



Three Critical “Future of Work” Forecasts for the 2020s By: Robert Tucker

Each year I interview hundreds of organizational leaders and individual contributors on their most pressing business challenges. Through surveys and one-on-one interviews, I probe people’s outlook on the future. I zero in on their most critical personal and professional challenges.

In recent years, workplace issues have dominated these surveys. In short: the future is arriving faster than ever, catching employers and employees unprepared. Some examples:

- A furniture manufacturer in North Carolina complained to me that his company is hamstrung by a lack of qualified workers to fill orders for his custom-made products. Almost daily, he sees his experienced, Boomer-age employees calling it quits, and taking their years of experience and hands-on skills with them.
- A community college president in Iowa described to me the impact of declining enrollments as workers take advantage of the booming economy in his area.
- A Silicon Valley human resources manager expressed frustrated that tighter regulatory visa restrictions are making it difficult to attract enough talented engineers.
- A college textbook executive in Boston is trying to find his footing after being displaced by an industry upheaval that decimated his former employers’ business model.

As a futurist and innovation speaker, I work across industries, and often, across continents. This gives a first-hand perspective on workforce threats and opportunities. As much change as has taken place in the prior decade, I don’t believe we have grasped the extent of the changes ahead in the 2020s. Organizations and their leaders will rise or fall, prosper or be blindsided, based on their ability and willingness to anticipate and creatively respond to rapid change. I encourage my clients to “assault assumptions” and blow up the traditional human resource department’s short-sightedness and instead look, think and act ahead of the curve.

The three forecasts below have to do with how the workplace is changing at the dawn of the new decade. They revolve around how the world of work will evolve. Take time to ponder these predictions and then prepare to take action on tomorrow’s trends today.

Forecast #1. Job Category churn will accelerate, creating sunrise and sunset occupations.

A hundred years ago, buggy whip makers got wiped out by the horseless carriage. In recent years, occupational categories such as travel agent, coal miner, meter reader, locomotive firer, and many others saw contraction (sunsetting), while other categories (sunrise occupations) boomed, creating millions of new jobs.

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16th ANNUAL STATEWIDE MEETING

**PHILLIPS MARKET
CENTER
STATE FARMERS
MARKET
WEST COLUMBIA**

**WEDNESDAY
MARCH 25, 2020**

**REGISTRATION FORM
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**Mechanical Member:
C. R. Hipp Construction, Inc., N. Charleston**



C.R. Hipp Construction, Inc. was founded in 1962 as C.R. Hipp, Inc. by Mr. Charles R. Hipp who moved here from Charlotte, North Carolina. In 2007, Pete Bailey joined C.R. Hipp Construction and has since acquired sole ownership of the company. Pete is now CEO and President.

The company has always been headquartered in North Charleston and operated satellite offices in Hilton Head and Myrtle Beach in the 1980's. We have only one office now and operate exclusively in South Carolina, primarily along the lower coastal area. C.R. Hipp maintains its workforce from employees who live in the area, most having many years with the company. We are one of the larger mechanical contractors in this area and while maintaining our backlog, constantly track all the projects in the immediate 100-mile area for labor availability. We are very familiar with the commercial, institutional, industrial, state and federal projects available in our area of operation and the conditions of the area.

Some of our recently completed projects include a medical office building in Nexton where C.R. Hipp was awarded a plumbing contract. We were also awarded a HVAC contract at a menthol plant in Berkeley County. A few of our other recently completed projects include a large manufacturing plant in Dorchester County, multiple equipment replacements for the City of Charleston and the Charleston County School System, major renovations at MUSC and the VA Hospital, and multiple projects at Boeing.

One accomplishment that we are very proud of is that our 2019 safety record was recorded at zero recordable injuries. Every year C.R. Hipp strives to work diligently and in a safe way.

In addition to our construction division, we also operate Hipp Services, a commercial/industrial service provider, offering emergency services and repair, and routine maintenance to local restaurants, industrial facilities, and commercial clients. Our service division is professionally managed by Bill Bradshaw, with interaction and collaboration between the service division and the construction division when projects allow.

C.R. Hipp Construction has enjoyed a long relationship with the members of the Mechanical Contractors Association of South Carolina and looks forward to the continued friendships, competitive spirit, and community involvement all found by being members of the Association.

~ ***FEBRUARY BIRTHDAYS*** ~

Carol Coleman	2/2	Honorary Life Member	Wife of Harvey
Richard Miller, Jr.	2/2	City Plumbing Company	
Al Hitchcock	2/10	Honorary Life Member	
Billy Zimmerman	2/13	Charlotte Pipe & Foundry	
Joe McMurry	2/17	Honorary Life Member	
Laura Hendrix	2/19	Honorary Life Member	Wife of Manuel
John Williams	2/19	Cashion Electricians	
Chris MacQueen	2/21	Gateway Supply Company	
Bob Smith	2/21	Honorary Life Member	
Rosa Williams	2/21	Honorary Life Member	Wife of Eddie
Brenda Poplin	2/25	B & L Electric	Wife of Henry
Celeste Goff	2/27	Honorary Life Member	Wife of Robert
Debbie Hill	2/27	Hill Plumbing & Electric Co., Inc.	Wife of Frank

~ ***Happy Birthday Members!*** ~

We Would Like To Announce Your Birthday Too!

If you would like to be listed, please call 803-772-7834 or Email Rachel@mcasc.com

“Tool Box Talks” - Safety Tip

Why All The Fuss About Accident Prevention?

You've heard lots of talk, read lots of words, about working safely on our projects. Sure it's "old stuff" - and important stuff.

There's lots at stake for YOU in working without injury or damage. You have much to gain by keeping fit and unhurt. One reason has a big dollar-sign in front of it. But there are other important reasons: other people who count on you for happiness, and perhaps for financial support; they also have a big stake in your safety as a construction worker.

And there are other things - like what you want most out of life. Maybe it's a top-favorite hobby like fishing, hunting, a boat, a new set of wheels, a trip to far-off places, entering or finishing up school, early retirement, or a healthy bank account to fall back on. Keeping uninjured and steadily on the payroll has a lot to do with winning your important goals in life.

Think of all the things you're able to do now that give you earning power; then think of trying to do these same things if you were minus a hand...or arm...or leg...or your eyesight. It's much harder - if not impossible - for a disabled worker to reach all his major personal goals.

So don't think about safe work practices and rules as "hemming you in" or "cutting down on your individual freedom"; think about them as positive things, designed to help you keep your freedom and your abilities, so that you have a better chance of getting what you want most out of life.

A risky habit or dangerous condition on the job is a threat to your freedom and your future. Working efficiently and without injury is the safest avenue leading from where you are to where you want to be in life.

That's why accident prevention is worth fussing about!

Anniversaries

Mr. & Mrs. John & Bibs Babson	2/9	McGriff Insurance Services
Mr. & Mrs. Jerry & Shirley Tuck	2/9	Tuck & Howell
Mr. & Mrs. Steve & Ophelia Brewer	2/10	Easley Mechanical

Thinking of You

- Mrs. Janet French - Wife of Steve - Triad Mech.**
- Mr. Craig Brady - Triad Mechanical**
- Mr. Art Brewer - Easley Mechanical**
- Mrs. Phyllis Epting - SAMCO**
- Mr. Robert Goff - SIFCO Mechanical**
- Mr. Bill Self - Self's Heating and Air**
- Mr. Tim Whitehurst - Husband of Leslie - JMP Co**
- Mr. David Gregg - Honorary Life Member**
- Mrs. Rhonda Baker - SAMCO**
- Mr. Joey Patterson - Gregory Electric**

Condolences

- Mr. & Mrs. Jack Miller & Mr. & Mrs. Richard Miller**
- City Plumbing**
- On the loss of their brother**
- John Miller 11/29/19**

- Mr. & Mrs. Randall Owens**
- Walkup Electric**
- On the loss of his father**
- Daniel Owens 12/1/19**



2019-2020 RECRUITMENT CHALLENGE!!

Effective NOW through May 31st, 2020!

ALL MEMBERS ARE ELIGIBLE TO COMPETE FOR A CHANCE TO WIN:



TWO COMPLIMENTARY



Registrations to the 2020 Summer Convention!

We are counting on you to break out your networking boots and inform prospective members about the benefits of being part of the Mechanical Contractors Association of South Carolina!

We look forward to welcoming our new members and as a reminder; here are some of the benefits we continue to provide:

- an ongoing effort to offer free training opportunities for both professional & craft personnel
(Participation in our training program means "WE pay YOU to be a member!")
- a proactive political/legislative agenda
- current business/technical information & support
- a joint industry collaboration to improve relative business practices
- development of industry related career opportunities & work force development
- networking opportunities

Help us to continue to enhance the future of the construction industry in South Carolina!



MCASC TRAINING REGISTRATION



TAKE ADVANTAGE OF YOUR MEMBERSHIP!

Funding for ALL training is provided by MCASC!

Name: _____ **Company:** _____
Address: _____ **Phone:** _____ **FAX:** _____
City: _____ **STATE:** _____ **ZIP:** _____ **Email Address:** _____

<p align="center"><u>COMPLETE AND EMAIL OR FAX TO MCASC</u></p> <p>TELEPHONE #: 803-772-7834 FAX #: 803-731-0390 EMAIL: Rachel@mcasc.com WEBSITE: www.mcasc.com</p>	<p align="center"><u>REQUIREMENTS FOR CLASS SIZE:</u></p> <p align="center">Minimum Of 10 People & Maximum Of 25 People. Locations & Times Are Subject To Change</p>
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COMING SOON TO A MCASC AREA NEAR YOU!

<input type="checkbox"/> Leading Today's Workforce (For Field Supervisors) By: Stan Turner	<input type="checkbox"/> OSHA 10 & <input type="checkbox"/> OSHA 30 By: Lawrence Young	<input type="checkbox"/> CPR/First-Aid/AED & Bloodborne Pathogens By: Renee Locklair
<input type="checkbox"/> Confined Spaces By: Lawrence Young	<input type="checkbox"/> Silica By: Sofie Collins	<input type="checkbox"/> Fall Protection By: Lawrence Young

NEW CLASSES 2020! NEVER BEFORE OFFERED!

<input type="checkbox"/> Lift Training (Equipment)	<input type="checkbox"/> Scheduling for Construction Professionals	<input type="checkbox"/> Rigger/Flagging/Signaling
<input type="checkbox"/> Your Course Here!! Contact MCASC Today!!	<input type="checkbox"/> Trenching & Excavating	<input type="checkbox"/> Your Course Here!! Contact MCASC Today!!
<input type="checkbox"/> NEC ARTICLE 250 SOARES GROUNDING & BONDING March 5, 2020 8:00 AM – 5:00 PM Located at the MCASC State Office Training Room: 1504 Morninghill Drive, Columbia 29210		
<input type="checkbox"/> NFPA 70E BASICS OF ARC FLASH, ELECTRICAL SAFETY & NFPA UPDATES / 4 HOUR MODULE By: TOM KOENIG		
<input type="checkbox"/> PROJECT MANAGEMENT FOR CONSTRUCTION PROFESSIONALS (ONLINE ONLY) By: MIKE RICHARDSON		

UPDATES AND DETAILS COMING SOON!

If you have a need for training courses not yet offered in your area, please let us know. We are adding new classes never offered previously. Stay tuned for details. We appreciate your feedback.

Check out our member testimonials received in regard to our training programs!

"I liked the hands on training, easy to understand, step by step instructions.

Patient and knowledgeable instructor." – Georgetown, SC

"I liked the knowledge and hands on training, so you know exactly what to do." – Greenville, SC

MCASC 2019~2020 TRAINING

We are pleased to announce that the new MCASC sponsored training course: *Best Practices for Grooving Pipe and Fitting Grooved Pipe* in Charleston and Columbia was a tremendous success!

The Associations sincere appreciation goes out to all those who contributed to this newly developed training program!

Victaulic: Instructors and course preparation
Cullum Mechanical & W. B. Guimarin: Hosts for Charleston and Columbia
Lubrizol: Furnish CPVC Pipe



MCASC Needs Your Help!

We can only continue to provide the informative and extensive training your employees need, with your member provided input!

Please don't delay, contact us today with your training needs!

Let MCASC pay YOU to be a member with employee training!

MCASC Training Courses Data

2018-2019: 21 classes with 448 attendees MCASC investment \$32,100.00
 2019-2020: 17 classes with 266 attendees MCASC investment \$19,206.00

(Continued from page 1)

The fastest-growing category in the United States, according to the US Bureau of Labor Statistics, is solar panel installer, followed closely by wind turbine technician. LinkedIn research suggests that categories such as data scientists, physician assistants, nurses, marketing and customer success managers, enterprise account executives, home health workers, and information security analysts have added and will need workers and often can't find sufficient numbers to hire. They will continue to explode in demand and pay above average wages.

In 2005, more than 1,200 people applied for home appraiser traineeships. In 2016 only about 100 did, Reason: enabling technology — in this case, artificial intelligence — is sunsetting this profession at a rapid pace. Lenders such as Fannie Mae, Zillow and others are allowing certain loans to be approved without an appraisal by a human being. If present trends continue (always a caveat), the occupation of home appraiser may go the way of the buggy whip maker over the next decade.

Action steps: Feel the “churn” in your own industry and line of work, then “futurize” your thinking, and plan accordingly. Whether you’re just starting out or are well along in your career, successful navigation in the 2020s involves more than just following your passion or going with the flow. Choose proactively and wisely based on sunrise/sunset projections. Mentor others. If someone you know is thinking of paying \$5000 to become certified as a home appraiser, help them out. Suggest they first consult LinkedIn’s lists of fastest growing (and fastest disappearing) occupations. Avoid occupations with no future or plan to reinvent them as booming luxury travel broker Virtuoso has done. Even if you’re well into your career, pay attention to future forecasts in your profession and industry.

Forecast #2. Lifelong learning, up-skilling and re-skilling will no longer be optional activities. They will be vitally necessary habits for sustained career success.

The median age of workers at Facebook, LinkedIn, SpaceX and other tech companies is 29. The hiring rate slows markedly at 34. Generation Z’s recent arrival in the workplace is jolting Millennials into realizing that they are no longer the new kids on the block, and irrelevance happens faster today than ever before. The solution? Constant up-skilling (expanding your capabilities) and re-skilling (learning new skills) so you can do a different job or keep on doing your current job once routine parts of it have been automated by software.

Don’t expect your current employer to do this for you. A relatively few firms are as forward-looking as AT&T in this regard. Each year, AT&T’s CEO shares where the company is going, and gives insight into what skills will be needed to remain employed in the foreseeable future. AT&T then partners with Udacity to create “nano-degree” courses which help employees develop needed emerging skills, for which the company is willing to pay for. The only caveat: employees must take these courses on their own time.

Action steps: To thrive in this new world of work, think of yourself as You, Incorporated. Today You, Inc. is selling services to your current employer. But what about your next move or even your next career? Avoid putting all your eggs in one basket, explore other careers, keep; your resume current, volunteer for new projects and stretch assignments, especially those which develop your “soft” skills and innovation skills. Be willing to relocate for new opportunities. Take risks that pull you out of your comfort zone.

Forecast #3. Automation will accelerate job displacement, but “augmentation” rather than joblessness will be the norm.

According to research, currently available technology, if fully implemented, could automate almost half of the activities people are paid to perform today. And “currently existing technology” is advancing at the rate of Moore’s Law, which predicts a doubling of capacity every 18 to 24 months.

(Continued on page 12)

~ Welcome New Members ~

<u>PIEDMONT</u>	<u>MIDLANDS</u>	<u>PEE DEE</u>	<u>COASTAL</u>
GREENVILLE MECHANICAL, LLC	UNITED RENTALS	PIPELINE SERVICES, INC.	AHERN RENTALS
	PORTABLE AIR SOLUTIONS	CRAIG’S PLUMBING	EQUIPMENTSHARE
	LUBRIZOL	CAROLINA COOL, INC.	

~ AREA HAPPENINGS ~

~AREAS~



Recruitment Challenge



Training and Legislative Events



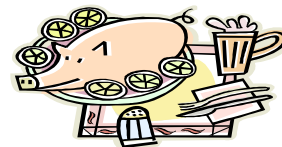
Upcoming Area Meetings

<u>PIEDMONT</u>	<u>MIDLANDS</u>	<u>PEE DEE</u>	<u>COASTAL</u>
<p>New Members Recruited:</p> <p>Greenville Mechanical, LLC</p> <p>Recruited By: Bob Miller Total Recruited: 1</p>	<p>New Members Recruited:</p> <p>United Rentals Lubrizon</p> <p>Recruited By: Will Fudger Total Recruited: 2</p>	<p>New Members Recruited:</p> <p>Pipeline Services, Inc. Craig's Plumbing Carolina Cool, Inc.</p> <p>Recruited By: Duwayne Jacobs Total Recruited: 3</p>	<p>New Members Recruited:</p> <p>Ahern Rentals EquipmentShare</p> <p>Recruited By: Jim Wolf Total Recruited: 2</p>
 <p><u>14th Annual Piedmont Clays For Education Sporting Clays Event</u></p> <p>Friday, May 1, 2020 The Clinton House Plantation, Clinton</p>	 <p><u>11th Annual Midlands Nine at Night Golf Tournament</u></p> <p>Thursday, April 2, 2020 Charwood Country Club, West Columbia</p>	 <p><u>13th Annual Pee Dee Blast Sporting Clays Event</u></p> <p>Friday, September 18, 2020 Back Woods Quail Club, Georgetown</p>	 <p><u>12th Annual Charleston Slam Fishing Tournament</u></p> <p>Friday-Saturday May 15 - 16, 2020 Graybar Electric Co. WO Thomas, Jr. Boat Landing</p>
<p>MCASC 16th Annual Statewide Meeting March 25, 2020 ~ 5:00PM ~ Located at The Phillips Market Center in West Columbia Please see Registration Form & Agenda on Page 9</p>			
<p><u>Tues., Feb. 18, 2020 @ 6:00 PM</u></p> <p>Demetre's 1384 East Main Street, Duncan</p> <p>Sponsored By: Hahn Mason Air Systems, Inc.</p> <p>Speaker: William (Bill) Bartlett W. G. Bartlett Engineering Services, LLC</p> <p>Topic: "South Carolina Code Adoption (Mechanical Highlights)"</p>	<p><u>Thurs., Feb. 6, 2020 @ 6:00 PM</u></p> <p>7402 Fairfield Road, Columbia,</p> <p>Hosted By: Walker-White, Inc.</p> <p>Meal Sponsored By: Trane</p> <p>Speakers: Ricky Crapps and Fred Seay; Dennis Corporation; John England, England Training Center; Mack Yelton, City of Columbia</p> <p>Topic: "Inspector Round Table Discussion"</p>	<p><u>Thurs., Feb. 13, 2020 @ 6:30 PM</u></p> <p>1550 Highway #501, Myrtle Beach</p> <p>Hosted by: Longley Supply Co.</p> <p>Speaker: Charles Jordan, Jr., Esquire The Pearce Law Group P.C.</p> <p>Topic: "Contracting Industry Outlook - 2020: Old Problems & New Issues"</p>	<p><u>Thurs., Feb. 27, 2020 @ 6:30 PM</u></p>  <p>2020 Oyster Roast <u>Registration Form Page 10</u></p> <p>James Island Yacht Club 734 Wampler Drive Charleston Sponsored by: Blanchard Machinery</p>

MCASC 16th Annual Statewide Meeting



Registration Form March 25, 2020



The Phillips Market Center

Located At The State Farmers Market,

Off 3483 Charleston Highway, West Columbia 29172

I. REGISTRATION FORM:

EMAIL, FAX OR MAIL TO THE MCASC STATE OFFICE – rachel@mcasc.com (803) 731-0390 or
P.O. Box 384, Columbia, SC 29202

Name: _____ Name: _____

Name: _____ Name: _____

Name: _____ Name: _____

Company: _____

Address: _____

City/State/Zip: _____ Phone No.: () _____

Number Attending Meeting/Dinner _____

II. MEETING FEE: Members: \$25.00

You May Sign-Up On Brown Paper Tickets At statewidemeeting.brownpapertickets.com

If You Are Not Able To Sign-Up On Brown Paper Tickets, You Will Be Invoiced By Your Local Area Treasurer

AGENDA

- 5:00 – 5:15 PM Sign-In For Members & Guests
- 5:15 – 5:30 PM MCASC Called Open Business Meeting
- 5:30 – 6:00 PM Cocktail Reception
- 6:00 – Until Welcome By MCASC President Edward Gibbs
Speakers – Jason Dennis, Vice President & Stuart Bedenbaugh, Vice President
McGriff Insurance Services “MCASC Potential Group Health Insurance
- Overview” Dinner & Closing Remarks

III. DEADLINE TO REGISTER: MARCH 18, 2020

**THE COASTAL AREA
MECHANICAL CONTRACTORS ASSOCIATION
CORDIALLY INVITES YOU TO THEIR
ANNUAL OYSTER ROAST**

Members and guests of the MCASC, Charleston Master Plumbers Association, Charleston Electrical Contractors Association, ASHRAE and ACCA are cordially invited.



DATE: Thursday, February 27, 2020

TIME: 6:30 – 11:00 PM

PLACE: James Island Yacht Club



DRESS: Casual

COST: \$35/person in Advance OR \$40/person at the Door

MENU: In addition to local oysters, hot chowder & hot dogs with all the trimmings will be served.



EVENT SPONSORED BY: Blanchard Machinery

BAR SPONSORED BY: Blanchard Machinery



****NOTE: PLEASE BRING A DOOR PRIZE TO RAFFLE.****



TICKET ORDER FORM



RSVP DEADLINE - WEDNESDAY, FEBRUARY 19, 2020

SIGN-UP ON BROWN PAPER TICKETS AT

coastalareaoysterroast.brownpapertickets.com OR

MAIL CHECK TO: STEVE FRENCH, PO BOX 42398, N. CHARLESTON, SC 29423

YOU MAY EMAIL FORM TO RACHEL HOURIHAN AT rachel@mcasc.com OR

FAX FORM TO: RACHEL @ MCASC STATE OFFICE (803) 731-0390

COMPANY NAME: _____

NAME(S): _____

PHONE: _____ **NUMBER OF TICKETS REQUESTED:** _____

**Associate Member:
Scaffolding Solutions, LLC. Charleston**

About Scaffolding Solutions

Scaffolding Solutions, LLC was founded in 2002 on the business concept to operate a company to deliver excellence in everything that we do. Commitment is easy to promote but much more difficult to live by. Scaffolding Solutions and all its employees live by this commitment every day, on every job and with every customer.

This difference is supported by the unique benefits of the European-designed Turner OCTO® Scaffolding System we exclusively utilize. The Turner OCTO® product's special patented safety locking design and unobstructed worker access provide users safety and productivity advantages unmatched in the scaffolding industry. Turner OCTO® scaffolding and Scaffolding Solutions' business commitment are the bedrock foundation upon which our company is built.

Commitment to Safety

There are no shortcuts to safety. Scaffolding Solutions, LLC integrates a safety culture and mindset in each employee's job requirement. This begins with training and certification of skill requirements by position. The training ranges from basic scaffolding erection and safety techniques to first aid, CPR, blood borne pathogens, confined space and other occupational job specific training requirements.

Commitment to Professionalism and Integrity

Professional conduct is an individual employee requirement at Scaffolding Solutions. Each employee and the company are committed to handle every project, customer and business situation with the highest of professional standards. Integrity is fundamental to our professional values. Our company is built on these principles with the safety and productivity advantages of Turner OCTO® Scaffolding and a team of dedicated professionals who believe in and are committed to delivering our customers the best scaffolding solutions available.

To learn more please visit us online at www.scaffoldingolutions.com or contact us at the following:



Scaffolding
SOLUTIONS

Charleston Branch 2635 Spruill Ave
N, Charleston, SC 29405 – Phone: 843-826-8472
Charlotte Branch 5311 West W.T. Harris Blvd.
Charlotte, NC 28269 - Phone: 704-305-9682

Greensboro Branch 7216 Cessna Dr. Greensboro, NC 27409 - Phone: 336-664-8011
Richmond Branch 808 Holly Springs Ave Richmond, VA 23224 -Phone: 804-232-9080
Chesapeake Branch 2608 Indian River Rd #200 Chesapeake, VA 23325 - Phone: 757-494-1067
Manassas Branch 6933 Colchester Park Dr. #103 Manassas, VA 20112 Phone: 703-897-1360

**Congratulations to our next Associate & Mechanical Members who will be highlighted in the upcoming issue of "The Tool Box":
Craig's Plumbing, Murrells Inlet, SC - Mechanical Member
Portable Air Solutions, St. Mathews, SC - Associate Member**

**NOTICE:
CALLED OPEN BUSINESS MEETING**



As voted by the Board, the called open business meeting will take place at 5:15 PM on Wednesday, March 25, 2020 at the 16th Annual MCASC Statewide Meeting at The Phillips Market Center, at the State Farmers Market, Off 3483 Charleston Highway, West Columbia, SC.



P.O. Box 384, 29202
1504 Morninghill Drive
Columbia, SC 29210

Phone: (803) 772-7834

Fax: (803) 731-0390

E-mail: mflowers@mcasc.com

www.mcasc.com

**Serving mechanical contractors in
South Carolina since 1912.**

MCASC Executive Board & Staff

Edward Gibbs, President

Mike Richardson, Vice-President

Randall Owens, Treasurer

Bob Miller, Secretary

Vaughn Padgett, Associate President

Mona Flowers, Managing Director

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In 2017, McKinsey's research brought ominous headlines with a report that indicated 73 million people were in danger of losing their jobs through automation. But then a funny thing happened. The unemployment rate in the United States plummeted to a 50-year low, and employers and employees alike now wonder: if automation is going to wreak such havoc, wouldn't its effects already be starting to show up in unemployment rolls? Instead of massive displacement, there will most likely be continuing and constant displacement of workers as automation becomes a driving force in both the service sector and manufacturing. The new trend, however, is augmentation – technologically enhancing the worker's unique skills to create a greater whole.

Action steps: Look at how automation is impacting and will likely impact the work that you do, the profession you are in, and the company you lead. Ask: where are present trends headed for your profession? How will you need to add value differently in the coming years?

In the past decade, job category churn has accelerated to the point where front-line workers, professionals, and employers alike must "think ahead of the curve" or face unpleasant surprises. But those who anticipate and plan for change can create their own reality, and ride the waves of change.

Robert B. Tucker is a global futurist and innovation keynote speaker with a client list that includes over 200 of the Fortune 500 companies. President and founder of The Innovation Resource, Tucker is an internationally recognized pioneer in the field of innovation, Tucker's highly interactive presentations lead audiences on a guided tour inside the world's most creative companies. Through stories and examples, Tucker shows leaders how to tap the mindset, skillset and toolset of innovation to embrace change, discover opportunity and avoid obsolescence. Known for his in-depth customization, Tucker provides today's leaders with practical strategies, cutting edge insights, and inspiration to take action once back at the office.

Update Your Outlook

Let us know if we need to update your Outlook or if you know someone who does!

**Mechanicals make it happen -
Be part of the best!**

*Happy
Valentine's
Day*

*Sending Love
to all of our Members*

MCASC Vision Statement

The Mechanical Contractors Association of South Carolina (MCASC) will be the leading construction association in South Carolina for specialty contractors and suppliers in the electrical, mechanical (HVAC), and plumbing fields by serving its membership, the industry, and the Community in a vibrant and harmonious fashion.

MCASC Mission Statement

The Mechanical Contractors Association of South Carolina (MCASC) will provide its membership with:

- current business/technical information and support
- a proactive political/legislative agenda
- a joint industry collaboration to improve relative business practices
- an ongoing effort to offer training opportunities for both professional and craft personnel
- educational scholarships for deserving students
- the development of industry related career opportunities

The Association's objective for this mission is to enhance the future of the Construction Industry in South Carolina.