



# Investing in Future Talent:

## How ABC Construction Prep Academy Recruits with Indiana's Career Scholarship Account

***ABC Prep's innovative approach to career and technical education bridges schools and businesses, giving high schoolers a real head start in the trades.***

### **Background - Partnerships and Hands-on Learning**

ABC Construction Prep Academy is an independent, industry-aligned training school connected with Associated Builder and Contractors of Indiana/Kentucky. They operate pre-apprenticeship and youth apprenticeship programs for high school students.

"We partner with high schools across Indiana to provide students with hands-on training in construction trades," says Director Gabe Galvan, "including electrical, carpentry, plumbing, HVAC, welding, and advanced manufacturing."

ABC Prep focuses on skill development, certifications, and job-site readiness "through real-world projects and instructor-led lab environments."

### **Challenge - Funding for Expanded Credentials**

The whole aim of ABC Prep is to prepare students for a workforce that needs them. One of the biggest challenges is funding that preparation.

Their contractor membership provides a direct pipeline for students to enter the workforce and they already delivered measurable results with real lab and job-site training. They just needed a way to overcome the financial hurdles to provide students with more opportunities for work-ready certifications.

Prior to partnering with the Career Scholarship Account (CSA), they could only fund up to a certain level. With CSA, they would be able to expand the credentials they offer.



**Locations:** Daleville, Elkhart, Fort Wayne, Indianapolis, Lafayette, Louisville

**Work-based learning programs:**  
Construction Trades [Electrical, Carpentry, Plumbing, Heating, Ventilation, and Cooling (HVAC)], Welding, and Advanced Manufacturing [+ Department of Labor (DOL) apprenticeships and dual credit opportunities in certain regions]



*ABC students prep for a day's work on the jobsite.*

This would allow students to complete enough credentials to be immediately employable after graduation or to complete as much as two years of a four-year apprenticeship by graduation. It would save students significant time and money and provide a living wage sooner.

*“CSA aligned perfectly with our mission – removing barriers to high-quality technical training. It offered a pathway for students and families to engage in meaningful career education without financial hardship.”*

**– Gabe Galvan**  
Director  
ABC Construction Prep Academy

## **Solution - Career Scholarship Account and Expanded Offerings**

ABC Prep learned of the Career Scholarship Account (CSA) during its initial legislative rollout and has participated in it since the first year of implementation.

“We saw it as a strong opportunity to support families and schools in offsetting the cost of specialized career and technical (CTE) training,” notes Gabe, “and immediately began aligning our model with CSA funding criteria.”

Gabe took the lead in front-end coordination by developing enrollment pipelines, guiding families through the application, tracking seats, and aligning systems across multiple school districts. He says that recruitment is a collaborative effort with their school partners. ABC Prep hosts info sessions, shares flyers and presentations, and works directly with counselors and parents.

Freshman and Sophomore students attend their work-based learning (WBL) classes at school, while Juniors and Seniors spend half days on ABC’s campus, with Seniors spending a couple of days on the job-site as well.

“We design schedules in coordination with each partner school – usually AM/PM blocks,” he explains.

A typical day might include “a safety briefing, hands-on training in one of the core trades (such as wiring a circuit, framing a wall, setting a fixture), tool operation, credential prep, site visits, employer interaction, and sometimes live job-site builds.”

“CSA aligned perfectly with our mission – removing barriers to high-quality technical training,” Gabe says. “It offered a pathway for students and families to engage in meaningful career education without financial hardship. We also recognized that it empowered us to scale access across different school districts while maintaining program integrity.”

## **Results - Skills, Certifications, Gainful Employment**

ABC Prep demonstrates that with the right partnerships, flexibility, and focus on real-world skills, schools and businesses can work together to launch students into rewarding careers. Currently they have 165 CSA students and are projecting 200-250 for 2025-26. Demand is starting to outpace availability.

We’re seeing more families and schools eager to enroll than the current cap allows,” warns Gabe. “We’d like to see CSA expanded to meet this demand.”

Many of their students are employed in entry-level positions at nearly \$30 an hour by April or May of their senior year – almost twice the average entry-level hourly wage of \$16.02 (ZipRecruiter, “Entry Level Salary,” May 2025).



### ***What are the outcomes of ABC's partnership with CSA?***

- 90% of students complete OSHA certifications
- 85% of students complete NCCER certifications (many complete multiple levels of NCCER coursework before graduating high school)
- 80+% of students transition into industry employment or advanced apprenticeship tracks

"This is more than a class," emphasizes Gabe. "It's a launchpad into a career. Our program gives students real skills, industry-recognized credentials, and direct pathways to high-paying jobs. Students talk about how this training makes sense and gives them purpose. Many say it's the best part of their school day. CSA makes this opportunity possible for families."

"We're just jump-starting it for them," he continues, and they can really take it as far as they want, whether they stay on a regular job site or work their way up to becoming an owner of a company."

When education and industry collaborate, everyone wins – students, schools, employers, and communities.

### ***Want to partner with CSA? Here are some tips from ABC Prep's team:***

- 1. Create the right message for each entity involved** - Gabe and his team focus on what is most important for each audience they share the CSA opportunity with – students, parents, schools, and businesses.
- 2. Make it easy for them** - Gabe tries to do as much of the front-end leg work as possible, such as making the application process seamless for students and parents, working around school schedules, letting businesses know what to expect, etc.

**Ready to take the next step?** Register to become a CSA provider [here](#). Students can join the CSA waitlist [here](#).