ACo would like to nominate David Decker for the Harold Hammerman “Spirit of Education” Award for his work on the Hub & Spoke project. David has spent countless hours meeting with city and school officials, bringing other industry partners on board, researching similar ventures, and is personally invested in the training and education of future generations in our community. Please see the attached documentation for more information on David Decker and Hub & Spoke.
# Hub & Spoke

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HUB & SPOKE OVERVIEW

Located in the heart of Fishers, adjacent to the Nickel Plate Trail, Hub & Spoke is a unique and one-of-a-kind Design Center with retail showrooms, coworking space, state of the art makerspace, training facility, and event center.

Ten home-building related businesses will anchor the facility.

The heart of the project will be the Community Connect—a magnetic atmosphere of coworking, retail showrooms and makers leading the way to innovation and a greater good by leveraging connection and collaboration.

Community Connect’s work and shop space will support connection and growth for entrepreneurs, innovators and students, as well as industry and community members. The Community Connect will have indoor and outdoor space, provide entertainment and recreational activities, and will host community events.

Our makerspace combines manufacturing equipment, tools, technology, and arts with training and education where kids, adults, and entrepreneurs are empowered to create, explore, challenge, tinker, discover, and innovate.

The city of Fishers and Hamilton Southeastern schools have partnered with Hub & Spoke to provide an experiential educational journey like none before where the community becomes the classroom.

The project was borne out of the desire to have the most significant social impact and ensure a successful future...for the tenants, the industry, and the community. Hub & Spoke will provide hands-on experiential learning and an educational journey in which the community becomes the classroom, creating better opportunities and helping kids and adults find their passion and purpose earlier in life.
A primary focus of Hub & Spoke is to foster a forward-looking environment and experience that supports purpose, innovation, and collaboration. Hub & Spoke believes its efforts will have a positive impact on Indiana’s workforce development. Consider this:

In Indiana, the Associated General Contractors of America found that:

- 72% of the state’s contractors were having trouble filling some or all open positions with skilled trade workers.
- 83% said they needed to hire even more workers because business is booming.

On a national level, employers need to fill an average of 225,000 construction jobs each month, according to the Bureau of Labor Statistics. 91% of contractors surveyed reported having a difficult time finding skilled workers.

In a 2018 survey, worldwide business consultant Manpower Group found that:

- 46% of companies said they couldn’t find the talent they need.
- The workers most in demand were skilled trade workers such as electricians and welders.
- The employers said a lack of applicants was the No. 1 reason for the deficit, followed by a lack of experience.
BRIDGING THE GAP TO BUILD A BETTER WORKFORCE – FOR EVERYONE

Few places better illustrate the generation gap between Millennials (adults 20 to 35 years old) and Baby Boomers (people aged 52 to 70) than the skilled trade workplace.

There's a wide divide in the workforce that worries economic experts.

About 68 percent of Baby Boomers remain in the labor force. The U.S. Bureau of Labor Statistics knows that almost half of today's skilled laborers are 45 years old or older, but only 22 percent are 25- to 34-year-olds. The problem – and it's a big one – is Millennials (and the younger Generation X) are neither trained nor interested in filling the careers from which Baby Boomers are retiring or aging out of. And projections indicate there won't be enough new skilled workers to fill these jobs.

The result: the United States faces a national labor shortage in general construction and skilled trades such as plumbing, welding, electrical, and HVAC work. Its future impact will have a devastating effect on the economy – for everyone.

But Indianapolis entrepreneurs David Decker and Travis Tucker sought a solution to the problem – starting in the City of Fishers. In late 2018 the two Hamilton County entrepreneurs unveiled their plan to construct the Hub & Spoke Design Center – a $14 million, 86,000 square foot complex that will bring back the art and appeal of learning skilled trades. An incubator for creative thought, collaborative training, and technical tinkering, Hub & Spoke promises to put skilled trades back on the table and into the minds of students and committed community participants.

“I learned early on in the design and construction industry, that I needed to do more than help employees earn an income to support themselves and their families,” says Decker. “I am dedicated to helping others find their passion and purpose earlier in life. I believe the why is more powerful than the what.”

Tucker understands the labor shortage from his work as President of Fishers-based OnPoint Real Estate Solutions.

“Companies in the Design and Construction industry can’t find the labor they need, for a number of reasons,” Tucker says. “One is that somewhere along the line, the skilled labor profession became looked down upon, and young people stopped entering it. At Hub & Spoke we hope to change that and demonstrate that feeling of satisfaction from taking a project from concept to completion with one’s own hands as an expert in your field or craft.”

The City of Fishers and its education leaders anticipate Hub & Spoke’s success and look forward to supporting its efforts. Education experts welcome the re-introduction of trade skills in Hub & Spoke’s community setting.

“Students need to be given the space to be creative, explore new career opportunities, and learn in a relevant context,” says Dr. Byron Ernest, member of the Indiana State Board of Education. “Hub & Spoke will be the spot that encourages a whole new generation of creative minds to explore and solve the big problems.”

“TELL ME AND I FORGET. TEACH ME AND I REMEMBER. INVOLVE ME AND I LEARN.”
- BENJAMIN FRANKLIN
THE PURPOSE OF THE HUB & SPOKE DESIGN CENTER

Indiana’s skilled trades workers are in short supply and high demand. With the economy robust, the need for new building steady, and unemployment low, construction and repair companies are having trouble finding enough skilled laborers to do the work.

Well-documented labor shortages of skilled trade workers have been attributed to a lack of exposure to trade experience during the primary and secondary education years.

Hub & Spoke will grow awareness around career paths in the skilled trade industry and provide students with a place to explore trades as a rewarding career.

Hub & Spoke intends to offer interested students, and adult members of the community, a skilled trades incubator where new ideas can be shared, projects developed, and abilities taught. Proven experts in the various trades will be on hand to share their knowledge and lend their professional guidance. The Hub & Spoke complex will also include retail showrooms, offices, coworking space, event space, and warehousing.

Hub & Spoke will be a center of activity for the homebuilding and design industries alongside a one-of-a-kind makerspace where students and adult members – many of whom are hobbyists, innovators, and entrepreneurs – can design and create, using state-of-the-art tools, equipment, and supplies.

Hub & Spoke will encourage community interaction. It will be open to the public to explore, shop, and meet. There will be membership-based access for the makerspace and coworking areas.

LOCATION:
106th Street, just west of Interstate 69, along what is planned to be the Nickel Plate Trail.

SIZE:
86,000 square feet

TIMEFRAME:
Completed by the end of 2019
“OUR GOAL IS TO SHOW PEOPLE THE POSSIBILITIES OF SUCCESS AND GROWTH IN OUR INDUSTRY THROUGH PROJECT- AND WORK-BASED LEARNING.”

- DAVID BECKER
Hub & Spoke is the umbrella name given to the complex that will connect building and design industry tenants to clients and makers – all under one roof. The space will attract members from the plumbing, lighting, homebuilding, real estate, supply industries, and more.

Among other services, the center will have instructors to teach young people skilled trades such as electronics, welding, and mechanics to attract more workers to these occupations. Additionally, Hub & Spoke will offer instruction on the various skills necessary for creating and operating a business, such as bookkeeping, marketing, and project management.

Founder David Decker says the goal is to create excitement around the potential opportunities within the industry and “lower the barrier” for students and entrepreneurs to enter the trade industry.

Hub & Spoke is the place for people of the growth mindset who want to be a part of something great. It’s a place where innovators, creatives, and entrepreneurs – those looking to create and advance their skills and mindset – will be challenged to learn and grow.

Students – through experiential learning – will develop work-ready and employability skills as well as post-secondary readiness experience.

Hub & Spoke is the perfect place for:

- Artists
- Community supporters
- Creatives
- Design and construction industry professionals
- Entrepreneurs
- Innovators
- Tinkerers/Hobbyists

“WHERE THE NEEDS OF THE WORLD AND YOUR TALENTS CROSS, THERE LIES YOUR VOCATION.”

- ARISTOTLE
PARTNERING WITH HAMILTON SOUTHEASTERN SCHOOLS

Hub & Spoke will provide work-based and project-based learning experiences. Hub & Spoke has partnered with Hamilton Southeastern school district to create a student-run business lead by a teacher in residence. The teacher will connect existing and new curriculum with real-life experiential work through the business the students create.

“We believe – and research data supports our views – that people learn more as entrepreneurs than they do in any other environment,” says Hub & Spoke Founder David Decker. “We’ll be giving youth real-life, real-work experience. They may wonder why they need to learn geometry in high school, but when we show them how it may apply to their interest, a light bulb goes off.”

Decker says people's eyes light up when they hear “student-run business.” “At Hub & Spoke, young students will be responsible for all aspects of the business they create. We envision bringing in professionals who pose the tough questions: What is the business implementing? Who’s going to do the cost-based accounting for this business? How are you putting your business plan together? What are your sales and marketing efforts?”

Decker says students will start from the basic level, so they know what is behind their venture. They will understand the social issue they are trying to solve. “Maybe, for example, the first issue is addressing and solving workforce housing issues by building Tiny Homes. They'll learn how to take that business plan and run with it.”

He believes that when students get behind a cause and recognize what they’re doing has real-life application, the learning comes naturally. They understand what they're learning has a practical purpose and makes sense.
THE TRAINING FACILITY

By partnering with the City of Fishers and local schools, Hub & Spoke aims to cultivate the next generation of skilled trade workers with hands-on experiential training and an educational journey in which the community becomes the classroom.

Hub & Spoke will work alongside college institutions to support students and adult members seeking related degree-required careers. Hub & Spoke will also develop a teaching curriculum that will include students working on projects or internships with an affiliated company located within Hub & Spoke.

“Some of the students will discover and get excited about a specific aspect of the venture – like HVAC – because they appreciate the craftsmanship and have learned they can make a great living at it. Hub & Spoke will pair students interested in furthering their education with an affiliated industry partner.

“The Hub is the center of all activity and connection,” Decker says. “The Spokes represent the conduits of help and support necessary to advance and elevate people and our industry.”

“There is something magical that happens when you take an idea in your head and build it with your hands.”

– DAVID DECKER
PARTNERING WITH THE CITY OF FISHERS

Hub & Spoke’s creative workspaces will complement the City of Fishers existing high-tech offerings and municipal appeal. High-tech accelerators Launch Fishers and the Internet of Things Lab earned Fishers the reputation as a technological enclave, and now Hub & Spoke will enhance its prestige.

From the Mayor of Fishers, Scott Fadness:

“David and Travis’ entrepreneurial stories are inspiring. Hub & Spoke deepens Fishers’ commitment to entrepreneurs of all industries. We’re on a mission to connect residents to their passions, and David and Travis’ leadership in our community will help us bring that mission closer to fruition.”

When asked about the uniqueness of this project, Decker says, “We have a dream team working on our project to create something that’s never been done before. We have the #1 city in the country. We have a world-class school district. We have a developer that’s willing to explore options and make things happen. We have an industry professional and entrepreneur with domain knowledge that knows how all these parts and pieces fit together. We have a team unmatched by anything out there.”
MAKERSPACE

The makerspace will be an intersection of design, construction, art, and technology. In this dedicated, educational space, students and adult members will be empowered to create, explore, challenge, tinker, discover and innovate. Projects can range from arts and crafts, to hobbies and full on product development and manufacturing.

The makerspace will include an art studio and will offer equipment such as 3-D printers, laser cutters, wood- and metal-working tools, and CNC equipment (Computer Numerical Control machines are automated milling devices that make industrial components without direct human assistance).

Hub & Spoke will engage with industry partners interested in Workforce Development. Companies partnering with Hub & Spoke will have an impact on training the youth and adults of the future who want to learn trades. When key industry partners support Hub & Spoke operations, they are supporting the results of Workforce Development.
COMMUNITY CONNECT (COWORKING)

Community Connect will be an interactive coworking area for students and Hub & Spoke members.

Community Connect will include membership-based:

- Coworking office space
- Coworking shop space

Examples of Community Connect:

- If you’re a business owner who wants to be plugged into the creative environment without a long-term lease, then Hub & Spoke’s coworking space will be perfect for you. You’ll now have a place to go where you can sit and work amid industry leaders. You’ll be able to set up your laptop, connect with wifi, and grab a cup of coffee. There will be meeting spaces you can use as well.
- Maybe you are independently employed and want a dedicated desk with drawers and a lock, we’ll have that.
- Perhaps you want a dedicated office, it’ll be here.
- Or if you’re a member who runs a home-based business and occasionally needs a place to meet clients, Hub & Spoke will have you covered.
- Hosting an industry or networking event, no problem, we have plenty of space to meet your needs.
EVENT SPACE
Leveraging proximity to the proposed Nickel Plate Trail, the event space will be a destination for entertainment and recreation.

The event space will include:

- A unique indoor/outdoor area
- Easy access to the nearby trail
- A tranquil art garden

Working with The Nickel Plate Arts Council, Hub & Spoke plans to create areas where artists can perfect and market their talents. A large outdoor living area and park will be available for private, community, and industry events.

FISHERS ARTS AND CULTURAL COMMISSION
David Decker serves on the Fishers Arts and Culture Commission that has been tasked with engaging the community with visual and performing arts. Hub & Spoke envisions hosting art fairs near the Nickel Plate Trail to showcase the work of community artists. Members of the makerspace will also be able to set up areas to display and sell their work.

HUB & SPOKE IS FOCUSED ON...

- Experiential learning experiences
- Work-based learning experiences
- Project-based learning experiences
- Post-secondary-ready competencies
- Workforce-ready skills
- Employability skills
- Pathways to learning
ACo

ACo is a flooring and cabinet dealer, and kitchen and bath remodeler. When homeowners decide to remodel or build their dream home they have many choices and decisions to make. The unknown can be frustrating and overwhelming. ACo helps put them at ease by providing clear direction and expectations, guiding them through their proven and worry-free approach to create luxurious kitchen, bath, and flooring spaces so families can truly “love where they live.”

For more information, visit www.LiveAco.com

OnPoint Real Estate Solutions

OnPoint is a commercial real estate development and services company that is focused on the understanding and addressing of complex real estate challenges by first understanding their client’s individual needs and then applying their experience and expertise to develop a strategic solution. OnPoint is a leading provider of real estate services through the development, construction, acquisition, and leasing of strategic commercial real estate properties.

For more information, visit www.DiscoverOnPoint.com

Battersby Danielson Azbell and Associates (BDA)

Founded in 1986, BDA rapidly set and maintained high standards for sales, service, professionalism, and integrity. BDA is a distributor/manufacturers’ representative with a strong team of plumbing and hydronics professionals representing Indiana and Kentucky. Together the professionals at BDA have over 200 years of industry experience. BDA’s mission is to maximize market penetration for all companies represented with dignity and integrity and to establish industry relationships to ensure mutual success with all partners.

For more information, visit www.bda-in.com
**Founders Bios**

**David Decker**

David Decker is the founder and CEO of ACo, a kitchen, bath, flooring, and cabinet dealer in Carmel. He is the founder of Haven, a design and construction industry marketing firm, and is the publisher of Haven, a magazine for discerning homeowners interested in the most up-to-date, elegant styles and home-related advice.

He founded Hub & Spoke to foster discovery of purpose and cultivate passion in children of all ages through experiential and entrepreneurial-based exploration and learning.

Decker’s passion as an entrepreneur and personal experiences are tied closely to the creation of Hub & Spoke. “I realized early on in my career in the design and construction industry, that there’s not much collaboration between businesses,” Decker says. “So, being a new business owner, you couldn’t ask a guy that you knew, how he ran his business. Businesses were then and still are today tightly vested about how they run their operation. When you’re beginning your career, you want to know, How did he or she become successful? What did they view as success? There weren’t companies getting together and sharing ideas and thoughts. I recognized early on that there needs to be collaboration in the industry.”

**Travis Tucker**

Travis Tucker, CCIM, is president and CEO of Fishers-based OnPoint Real Estate Solutions. Tucker possesses comprehensive expertise in all aspects of the real estate industry. He launched OnPoint in January 2018 after more than 15 years of experience with national commercial real estate developer and owner Duke Realty. At Duke, he was a vice president in leasing and development.

With OnPoint, Tucker assembled a team of commercial real estate experts focused on building solid relationships with clients while leading creative and challenging real estate projects. Through engineering, property management, business development, and executive leadership, Tucker will lead OnPoint as it develops and manages Hub & Spoke.

Tucker is an active member of the greater Indianapolis community, serving on the board of directors of the Franciscan Health Foundation, and working with organizations such as the American Lung Association and the Lacy Leadership Association. A graduate of Indiana University and Wesleyan University, Tucker earned recognition as a member of the Class of 2013 for Indianapolis Business Journal’s Forty Under 40.

Tucker’s passion as an entrepreneur is giving back one on one. “I'm relationship-driven, and with OnPoint and Hub & Spoke, we're building a hand-picked team of awesome people. I love seeing all this come together and I love working with good friends like David,” he says.
A PARTIAL LISTING OF CAREERS CONNECTED AT HUB & SPOKE:

ACCOUNTING
ARCHITECTURE
BOOKKEEPING
CARPENTRY
CONSTRUCTION
CONSTRUCTION MANAGEMENT
DESIGN
ELECTRICAL WORK
ENGINEERING
LEGAL
LIGHTING
HVAC
HOMEBUILDING
INSTALLATION
MANAGEMENT
MARKETING
MECHANICS
METALWORKING
PLUMBING
REAL ESTATE
SALES
SERVICE
SUPPLY MANAGEMENT
WELDING
WOODWORKING

And many more... (suggest your interest)

VISIT OUR WEBSITE TO CONNECT AND TO STAY INFORMED.