

Chair: Cassle Krause, Carew Concrete
Vice Chair: Delta Mitchum, Thomas Concrete

NRMCA Liaison:
Jeannette Munroe, jmunroe@nrmca.org



EMPLOYEE APPRECIATION MONTH

To recognize the contributions of our entire ready-mixed concrete workforce, NRMCA will promote Ready-Mixed Employee Appreciation during the month of August. NRMCA social media platforms will feature content about member companies, colleagues, and rising leaders in our industry. Look for the hashtag #RMCEmployeeAppreciation on LinkedIn and Instagram.



CONCRETEWORKS LEARNING LAB

The Workforce Development Committee will host two learning labs at ConcreteWorks. We are looking for volunteers and experts to help us develop:

- ▶ An interactive 45-minute session on The Evolution of the Concrete Delivery Professional.
- ▶ A short 30-minute session on workplace safety, including mental health, with the SEO committee.



If you, or someone you know, would like to support or participate in these sessions at ConcreteWorks, please email jmunroe@nrmca.org.



FALL MEETING

We will not host a Workforce Development Committee meeting at ConcreteWorks. Our fall meeting will be virtual, Wednesday, October 29, 2025 from 10:00 to 11:30 AM EST.

Invitations to your Outlook calendar will follow this email.



COMPENSATION SURVEY

Data collection for the 2024 compensation survey is complete, and we are in the last stages of preparing the final report, with the goal of publishing it in September.

We are looking for a WDC member to be our committee lead for the 2025 compensation survey. If you, or someone you know, would be a great fit, please email jmunroe@nrmca.org

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DEVELOPING INDUSTRY LEADERS

Welcome!

We welcomed 24 rising industry leaders to the 2025-2026 cohort of Developing Industry Leaders on Thursday, July 10, with NRMCA Chairman G. Carlton Golden providing opening remarks. You can learn more about each of the cohort members in this [Look Book](#).



Calling All Mentors and Supporting Cast!

We still need ten current industry leaders to serve as cohort mentors. Time commitment is about one hour per month (virtual). If you are willing to share your expertise and help us develop the future of the industry, please complete this [short form](#) or email jmunroe@nrmca.org

Who's Who in DIL Alumni

Are you (or someone you know) a DIL alumnus? If yes, we'd like to include you in a Who's Who directory. Please register through this [short form](#) to be included in this first-of-its-kind publication.



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LEARNING AND DEVELOPMENT

2025 Courses

Registration is open, and seats are available, for all remaining 2025 courses. Check out the [registration page](#) for course descriptions and additional event information.

Course Title	Date	Location
Improving Concrete Quality	November 17	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Dispatch 101	November 17 - 18	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Supervisors Course	November 17 - 18	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Think Like an Owner	November 17 - 18	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Environmental Course	November 17 - 19	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Safety Course	November 17 - 19	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Concrete Durability	November 18 - 20	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Dispatch 101	November 20 - 21	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Supervisors Course	November 20 - 21	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Think Like an Owner	November 20 - 21	Omni Dallas Hotel, 555 South Lamar Street, Dallas, TX 75202
Sales Symposium	December 9 - 10	Hyatt Regency Salt Lake City 170 South West Temple, Salt Lake City, UT 84101

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ONLINE LEARNING

We plan to close out 2025 with a bang, deploying our new learning management system, which should significantly simplify the learner experience with our online programs, starting with [Concrete Delivery Professional \(CDP\)](#).



2026 Courses

The 2026 course calendar and course catalog will be published by December with registration for all 2026 courses opening before the new year. The calendar and catalog will both be published through eNews, this newsletter, the NRMCA webpage, and the Board of Directors monthly action emails. Look for some new courses, updates to existing courses, and new field-based partnerships that bring the learning closer to you.

Adjunct Faculty Workshop

Our adjunct faculty cadre is growing! If you are curious about teaching and facilitation, and want to positively impact the industry, please [email Jeannette Munroe](mailto:Jeannette.Munroe@nrmca.org) for more information. The adjunct faculty workshop is invitation only, free of charge, and hosted during fall semester on Wednesday, November 19.

CERTIFICATIONS

Certification Verification

We have replaced the prior certification database on the website with a Certification Verification form. If you, or someone you know, needs to verify a certification, please direct them to [this page](#) on the NRMCA website.

Field-Based Certifications

We are considering process improvements to how we manage our field-based certification programs, specifically Flatwork Finisher. If you would like to share your feedback, or participate in a focus group, please contact Brian Lemay at blemay@nrmca.org

Recertification

We are also considering ways to simplify and improve how we manage recertification. If you would like to share your feedback, or participate in a focus group, please contact Brian Lemay at blemay@nrmca.org

Local Sponsoring Group (LSGs)

We are also considering ways to expand and strengthen our network of Local Sponsoring Groups (LSGs). If you are interested in learning more about becoming an LSG, or would like to participate in a focus group about our LSG program, please contact Brian Lemay at blemay@nrmca.org

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YOUR NRMCA TEAM

People

The NRMCA team is growing and evolving to meet the workforce development needs of our industry. Please welcome two new colleagues who joined the NRMCA team this summer.

BRIAN LEMAY



Brian joined NRMCA as a summer intern on June 1, 2024. After his internship ended, he continued in a part-time capacity before moving into a newly created, full-time, position as NRMCA's first Learning and Development Coordinator in June 2025.

Brian provides programmatic and communications support to both the learning and development portfolio and the workforce development committee. He is instrumental in NRMCA's ongoing efforts to modernize our instructional technologies and will become our in-house expert on accreditation and credentialing.

Finally Brian will serve as a student success manager during the relaunch of the Developing Industry Leaders program.

Brian holds a bachelor's degree in political science from the University of Notre Dame and a professional certificate in sustainability from the Massachusetts Institute of Technology (MIT). He is deeply committed to the cause of continuing education, especially due to his own rigorous academic and professional experience.

JILL ROTH

After supporting the association as a consultant on several learning and development programs, Jill officially joined NRMCA as Senior Director of Learning and Development on July 7, 2025.

In this newly created position, she'll draw on her experience and expertise in instructional design, project leadership, and stakeholder collaboration. Her background also includes business communications and marketing strategy.

Jill will lead all NRMCA's curriculum development efforts (for both current and future courses), manage the development of the new learning management system and its integration with ProTech, pioneer our eLearning product category, and provide facilitation support as needed. Finally, Jill will be positioned to offer insight and ideas as we build our marketing plans and digital strategy.

Jill holds a Master of Organizational Management and a Bachelor's in Interdisciplinary Studies. She is excited to deepen her impact at NRMCA and collaborate with colleagues, members, and partners to advance the Association's learning vision.



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KNOWLEDGE AND SKILLS

We take learning and development seriously! To be the best possible partners to our members and the most informed liaisons to the Workforce Development Committee, your NRMCA team has been studying hard.

In June, Jeannette earned distinction as a Certified Workforce Development Professional through the National Association of Workforce Development Professionals.



In July, Brian and Jeannette earned Certificates of Completion for the Program for Credentialing Specialist through the Institute for Certification Excellence. This is the first step in a three-year process to become eligible to sit for the certification exam. We look forward to applying what we're learning to strengthen and expand NRMCA's credentialing programs.



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RECAP AND ACTION ITEMS

- ✓ Volunteer to be a Developing Industry Leaders mentor or supporting cast, [here](#).
- ✓ Participate in the design and delivery of ConcreteWorks learning labs. [Email us!](#)
- ✓ Volunteer to be the WDC Lead on the Compensation Survey. [Email Jeannette!](#)
- ✓ Participate in a focus group or share feedback on Flatwork Finisher or recertification. [Email Brian!](#)
- ✓ Register for 2025 courses, [here](#).
- ✓ Express your interest in joining the adjunct faculty cadre. [Email Jeannette!](#)
- ✓ Welcome new team members! Jill Roth (jroth@nrmca.org) and Brian Lemay (blemay@nrmca.org).

