

**Testimony of Aaron Shapiro**  
**Montgomery County Business Partner**  
**Montgomery County Council**  
**February 6, 2025, at 1:30 p.m.**



Good afternoon, Council Members:

Thank you for the hard work you do every day for the people of our county. I truly appreciate it.

My name is Aaron Shapiro, the Business Development Manager for Shapiro & Duncan, a three-generation family-owned construction company based here in Rockville for the past 49 years. Shapiro & Duncan is one of the largest local mechanical contractors that designs, builds, and maintains plumbing and HVAC systems for schools, hospitals, and government buildings throughout the county and the greater metro Washington area. With a team of over 360 talented industry professionals, we are proud to support many families within this county.

Our workforce continues to be one of the biggest, if not the biggest, challenges we face as a company. Nationwide, the total number of job openings in the construction industry has surpassed 500,000, and in the next 5-10 years, over 40% of the current workforce is set to retire. With an ever-growing industry, finding great talent is paramount. That is why our partnership with Montgomery College has been so successful.

Throughout the years, Montgomery College has been a tremendous resource for not only hiring but also providing a broad range of educational platforms that serve our team, from apprenticeships to engineering. We have had employees completing various Certificate and Associate degree programs in Construction Management, Accounting, Business Management, Computer Science, Architecture, and Engineering.

We are extremely grateful to have a community college that can support our needs as an employer. When hiring a Montgomery College graduate, we know they are well prepared for the job. The up-to-date curriculum, hands-on experience, and top-notch professors make it a no-brainer for employers. Later this month, four of Montgomery College's Construction Management program students will take part in a national project management competition against large four-year state institutions. The Montgomery College team will not just participate, but they will compete, and like in past years, they might place. That is the type of talent you get when hiring a Montgomery College graduate: one that's aptitude is on a national level. As an added benefit, many of the graduates grew up in Montgomery County, they live in Montgomery County, and, most importantly, they want to stay in Montgomery County.

At Shapiro & Duncan, we have many success stories of hiring Montgomery College graduates. To mention a few: Dilma, a project manager; Dwight, a project executive; Sandy, our Director of Special Projects; and Dan, our Director of Engineering, all Montgomery College graduates who have grown to become leaders in our company, several of whom started as interns.

I understand you have difficult decisions to make in the coming weeks as you finalize the Capital Budget. I ask for your continued support of Montgomery College and its budget request, ensuring this exceptional institute continues to thrive and continues to provide top talent to Montgomery County employers.

Thank you so much for your time today.

Aaron Shapiro