



Growing the Next Generation of Field Leadership Through Integrity, Coaching, and Teamwork

The **ACAF ASCENT Academy** develops asphalt industry leaders through education, coaching, and teamwork. This 10-month program blends in-person sessions at major industry events with interactive online learning and live teaching, giving participants access to industry experts, hands-on experiences, and practical leadership tools.

ASCENT equips rising talent with the skills and confidence to develop their supervisory roles and drive success for their companies and the asphalt industry.

10-MONTH CURRICULUM OUTLINE

MONTHLY FORMAT

IN-PERSON: FOUR MEETINGS

- Annual Convention
- State Materials Office
- Florida Expo
- Florida Asphalt Contractors Association Office in Tallahassee
- **Day 1:** Full day (8:00 a.m. – 5:00 p.m.)
- **Day 2:** Half day (8:00 a.m. – 12:00 p.m.)
- Includes group interaction, guest speakers, hands-on elements, and field exposure.

ONLINE: SIX MEETINGS

- One-hour session
- Includes guest speakers and work assignments
 - At the conclusion of each session, the presenter will provide up to three questions for the student to answer in a bulleted format and submit to both their sponsor and the association. In addition, the student will hold a one-on-one conversation with their sponsor to discuss key takeaways and how the lessons can be applied in practice.

PROGRAM REGISTRATION QUALIFICATION:

- Employee of a Producer Member Company in good standing.
- Employee of a Minor Associate Member Company in good standing that performs milling or paving operations.

BUILD THE NEXT GENERATION OF ASPHALT LEADERS

Are you ready to help your employees take the next step in their career?

The ACAF ASCENT Academy is designed specifically for employees in the asphalt industry who show potential for growth and advancement. Whether you're in the lab, on the job site, or leading a crew, this program will prepare you for success in your next role.

WHO SHOULD ATTEND?

- Technicians moving into a **QC Manager** role
- Equipment Operators advancing to **Paving Foreman**
- Paving Foremen preparing for **Superintendent** positions
- MOT Specialists stepping into **MOT Supervisor** leadership
- Other positions looking to move into the next step of leadership

WHAT YOU'LL GAIN:

- Practical leadership skills tailored to asphalt operations
- Communication and coaching techniques to lead teams effectively
- Tools for problem-solving, decision-making, and jobsite management
- Confidence to step into higher responsibility with success

WHY THIS COURSE?

The asphalt industry needs strong, skilled leaders who understand both the work and the people. This course equips rising professionals with the knowledge, tools, and confidence to lead crews, manage operations, and drive company growth.

**INVEST IN YOUR PEOPLE.
INVEST IN YOUR FUTURE.**



For more information, contact
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