioning. There are questions. Question cards at each of your tables. During the panel if you have questions you can write them down where staff will come over to read the questions to the panel. With that said, if everyone could rise for the Pledge of Allegiance. I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one Nation under God, indivisible, with liberty and justice for all. >> Lou Paris: Play ball. Now I would like to take a moment to recognize on our special guests in the room in alphabetical order with Congressman Randy Fine. [Applause] There he is. Jake Johansson Volusia County Council member at large. Matt Reinhart Volusia County Councilman. And will Roberts Volusia County tax collector. If I missed any elected official stand to be recognized. All right. I would like to bring on County Councilman Jake Johansson for a proclamation. If everyone could help me welcome Jake Johansson. >> JAKE JOHANSSON: I thought he was going to see if everyone could help him read the proclamation. Let's see if we can get through this. It is my pleasure to give you this proclamation by the County. As most of you in the business no, I'm a strong proponent of workforce development. My wife and I have worked pretty hard to get the right people in the right jobs. What you do and everybody hear what you do here to make workforce development an important piece of our County drives the economic vitality. It's very important. On behalf of the County I'm going to read a few and we will get down to business. Whereas, a skilled and dynamic workforce stands as a bedrock of economic prosperity, innovation, and community resilience and Volusia County and whereas I Volusia County economic development division forges strategic partnerships with local businesses and organizations cultivating an environment for industry leaders can access the skilled talent necessary to thrive in today's competitive marketplace and whereas, career source Brevard, Flagler, Volusia serves as our Regents Premier workforce catalyst delivering comprehensive career services and personalized guidance that transforms job seekers and career ready professionals. In the past year the agency assisted 544 businesses and 8507 jobseekers and placed 126 individuals in employment and Volusia County and, whereas, Daytona State College workforce and continuing education empowers our residents through cutting edge training initiatives, certification programs and learning opportunities that bridge the gap between current skills and future industry demands aware the automatic on University also contribute significantly to economic of element through its state-of-the-art research in partnership with Boeing which will bring 400 high-paying jobs to Volusia County and whereas, through collaborative efforts with local governments, educational institution, and private industry our workforce development system helps create a sustainable talent pipeline that strengthens our regional competitiveness. I would also like to add thank you to the chambers of commerce for being part of that solution. Now, therefore, we the County Council of Volusia County, Florida do hereby proclaim September 25 as workforce development month. As you can see, most, if not all of us, have signed this. [Applause] >> LOU PARIS: If we could have representatives of Embry Riddle, state college and career source come to the front and also for a photo of the committee. Let me wrangle people here. How many of you need? All right. We got this. If everyone can get really tight like you like each other so we can get everybody in the photo.

Shoulder to shoulder. A little more. Want me to get the chairs? [applause] >> LOU PARIS: See how efficient we are? We did this in about a minute. Help me welcome Congressman Randy Fine for an update on state and federal legislation. [Applause] >> RANDY FINE: Thanks everybody. And got elected 136 days ago. For those who don't know the story, November 5 I was elected as State Senator after I served in the Florida legislature. The previous eight years focused on education and workforce. I got a call from another guy who got elected November 5, his name was Donald Trump. They had me come and join the administration. I said sir, I like being in the legislature but if you need my help I will get together and we will talk about it and we agreed. As the call was ending he said you know, I know my national security visor. Mike Walt's my national security advisor, may be you could go run for that. Is that we will talk about it. I will come down and meet with you. I did just have three elections. Three days later I was taking a nap. And woke up with my wife yelling at me. Those of you who are married may experience things like this from time to time she's asking Randy, why are my friends calling me telling me you are running for Congress. I said I'm not exactly sure. I grab my phone, it doesn't work because when you get 1000 text messages in one minute your phone will overheat and that is what happened to mine. I put it in the freezer in five minutes and took it out and I cooled off and I found that the president had gone online and called on me to run. I called in and said I thought we were going to meet about it. He said you told me you would do anything I needed and now you can't say no and so here I am. I wanted to come today because my election was very accelerated. The nature of a special election. During the time we have the election I was in the state Senate and I take the jobs people vote me to vary seriously, which is why I am here today. Have a five week August work period. It's the first time I've had an extended break since I got elected 135 days ago so I wanted to briefly update you on what we are doing. Over those 135 days we put together a full staff. We had to start from scratch. There was no one for us to hire. We open six district offices including one in every County in my district. I represent all or part of six counties. Our office in Volusia is in Deland. I have Stephen, hopefully one will be good. But Stephen is my district director. Grabbed his card if you need anything. We helped almost 400 people already with their federal constituent needs dealing with the IRS, immigration, veterans benefits, freed up almost \$2 million money for individuals the government owned them and we have been able to already start to get money, back to the district including just yesterday \$100,000 in Deland for their municipal airport to help them with some work. So we are working on things every day. The biggest thing I've been proud to work on, I was the tie-breaking vote for the one big beautiful bill, which as it would affect all of you, it extended the tax rates most of you pay that you've had since 2017 but it created new tax benefits for many of your employees. No tax on overtime, no tax on tips. For 88 percent of the seniors I represent no tax on Social Security. One new tax cut people don't know about, no tax on the interest you pay if you buy an American car. But the bill did many other things to include a place like this where we are going to modernize the air traffic control system. It has been my honor to work for you. I know I don't have a lot of time today but we are out and about. I've seen many of you already. We are doing 100 events around the district because I have the time to do it and this won't be the last time you see me and it won't be the last time I do something like this. I never wanted to be a politician. I like being a dad on a businessman. That's what I did for 22 years and I figured if people are going to trust me to represent them I have to be outspending the time to talk to them and understand their issues. Please don't be a stranger. Let my office know if you need anything there come visit me in D.C.. The last story I will tell, I will tell everybody this because I believe God has a purpose for everyone. Whether we agree with it or not. My purpose is to do this. Five days before President Trump sent out that tweet my mom died. A great way to deal with grief of a parent passing is to run for Congress because you don't have any time to think about it. When I was 16 years old I was a page for the House of Representatives for a year in Washington D.C. and one day my mom came to visit me there. When she was there she wanted to buy me something in the souvenir store. I said this is a waste of money, we didn't have a lot of money when I was a kid. It's heavy, I don't need it. But if you come to my office today you will see, I can differ 35 years. It was sitting in a box in my garage. This happens with many children. Keep all your stuff you gather from high school but if you come to my office in Washington D.C. you will see the seal of a member of Congress my mom bought for me 35 years ago. They don't make them like that anymore. They are two metal ones like that sitting in the capitol. One is in my office, the other is in the museum. Now they are Styrofoam and the paint over them. So God has

a plan for us all for whatever reason. Actually, God and moms and plans for us all. Whatever that is, God has your plan and that's what you are doing right now. Mine is to help all of you so I appreciate the opportunity to do it and don't be a stranger and let us know what we can do to help. I appreciate the chance to be here and I'm looking forward to listening to the rest of the program today. Thanks everybody. [Applause] >> LOU PARIS: Let's talk data now. What I need you to do now is to get your phone, I told you to keep it available on the table. Scan the QR code in two things are going to happen. You are going to be able to interact with me. I have a few questions halfway in the presentation. And also, you will have the slides available on your phone screen. You are welcome. Now you can look at your phone happily. And so I will wait for a moment until you scan. You will land, once you scan it you will be on a page of the presentation. It will advance automatically as I advanced I don't Thank you are in the wrong place. Again, waiting just a second. All right. I'm going to move on in three -- all the hands go up. To, one. Okay. Thank you. So let's start talking about permitting data and let's talk about construction. First we are going to talk about permitting data and then we are going to talk about employment and segue into our special topic today which is trades and how valuable important traits are to a local economy. If you were here last time I did say there was a downward trend in commercial construction permitting. As you can see now in the second quarter, we are strong again. If you compare the second quarter to last year you see that we are stable. We are in a stable permitting from her commercial permitting environment and if you see where we are investing that money let me focus on multifamily housing. I mentioned in there is still an influx of people coming into our community. People are moving into Volusia County and they need a place to live. Very often that is a multifamily housing unit. When you build multi family housing as a ripple effect in other commercial properties like storage retail and other services. Notice we have items we don't see all the time. During this part of the presentation like manufacturing, municipal, warehouse and education. They may pop up once or twice but all of them at the same time is indicative of the investment we are making across the board across different industries in the community and that is a good thing. That brings us economic resiliency. That means we are investing many different things so it makes us more resilient to economic shifts and changes. Let's take a look at the data from the perspective of residential permitting. Same situation. I had said there was a slight downward trend in permitting and we see now that the second quarter is higher than the second quarter of last year. So we are seeing stability here. Let the good thing. And despite the fact we have still high interest rates and we have high values of properties. If you checked your house on Zulu evil notice it is very high. Even then with those two factors playing against it we are in a stable permitting environment. Let's now take a look at employment. I don't want to assume you have been in previous "Q" breakfast so I will tell you the whole story of what you see on the graph. This is employment rate starting with 2014. And you can see this distinct pattern of growth across the years. Can everyone see the distinct pattern? Very distinct. You can tell what year it is based on the graph. And suddenly covid comes. Sharp drop and a great recovery after this. Look what happens after the recovery. We recovered but the pattern we saw back there no longer exists. Let me use the term erratic or in this case stable. If I were to label the last segment here is something I would say it looks stable compared to everything else behind it. And yes, employment rate, let me say unemployment rate last quarter I reported that 4.0 percent and now we are at 4.6. It is a slight decrease, but businesses are benefiting because now they have a pool, a reasonable pool of people to be able to fill positions. 4.6 is a healthy number for our community. Very well within normal ranges and if you look at this part of the chart it looks stable. Let's take a look at where these folks are employed. We will seat gainers, losers but overall we have gained just a few drops. We as a community always discuss the top industries. We talk about healthcare and leisure and hospitality because they are in the County. And we have always said our job as a community is to make sure all these green bars come all the way here. Why? If we have bars across the board it means we are well diversified as a community and if something were to happen to one industry we rely on the others. That makes sense, right? So I want to focus the conversation on to specific industries. Construction and manufacturing. We as a community invest a lot in growing the two industry sectors. To do so, we are going to segue into construction manufacturing, I want to get a feel from the room to see what we think. I will call it a game or questions. Take out your phones. You should be able to see this question pop up. What is the median age of construction workers in the US? 47 seems to be winning. Not by a whole lot. 42

takes over? And is actually 42. The average age in the US. I have three questions. There we go. Thank you to that person. I appreciate you. When straight is experiencing the fastest demand-based growth in the US according to 2025 estimates? Thank you. I will give you a hint. That is not the right answer. There you go. All right. One last question here. The annual wage for electrician in the US was -- that is a great question. Next question. Is overwhelming but yes, it is 62,000. Let's take a look at what the number looks like here in Volusia County. The blue line graph is the average age. Everyone in the County our average wage is 3322. If you look at the dark blue that is construction 59,000 and on top of that we have manufacturing. So to be like manufacturing and construction jobs? I think we do. These are good jobs to raise the average. Now let's take a look at what examples these look like in our County. For this I'm going to need help. Going to need a scribe. If I can call on Cyrus. Cyrus is our director of economic resources/my boss. So I'm going to put him to work. Let me walk you through the graph. On the left-hand side we have the different occupations within construction. Followed by the average wage that they make. Then how many people are employed in the County in those specific occupations, gender growth and expected growth. I'm going to give you a number in just a second. Here is the important number I want you to notice. Here's how many people we have to train over the next four years to be able to fulfill the demand of that growth of four percent. This number includes people who will retire. The average age is 42. At some point they will retire. So we have to fill the positions back in. We have to fill those positions so we have a lot of people we have to find. If you could do me a favor. If you could write plumber and next to it 456 for me. 456. By the way, Cyrus has really neat handwriting. He can fit three lines in a single line of a notepad. It's incredible. So the same data for manufacturing the one thing I want you to write his welder to the tune of 400. Moved to train 400 individuals to fill the demand. Is that super clear? Now let's take a look at what is in the pipeline to fulfill this need to. Take a look at this from an educational standpoint. Lemme explain what you were looking at. Each number is how many people educational institutions are cranking up every year. 147, 53 HVAC. Let me give you one important piece of information and that is we did not factor in the fact some companies have their own training program. Is our educational institutions with programs that fit these occupations. If somebody can multiply 38 employees per year times eight. 38×8 . 304? Okay. Doing the math differently. And we have looked at the difference. That's a significant deficit. And welder 4×832 versus 400. Big gap. Granted there are training programs at specific companies but there is a significant difference. Thank you. That is what I needed for comparison purposes. I wanted you to have the number fresh compared to what is in the pipeline. This is a great opportunity. On each of your tables there should be a flyer that looks like this from the Volusia County schools specifically on this topic and they are asking for partners. I encourage each of you to think of ways you can partner with Volusia County schools to see what we can do, how we can help and we have representatives of some very prestigious institutions. We have career source. They are all on the same mission to make sure we have a pipeline of workers to be able to fill the positions that we need in this community over the next eight years this is a very important flyer. If there is a way you can help, please do so. And so with that we are going to look now and the business side. What good businesses. What you see here are graphs of how many businesses are registered every year and construction. We have four different sectors within construction and the important thing to note is every year there are more and more business registered in construction to the tune, if you look at constructions of buildings, double the number since 2015. So there's a lot of activity taking place. Let's look at the same data for manufacturing. There's a slump right here but overall you can see every year there are more and more businesses and manufacturing in the registry. And this is at a national level. You are probably wondering how does that look like Volusia County. This is manufacturing. Every year across the bottom tells you how many businesses exist in Volusia County that are specific to manufacturing. The greenness individuals who are by themselves. It is a single person operation and they have at least one employee. Sort of an even distribution of there's a lot of people in manufacturing by themselves. Let's take a look at the data for construction. This is a more entrepreneurial environment. With 1 5555 businesses that are run by a single person operating them versus 2066 businesses that have at least one employee. Let me recap what we have heard. Wages in trades are good. We saw that. There's a growing demand for those trades in this entrepreneurial activity. Entrepreneurial opportunity in trades and we see this by that number in orange. Now we as a community, the United States as a whole we seek white-collar

job for your degrees for a safer bet. We see it as a more stable opportunity than trades. For that reason we decided to assemble a panel that will tell their story as to how they went into it and how they transition from being a solar manure, someone by themselves to a growing distance. I'm going to read the bio of our three panelists and as I call them up if you could please rise. Our first panelist is Scott Bowman from Bowman Painting after spending 10 years in professional sports in the public relations roll he founded Bowman Painting in 2006 to assist a friend build homes. Bowman then expanded to the commercial and residential market but the aid of a strong work ethic, a good business coach and a strong team Scott and his wife have grown Bowman painting into a trusted source in Volusia County. They have two sons Kyle, 23, and Cole, 21, and reside in Dorian beach. So helped me welcome Scott. [Applause] Our next panelist is Glen Harvey from AC Doctor Complete. After graduating high school in Maryland in 1987 Glenn Harvey joined the U.S. Army where he was an electrician for helicopter fleet for four years. He moved to Florida to attend motorcycle mechanic school and begin a career motorcycle servicing and repair. He then proceeded opportunity in HVAC trade after his first daughter was born. We enter the industry as a maintenance technician later surfaced and installed units while attending Flagler County adult education for his HVAC certification. Upon receiving his Florida state license when launched AC Doctor Complete in 2004 as well as other business ventures. Please helped me welcome Glenn. [Applause] Last but not least is Marc Hazen from Hazen construction. Marc began his construction career in the early 1990s and quickly events from pipe installer to superintendent for a major utility contractor. Building on years of hands-on experience and underground utilities, he earned his utility license in 2001 and founded Hazen construction. Today Marc remains actively involved in field operations bringing expertise and leadership to every project. His in-depth knowledge and commitment to quality are keys to the companies continued success. Please welcome Marc. [Applause] In my own? Perfect. Let me lead the conversation with a comment/question. I mentioned a moment ago we as a community, we as a society tend to favor jobs that are white-collar for your degrees. They feel safer and I think today's environment makes us question, especially when we think about AI. And I will have a direct impact on jobs versus blue-collar jobs. In my family we have had a discussion. My son is about to go into, he just started high school and we are talking about already his career path what that could look like in this topic is come up in conversations in each of you has had a interesting path to get to where you are. I would love to hear one of the circumstances and the thought process that led you to join trade as a viable career path. I guess I will kick it off with you, Scott. >> SCOTT BOWMAN: Sure. Thank you. Thank you for the opportunity to be here. Back in 2006 I started our business after spending 10 years in collegiate and professional sports during public relations and really by accident I found myself in the trades. Started my own painting business because a friend of mine needed help building homes and up the job I was out at the time was kind in between jobs and it really wasn't a fit for me. I said okay, I will go do this. Will open a business to help my friend for a year and then I will join his company. That was in 2006. In 2008 we had a big economic housing decline and they went out of business and we just kept going. It has worked out well for us. I always thought I would get back to the original plan to be doing something else. The truth is I never thought to own a business. I never wanted to be a contractor full-time. I really just fell into it. As I got into it and solve the demand and saw it was a viable possibility. As we grew it has become a very viable business for us and our family. >> LOU PARIS: Glenn, how about you? >> GLEN HARVEY: In high school I enjoyed school and learning but always enjoyed working with my hands and fixing things and making things. It was just a natural choice. You shoot guns and you don't have to pay for the ammo. [Laughing] It was a lot of hard work and so forth. After that I had a choice I could go to they had the G.I. Bill and different opportunities, but I didn't want by just sitting in office. That is a great path for some people and it is not a path for some other people. So in constructions in the trades and so forth you get a Lotta gratification when you help someone, when you fix something. Whether it is air-conditioning. If you have your air-conditioning break and the technician came out and fixed it for you and got your AC working, you think that guy or girl. And so there is definitely a lot of benefits to the trades and it can make a decent living. You can make a decent living in anything as long as you have the right work ethics and you have the right attitude behind it. Some people get convinced or they are just told one story. They don't really research think about what that looks like in five years or 10 years and then they end up in the position where they might not be happy or satisfied and things can go down from there. Like your son being in high school starting high

school, that's a great opportunity, a great time to think about what the next 10 years look like and where he is going to be in his early to MID-20s. >> LOU PARIS: Thank you. Marc? >> MARC HAZEN: Thank you for having me today. I think for me when I moved to Florida my dad was in construction so it was kind of natural to work in the summers and we had long businesses in all kinds of things. As I graduated from high school I figured I would go to Daytona state and get a degree in construction and start my career in construction. Working for other people I looked at if I own the company how would I treat it. That is what I look for in employees is somebody who cares about the money, cares about the relationship. When you are working for someone else if you use that and you take that work ethic, you can advance in your field. For me that is all I knew and growing up running equipment and doing things and eventually having an opportunity to start my own company. >> LOU PARIS: Thank you. You said something key about family influence and if you ask my son what he wants to do when he grows up it's either entrepreneur or economic development. Yeah sure. I think there is definitely an influence there. There's quite a few people out of the community who are employed in these fields and they are considering going at it on their own. We have been around for a while. What advice would you give these individuals. The pros and the cons. >> MARC HAZEN: I can go, yeah. So if you are looking to start your own company, but I would say is firstly really have to have a reason why. You're going to have to have a passion because starting your own company is an easy. It's a 24/7. We are going to be Doctor Phil for your employees. You're going to be everything. If you are doing it for the money is not going to be successful. You really have to have a strong reason why. There's a lot of good companies out there you can go to work for, earn a good living, retire if that is what you want to do. If you want to start your own company you have to have something that drives you. For me I was working for a local utility contractor. My son was born, he docked my pay, my wife is home with two kids, two daughters and so I was like you know what, I can do this. I can start my own company and I will treat my employees right. It wasn't easy. It was a difficult journey, but I have that passion. And I loved what I did. I loved working with my hands, I loved running equipment. It took a year to get my license and to get on my feet and get going. When you do that and you look at it and that aspect that you are going to treat people like you want to be treated and have a reason why, like I said, if you are doing it going to start a company because I can take time off and go fishing, and restarting it for the wrong reasons. That's not going to be the case. So you really have to understand what you are doing and have higher purpose for starting your own business. >> LOU PARIS: Thank you Marc. Glenn? >> GLEN HARVEY: He pretty much quoted from the Bible, Matthew 7 where it says however you wish to be treated, treat others. A Lotta people make it in the business and they do it to have the weekends off or take extended vacations. Completely opposite. When you start a business you have all the clients enough to take care of and all the employees and you have all the legal aspects of it as well. Your plate definitely gets way overloaded. And if your heart and mind is and in the right position that can become overwhelming and that can cause people to drop out. Both these guys on the side of me, I would bet they never asked anyone to do something that they hadn't previously done and that is pretty much the mental attitude, the mindset if you go to take on that position. >> LOU PARIS: Thank you. Scott? >> SCOTT BOWMAN: I think some of the pros are being able to teach and lead in do things the way they think they are supposed to be done in your industry. I think a lot of the cons are you have to have good coping mechanisms going into business and in life in general. If you don't it's very stressful. As Mark said, one moment you are talking to employees about their own problems and issues and you are worried about the next guy leaving because he's going to this other company for a dollar more. Here stressing over jobs, whether or not he did them correctly. Did you do them too low, are you going to make money, are you going to make payroll? There are a lot of challenges. In fact, I would say the first 10 years I kept coping the phone would ring and someone would hire me to go to another job. It's hard and it probably wasn't until he started in 2006. Probably about 2014/15 when I finally said you know what, this is going to work. This is going to be a viable business. Misted of making a little bit of money at the end of the year. That's another pro. You can finally after many years get your systems right and you can start making some money. That is a pro. But there are a lot of pros and a lot of cons. >> LOU PARIS: Before I ask the next question make sure you have the cards on your table, if you have questions write them down so we can come over and capture them. We were talking about employees. I want to hear about your first employee and how is that progressed over the years and talk about

practices that you rely on any coaching expertise to be able to manage employees. Marc? >> MARC HAZEN: My first employee was another tradesman. Again, starting off it was just me into guys and we went out there and started doing the work and running equipment, doing all of the work and having to do payroll last night. So you know, it was work 10 hours and work another five when you get home. It's kinda crazy but six, eight months into it my brother became my partner which was a big help. He runs the office side of it so I don't have to worry about that stuff so I could go out and play in the dirt and have fun and he could worry about the legal stuff and everything. It has been a great opportunity and I think it has helped our growth because we rely on each other's expertise. But hiring employees, in the beginning we would hire anybody who came in the door just to grow the company because we needed people. But as we have grown we have been more selective in the hiring process. Looking for people who buy into our culture and want to be part of a team. So it has been nice to do that and I interview most of the field guys. And ask them what I need is someone who will be a good fit for our company but we need to be a good fit for them. I'm looking for somebody who wants a career, not a job. If they are looking for a job we will give them a job. In my mind that is somebody I'm not going to spend a lot of time training. You would be surprised, in Lotta people want to be in the construction industry who didn't go get a four year degree. They can make a career out of one our companies and that is the people I'm looking for. >> LOU PARIS: Thank you. >> GLEN HARVEY: When he started working it was just myself. As they got more work and started hiring part-time people to helped me on career jobs or more manual labor he would have been to a task and then we started hiring full-time people and it was definitely a learning process. I came to realize it doesn't matter how much training they have our education, they manage on their core values. We have a slogan one time we read our integrity as to what we do when no one is looking and that is what it comes down to. A lot is there to keep honest people honest. If we hire people that have core values that they can't do certain things, they can't take something that is not theirs. It is uncomfortable for them to tell a lie. Those are people with core values and you can easily teach them. The screwdriver goes in their hand. That is what a lot of times people look for but that's the last thing we look for. We can teach them all the technical things, how to use the tools. But you have to start with a good core value you. >> LOU PARIS: Thank you. Scott Cook. >> SCOTT BOWMAN: When I first started it was just me in the field and we were doing new construction and brand-new small homes in Daytona and I needed help. My father-in-law suggested I go to the local labor hall and get somebody. So I got a guy and he ended up working with me for about six months. He spent 17 years in prison for murdering someone, but he was a good worker and we were doing new construction. It worked out just fine. After that I ended up hiring if you guys here and there and we slowly grew. 3 to 4, 5 to 6. And then I hired a part-time bookkeeper and we continued to grow from there. But today we try to hire on peoples core values. We do a skills test when we interview people. We try to do group interviews so we see multiple people at once and weed out the ones. Once they get in our group, we try to influence our culture by our core values and communicate our core values and let them know up front when we are interviewing what they are. At the end of the day when we have a problem we tried to pull it back to our core values. One of my core values is reliability. You are constantly late. If this doesn't improve I'm going to invite you to leave. Core values are really important. Most companies are reputable have good core values and we just tried to continue to use those. >> LOU PARIS: Thank you. Before I open it up to the public I have one last question quickly. Do you have any advice or observation for us about careers in skilled trades? >> SCOTT BOWMAN: It sounds to me I need to open a plumbing company or a welder. Had this conversation with my friend. He is in construction and his son, he was talking about his son needing to go to a field and I told him this was two years ago. You need to tell him to go into plumbing. We need plumbers and they make a lot of money. They make more than me. >> LOU PARIS: Thank you. Scott? I'm sorry, Glenn. >> GLEN HARVEY: As far as changing professions, we have had people come and do that. It's really where you want to grow and what you want to be. As far as younger kids out there, high school or college age or so, what they enjoy doing, what they're interested in. If you enjoyed doing it you don't want it to be a hobby it is a job to make money. But you want to find satisfaction in the work you are doing. >> LOU PARIS: Marc, do you have anything. >> MARC HAZEN: For the younger generation, my son is 24. Some of his friends if they are not going to go to college come out here and work. But a lot of the young generations don't want to work in the heat and stuff. For any of the trades it takes time. But you

can make a good living as you progress and become a pipe layer, an operator, a foreman. I went the same route and threw in a couple of years of school at Daytona State. Is an opportunity there. Is just trying to get the younger generation to understand they will not all be TIKTOK millionaires. >> LOU PARIS: Brian, I believe you have questions from the audience? We have sound. All right. I'm going to paraphrase this one it is written a little long. Over the panel, in our society a four year degree is seen as the standard most should aspire to for career development. You have demonstrated that is not always the case. What are you doing to advance or change the narrative or a society doesn't always go to a four year degree as a default but can pursue careers. What are the things you are doing don't change that narrative? >> MARC HAZEN: I think trying to give an opportunity to individuals who don't have a four year degree or don't have the ability to get, some people don't have the money, they don't want to borrow money. That is why I say when I interview people, if they are willing and able and they want to come to work every day and work hard, we can make a career and that is why I asked them. Are you looking for a job or a career. If they are looking for a career we have opportunities. Not only in the field working with me, they can work with my brother and we can teach them project management. You don't necessarily have to have a four year degree to do what we are doing. It's not brain surgery. I know everyone here doesn't do the things we do, but again, it's not hard. It's a matter of wanting to do it and a willingness. If someone shows that willingness there are plenty of opportunities that pays in construction and I am sure with these guys also. >> SCOTT BOWMAN: I Thank you need to show a career path to show how they can grow and improve and you need to help them along. We try to do that through standard operating procedures at a basic level. We have what we call a one, several SOP for the A1 level and then a 2, P 1, painter 2. And we try to keep throwing them and then helping develop. Once they get to a job leader or a crew leader we have leadership training that we do every other Wednesday. Basically 10 months a year. And we are pouring into them. I mean, these are painters, but it is really important for them to learn emotional intelligence, job leadership training, crucial conversations. The more I can pour into my leaders the better they can manage their team. We try to create opportunities for growth and help them succeed. >> LOU PARIS: We have time for one last question. >> SPEAKER: How can the community partner with you to improve the interest and flow of candidates into these critical jobs? >> GLEN HARVEY: As far as community goes as you have friends and your children and friends and their kids and other people you know, let them know that there are alternatives out there. The narrative you have to go to a four-year college, I don't know how that became a statement you have to go to four-year college. If you want to the military for four years you went to college for four years were out of high school if you want and started in the construction industry for any type of a job for four years, at the end of the who would have the most knowledge and who would be the most well-rounded and ready to advance in life. That would be a good question. It would be a good study to look at that and see. I don't think it would be what we would consider, what we would think. >> LOU PARIS: Thank you. A round of applause for our panelists. [Applause] If I can offer one last comment, let me turn this off. I'm sorry. We heard three stories, three success stories, three businesses thriving and they have been able to grow into employer status. We saw a graph as well. We learned there is something between 6000 individuals right now out there performing service in construction and manufacturing. We as a community are hopeful we the business to make the business successful. Successful enough that hopefully it transitions into becoming an employer at some point. We recognize this and are doing something about it in economic development. You know we have taken on the management nonbranded as the Volusia innovation hub. One of the key reasons we wanted to take on the management of this incubator. Let me give a kudos to UCF and did a wonderful job to get us where we are at today. Now we find ourselves in a new stage. A state we want to help these kinds of businesses grow and thrive. UCF at a program that benefited certain kinds of businesses but we are opening this up to trades, lifestyle businesses, any businesses in the community we can help them in the idea is to help the 6000 people. We are speaking right now, they are out there in the heat performing services and doing the best they can. We want to give them the resources they need to succeed and grow and hopefully hire individuals. I want to invite you to our launch party September 15 at the incubator next door. So one thing that we were happy to accomplish was in the transition we were able to retain what I think is one of the most important resources at the incubator. That is the human power. There was a prison behind the success in this person agreed to join our team.

Help me welcome Connie. [Applause] When I approached Connie I told her the transition we were planning I asked, developing programs that would benefit trades, lifestyle businesses and she came back with something completely killer, something amazing. I Thank you will be excited when you come to this event September 15. By the way, that is a QR code to register. I would love to see phones going off scanning the QR code. You will be able to walk the facility. You will be able to get to know the programs from understand what they are about to meet some of the existing clients. Again, we are very excited to see all the energy Connie is putting onto this and the benefit it's going to bring our community. A much needed resource for all the folks out there who want to grow their business. And so with that said, do we have a flyer on the tables with the QR code as well. If we close the screen here you still have a flyer. Please come. Let support the community, let's support this effort. With that said, thank you for joining us today and I look forward to seeing you next quarter. [Applause]