



**Innovative
Pavement Research
Foundation**



INTERNS FOR THE FUTURE

A Program for Creating Pathways to Our Industry

Meeting the challenges of our dwindling workforce can only be done by creating a path that introduces and excites new students about the concrete pavement industry. The program goal is to help ACPA, ACPA Chapter/States and members expose and educate students about concrete pavement promotion, engineering, construction, and contracting.

The Need is Critical...

A significant number of ACPA Chapter/State executives are nearing the end of their professional careers. The current average age of these executive directors is 56, with just under 30 percent over the age of 63. Percentages for other professional staff are similar.

Experience across the ACPA network has shown that it takes a minimum of one, and often two or more years for a new employee to develop a compliment of trusting relationships upon which to effectively represent the industry and educate people about the benefits of concrete pavements.

And... companies in the industry need more engineers for integral activities, such as stringless paving, 3D modelling, performance-engineered mixtures and other critical ideas where technology meets construction.

Yet, we have a limited farm system!

The Value...

Over the years, ACPA National has fostered many careers in the industry by employing individuals who were recent university graduates with degrees in Civil Engineering and/or other business or technical fields. These individuals, working as staff, learned about the industry, developed relationships, and over a three to five-year period, became contributors in advancing the state-of-the-practice in concrete pavement technologies. Some of these individuals have remained with

ACPA National or have become employed by a chapter or state pavement association; several have built careers with member companies and in that capacity have become leaders of our industry.

A Matching Program...

The Innovative Pavement Research Foundation (IPRF), a 501(c)3 operated by the ACPA, was founded for educational and scientific purposes. IPRF is now accepting 100% tax-deductible contributions towards the *Internships for the Future* program. Considered an educational endeavor, the *Internships for the Future* funds will match ACPA and ACPA Chapter/States dollar per dollar to offset the internship expenses for individuals working through the program.

For a 12-week internship an average estimate of the cost per student is around \$10,000, plus associated out-of-pocket expenses for travel depending on the specific nature of the internship assignment.

Who Are We Seeking...?

The program is seeking the most highly motivated students. Candidates will need to have completed at least two years of study at an accredited University that has a strong reputation in the areas of concrete, materials, pavement engineering or construction management. The candidate will need to have a minimum overall GPA and an expressed interest in the field of concrete paving. To increase the potential for geographic distribution of candidates, a selection panel will evaluate applications.

Benefits...

To the Industry – Working for ACPA or any of the Chapter/States is as much a people-business as it is educating decision-makers and others on technical matters. The benefits of developing interns is primarily long-term, in that students will gain exposure and knowledge as individuals who may eventually be hired by a Chapter/State organization, a state highway agency, a member company, or one of the many organizations that comprise the concrete pavement community. At the very minimum, this program creates friends of the industry.



To the Student – A twelve-week internship will have a lasting impact on an intern, more so than awarding a monetary scholarship. An intern will learn and enrich his/her knowledge of concrete pavements, providing a springboard to a multitude of opportunities in the industry. In the long-term, interns will develop and nurture relationships, and interact and learn what it is like to be a professional in the concrete pavement community.

As a component of the intern's time in the program, he or she will be trained on giving presentations with the goal of giving a presentation at the end of the internship program. This will serve as an educational and career enhancement benefit. In addition, completion of a special project of value to the employer may also be incorporated into the internship goals for the students, providing another unique and valuable benefit.

It's Your Chance to Pave it Forward!

How did you get started in concrete paving and preservation? The stories must be as varied as the people that work in all corners of the industry, but likely just one job set you on your career path!

During your career, you have been blessed with opportunities afforded by the product we all believe in... concrete pavement.

One way you can "pave" your good fortunes forward is by sparking the fire in a student to follow a path into our industry too.

The IPRF "Internships for the Future" program is accepting tax-deductible donations to be used to offset the annual cost of internships.

IPRF will work with ACPA National and any interested Chapter/State that wants to sponsor an intern so your contribution may benefit the industry in general, or your local association and a student close to home. Either way, you are paving it forward.

The goal is to select the first internship candidates in the spring of 2017, for internships from mid-May to mid-August 2017.

Please use the attached contribution form for your annual contribution to this new and valuable program!



INTERNS FOR THE FUTURE...

Pave-it Forward Contribution Form

I have made a great career in the concrete pavement industry and now I want to “*Pave it Forward*” to help spark the interest of young people to get involved in the industry. I am pledging:

- \$100
- \$250
- \$500
- \$1000
- Other (please fill in): _____

Note: Contributions to Interns for the Future are 100% deductible for federal income tax purposes. All contributions are made to the Innovative Pavement Research Foundation (IPRF) for education purposes. IPRF is a 501(c)3 organization. You do not need to be an ACPA member to contribute to this program.

PLEDGE PAYMENT INFORMATION:

You may make your contribution to the *Interns for the Future* campaign by check or credit card by completing the information below:

Your Name: _____

Company: _____

Payment Type (check one): Credit Card Check Please invoice

Credit Card Information: Visa/MasterCard American Express

Credit Card Account Number: _____

CCV Number: _____

Expiration Date: _____

Card Holder's Name: _____

Zip Code of Credit Card Address: _____

Signature to Authorize Charge: _____

REMITTANCE:

By Check: Make payable to “Innovative Pavement Research Foundation” with the notation “Interns for the Future”. Please return this form with check to the address listed below.

By Credit Card: Please complete the section above and return pledge form to the address listed below.

PLEASE RETURN THIS FORM WITH YOUR METHOD OF PAYMENT

Email to Elke Allen eallen@acpa.org; or send by mail to:
ACPA, 9450 W. Bryn Mawr Ave, Ste. 150, Rosemont, IL 60018