



## BCB Homes' Career Pathway Program Hires New Young Professionals

By B-Squared Advertising

In 2021, BCB Homes launched their Career Pathways Program. Its overwhelming success has led the luxury home builder to hire another new crop of young professionals to participate in this year's program.

Dedicated to the Southwest Florida community by building homes as well as that of careers, BCB Homes' Career Pathway Program is an outreach program that ushers in a new generation of skilled labor in an aging workforce. Also known as a "Career-in-a-Year," the job is equivalent to a year-long career experience that is broken up into segments ranging from six to fifteen weeks, designed to equip young professionals for careers in the building industry.

According to Jon Bremseth, Director of Education and Training for BCB Homes, "the program teaches participants the fundamentals of the industry and helps them gain experience in the major aspects of construction."

Not only are the participants learning the construction industry through first-hand experience, but they also are making connections inside the organization itself. "The program is truly a company-wide initiative that requires employees of all departments and of different levels to contribute to the exposure, experiences, learning, and reflections of the Career Pathway Professionals," said Bremseth, "It is a BCB Homes investment in future employees."

To select the new cohort of employees, "BCB Homes looks for young professionals who have a passion for the industry and a desire to learn and grow with the company," stated Bremseth. "We have selected individuals with

experience in the industry as well as those with little or no exposure, but each of them wants to learn and grow with BCB Homes."

As for the program itself, once participants are selected, BCB Homes pays them a competitive hourly wage and provides full-time employees a benefits package starting day one of the program.

"The goals of this program are simple. The more exposure, understanding, and knowledge an employee has about BCB Homes, our culture, and our building process, the more valuable they become to the company. As the professionals progress through the program, they begin to find a 'fit' within BCB Homes that align with their interests and skills," said Bremseth.

Upon being hired, participants are expected to work a full workweek and/or complete program requirements based on the section and format of their position. Participants also attend scheduled meetings with construction professionals, including BCB leadership, to track progress and review what they've learned and their reflections of the program.

Patricia Connell, Director of Human Resources noted, "The Career Pathways Professionals interact daily with other BCB Homes employees; they are mentored in each of the departments they are trained in and spend time working independently on projects. They spend a lot of time on job sites getting hands-on experience but also work with mentors in our estimating and project management departments. These young professionals are welcomed unreservedly and almost immediately become part of the fabric of BCB Homes."

Upon completion of the year-long Career Pathway Program, BCB Homes often offers participants the opportunity to obtain a full-time position based on their experience, preference, and professional fit with the company.

BCB is excited to welcome four new participants into the program this year: Macauley Crowbridge, Christian Philipone, Marcus Pegurri, and Garrett Granitz.

According to Granitz, who graduated from Azusa Pacific University with a Master's and Bachelor's Degree, "I applied for the Career Pathway Program because it is a great opportunity to learn the fundamentals of the construction industry from a company with very high standards and a commitment to excellence."

BCB's commitment to excellence isn't just about building homes, it is about caring for its employees. "I applied for the program to join an amazing company that not only treats me like family and cares about my future, but also offers incomparable full-time career options," said Philipone who has 6 years of work experience as well as experience in the construction field.

The young men are excited to start their careers with BCB Homes and plan to add value to the company and its projects. "In the future, I hope to find an area within BCB that I not only enjoy, but also where I can be the most beneficial to the company," stated Crowbridge. Crowbridge graduated from Florida Gulf Coast University with a Bachelor's Degree in Political Science.

The Career Pathway Program was started in 2021 by Bill McCollum, Chief Estimator at BCB Homes. "The idea was to find a way to improve the labor

force within our market knowing that there was a demand for individuals in the construction industry," stated McCollum. "We had to figure out a way to attract young adults coming out of high school and college that may not have a true career direction and how we could better assist them and provide opportunities within the industry."

"Once the program was set in motion. The goal was to provide exposure to all aspects within the company including estate management, field experience as a superintendent, estimating/preconstruction, and project management," noted McCollum. "We provide the exposure, and they decide on the path."

Many of the individuals who participated in the 2022 program are successfully heading down the BCB path as "all of the participants from the 2022 cohort are expected to be offered permanent jobs at BCB Homes in June 2023," Bremseth said.

Patricia Connell has seen first-hand how the 2022 program's cohort has grown in numerous ways. "They are so much a part of the BCB Homes family now and interact comfortably with everyone from our shareholders to our admins to our superintendents. In addition, after eight months they are finding where their construction passions lie and where they may want to go in the company after this session ends. We look forward to a long and mutually beneficial relationship with these young professionals."

For more information regarding potential participation in BCB Homes' Career Pathway Program, call 239-643-1004 or visit BCBHomes.com, click on About Us, and scroll down to Career Pathway Program.