

# Successful Internships

Kevin Hammonds  
The Hagerman Group

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# Our Vision, Purpose and Core Values

## VISION

Building A Better Future

## PURPOSE

A Construction Solutions Provider

## CORE VALUES

Safety, Teamwork, Embrace Change,  
Innovation, Profitability, Client  
Focus, Excellence, Integrity,  
Leadership



# Our Services



Valparaiso University Center for the Sciences



Parkview Randallia Hospital



Bottleworks



First Internet Bank HQ & Parking Garage



## SERVICES

- General Contracting
- Construction Management
- Design-Build
- Project Management
- Development Partner

## SELF-PERFORMANCE

- Masonry
- Concrete
- Carpentry
- Pre-Engineered Buildings

# Our Differentiators



3 Operating Offices



The Hagerman Institute



Commitment to Safety



Technology:  
3D, VR, BIM, Drones



115 Years in Business



5 Year Performance  
Follow-Up Program



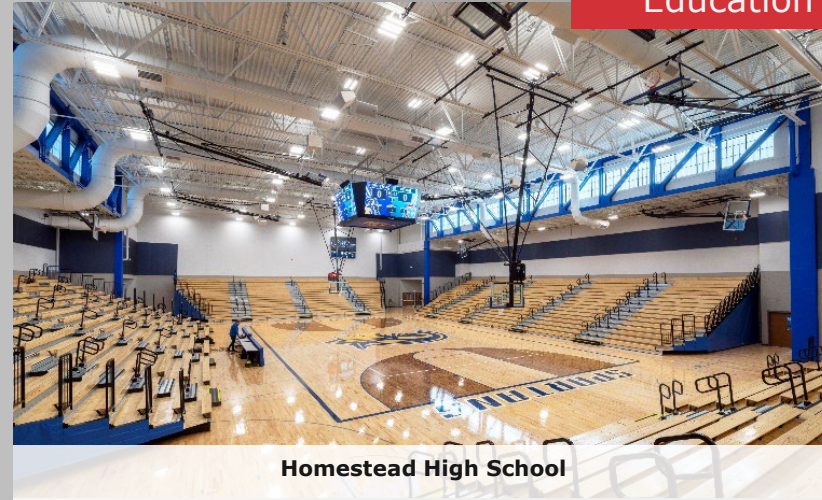
# Our Vertical Markets

## Institutional



**Tippecanoe County Community Corrections**

## Education



**Homestead High School**

## Healthcare



**Goshen Health - Tower**

## Corporate



**STAR Financial Group**

## Industrial



**Ganassi Racing Headquarters**



# Our K-12 School Experience



**HSE Fall Creek Middle School Addn. & Renov.**



**New Haven JR/SR High School**



**Homestead High School Expansion**



**Plainfield Middle School Addn. & Renov.**



**Wabash City Schools Middle/High School**



**Bluffton-Harrison Elementary School**



**Eastern Howard Schools Natatorium**



**Culver Academies Schrage Leadership Center**



**Lafayette Meadows Elementary School**



**Noblesville Schools Stadium & Multi-use Fields**



**HSE Deer Creek Elementary School**



**Indian Creek Transportation/Maintenance**



# The Hagerman Institute of Learning

- Little Hard Hats Program & Student Engagement
- Engaging the Industry's Next Leaders



# High School Internships... Not One-Size-Fits-All

- Basic Competency Level of Students
- Academic Programming & Funding
- Partnerships with Trade Unions and Open Shop Contractors
- Work During School vs Summer
- Paid vs Unpaid
- Trades Path vs Project Management/Office Path



# HAMILTON HEIGHTS

## Luke – Fall 2019

### **HS Program**

HS Senior in construction education program

State Earn and Learn and Project Lead the Way

In class learning on building trades and some computer engineering, (CAD, REVIT, etc).

### **Hagerman Internship**

Hired as a Hagerman Employee and on our payroll

Monday – Friday; 1pm-4pm

*Virtual Design in Construction Department*

Earned credits towards graduation

Primarily in Office with some field exposure

### **Future**

Intern for a civil surveyor prior to Freshman year in college

Currently entering Senior Year in Purdue's Building Construction and Management Program

Interned for us after his Freshman year as a Project Engineer Intern in a healthcare setting and has gone on to intern at other GCs around the country as well

# NOBLESVILLE HIGH SCHOOL

## Nate – Fall 2020

### **HS Program**

HS Senior

Project Lead the Way - Engineering

Interest in Civil Engineering

### **Hagerman Internship**

Paid through the school. Completed bi-weekly timesheets. School carried insurance.

Block Schedule; worked afternoons on certain 'Block'

### ***Virtual Design in Construction Department***

Earned credits towards graduation

Primarily in Office with some field exposure

## Sasha – Fall 2022 through Present

### **HS Program**

HS Senior

Project Lead the Way

Interest in Construction Management and Business

### **Hagerman Internship**

Paid through the school. Completed bi-weekly timesheets.

School carried insurance.

Block Schedule; worked afternoons on certain 'Block'

Marketing, HR, Estimating and Project Management

Earned credits towards graduation

50/50 Split

### **Present and Future**

Graduated and is working as an Project Engineer Intern

Able to place her on a project at her school

Off to Purdue in the Fall



# Virtual Design in Construction (VDC)



Autodesk Revit training

Autodesk Navisworks training

Attend and take meeting notes for all scheduled BIM MEP Coordination Meetings

Maintain BIM MEP Coordination 3D Models

Provide 3D Models using Revit software for any needed project that arises during their employment

Learn BIM Track clashing software

Process MEP clashes – after BIM MEP Coordination Meetings - using the Bim Track software and Navisworks software

Attend and assist any 3D scanning projects that arises during their employment

Learn some Drone software and assist with providing needed drone deliverables

Assist with any Virtual Reality Experiences that are scheduled during their employment

# GARRETT HIGH SCHOOL

## MULTIPLE STUDENTS SINCE 2018

### HS Program

HS Juniors (Rising Seniors) in construction education program  
State Earn and Learn  
In class learning on building trades  
Top students considered, interviewed, and given offers

### Hagerman Internship

Hired as a Hagerman Employee and on our payroll  
Work Full-Time (40 hours/week) during the summer, some during school year and some breaks  
“Pre” Pre-Apprentice – field labor, light carpentry and OJT

### Future

Successful completion of program can lead to Apprenticeship Program with the Union after graduation



# DECATUR CENTRAL HIGH SCHOOL

## FIVE STUDENTS SINCE 2021

### HS Program

HS Juniors (Rising Seniors) in construction education program

State Earn and Learn

In class learning on building trades

Top students considered, interviewed, and given offers

### Hagerman Internship

Hired as a Hagerman Employee and on our payroll

Work during the summer, some during school year and some breaks

First Week (40 hours) spent in office Shadowing Estimating, VDC, and Operations

Weeks 2-5+ spent on the jobsite, Full-Time (40 hours/wk)

“Pre” Pre-Apprentice – field labor, light carpentry and OJT

### Future

Successful completion of program can lead to Apprenticeship Program with the Union after graduation.

# DECATUR CENTRAL HIGH SCHOOL



## Week 1: Hagerman Office

Hagerman Orientation (including Safety)

Departmental Overviews (Accounting, Business Development/Marketing, Masonry, Hagerman Institute)

Pre-Construction / Estimating Department Shadow

- Bid Process

- Prequalification Process

- Quantity Takeoff

VDC Shadowing

- BIM exposure

- Drone Introduction

Operations Shadowing

- Procore (training videos and certification)

- Meeting Minutes

- Drawings Review

- Contracts Overview

## Week 2, 3, 4, 5+: Jobsite

Field Operations

- Scheduling

- Safety Site Inspections

- Daily Logs

  - Procore

- Project Meetings

  - Taking Minutes

- Punch Lists

Project Management

- Project Meetings

  - Taking Minutes

- Request for Information (RFI) process

- Submittal Process

- Change Order Process

Assignment to a Field Crew

- Light Carpentry

- Manual Labor

- Operate Equipment/Power Tools (in compliance with Indiana DOL labor guidance)





# State Earn AND Learn

Indiana Office of  
**WORK-BASED**  
Learning  
*and Apprenticeship*

## Decatur Central High School

### Construction Trades I



Building &  
Construction

Certifications  
OSHA 10

Work-Based Learning  
Summer paid internship with  
Hagerman

Total: Up to 320+ Hours paid OJT

**GRADE 11**

**IVY TECH**  
BCTI 101 BCTI 102

### Construction Trades II



Certifications  
Carpentry Level 1 Apprentice  
Certification

Work-Based Learning  
Paid Part-time Employment with  
Hagerman

Total: Minimum of 720+ Hours paid OJT

**GRADE 12**

**IVY TECH**  
BCTI 103 BCTI 104

### CONSTRUCTION TRADES COMPLETION



Graduating High  
School With:

2 Industry-Recognized Certifications & Up  
to 1 Year Completed in IKORCC  
Apprenticeship

Work-Based Learning  
Total Cumulative: Up to 1040+ Hours of  
On-the-Job Experience

**POST HIGH SCHOOL**

**IVY TECH**  
15 transferable credits into Building Construction  
Technology Program

**9th Grade**  
• Algebra I

**10th Grade**  
• Principles of Construction  
BCTI 100/ OSHA 10  
• WBL- Apprentice Shadow at  
IKORCC JATC, Open House, guest  
speakers

### COURSES AT SCHOOL



**11th Grade**  
• Construction Trades I  
WBL-Summer paid internship,  
micro-internship Fall and Spring  
Breaks at Hagerman

**12th Grade**  
• Construction Trades II  
• WBL Capstone-paid experiences  
with Hagerman and direct entry into  
USDOL RAP after application to  
program

Want to learn more? Visit [www.inwbl.com](http://www.inwbl.com)

# Resources

[Hamilton Heights SEAL](#)

[Project Lead The Way](#)

[Garret SEAL](#)

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