

Fourth Annual

WELCOME

*to*

*Women*

*of the*

CONSTRUCTION INDUSTRY

---

BUILDING A NETWORK TO SUPPORT



**AGC**

**NEW MEXICO**

THE CONSTRUCTION ASSOCIATION

# WOMEN OF THE CONSTRUCTION INDUSTRY

## WOMEN IN CONSTRUCTION WEEK PROCLAMATION

**A special thank you goes to our Governor Michelle Lujan Grisham for the State of New Mexico Proclamation for Women of the Construction Industry Week, Mar. 6th-12th.**



STATE OF NEW MEXICO EXECUTIVE OFFICE SANTA FE, NEW MEXICO

### *Proclamation*

**WHEREAS**, Associated General Contractors New Mexico (AGC New Mexico) has distinguished itself for 76 years as a voice of the commercial construction industry in New Mexico; and

**WHEREAS**, the work done by AGC New Mexico promotes the employment and advancement of skilled women in the construction industry and benefits New Mexico through community development and educational programs; and

**WHEREAS**, women make up approximately 9.9% of the construction industry in the United States and earn on 99.1% of what men earn on average as compared to 81.1% in other industries; and

**WHEREAS**, the construction community, which includes general contractors, specialty contractors, and suppliers of materials, equipment or services to the construction profession has been a driving force in proudly building commercial construction projects across our state; and

**WHEREAS**, AGC New Mexico, through its dedicated volunteers' and members' steadfast work, seeks to achieve successful results for New Mexico and surrounding areas in a cooperative spirit with other organizations.

**NOW THEREFORE**, I, Michelle Lujan Grisham, Governor of the State of New Mexico, do hereby proclaim March 6, 2022 through March 12, 2022 as:

#### **“Women in Construction Week”**

throughout the state of New Mexico.

Attest:

  
Maggie Toulouse Oliver  
Secretary of State

Done at the Executive Office this  
9<sup>th</sup> day of February 2022.

Witness my hand and the Great Seal  
of the State of New Mexico.

  
Michelle Lujan Grisham  
Governor



## THANK YOU FOR ATTENDING EVENT PURPOSE

This event focuses on women in the industry who are progressing and finding ways to support each other through mentorship and advocacy. Women make up only 9.9% of the industry's workforce.

The demand for workers in the A.C.E. industry is currently higher than it has ever been. Filling the gaps, increasing labor, and changing perceptions to make the industry an attractive career option for the entire population is critical. It's not just about gender. It's about company culture, values, and different ways of problem-solving.

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### EVENT COMMITTEE

- **Felicia Candelaria**, Sandia National Laboratories
- **Julie Gibson**, Corbins Electric
- **Marni Goodrich**, Yearout Mechanical
- **Margaret Karler**, Miller Bonded
- **Janet Jordan**, Richardson and Richardson
- **Dena Moore**, Menicucci Insurance Agency



# Tricia Kagerer

Executive Vice President of Risk Management,  
Jordan Foster Constuction

EMCEE & KEYNOTE SPEAKER

***"It is difficult to write about the ugly situations in the workplace that women experience. Yet if these stories are never told, they will never change."***



## MEET THE SPEAKER

***Tricia is a sought-after speaker, leadership expert, and author. Her latest book is The B Words, 13 Words Women Must Navigate for Success Applying "B" words to identify the most common challenges women face personally and professionally. "The B Words" fights for true equality in the workforce and calls for bridges to be built to foster open communication and understanding, leading to a brighter future. Kagerer spells out the key obstacles that hold women back and delivers tools to mitigate their impact through empowering easy-to-follow strategies. From navigating complicated relationships with co-workers, building effective professional networks, or confronting one's own limiting beliefs and biases, Kagerer's advice reveals how to break through these barriers and find a path to self-defined success.***

# Myra Villalobos

## Senior Project Manager

### SDV Construction

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MY THREE PIECES OF ADVICE I WISH I HAD EARLY ON IN MY CAREER AND THAT I WISH TO PASS ON TO OTHERS IN THE INDUSTRY ARE THE FOLLOWING ACRONYMS/SAYINGS THAT SUMMARIZE BIG LESSONS FOR ME:

- 1. Be the C.O.D- be the Champion Of Diversity by as much as possible, being curious about issues of privilege and adversity that affect you and others.**
- 2. Oh N.N.A.Y, N.N.A.Y- As in- NEVER NEGOTIATE AGAINST YOURSELF. I repeat- NEVER NEGOTIATE AGAINST YOURSELF**
- 3. Remember your MaMy's- In other words always remember you have Models and Mentors. Remember your Models because they will remind you that the world is a big place and you have a place in it, and remember your Mentors because they will expand your world of possibilities.**

WHEN YOU STARTED YOUR JOB OR GOT INTO THE CONSTRUCTION INDUSTRY, WHAT DO YOU WISH YOU WOULD HAVE KNOWN?

*Do not let what you cannot do, interfere with what you can do.*



## NOTES:

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## TIPS:

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WOMEN OF THE CONSTRUCTION INDUSTRY

# Kimberly Slopek

Vice President, Operations & Owner  
Asbestos Experts, LLC



## THE BIGGEST LESSON YOU LEARNED THE HARD WAY?

*Expectations are a REAL THING with real power. At the core of almost every dilemma you will find that it roots from someone's expectations not being met. Take control and charge early on. Set expectations whether it be a deadline for a project that the client is expecting or expectations you have with an employee. If you are clear and concise, no one is left wondering and everyone can work to meet those expectations.*

## WHEN YOU STARTED YOUR JOB WHAT DO YOU WISH YOU WOULD HAVE KNOWN?

*Peoples, Process, Profits. That really is the order. I wish I would've known that and not wasted a handful of years trying to figure that out. Find the people, build the process, gain the profits!*

## BEST ADVICE YOU'VE BEEN GIVEN?

*Figure out what you're best at and ENJOY doing, then hire support around you to do the other things. As business owners, managers, etc. we can get caught up in the tasks (as important as they may be) that suck up our time and keep us from really being able to bring OUR best to our business. Figure out how you best benefit your business and do as much as you can to spend as much time as you can doing those things.*



# NOTES:

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# TIPS:

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WOMEN OF THE CONSTRUCTION INDUSTRY

# Victoria Denise Ojeda

College and Career Readiness Bureau  
Education Administrator  
Federal Solutions at Gordian,  
New Mexico Public Education Department



## THE BIGGEST LESSON YOU LEARNED THE HARD WAY?

*The biggest lesson I learned the hard way was that hard lessons were often the best lessons to learn from.*

## WHEN YOU STARTED YOUR JOB OR GOT INTO THE CONSTRUCTION INDUSTRY, WHAT DO YOU WISH YOU WOULD HAVE KNOWN?

*I would have like to known of the pathways and opportunities to start my training for following my career interest in high school and to find support systems for women in trades. It was not often that I saw that women were encouraged to pursue a career that followed a non-traditional path.*

## BEST ADVICE HAVE YOU'VE BEEN GIVEN?

*To prepare and embrace all training, good, bad, or indifferent, then decide the kind of craftsman I want to be. After that decision, work to be the best that I can, and encourage others to reach for their best selves*



## NOTES:

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## TIPS:

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# WHAT CAN YOU DO NEXT? INTERNSHIP CHALLENGE



## Shape Your Future Workforce

AS OF JUNE 2021



### HIGH RETURN INTERNSHIPS

- Increase your company's productivity
- Improve your employment brand
- Directly develop your future workforce
- Grow your own employees' leadership skills
- Uplift local youth while filling entry level positions

### WHAT MAKES X3 DIFFERENT?

Interns are vetted, prepped, and paired with employers—ready to contribute to your team immediately. X3 works with schools in historically underserved communities, opening doors to future careers and higher education for marginalized youth. Unlike other internships, the employer is fully supported by the X3 team, and all experiences are fully customized to your organization's needs.

Ask about X3 NeXt: our post-high school internship program

### EMPLOYER BENEFITS

- Low cost, high value: turn-key approach and seamless integration
- Facilitated training for interns and mentors, 24/7 support
- In-person, virtual, and hybrid internship experiences
- 13 week sessions, 12 hours per week
- \$3,000 company contribution includes \$12/hr stipend for the intern, payroll management, insurance, training, and evaluation tools
- Successful interns become future hires

### WHAT MENTORS SAY:

“This program had a huge impact on my organization. X3 interns generated ideas that led to direct improvements in services provided.”

“Having an intern has helped me examine myself as a supervisor/mentor. How I communicate, what I lack, how I encourage, how I show up each day.”

“Our organization likes to give back by hosting interns. And there is always the option that future employees will be discovered or cultivated through the program!”



### PROVEN SUCCESS

# 100%

of employer partners received training and personalized support to integrate young people into their workplace

# 100%

of interns report growth in their social capital and professional connections

# 60%

of interns use stipends to support their families

FOR ADDITIONAL INFORMATION EMAIL  
MIKE MAY  
mike@futurefocusededucation.org

# THANKS TO OUR GENEROUS SPONSORS

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**CORBINS**



**HUB**



**GIANT**

