



AGC EDUCATION AND RESEARCH FOUNDATION

Announcing the 36th Annual 2019 James L. Allhands Essay Competition

Deadline for Submission: November 15, 2018

The James L. Allhands Essay Competition was established by the late James L. Allhands, one of the founding members of AGC and a prolific writer of construction related works. The award recognizes a student essay on a specific topic that is deemed to be beneficial to the advancement of technological, educational, or vocational expertise in the construction industry.

WHO IS ELIGIBLE

Any full-time student who has attained a four- or five year senior-level standing in a four-year ABET or ACCE-accredited (or candidate status) university construction or construction-related engineering program is eligible to compete for the Allhands Award. Class status and full-time registration of the student must be verified in a letter from the faculty sponsor of the student's major department. Each essay may have only one author, and each author may submit only one essay.

ESSAY FORMAT REQUIREMENTS

- The essay must be written using Microsoft Word
- Times New Roman font; 12 point; double spaced
- Margins - top and bottom - 1"; Sides - 1.25"
- Pages numbered at center bottom

The essay MUST NOT exceed ten (10) pages including charts, graphics and the bibliography page. The 10-page limit does not include the required cover title page and a one page abstract. The abstract MUST NOT exceed 100 words following the same page format.

TARGET AUDIENCE

The subject relating to construction and/or general contracting will be general management-oriented rather than technical in nature, and will change for each Allhands Award competition.

2019 ALLHANDS ESSAY COMPETITION TOPIC

The topic for the 2019 Allhands Essay Competition is: *"Attracting and Retaining Future Top Performing Employees: A Student Perspective."*

Construction companies are optimistic about the construction economy for 2018 as demand for construction services continues to increase. Recent industry surveys suggest that the majority of construction firms will add new employees over the next year. The last two AGC's Construction Hiring and Business Outlook Reports, have reported that the majority of construction companies have found it hard to find, hire and retain both craft and professional employees. As a future construction industry employee you will shortly go through the recruitment process and begin working in the industry. It is highly likely that in a strong construction economy, you will have some choice in the company you choose to work for. Making a decision about your future employer is not easy and you will weigh up several factors such as location, starting salary, potential for advancement, company culture and many more, before reaching your final decision. We are therefore asking you to give your perspective on this highly important construction industry issue.

In your essay, please address, as a minimum, the following discussion points related to the topic using research and examples to support your position:

- Describe the challenges construction companies face to attract and retain top performing employees?
- What is your own perspective on the characteristics of a company you would like to work for?
- What are the most important factors you would consider on making your decision?
- How has your educational and internship experience informed your perspective on the characteristics of your future employer?
- Discuss the role that an organization such as the AGC might play in resolving some of the issues related to this topic?

SUBMISSION

Students MUST email one pdf document organized in this way: Student checklist; faculty sponsor letter and checklist; 100-word abstract; and essay to Foundation Director Melinda Patrician at patricianm@agc.org. Students will receive email notification of receipt.

FACULTY SPONSOR REQUIREMENTS

The faculty sponsor MUST confirm by a signed letter on university stationary the student's full time and class status. A signed checklist is also required to verify that the essay was proofed for grammar and technical errors; is ready for publication, and has not been plagiarized. The letter and checklist will be part of the student's submission in an Adobe pdf file. *No more than five (5) submissions from each college or university will be accepted.*

AWARDS

For qualified entries, prizes will be awarded as follows:

- FIRST PRIZE, STUDENT: \$1,000 and trip to the 2019 AGC Annual Convention. Prize includes round-trip airfare, plus meals and lodging for five days.
- FIRST PRIZE, FACULTY: \$500 and a trip for the faculty sponsor to the 2019 AGC Annual Convention. Prize includes round-trip airfare, plus meals and lodging for five days.
- SECOND PRIZE, STUDENT: \$500
- THIRD PRIZE, STUDENT: \$300

Note: No cash substitutions will be provided if the first prize winning student or his/her faculty sponsor choose not to participate in the convention trips. Allhands Essay winners will be notified by e-mail in Jan/Feb 2019. Public announcement will be made at the AGC Annual Convention in March 2019 by the AGC Foundation President. In the event an essay is not deemed satisfactory, or does not comply with the essay requirements, the AGC Foundation Board may, at its sole discretion, find the essay unacceptable or limit the number of winners.

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2300 Wilson Blvd - Suite 300, Arlington, VA 22201 ■ Phone (703) 837-5342 ■ Fax (703) 837-5451 ■ patricianm@agc.org



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Student Checklist

2019 James L. Allhands Essay Competition **Deadline for Submission: November 15, 2018**

Complete and return this checklist with your e-mail essay submission for the 2019 James L. Allhands Essay Competition:

ESSAY SUBMITTED BY:

Name:
E-mail:
College or University:
Degree Program:
Expected Address in Feb./Mar. 2019:
Street:
City/State/ZIP:
Home Phone:
Mobile Phone:
Essay Word Count:
Essay Page Count:

The following items are to be included with this application for the 2019 Allhands Competition:

1. Completed Student Checklist (this page)
2. Letter from faculty sponsor on university letterhead confirming student's full time and class status, AND signed faculty sponsor checklist verifying that the essay was proofed for grammar and technical errors; is ready for publication; and has not been plagiarized.
3. A 100-word abstract (not included in 10-page essay maximum)
4. Double-spaced, typed essay, 10-pages maximum including charts, graphics and the bibliography page. The title page is not included in the 10-page maximum. (see Essay Format Requirements)

I hereby submit the enclosed essay for consideration in the James L. Allhands Essay Competition and attest that I am its sole author.

Signature: _____ Date: _____

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2019 James L. Allhands Essay Competition

All essays will be evaluated by a team of contractors and educators from the AGC Foundation Board of Directors. It should be noted that the following items are MAJOR considerations in judging the entries:

- Clarity
- Original, unique ideas
- Specific examples to support opinions
- Grammar, spelling, punctuation
- Neatness
- Adherence to format and MLA standards
- Adherence to guidelines such as length, abstract, bibliography, submission deadline

2019 James L. Allhands Essay Competition Topic

Attracting and Retaining Future Top Performing Employees: A Student Perspective

Construction companies are optimistic about the construction economy for 2018 as demand for construction services continues to increase. Recent industry surveys suggest that the majority of construction firms will add new employees over the next year. The last two AGC's Construction Hiring and Business Outlook Reports, have reported that the majority of construction companies have found it hard to find, hire and retain both craft and professional employees. As a future construction industry employee you will shortly go through the recruitment process and begin working in the industry. It is highly likely that in a strong construction economy, you will have some choice in the company you choose to work for. Making a decision about your future employer is not easy and you will weigh up several factors such as location, starting salary, potential for advancement, company culture and many more, before reaching your final decision. We are therefore asking you to give your perspective on this highly important construction industry issue.

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- How has your educational and internship experience informed your perspective on the characteristics of your future employer?
- Discuss the role that an organization such as the AGC might play in resolving some of the issues related to this topic?

Each essay should contain at least (3) three references to support the author's position. These references should be used minimally to support the author's unique position, rather than comprise the majority of the essay. You may use any available reference material as a resource, including the Internet, personal interviews with experts in the field, popular magazines, etc. Please use the Modern Language Association (MLA) bibliography format for any works cited:

MAGAZINE & NEWSPAPER ARTICLES

Author. "Title of Article." Title of Periodical Date: First page-last page.

MAGAZINE & NEWSPAPER ARTICLES ACCESSED ONLINE Author. "Article." Periodical Date: First page-last page. Access Date URL.

ARTICLE FROM A REFERENCE BOOK

Author. "Title of Article." Book Title: Subtitle. Editor. Place: Publisher, Date. First page-last page.

WEBSITE OR WEBPAGE

Author. Title. Editor. Date. Institution. Access Date URL. Websites offering "user-generated content" should be noted as such.

Charts and graphical illustrations are welcomed, but should not comprise more than 1-2 pages of the entire essay. Full-color chart and graphs are not required; black and white versions are acceptable. Unless original, chart and graph sources should be supplied.

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Faculty Sponsor Checklist

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Complete and return this checklist along with your signed letter on university letterhead verifying the student's full-time and class status. This checklist verifies that the essay was proofed for grammar and technical errors, is ready for publication, and has not been plagiarized.

FACULTY SPONSOR NAME _____

EMAIL ADDRESS _____

COLLEGE/UNIVERSITY _____

DEPARTMENT _____

CITY/STATE/ZIP _____

TELEPHONE NUMBER _____

NAME OF STUDENT _____

- Student's essay has been proofed for grammar and technical errors and is ready for publication.
- Student's essay follows award guidelines and is of no more than ten (10) total pages including charts and graphs.
- A 100 word abstract (not counted in the ten (10) page limit) is included.

Signature _____ **Date** _____

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