

CAREER DEVELOPMENT

C A T A L O G



2025-2026

NABHOLZ
UNIVERSITY

Reinvest your profits in people and training at all levels of the organization.

Construction is a people business, and the contractors with the best people always survive.

BOB NABHOLZ
Founder

“Growing our people” is not only a part of our purpose statement, it’s something we continuously strive to achieve by offering our employees the tools needed to build their career.

This catalog contains information about the resources available to Nabholz employees.

TABLE OF CONTENTS

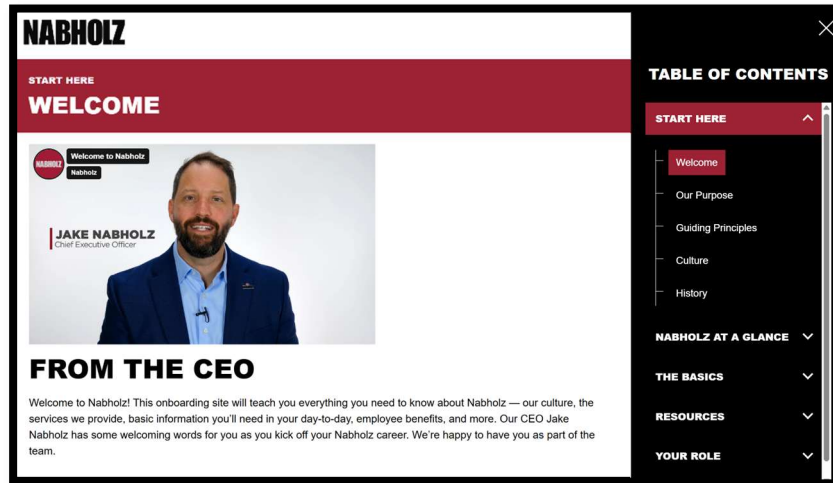
Getting Started	4
<ul style="list-style-type: none">• Onboarding Website• How to Login to My Career Hub	
Navigating My Career Hub	5
<ul style="list-style-type: none">• User Guide• Career Path Tags	
Learning Content	6
<ul style="list-style-type: none">• Required Training• Training Library• Software Resources• LinkedIn Learning• Learn a New Language	
Nabholz Programs	9
<ul style="list-style-type: none">• Carpentry Apprenticeship• Millwright Apprenticeship (Industrial)• Foreman Training (Excavation)• Project Foundations (in development)• Superintendent Development• Project Fast Start• Craft Leadership Development• Discover Nabholz• Leadership Exploration and Development (LEAD)	
Professional Development & Networking	19
<ul style="list-style-type: none">• Industry Organizations• Certifications & Professional Designations• Conferences• Chamber of Commerce Leadership Programs	
Get Involved	23
<ul style="list-style-type: none">• Apprenticeship Program• Book Club• Committees• Guest Speaker / Panel Participant• Nabholz Internship Program• SWAT Teams	
Additional Resources	24
<ul style="list-style-type: none">• Career Planning• Tuition Reimbursement Program• Questions?	

The information contained herein is considered confidential and proprietary and is being provided by Nabholz Construction solely to its employees. Any duplication, re-transmission or modification of any of the information is strictly prohibited without the written authorization of Nabholz Construction. ©NabholzConstruction2025

GETTING STARTED

Onboarding Website

Check out our onboarding website for information on safety, Nabholz' culture, employee benefits, and more. (launched in June 2024) <https://onboarding.nabholz.com/resource/were-glad-youre-here/>



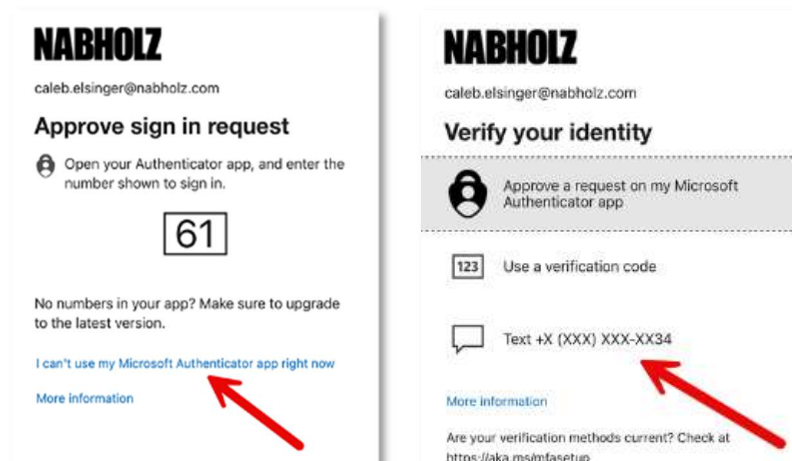
How to Login to My Career Hub

To Login from a Nabholz device:

1. Open Nabholz SharePoint Page.
2. Select "My Career Hub" in the quick links section on the right.

To Login from a Personal device:

1. Click Link to open My Career Hub - <http://Nabholz.brainier.com>
2. Enter your username. This will be your Nabholz email address.
3. Enter your password. (Same password you use to login to your Nabholz email)
4. Verify your identity using the authenticator app.
5. If not able to use the authenticator app, see pictures below.



NAVIGATING MY CAREER HUB

My Career Hub is your portal to training and development resources. The links and QR codes in this catalog will take you to specific pages within My Career Hub. From there you can register, apply, and see the latest information.

USER GUIDE

Contains 15 pages of instruction and 4 videos to help you navigate and utilize the resources available in the My Career Hub platform

- <https://nabholz.brainier.com/#/object/1264>



Career Path Tags

Easily find training to help you in your current role or to prepare for the next step in your career. Over 300 items (videos, courses, certifications, programs, etc.) have been tagged for the following job titles:

Construction Specialty Groups

Tag	# of Items
Project Engineer	130
Assistant PM	48
PM (Const.)	53
SPM/PX	3
Field Engineer	122
Assistant Superintendent	29
Superintendent	63
Estimator	99
Precon Specialist	74
Sr. Precon Specialist	4

Special Projects & Industrial Groups

Tag	# of Items
Service Craftsperson	32
Lead Service Craftsperson	37
Service PM	14
Industrial Craftsperson	26
Lead Industrial Craftsperson	38
Industrial PM	9

How to use:



1. Open My Career Hub.
2. Click "Training Library" then select "Browse by Tag"
3. Click on the tag for your Job Title or the job you want to achieve.
4. Click button in upper right corner to search for tag.



LEARNING CONTENT

Required Training

In general, Nabholz determines required assignments based on job title and specialty group. However, additional requirements may be added by managers. Training that has been assigned to you can be found on the dashboard of My Career Hub as pictured below.

Assigned	Started	Completed	Recommended	Bookmarked
Title ▾	Status ▴		Due Date ▾	
Owner Expectations Meeting  ★ 4 00:14:07	Not Started		09/03/2025	
Pre-Installation Meeting  ★ 4 00:15:43	Started		09/03/2025	

Training Library

In addition to required training, My Career Hub includes a variety of content developed by Nabholz and purchased from 3rd party providers. Many topics are covered, from leadership and communication to teamwork and emotional intelligence. Here are a few examples from the hundreds of courses available.

Introduction to Corporate Resources & Information (Live Webinar)

- This live webinar will help you understand where information is located, who to contact, development resources, and other useful tips to help your transition to Nabholz.
- <https://nabholz.brainerd.com/#/object/2176>

"This webinar will not answer all your questions but rather introduces you to a resource to go find the answers you need". – PM from Midwest Region

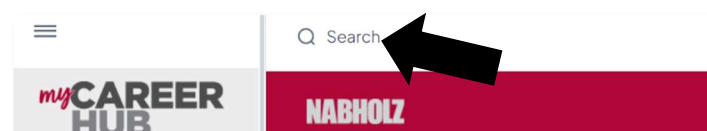
Build My Career Workshop

- This workshop will help you in identifying your personal core values and career aspiration, writing development goals, understand development resources available to you, and help you leverage those available resources. You will leave with a basic development plan for your future.
- <https://nabholz.brainerd.com/#/object/111>

"This is a great workshop to attend! It introduces several ways to advance in your career and helpful resources to achieve your goals and aspirations! If you haven't taken this workshop, I highly encourage you to attend. You will leave feeling motivated and ready to pursue your goals!" – Excavation Project Engineer



USE THE SEARCH BAR IN MY CAREER HUB



LEARNING CONTENT

Training Library Continued...

Trade Specific

This content focuses on specific aspects of building compents. Use these tags to explore.

- Division 03 Concrete - <https://nabholz.brainer.com/#/browse/tags/1>
- Division 05 Metals - <https://nabholz.brainer.com/#/browse/tags/133>
- Division 07 Thermal and Moisture Protection - <https://nabholz.brainer.com/#/browse/tags/135>
- Division 26 Electrical - <https://nabholz.brainer.com/#/browse/tags/132>

Articles

Timeless and valuable insights written by Nabholz employees are available.

- Eight Ways to be an Effective Project Engineer
- 11 Ways to be a More Effective Construction Superintendent
- 11 Ways to be a More Effective Construction PM
- To view all articles - <https://nabholz.brainer.com/#/browse/tags/73>

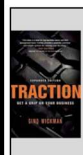
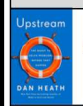
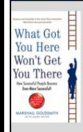


Book Summaries

These videos provide a brief overview of books that have made an impact on Nabholz employees.

- Extreme Ownership by Jocko Willink and Leif Babin
- How to Win Friends and Influence People by Dale Carnegie
- The 7 Habits of Highly Effective People by Stephen Covey
- To view all book summary videos - <https://nabholz.brainer.com/#/browse/tags/70>
- [Click here to view the complete list of Nabholz Book Recommendations](#)

Nabholz Book Recommendations

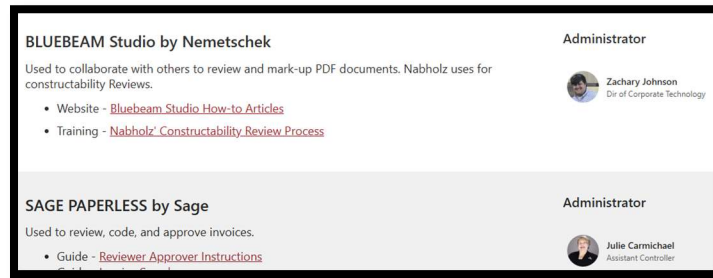
 <p>Traction</p>	<p>In Traction, you'll learn the secrets of strengthening the six key components of your business. You'll discover simple yet powerful ways to run your company that will give you and your leadership team more focus, more growth, and more enjoyment. Successful companies are applying Traction every day to run profitable, frustration-free businesses—and you can too. Author - Gino Wickman.</p> <p>"Processes and tools based on the Entrepreneurial Operating System (EOS), helps teams focus on the right issues at the right time and achieve more long-term goals." - Don Greenland, Chairman of the board and Chief Operating Officer from 2002 - 2016.</p> <p>Also recommended by Chris Kaufman, President of Civil Operations.</p> <p>Leadership</p>
 <p>Upstream</p>	<p>Upstream explores how to prevent problems before they happen, drawing on insights from hundreds of interviews with unconventional problem solvers. Author - Dan Heath.</p> <p>"If we could learn to think more about preventing problems upstream, we wouldn't have to spend so much effort fixing problems downstream. And that just seems like a better quality of life to me." - Jon Pahl, Corporate Innovation Director.</p> <p>Leadership</p>
 <p>What Got You Here Won't Get You There</p>	<p>What Got You Here Won't Get You There explains how people often do well in spite of certain habits rather than because of them—and need a "to stop" list rather than a "to do" list. Your hard work is paying off. You are doing well in your field. But there is something standing between you and the next level of achievement. That something may just be one of your own annoying habits. Perhaps one small flaw - a behavior you barely even recognize - is the only thing that's keeping you from where you want to be. It may be that the very characteristic that you believe got you where you are - like the drive to win at all costs - is what's holding you back. Author - Marshall Goldsmith.</p> <p>Recommended by Brad Hegeman, Vice Chairman of the board and Chief Strategy Officer.</p> <p>Leadership</p>

LEARNING CONTENT

Software Resources

Links to guides, videos, and training websites is available on the Software Resources SharePoint page for software programs used by Nabholz employees.

Included is the administrator or person at Nabholz to contact for help with each software program.



<https://nabholz.sharepoint.com/sites/WorkforceDevelopment/SitePages/Software-Training.aspx>

LinkedIn Learning



LinkedIn Learning is an online platform offering thousands of expert-led courses covering a wide range of professional skills, from leadership and project management to software training and personal development. Nabholz has a limited number of LinkedIn Learning licenses available for employees who are committed to growing their skills and advancing their careers. If you are interested in receiving access, please complete the application form to be considered for a license or reach out to Lindsay Gillihan with any questions. [LinkedIn Learning License Application](#)

Learn a New Language

Rosetta Stone is an award-winning language learning program designed to help users build conversational skills and confidence in over 20 different languages. Nabholz has a limited number of Rosetta Stone licenses available on a first come, first served basis. If you would like to request a license, please contact Lindsay Gillihan. <https://nabholz.brainier.com/#/object/1218>

Beginning in fall 2025, we will also offer a limited number of Babbel licenses. Babbel is a language learning platform known for its short, interactive lessons that focus on real-life conversations, making it ideal for busy schedules. If you're interested in using either Rosetta Stone or Babbel to start learning a new language, please reach out to Lindsay Gillihan for more information.



The National Literacy Directory (www.nld.org) includes over 11,000 literacy programs throughout the U.S. These programs cover adult basic education, GED preparation, ESL (English as a Second Language) classes, citizenship preparation, workplace literacy, and more. Search by city, state, or ZIP code to find local resources, and they also offer a toll-free hotline (1-877-389-6874) for assistance.



USE TAGS TO NAVIGATE CONTENT IN CAREER HUB

Communication

Problem Solving

Project Engineer

Field Engineer

Estimator

Service Craftsperson

Industrial Craftsperson

NABHOLZ PROGRAMS

In-house programs provide an opportunity for Nabholz employees to develop technical and leadership skills while networking with other employees throughout the company. Each program is intended to develop a specific portion of our Nabholz workforce. Consult your manager as you consider which program is right for you.

Program	Purpose	Target Audience
Carpentry Apprenticeship	Develop journey level carpentry skills and knowledge.	Laborers, Craft Workers
Millwright Apprenticeship	Develop millwright skills for industrial work.	Industrial Employees
Foreman Development Program	Develop technical skills needed for an excavation crew leader.	Excavation workers who demonstrate the potential to lead a crew.
Project Foundations	Understand expectations for your role and develop essentials skills - plan reading, submittal review, RFI writing, etc.	Entry positions in Construction specialty groups. Specifically, Project Engineers.
Superintendent Development Program	Develop technical and leadership skills needed to run a project's field operations.	Crew Leaders, PEs, FEs, Assistant, Superintendents, New Superintendents
Project Fast Start	Develop technical and leadership skills needed to manage large projects.	New or aspiring PMs, Precon Specialists, Superintendents from any Nabholz group.
Craft Leadership Development Program	Develop leadership skills needed to oversee a crew of craft workers.	New or aspiring crew leaders from any Nabholz specialty group.
Discover Nabholz	Understand Nabholz culture and develop leadership skills.	Employees who demonstrate the potential for future leadership positions.
Leadership Exploration and Development	Develop skills needed to lead an internal department or groups of employees.	Potential leaders of a specialty group, department, or large internal team.



**“TELL ME AND I FORGET.
TEACH ME AND I
REMEMBER. INVOLVE
ME AND I LEARN.” -
BENJAMIN FRANKLIN**

Participation in a Nabholz program is for the benefit of the participant and their involvement is voluntary. Participation is not a guarantee of continued employment or advancement.

NABHOLZ PROGRAMS



AT A GLANCE

Start date	Varies by location
Duration	4 years for Conway, Little Rock, and Jonesboro 2 – 5 years for Springfield & Rogers (See below)
Target audience	Craft workers from any specialty group.
Available to	Conway, Little Rock, Jonesboro, Springfield, Rogers
How to Apply	See below. Contact Sara William or Chris Kotter
Application Deadline	July 30 th , 2025 for Conway/LR No deadline for Springfield & Rogers

The specific mission of Carpentry Apprenticeship is to develop Nabholz field employees into certified journeymen carpenters and introduce them to continued career development opportunities. Since its establishment in 1973, the program has produced more than 200 journeyman carpenters, many who have since become superintendents, project managers, and upper management.

Nabholz has two models both approved by the United States Department of Labor:

Traditional Model

- Conway, Little Rock, and Jonesboro
- Classes meet one evening a week and run for nine months each year—from August through early May. The entire program takes four years to complete. Instruction isn't limited to just the classroom—instructors guide apprentices through real-world, hands-on project experiences.
 - > Contact: bud.lester@nabholz.com | 501-944-0377
 - > Contact: sara.williams@nabholz.com | 501-208-2130



Hybrid Model

- Springfield and Rogers
- Coursework and module tests are completed online through NCCERConnect. In-person shop classes are held bi-weekly.
- Duration of program varies based on a participant's level of experience and knowledge when entering program.
 - > Contact: chris.kotter@nabholz.com | 479-372-8738



View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/3452>

NABHOLZ PROGRAMS



This program is for industrial employees

At a Glance:

Start Date	Anytime
Duration	2.5 – 5 years.
Target Audience	Industrial craft workers
Available to	All Industrial Locations
How to Apply	Registration Form & Manager Approval
Application Deadline	No Deadline

The specific mission of the Millwright Apprenticeship program is to produce Industrial Craft with foundational knowledge of the industrial industry and the technical skills to effectively complete work on Nabholz Industrial projects. The target audience for this program are industrial craft who express a desire and commitment to learning the millwright trade.

Topics Include:

- Introduction to Hand and Power Tools
- Metals and Materials
- Precision Measurement Tools
- Introduction to Hydraulics
- Blueprint Reading
- Basic Math, Customer Service, Communication, MS Office Programs

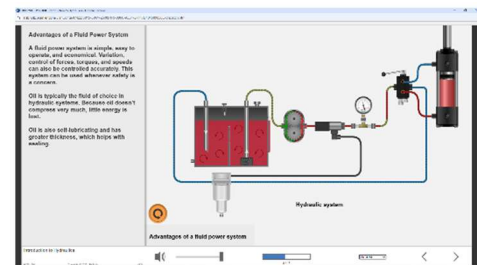


Image from online course.

Hybrid Model

- Recognized by the United States Department of Labor this apprenticeship is a hybrid model with a combination of online coursework and in-person activities typically with the participant's manager.
- This apprenticeship offers three years of standard Millwright training and one-year of specific training either with the Welding Track or the CNC Track.

> Contact: chris.kotter@nabholz.com | 479-372-8738



View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/3466>

NABHOLZ PROGRAMS



This program is for excavation employees

At a Glance:

Start Date	January 2026
Duration	3 Months
Target Audience	New or aspiring crew leaders
Available to	Rogers, Tulsa, Van Buren
How to Apply	Contact Justin Clark
Application Deadline	Contact Justin Clark

Three month program for excavation employees to develop technical skills needed to become an excavation crew leader. Classes meet once a week in January, February, and March. Classes are held mostly in Rogers but may also be held in Tulsa and Van Buren.

Topics covered include:

- Safety
- Plan Reading
- Geotechnical Studies
- GPS & Layout
- Project Lifecycle – planning, handoff, start-up, construction, closeout.
- Cost Reports and Production Targets
- Equipment Management

> Contact: justin.clark@nabholz.com | 918-629-7615



View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/2719>

NABHOLZ PROGRAMS

Project Foundations (in development)

At a Glance:

Start Date	TBD
Duration	TBD
Target Audience	Entry positions in Construction specialty groups. Specifically, Project Engineers.
Available to	All Locations
How to Apply	Automatically Enrolled
Application Deadline	N/A

The Project Foundations Program is current being developed. This program will focus on the competencies a project engineer needs to be successful in their role.

- For more information or to help with development of this program contact Chris Kotter at chris.kotter@nabholz.com | 479-372-8738

View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/4200>

NABHOLZ PROGRAMS



At a Glance:

Start Date	Varies
Duration	Conway – 4 years, Rogers – 2 years, Lenexa – 1.5 Years
Target Audience	New or aspiring superintendents
Available to	See below
How to Apply	See below
Application Deadline	Varies by location

The specific mission of SDP is to educate and advance key field personnel into future field managers. Participants are offered training in the basic skills needed to manage a job in a manner consistent with Nabholz values.

When are the Classes?

- In Conway three full day classes (clinics) are held on 3 different Fridays. Usually one Friday in February, one Friday in March, and the final Friday in April.
- In Rogers half-day classes are held every other Friday from 1pm - 5pm. Classes are held September through May.
- In Lenexa full day classes are held one Friday a month. Classes are held September through May.



What about other locations?

- Columbia & Springfield – Lenexa Program
- Fort Smith – Rogers Program
- Tulsa, Jonesboro, Little Rock – Conway Program
- Other Locations – Talk with your general superintendent.



How do I apply?

You will need a written recommendation from a Nabholz Superintendent who agrees to be your sponsor and contact the general superintendent in charge.

- Conway – jeremy.nabholz@nabholz.com | 501-428-7433
- Rogers – dan.willcutt@nabholz.com | 479-202-3487
- Lenexa – rick.hoover@nabholz.com | 913-274-0367



View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/764>

NABHOLZ PROGRAMS



At a Glance:

Start Dates	August 26 th for Fall Offering February 2025 for Spring Offering
Duration	3 Months
Target Audience	APM, PM, Precon Specialist. Audit Option – SPM, PX, General Super. See below for additional details.
Available to	All locations
How to Apply	Online – My Career Hub
Application Deadline	July 18 th , 2025 for Fall Offering January 2026 for Spring Offering

The specific mission of PFS is to educate and empower new and future managers at the project level to help prepare them for success on their projects and in their career. Topics discussed include project procurement, preconstruction & estimating, scope writing, project start-up, projects controls, and closeout.

What Should I Expect?

PFS offers Spring and Fall semesters each year. Classes meet in person three times for kick off, mid-term and capstone sessions at different Nabholz locations. Weekly virtual sessions are held in between in person meetings. Participants are expected to commit a minimum of 1-2 hours per week to meet virtually and complete assignments as well as time required to travel and attend all three in person conference sessions. Attendance of all sessions, both in person and virtual, along with completion of weekly assignments is mandatory.

Who should apply?

The target audience for PFS are new hire project leaders (PM, Precon Specialist, Superintendent), Assistant PM, and entry level positions (PE, FE, Assistant Superintendent) employees with at least two years Nabholz experience. Employees from all specialty groups are encouraged to apply.

Who is in charge?

PFS committee members include: Ben Baldwin, Beth Maris, Chris Kotter, Eric Schiess, Grey Lovelady, Jonathan Gilbert, Lindsay Gillihan, Mike Armstrong, and Tim Potthoff.

> **Contact:** chris.kotter@nabholz.com | 479-372-8738



View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/763>

NABHOLZ PROGRAMS



At a Glance:

Start Date	September 2025
Duration	9 Months
Target Audience	New or aspiring crew leaders
Available to	All Locations
How to Apply	Online – My Career Hub
Application Deadline	August 8th, 2025

CLD is a one year program for new or aspiring crew leaders to develop leadership skills needed to oversee a crew of craft workers. The specific mission of CLD is to communicate the challenges and opportunities to lead a Nabholz crew and invest in craft employees who demonstrate a desire and ability to rise to the next level in their careers.

Who should participant in the CLD Program?

The target audience for CLD are craft employees with one year Nabholz experience who have expressed desire and demonstrate high potential for a supervisory role. Craft employees from all specialty groups are encouraged to talk to their manager about this program.

How are participants selected?

To be considered, an application by the potential participant and a nomination by their manager is required. Participants are selected by the CLD Committee based on manager recommendation and application.

Who is in charge?

CLD committee members include Chris Kotter, Derek Barber, Jason Petree, Jeremy Nabholz, John Weisgerber, Mark Robinson Sr., and Zach Browne.

> Contact: chris.kotter@nabholz.com | 479-372-8738



View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/713>

NABHOLZ PROGRAMS



At a Glance:

Start Date	February 2026
Duration	One year
Target Audience	New or aspiring managers
Available to	All locations
How to Apply	Nomination by manager, selected by committee
Nomination Deadline	November 15th, 2025

The specific mission of Discover is to grow employees who demonstrate high potential for future leadership roles in the company. This is a one-year program consisting of four, two day, in-person sessions held at various Nabholz offices. The program also includes individual and team assignments that will be conducted between the in-person sessions. Each session will be focused on the importance of helping create, preserve, and advance the Nabholz culture, how to identify and enhance individual leadership styles, promoting communication and collaboration amongst teams, innovation, personal career growth, and a variety of other subjects.



What type of individual is a candidate for this program?

Proposed candidates should possess the following characteristics: leadership talent and potential, commitment to the Values & Purpose of the Company, sets positive example for others & upholds the company's reputation for integrity, builds and maintains relationships, always strives to learn and improve, motivates others, is self-confident, strong problem solving & communication skills.

How are participants selected?

Participants are nominated by their manager and selected by the committee. Nominations for the 2025 class will open on October 15th and will close on November 15th. Class size is very limited. If you are interested in being a part of Discover Nabholz, please speak with your manager.



Who is in charge?

Discover committee members include Lindsay Gillihan, Adam Garrett, Andrew Norman, Brett Collins, Drew Westlake, Justin Shrable, and Brad Hegeman.

> Contact: lindsay.gillihan@nabholz.com | 501-765-0626



View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/710>

NABHOLZ PROGRAMS



At a Glance:

Start Date	February 2026
Duration	One Year
Target Audience	Current and potential leaders of a specialty group, department, or large team
Available to	All locations
How to Apply	Nomination by manager, fellow employee, or self. Selection by committee.
Nomination Deadline	October 15th, 2025

The specific mission of LEAD is to develop advanced leadership skills and talents while promoting the Nabholz culture through classroom and practical application experiences. Sessions are engaging and interactive with opportunities to practice various management scenarios and to deep dive into topics such as risk management and financial management while learning more about your own personal management style – including the good, the bad and the ugly. This program meets in person four times over the course of a year for two or three day sessions in different Nabholz locations.



Who is this program for?

LEAD is for current and potential leaders of a specialty group, department, or large team to develop skills needed to lead a department or groups of employees.

How Do I Get into This Program?

A call for nominations for the 2026 class of LEAD will be sent out by Sheila Burroughs in late September 2025 and the nomination period will close on October 15, 2025. If nominating, please be specific about why you believe that you or your nominee are uniquely qualified or suited for the program. Nominations are welcomed from any of the following: self-nomination, nomination by another employee, and/or nomination by supervisor.



Who is in charge?

Lead committee members include Jake Nabholz, Tina Davis, Sheila Burroughs, and Greg Fogle.

> Contact: greg.fogle@nabholz.com | 479-659-7841



View in My Career Hub for more information:
<https://nabholz.brainier.com/#/object/736>

PROFESSIONAL DEVELOPMENT & NETWORKING

Construction Industry Organizations

Building a professional network is a critical part of career development. Joining a local chapter or serving on the board of these construction industry organizations is a great way to meet new people, represent Nabholz, and advance the construction industry!

Nabholz is proud to be a member of and support employees who are members of a variety of different industry organizations including:

Associated Builders and Contractors (ABC)

Founded on the merit shop philosophy, ABC and its 70 chapters help members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which ABC and its members work. Find your local chapter at <https://www.abc.org/chapter-locator>

Associated General Contractors of America (AGC)

With over 27,000 member firms, AGC provides a full range of services satisfying the needs and concerns of its members, thereby improving the quality of construction and protecting the public interest. Find your local chapter at <https://www.agc.org/connect/chapters>

American Society for Healthcare Engineering (ASHE)

With more than 12,000 members, ASHE is the largest association devoted to professionals who design, build, maintain, and operate hospitals and other health care facilities. Find your local chapter at <https://www.ashe.org/chapters>

Construction Specifications Institute (CSI)

Founded in 1948, CSI is a national association of more than 8,000 experts in building construction and materials. Find your local chapter at <https://www.csiresources.org/communities/components>

DCX

The Design and Construction Excellence Exchange (DCX) is a community of design and construction leaders, practitioners and professionals motivated by excellence to lead our industry forward. <https://thedcx.org/page/homepage>

National Association of Women in Construction (NAWIC)

NAWIC continues the vision of its founding members by advocating for the value and impact of women builders, professionals and tradeswomen in all aspects of the construction industry by providing its members with opportunities for professional development, education, networking, leadership training, public service and more. Find your local chapter at <https://nawic.org/nawic-membership/regions-and-chapters/>

United States Green Building Council (USGBC)

USGBC is committed to a sustainable, prosperous future through LEED, the leading program for green buildings and communities worldwide. Find your local chapter at <https://www.usgbc.org/membership/individual>

PROFESSIONAL DEVELOPMENT & NETWORKING

Certifications & Professional Designations

Obtaining the right certifications can benefit employees individually and Nabholz as a company. Use this chart as you discuss with your manager which certifications to pursue. However, cost reimbursement by Nabholz is not guaranteed; view the [Professional Designations Policy](#) for details.

Certifications	Commitment*			Provider	Cost**	Eligibility Requirements
	L	M	H			
First Aid, CPR & AED	X			Nabholz	Free	NO
Mental Health First Aid	X			MHFA	Free	NO
Remote Pilot Certificate	X			FAA	\$	NO
Project Management Professional (PMP)		X		PMI	\$\$	YES
Construction						
Certified Construction Contract Administrator (CCCA)		X		CSI	\$	YES
Construction Documents Technology (CDT)		X		CSI	\$	YES
Certificate of Management-Lean Construction (CM-Lean)		X		AGC	\$\$	YES
Certificate of Management-Building Information Modeling (CM-BIM)		X		AGC	\$\$	YES
Certified Construction Manager (CCM)			X	CMAA	\$\$	YES
Certified Professional Constructor (CPC)			X	AIC	\$\$	YES
Certified Professional Estimator (CPE)			X	ASPE	\$\$	YES
Associate Design-Build Professional		X		DBIA	\$\$\$	YES
Design-Build Professional			X	DBIA	\$\$\$	YES
Healthcare Construction						
Certified Health Care Physical Environment Worker		X		ASHE	\$	NO
Construction in Healthcare Facilities Workshop		X		ICRA		NO
Health Care Construction Workshop		X		ASHE	\$\$	NO
Certified Healthcare Constructor (CHC)			X	ASHE	\$\$	YES
Sustainability						
LEED Green Associate		X		USGBC	\$	NO
LEED AP Building Design + Construction			X	USGBC	\$\$	YES

*Commitment: (L) Low | (M) Medium | (H) High

**Cost: (\$) <300 Dollars | (\$\$) 300 – 999 Dollars | (\$\$\$) 1,000+ Dollars

PROFESSIONAL DEVELOPMENT & NETWORKING

Conferences

Many organizations hold annual conferences on regional and/or national levels. Attending a conference is a great way to stay involved with the organization by connecting with other members and learning more about current topics related to the industry. Speak with your manager for approval prior to signing up. Below is a list of upcoming conferences:

ASHE Health Care Facilities Innovation Conference 2025

- July 27 – 30, 2025 | Columbus, OH
- <https://www.ashe.org/education/health-care-facilities-innovation-conference>

NAWIC (National Association of Women in Construction) Annual Conference

- August 19 – 23, 2025 | Boston, MA
- [2025 Annual Conference – NAWIC.ORG](https://www.nawic.org/2025-annual-conference)

Advancing Construction Quality (Hanson Wade)

- October 6 – 8, 2025 | Nashville, TN
- <https://advancing-construction-quality.com/>

CMAA Focus

- October 19 – 11, 2025 | Nashville, TN
- <https://www.cmaanet.org/conferences>

BuiltWorlds Offsite Construction Conference

- December 10 - 11, 2025 | Phoenix, AZ
- <https://builtworlds.com/event/2025-offsite-construction-conference/>

CURT National Conference

- February 2 – 4, 2026 | Orlando, FL
- <https://www.curtevents.com/event-details/2026-curt-national-conference>

ASHE Summit on Health Facility Planning, Design & Construction (PDC Summit)

- March 8 – 11, 2026 | Houston, TX
- <https://www.ashe.org/education/pdc-summit>

American Contractors Insurance Group (ACIG) Events

- Use the link below to view all ACIG events. There is limited access so Nabholz representatives may have been selected. However, talk to your manager if any of these events are of interest.
- <https://www.acig.com/upcoming-events.html>

PROFESSIONAL DEVELOPMENT & NETWORKING

Chamber of Commerce Leadership Programs

Chamber of Commerce organizations at the state, regional, or local level will often offer a leadership program. The goal of these programs is typically to help develop leadership skills while also providing networking opportunities for participants. The duration typically ranges between 6 – 12 months and some require a significant time commitment.

Use the links below to view opportunities in your area. Discuss with your manager before applying as some chambers limit the number of participants from a single company and manager approval is required for Nabholz to pay.

Program	For Employees in	Cost	Application Due
Leadership Arkansas	All AR Offices	\$3,500	8/4/25
Conway Leadership Institute	Central AR	\$1,795	1/31/26
Leadership Greater Little Rock	Central AR	\$2,500	6/8/25
Leadership Benton County	Northwest AR	\$1,900	October 2025
Leadership Fayetteville	Northwest AR	\$2,000	5/27/2025
Leadership Springdale	Northwest AR	Unknown	Unknown
Leadership Jonesboro	Jonesboro	\$1,750	12/16/25
Emerging Leaders	Jonesboro	Unknown	Unknown
Leadership Fort Smith	Fort Smith	\$1,500	Unknown
Leadership Crawford County	Van Buren	\$700	Unknown
Leadership Lenexa	Kansas City	Unknown	Unknown
Kansas City Tomorrow	Kansas City	\$6,500	Unknown
Leadership Springfield	Springfield, MO	\$3,000	Unknown
Leadership Columbia	Columbia, MO	\$950	9/27/25
Leadership Jefferson City	Columbia, MO	\$950	Unknown
*Leadership DeSoto	Memphis	\$1,000	9/19/25
Leadership Memphis (Executive)	Memphis	\$4,995	Unknown
Leadership Memphis (FastTrack)	Memphis	\$1,995	Unknown
Leadership Middle TN	Nashville	\$2,250	5/16/25
Leadership Brentwood (Williamson County)	Nashville	\$1,000	Unknown
Leadership Tulsa	Tulsa, OK	\$3,200	10/15/25
Leadership Broken Arrow	Tulsa, OK	\$1,000	7/11/25
OKCONNECT	Oklahoma City	\$500	Unknown
Leadership Northwest OKC	Oklahoma City	\$800	Unknown
Leadership Norman	Oklahoma City	Unknown	Unknown
Leadership Edmond	Oklahoma City	\$1,395	Unknown

*Offered by Economic Council

GET INVOLVED

Nabholz is fortunate to have incredibly talented employees who possess a variety of skills, knowledge, and experience which has greatly contributed to our success over the past 75 years. Our continued success relies heavily on our employees driving innovation changes and sharing the lessons they have learned with others.

Please fill out the [**Get Involved Form**](#) if you are interested in contributing in one of the following capacities.

“The more extensive a man’s knowledge of what has been done, the greater will be his power of knowing what to do.” – Benjamin Disraeli

Apprenticeship Programs

Nabholz’ Carpentry Apprenticeship and Millwright Apprenticeship programs are taught by skilled leaders in our industry with years of experience in their trade. If you are interested in mentoring one of our apprentices, leading a shop class, or becoming one of our apprenticeship instructors contact [**chris.kotter@nabholz.com**](mailto:chris.kotter@nabholz.com).

Committees

Many Nabholz programs are run by committees typically made up of previous graduates of the program. The goal of the committee is to continue to improve each program by developing and adding new content each year. If you are interested in joining a committee, please get your manager’s approval and reach out to the committee chair or email Lindsay Gillihan at [**lindsay.gillihan@nabholz.com**](mailto:lindsay.gillihan@nabholz.com).

Guest Speaker / Panel Participant

Nabholz Programs and construction industry organizations will occasionally ask seasoned Nabholz employees to be guest speakers or panelists to share experiences from their careers. If you are interested in being a guest speaker or participating in a panel discussion contact Lindsay Gillihan at [**lindsay.gillihan@nabholz.com**](mailto:lindsay.gillihan@nabholz.com).

Nabholz Internship Program

Certain aspects of our internship program rely on participation from current Nabholz employees in order to have continued success. Whether it be participating in the interview process at your alma mater or helping coach a team of interns for their summer project, volunteering with the Internship Program is a great way to stay engaged with the next generation of builders. If you are interested, please contact [**anthony.rodger@nabholz.com**](mailto:anthony.rodger@nabholz.com).

SWAT Teams

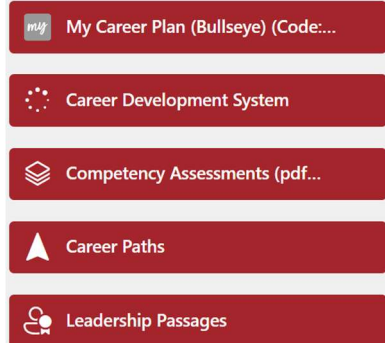
Join a SWAT team to help identify and evaluate new technology. SWAT teams help our leadership determine how new tech tools could help our business and provide leadership development opportunities for employees. Currently SWAT teams are looking into wearable technology, robotics, 3D printing, and water intrusion notification technology. To join a SWAT team contact [**zachary.johnson@nabholz.com**](mailto:zachary.johnson@nabholz.com).

ADDITIONAL RESOURCES

Career Planning

To take full advantage of the resources in this catalog, it is important to define your career development plan, establish goals, and track your progress.

- **My Career Plan** - online platform to manage your career growth, assess your competencies, set development goals, and document your career aspirations.
- **Career Development System** – outlines Nabholz' approach to career development and lists practical steps to follow.
- **Competency Assessments (pdf version)** – defines the three levels of competencies - Core, Leadership, & Technical. Easily browse competencies need for success in most of the major roles at Nabholz.



Tuition Reimbursement Program

The Nabholz Tuition Reimbursement Program is intended to provide tuition reimbursement for full-time employees who participate in externally sponsored educational courses. Such support is intended to enhance employees' professional development, skills, and knowledge as they relate to our business.

Eligible employees are able to receive reimbursement for eligible expenses limited to 50% of tuition expenses up to \$1,250 a semester, quarter, or term and up to a maximum of \$2,500 for the period from January 1 – December 31 of the current year.

For more information, please click here. Questions concerning the program, policy, or status of a reimbursement payment should be directed to Tina Davis by email at tina.davis@nabholz.com or by phone at 501-505-5948. **[Click Here to view Tuition Reimbursement Program Policy](#)**

Questions?

For questions about content in this catalog contact:



Chris Kotter
 Director of Education and Development
 Phone: (479)372-8738
 Email: chris.kotter@nabholz.com



Lindsay Gillihan
 Learning and Development Specialist
 Phone: (501)765-0626
 Email: lindsay.gillihan@nabholz.com