

on the rise

training emerging professionals

enroll now for 2023 Program

- Prioritizing Black, Indigenous, People of Color applicants.
- Classes are in session from May 23 - July 27 with final Exhibition Presentation & Graduation on August 3. They occur 3-4 days per week and are about 90 minutes per day.
- Commercial Real Estate (CRE) industry skills including professional development, design, project management / field management and technical trades.
- Classes are led by professionals across the CRE industry local to Seattle including architects, designers, project managers and technical trades professionals.
- Students will receive \$50 stipend per class.
- The program is designed to help students achieve internships, apprenticeships, or full-time jobs.



build your future

Introducing the 2023 On the Rise

The Commercial Real Estate (CRE) Industry is a dynamic field with enormous potential for talented students interested in **designing, building and managing beautiful spaces** all over the globe. Historically, this industry has not been accessible to professionals with diverse backgrounds. That means it hasn't been accessible to students, either – and as a result, we've missed out on incredible young talent.

The Training Emerging Professionals Program is designed with this in mind. This 9-week training program introduces talented **BIPOC youth** to the world of CRE with classes specific to careers that often require a college education, like design or project and facilities management, as well as careers that don't. These classes will be accompanied by panels led by top professionals in CRE, including architects, interior designers, furniture manufacturers, and more. Students will achieve a thorough understanding of the skills and tools required to start their journey into our industry with an exciting career.

what you'll learn

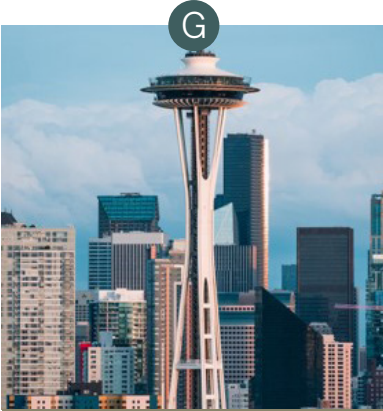
Participants will have the opportunity to learn what the CRE industry is, what exciting careers you can pursue, and both technical and soft skills that will start preparing for your future in the industry. Their experiences within the program will culminate towards a Exhibition Presentation to top industry professionals and feed into internship and apprenticeship programs with participating partners.

We know that well-rounded commercial real estate professionals should have a deep understanding of various areas within the industry. **That's why we have designed our training program to offer four different course tracks: Design, Project + Facilities Management, and Tech trades.**

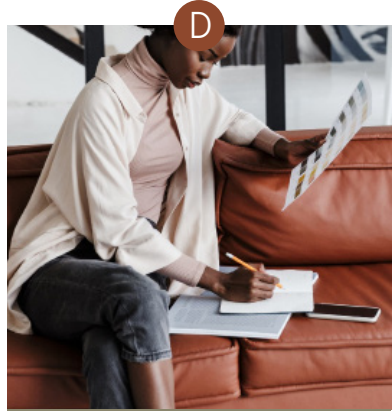
By offering these diverse tracks, we aim to equip our program participants with a comprehensive set of skills and knowledge that will help you succeed in the industry. It will also allow them to figure out whether they are interested in specializing in one area or developing expertise across multiple tracks.



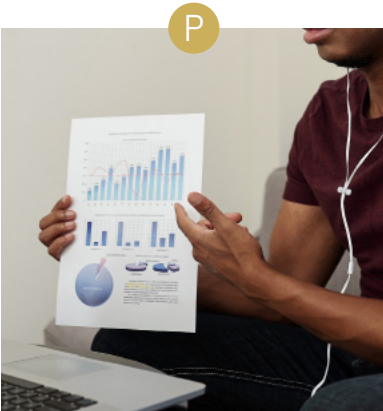
the course tracks



General CRE & Professional Development



Design



Project Management / Facilities Management



Technical Trades

curriculum

All participants enrolled in our 9-week training program will attend workshops led by top professionals in CRE to help them build an understanding of the skills and tools required in our industry.

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General CRE & Professional Development

General courses set students up for success by introducing them to CRE career options, the basics of the industry, and skills to get started. This could include:

What a CRE Career Looks Like

- Reps
- GCs
- Dealers
- Designers
- Brokers
- FM
- PM
- HR
- Finance
- Installation

The classes:

- Career Panel + Round table
- Floor Plans, Dimensions Basics, Site Verifications
- How to Build and Nourish a Network
- Communication & Interpersonal Skills
- Mental Health, Self-care, Work-Life Balance
- Leadership Development
- End of Course Exhibition and Exhibition Preparation





D Design

- Hand Drawing and Sketching
- Workplace Research Overview
- Color Theory and Materiality
- Art and Layout
- Phases of Design, Drawing and Specification
- Full-Day Workshop with Local Furniture Manufacturer
- Environmental Impact & Inclusive Design
- Design School Visit

P Project Management & Facilities Management

- A Day in the Life of a FM & Workplace Strategist
- A Day in the Life of a PM
- A Day in the Life of a Broker, Developer & Banker
- SCRUM Methodology
- Installation and Punch Walks
- Site Walk and Panel with GC, PM, FM

T Technical Trades

- Intro to Tools & Safety
- Basic Carpentry
- Electrical Systems
- HVAC & Refrigeration Mechanics
- Basic Plumbing
- Smart Buildings and Digital Systems
- Microsoft Suite Training, Site Walk and Panel Discussion
- Thermal Energy Site Walk and Panel

schedule

This program is designed to include classes on evenings and weekends, spread across, but can easily be adjusted to a new timeframe for the needs of students and their schools.

May 2023

- G** 5/23 Career Panel & Roundtable
- G** 5/24 Floor Plans, Dimensions Basics, Site Verifications
- D** 5/25 Workplace Research Overview
- P** 5/30 A Day In The Life Of A FM & Workplace Strategist
- T** 5/31 Intro to Tools and Safety

June 2023

- T** 6/1 Basic Carpentry
- T** 6/5 Basic Plumbing
- D** 6/6 Hand Drawing and Sketching
- D** 6/8 Color Theory and Materiality
- P** 6/12 Site Walk and Panel with GC, PM, FM
- G** 6/13 Leadership Development
- D** 6/14 Full-Day Workshop with Local Furniture Manufacturer
- D** 6/15 Art and Layout
- D** 6/20 Phases of Design – Drawings, Renderings, Specifications
- G** 6/21 BIPOC Changemakers in CRE Panel
- P** 6/22 A Day in the Life of a PM
- P** 6/26 SCRUM Methodology
- P** 6/27 Installation and Punch Walks
- D** 6/28 Design School Visit
- G** 6/29 Communication & Interpersonal Skills

July 2023

- G 7/10 Mental Health, Self-care, Work-Life Balance
- P 7/11 A Day in the Life of a Broker, Developer & Banker
- D 7/12 Environmental Impact & Inclusive Design
- T 7/13 Electrical Systems
- T 7/17 HVAC & Refrigeration Mechanics
- T 7/18 Smart Buildings and Digital Systems
- T 7/20 Thermal Energy Site Walk and Panel
- G 7/24 How to Build and Nourish Your Network
- T 7/25 Site Training, Site Walk and Panel Discussion
- G 7/27 Exhibition Prep
- G 8/3 Exhibition & Graduation



class descriptions



SESSION 1: KICK OFF AND CAREER PANEL DISCUSSION

Tuesday, May 23 | The Shop by Porter

In this 90-minute panel discussion, individuals from the commercial design industry will be discuss their specific part of the industry, their roles at their company, their day-to-day work life, and answer specific questions from the students.

Panelists: Jessica Cody, Beth Britz, Carole Kassir-Garcia, JB Gibson, LaToya Tucciarone
Moderator: Kathleen Selke



SESSION 2: FLOOR PLANS, DIMENSIONS BASICS, SITE VERIFICATIONS

Wednesday, May 24 | YouthCare

Learn the basics on how to read and interpret a floor plan, dimensions (i.e. calculating square footage, how to read an architectural scale, etc.), what field verifications are and why they're important.

Instructor: Jessica Cody



SESSION 3: WORKPLACE RESEARCH OVERVIEW

Thursday, May 25 | YouthCare

A well-designed space supports all the different ways we work and brings people and technology together to boost productivity, enhance wellbeing and build trust through face-to-face interactions. To understand how people work we must first understand what the research says about generations in the workplace, wellbeing and building culture through the built environment.

Instructors: Stephanie Palmer, Carole Kassir-Garcia



SESSION 4: A DAY IN THE LIFE OF A FM & WORKPLACE STRATEGIST

Tuesday, May 30 | YouthCare

Sitting at the intersection of real estate, facilities, interior design and IT, the workplace strategist is responsible for integrating people, places and processes to ensure employees are happy and productive. Learn how strategists make informed decisions to support their people, position their businesses and manage their assets through their work.

T**SESSION 5: INTRO TO TOOLS AND SAFETY****Wednesday, May 31 | YouthCare**

Learn the basic safety of hand tool operations, specific to each trade or building engineers (circular saws, drills, portable band saws etc.)

Instructor: Mary Keeney

T**SESSION 6: BASIC CARPENTRY****Thursday, June 1 | Microsoft**

Carpenters construct, repair, and install building frameworks, including walls, floors, door frames, and other structures made from wood and other materials.

T**SESSION 7: BASIC PLUMBING****Monday, June 5 | Microsoft**

This course introduces you to the components, setup, and function of gas, electric, and tankless water heaters. Learn the basics of water heaters, plumbing tools, caulking and sealing, and an overview of materials and fixtures.

D**SESSION 8: HAND DRAWING AND SKETCHING****Tuesday, June 6 | YouthCare**

Learn basic visual and drawing skills, with an emphasis on commercial interiors. Students will be provided with the proper tools for this course.

Instructors: Jessica Cody, Thu Do

D**SESSION 9: COLOR THEORY AND MATERIALITY****Thursday, June 8 | YouthCare**

Learn the basics of color theory, the way color is perceived in different environments, and how materiality can play a role in color selection. Discuss current color trends and how the trends influence design.

Instructor: Stephanie Palmer

class descriptions

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SESSION 10: SITE WALK AND PANEL WITH GC, PM, FM **Monday, June 12 | TBD**

Tour a construction site and see the building process in action. Afterwards, listen to a panel with a general contractor, project manager, and field manager discussing the construction process.

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SESSION 11: LEADERSHIP DEVELOPMENT **Tuesday, June 13 | The Shop by Porter**

Learn the necessary knowledge and skills to become effective leaders within the industry. The course focuses on developing leadership qualities such as communication, problem-solving, strategic thinking, and decision-making.

Instructors: Jaralyn Moe, Brent Pennington

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SESSION 12: FULL-DAY WORKSHOP WITH LOCAL FURNITURE MANUFACTURER

Wed , June 14 | Steelcase

Visit to a local commercial furniture manufacturer to understand the building process. During the visit, have a hands-on experience assisting in the building of a piece of furniture.

Instructor: Stephanie Palmer

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SESSION 13: ART AND LAYOUT **Thu, June 15 | YouthCare**

Learn about the different mediums of art, an overview on historical time periods, and why art and the placement is important for the interior space.

Instructor: Mary Keeney

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SESSION 14: PHASES OF DESIGN, DRAWING AND SPECIFICATION

Tuesday, June 20 | YouthCare

In every project there is a process. Learn about the phases of design, what happens in those phases and why those phases are important. Additionally, learn about drawings, renderings and specification, and why those are important.

Instructors: Jessica Cody, Thu Do



SESSION 15: BIPOC CHANGEMAKERS IN CRE PANEL

Wednesday, June 21 | The Shop by Porter

This panel features BIPOC within the commercial real estate industry sharing their unique perspectives on how their experiences and perspectives are changing the industry, with historical context provided for the industry's lack of diversity. Attendees will gain valuable insights on the importance of diversity and inclusion in the industry, as well as strategies for promoting equity and change.

Moderator: Joanna Thompson



SESSION 11: A DAY IN THE LIFE OF A PM

Thursday, June 22 | YouthCare

A day in the life of a PM is never the same and never dull! Learn the basics of what a PM does, what makes a project successful and some of the skills necessary to keep projects on track – such as communication and interpersonal skills. Come ready for an interactive session. You might be surprised to discover you're a natural born PM!



SESSION 12: SCRUM METHODOLOGY

Monday, June 26 | YouthCare

Learn about Scrum! Discuss the principals of scrum, what it is and how it can be an effective tool in the project management world.



SESSION 13: INSTALLATION AND PUNCH WALKS

Tuesday, June 27 | The Shop by Porter

Learn the basics of installation, the logistics behind a successful installation and the process of installing. Find out what a punch walk is after an installation and understand how to solve problems when an installation has a hiccup.

class descriptions

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SESSION 14: DESIGN SCHOOL VISIT

TBD Wed , June 28

Visit a design school to learn about a local interior design program and see work from graduating students who are ready to enter the workforce.

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SESSION 15: COMMUNICATION & INTERPERSONAL SKILLS

Thu, June 29 | The Shop by Porter

This course equip students with the necessary skills to effectively communicate with clients, colleagues, and stakeholders. Students will learn how to build relationships, negotiate, and resolve conflicts in a professional and productive manner, preparing them for success in the industry.

Instructor: Caitlyn Lake

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SESSION 16: MENTAL HEALTH, SELF-CARE, WORK-LIFE BALANCE

Monday, July 10 | The Shop by Porter

Learn strategies to manage stress and prioritize self-care to maintain mental health and achieve work-life balance. The course will cover topics such as mindfulness, stress reduction techniques, and time management skills to help students build a sustainable career while prioritizing their mental and physical health.

Instructor: Jaralyn Moe, Ashley Honday, Sean Nhem-Lim

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SESSION 17: A DAY IN THE LIFE OF A BROKER, DEVELOPER & BANKER

Tuesday, July 11 | YouthCare

In this session, you will explore how to effectively manage stakeholders, budgets, and timelines to ensure project success. By the end of this session, you will have gained valuable insights into the roles and responsibilities of commercial real estate professionals and how to be a successful project manager within the industry.

D**SESSION 18: ENVIRONMENTAL IMPACT & INCLUSIVE DESIGN****Wednesday, July 12 | YouthCare**

Learn about sustainability practices and how selection of product and materials can play a role. Discuss how to optimize spaces for a range of human diversity: age, culture, ability, gender, or other differences. Identify elements of design that impact inclusivity.

Instructor: Mary Keeney

T**SESSION 19: ELECTRICAL SYSTEMS****Thursday, July 13 | YouthCare**

Learn the basic safety of hand tool operations, specific to each trade or building engineers.

T**SESSION 20: HVAC & REFRIGERATION MECHANICS****Monday, July 17 | YouthCare**

Entry course for HVAC basics and thermal dynamics. Learn how a building and chiller plant operate.

T**SESSION 21: SMART BUILDINGS AND DIGITAL SYSTEMS****Wednesday, July 18 | YouthCare**

Intro to basic BAS, ESB training.

T**SESSION 22: THERMAL ENERGY SITE WALK AND PANEL****Thursday, July 20 | The Shop by Porter**

Tour a construction site and see the building process in action. Afterwards, listen to a panel with a general contractor, project manager, and field manager discussing the construction process.

class descriptions



SESSION 23: HOW TO BUILD AND NOURISH A NETWORK

Monday, July 24 | YouthCare

Learn strategies to manage stress and prioritize self-care to maintain mental health and achieve work-life balance. The course will cover topics such as mindfulness, stress reduction techniques, and time management skills to help students build a sustainable career while prioritizing their mental and physical health.

Instructor: Joanna Thompson



SESSION 25: 2-DAY EXHIBITION PREP

Wednesday & Thursday, July 26-27 | The Shop by Porter

Students prepare to present on one topic they learned from their time in this training. In prep, they learn presentation training, ask final questions on their chosen topic and prepare for their exhibition.

Instructor: Joanna Thompson



SESSION 26: EXHIBITION & GRADUATION

Thursday, August 3 | The Shop by Porter

The course exhibition and graduation is the culminating event of our On the Rise Program, where students showcase the skills they have learned and celebrate their hard work. Each student presents on a topic of their choice, demonstrating their understanding of the various techniques and principles covered throughout the program. At this event will be key representatives of firms with internship and/or apprenticeship opportunities.

Participating Representatives:

Carole Kassir-Garcia, OpenSquare, Design Internship Op



enroll now!

Enrolling in the **On the Rise Program** by Porter is an investment in your future. It is designed to provide an inclusive opportunity for candidates to acquire new skills and delve into emerging topics related to **Commercial Real Estate**. Whether you are interested in the **General Curriculum, Design Track, Project Management & Facility Management Track, or Technical Track**, our program offers a unique chance to learn from knowledgeable instructors and industry experts.

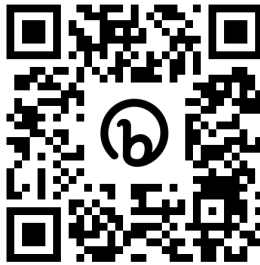
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Don't miss out on this **opportunity** to grow and learn in a supportive and dynamic environment.

Apply now and take the first step towards achieving your dreams in commercial real estate!

Apply at <https://bit.ly/OTRApplly> or scan below:





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