



WASHINGTON HOME BUILDERS FOUNDATION

2024 Annual Impact Report



Created January 2025

300 Deschutes Way SW, Suite 300,
Tumwater, WA 98501

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Message from the Executive Vice President



Greg Lane

We are proud to celebrate the outstanding achievements of the Washington Home Builders Foundation over the past year and remain committed to advancing workforce development and education in the building industry. As we embrace 2025, we are inspired by the growing support for WHBF and its mission to empower aspiring builders and professionals, paving the way for a stronger future in our field.

A handwritten signature in black ink, appearing to read 'G Lane', written in a cursive style.

About Us

History

The Washington Home Builders Foundation was founded in 2012 by the Building Industry Association of Washington (BIAW) as a way to address educational and workforce needs within the building industry through charitable activities.

Since its inception, The Washington Home Builders Foundation and the Building Industry Association of Washington have awarded over \$830,000 in scholarships and grants.

Through collaboration with the BIAW Member Services Corporation, scholarships have been awarded since 2005 and the Foundation has directly been providing grants since 2020.

About BIAW

The Building Industry Association of Washington is the voice of the housing industry and the state's largest trade association with nearly 8,000 member companies employing approximately 265,000 people. We are dedicated to ensuring and enhancing the vitality of the building industry for the benefit of its members and the housing needs of the citizens. Learn more at biaw.com



Leadership

2025 Board

- Corey Condron, President
 - Condron Homes, LLC
 - Spokane, WA
- Bob Camp, Vice President
 - Camp Corporation
 - Gig Harbor, WA
- Sue Elkin, Secretary
 - Tacoma Education Dream Fund
 - Tacoma, WA
- Aaron Marvin, BIAW 1st Vice President
 - A.C.T. Builders, LLC
 - Vancouver, WA
- Troy Schmeil, Director
 - Callidus Development, Inc.
 - Bellevue, WA
- Becky Rieger, Director
 - Environmental Design, LLC
 - Centralia, WA
- Curtis Banta, Director
 - Yonkman Construction, Inc.
 - Oak Harbor, WA

Staff

- Greg Lane
 - Executive Vice President
- Al Audette
 - Foundation Director
- Steve Hyer
 - Vice President of Operations
- Raelle Vitali
 - Fund Development Manager

Our Purpose

Our Mission

It is the Washington Home Builders Foundation's mission is to support and elevate programs that provide building-related education and provide opportunities to students pursuing careers in the building industry.

The purpose of the Washington Home Builders Foundation is to empower and inspire the next generation of builders by advancing building-related education, unlocking academic opportunities and career possibilities while fostering a culture of innovation, enthusiasm, and excellence in the building industry.

Our Vision

The Washington Home Builders Foundation strives to be a leading organization that transforms the building industry. We envision a future where every individual has access to quality education, training, and resources necessary to thrive in the ever-evolving building industry, ultimately leading to sustainable and resilient communities.



The Need

The construction industry faces a critical shortage of skilled workers, with 94% of U.S. construction firms struggling to fill positions, according to the Associated General Contractors of America.

This challenge is particularly pressing in Washington, where 50,000 new housing units are needed annually to meet the demand of current and incoming residents.

With over 20% of the construction workforce nearing retirement, the urgency to address this gap is clear.

Investing in building trades education is essential to develop the next generation of skilled workers, support housing needs, and create pathways to economic opportunity for underserved communities.

The U.S. needs
723,000
more construction
workers each year
to keep up with
labor demands.

Data sources include: U.S. Bureau of Labor Statistics, Associated General Contractors of America, National Association of Home Builders, and Associated Builders and Contractors

Our Programs

Student Scholarship Program

Our scholarship initiative is a comprehensive scholarship program designed to support students who are interested in pursuing trades programs. The program is open to in-state students who are looking for opportunities to learn and develop skills in trades, including construction management, plumbing, carpentry, electrical work, and other trades.

The program provides various resources to students, including information about different trades programs available, mentorship opportunities, financial support, and career placement services.

Program Features:

- 1. Information on Trades Programs:** The program provides students with information about the different trades programs available, including program requirements, course offerings, and career prospects.
- 2. Matching to Educational Opportunities:** The program helps students find and apply for educational opportunities that best suit their skills and interests. The program assists with identifying the appropriate school or program, the admission process, and any required tests or prerequisites.
- 3. Financial Support:** The program offers financial support to help cover the cost of tuition, books, and other program-related expenses. Scholarships and other financial assistance are available to qualifying students.
- 4. Mentorship:** The program provides mentorship opportunities for students. Students are matched with experienced professionals in their field of interest who can provide guidance, advice, and support as they pursue their education and career.
- 5. Career Placement Services:** The program assists students with finding employment opportunities after they graduate. This includes resume writing, job search assistance, and interview preparation.

This comprehensive program provides students with the resources and support they need to succeed in trades programs. The program aims to help students achieve their goals and reach their full potential.

CTE Grant Program

Our grants aim to support career and technical education programs in their efforts to expand or improve their services, programs, and operations. The program provides financial support, SWOT analysis, and goal-setting assistance to eligible trade programs related to the building industry.

Program Features:

- 1. SWOT Analysis and Goal Setting:** The program provides a SWOT analysis of the trades program to help identify its strengths, weaknesses, opportunities, and threats. This analysis helps the program identify areas of improvement and set goals to achieve growth and development.
- 2. Financial Support:** The program offers financial support to trades programs to help with program starts or expansion. The funding can be used for a variety of purposes, such as hiring additional instructors, purchasing equipment, or developing new training programs.
- 3. Promoting Trades Programs:** Promoting the programs and services related to the trades can help build awareness and interest in their offerings which can lead to increase enrollment and greater success for their trainees. This can also benefit the broader community by helping to address skill gaps and shortages in various industries, while providing valuable career opportunities for individuals. Providing publicity and marketing support helps increase the awareness of each program's offerings and the overall impact on the community.

Our grants are designed to help trades programs achieve their growth and development goals. The aim is to support trades programs in expanding their reach and impact on the community.

Our Programs cont...

NEW Construction Trades Training Academy (CTTA)

Approach

The Construction Trades Training Academy provides free hands-on learning experiences combined with theoretical knowledge, covering construction fundamentals, job site safety, tool and material identification, and carpentry basics. Training lasts eight weeks using a 7-hours-a-day, 5-days-a-week cohort model that can train up to 25 students per cohort.

CTTA utilizes a nationally recognized pre-apprenticeship certified training (PACT) developed by the Home Builders Institute. This training gives students their OSHA 10, PACT CORE, and PACT Carpentry certificates. Graduates can directly enter the workforce with residential builders or join a full-scale apprenticeship program upon completion.

Goals and Activities

Our goals for this project are to respond to the skilled labor gap by developing a trained workforce, promoting safety and best practices, supporting career advancement and economic opportunity, and promoting diversity and inclusion in the construction industry.

To achieve these goals, academy operations focus on four core activities to ensure the success and development of our students:

1. Targeted recruitment of nontraditional students and those furthest from opportunity
2. Hands-on construction training and education
3. Graduate placement within the construction industry
4. Support/Wrap-around services offered to students experiencing barriers to program completion and employment

Outputs & Impact

Our operations aim to serve at least 80 students annually through four cohorts, providing 270 hours of industry training per cohort. Of our total students, at least 68 entirely graduate with all of their certificates. The outcomes of these services lead to 80% placement of graduates in construction positions paying above \$21/hour.

Graduates gain the skills, support, and community connections necessary for their successful futures. In 2023, five associated Build Strong Academies, using the same curriculum and model, had 845 enrollments, 740 graduates, 1728 earned certificates, and 685 job placements, with the average starting wage being \$22.36/hour.

Our intended impact not only responds to the growing labor gap within the industry by placing qualified and skilled graduates with home builders but also provides our participants with economic opportunity by securing well-paying and stable jobs in the region, ultimately impacting unemployment and poverty rates.

Program Partners: BIAW, Home Builders Institute, BOLT, Goodwill of Olympics & Rainier Region, Habitat for Humanity of Pierce County, & The City of Tacoma



Goodwill Milgard Work Opportunity Center
714D S 27th St, Tacoma, WA 98409

Our Impact

Since its inception, The Washington Home Builders Foundation and the Building Industry Association of Washington have awarded over \$830,000 in scholarships and grants, and our programs keep growing!

Here's some of what we achieved just in 2024

Awarded **\$31,500** in scholarships to 24 post-secondary students.

Awarded **\$37,992** in grants to 13 separate CTE programs and entities.

Entered into a government contract to train 40 adult learners in construction basics and carpentry fundamentals.

Nearly 100 individuals applied for these 40 spots.

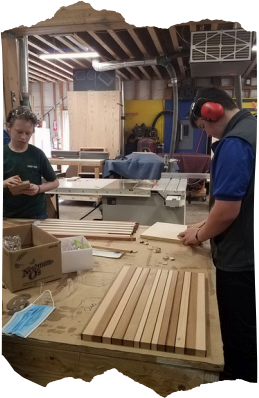
Grew our community partnerships to include collaborative service providers, tribal entities, community-based organizations, and municipal governments.

Restructured our bylaws and board to harness the time, treasure, and talents of our BIAW members from across the state.

Applied for the most diverse set of funding to date with a priority on expanding Foundation program and operational staff as well as launching our new Academy.

Our Impact cont..

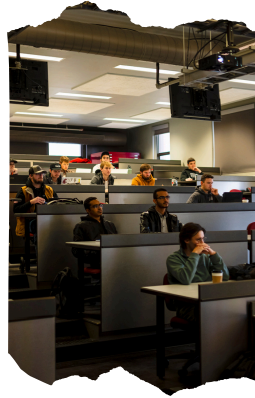
Seeing the difference!



GRANT RECIPIENT
San Juan students work on community construction projects.



Students test out construction machinery at Wenatchee Valley College.



WSU Construction Management Students receiving a guest presentation.



GRANT RECIPIENT
Wenatchee students at their Try-A-Trade event.



GRANT RECIPIENT
Students gain hand on construction experience through a community boat project.

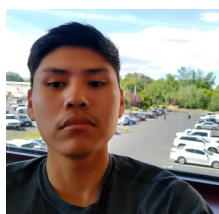
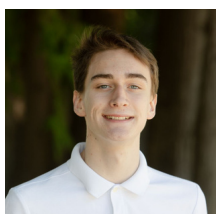


GRANT RECIPIENT
Perry Tech students working on a class project.



GRANT RECIPIENT
Students frame a structure at the WA Skills USA competitions.

12 of the 2024 Student Scholarship Recipients



Our Financials

Washington Home Builders Foundation Balance Sheet As of December 31, 2024

	Dec 31, 24
ASSETS	
Current Assets	
Checking/Savings	
1030 · Checking - Timberland Bank	47,693.58
Total Checking/Savings	47,693.58
Accounts Receivable	
11000 · Accounts Receivable	10,195.00
Total Accounts Receivable	10,195.00
Total Current Assets	57,888.58
TOTAL ASSETS	57,888.58
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 · Accounts Payable	1,665.97
Total Accounts Payable	1,665.97
Total Current Liabilities	1,665.97
Total Liabilities	1,665.97
Equity	
30000 · Opening Balance Equity	38,892.59
32000 · Unrestricted Net Assets	-32,244.73
Net Income	49,574.75
Total Equity	56,222.61
TOTAL LIABILITIES & EQUITY	57,888.58

The Washington Home Builders Foundation works hard to ensure we are good stewards of our assets and donations. Efforts to mitigate liabilities include legal support and oversight by Certified Public Accountants. A full financial audit has been scheduled for 2025.

Program related expenses accounted for 99% of the budget in 2024.

Washington Home Builders Foundation Profit & Loss January through December 2024

	Jan - Dec 24
Ordinary Income/Expense	
Income	
4030 · Interest Income	1,116.46
4050 · Donations - Individual	11,000.00
4051 · Donations - Corporate	161.76
4052 · Umbrella Contributions	63,805.00
4053 · Grants	52,188.17
Total Income	128,271.39
Gross Profit	128,271.39
Expense	
6020 · Accounting	269.98
6025 · Contract Services	75.00
6150 · Insurance	649.00
6183 · Scholarships	28,500.00
6184 · Grants - Programs	47,104.29
6250 · Misc	791.88
6300 · Rent	1,305.99
6410 · Bank Service Charges	0.50
Total Expense	78,696.64
Net Ordinary Income	49,574.75
Net Income	49,574.75

All additional expenses such as building occupancy, staff labor, and program oversight is provided by in-kind support from the Building Industry Association of Washington under Workforce Development Initiatives. All of BIAW's workforce development programs can be found on biaw.com

Our Donors

Major Contributors

The Washington Home Builders Foundation prides itself on utilizing a diverse portfolio of funding strategies to continue our impact on workforce development for the building industry.

Major sources of funds received by the Foundation in 2024 include:

- \$5,000 from BECU
- \$7,500 from The Norcliffe Foundation
- \$10,000 from The Gary Milgard Family
- \$10,000 from the Woodworth Family Foundation
- \$11,000 from Individual BIAW Member Donations
- \$12,000 from Timberland Bank \$12,000
- \$60,000 from the BIAW Member Services Corporation

An additional \$80,765 was secured in 2024 through a government contract with the City of Tacoma to operate two cohorts of the Construction Trades Training Academy. The effective start date for the contract was January 1, 2025.

The WHBF secured \$52,188 in Foundation Grant Contributions, exceeding our goal of \$50,000. 2025 fundraising goals include:

- \$100,000 in Government Grants and Contracts
- \$100,000 in Foundation Grants
- \$50,000 in Member Donations

Show Your Support

The Washington Home Builders Foundation is a 501(c)3 charitable organization as classified by the Internal Revenue Code. Your donations may be eligible for charitable contribution tax deductions. Check with your tax professional. EIN: 46-0667648



We deeply appreciate your continued support in helping us build vibrant communities and cultivate a diverse, skilled workforce for the future.

Acknowledgements

We would like to thank those who worked tirelessly on the projects mentioned within. Below, list down the names of those committed to these projects, such as:

The **program staff** of the foundation's efforts: Greg Lane, Al Audette, Steve Hyer, Ashli Penner, and Raelle Vitali

The **designer** behind the impact report: Raelle Vitali

Our **industry partners**: The Building Industry Association of Washington, BIAW Member Services Corporation

And all of our amazing donors!

Contact Us!

The Washington Home Builders Foundation
300 Deschutes Way SW, Suite 300
Tumwater, WA 98501
(360) 352-7800
raellev@biaw.com
biaw.com/wa-homebuilders-foundation/



WASHINGTON HOME BUILDERS
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