

WTC 'The Honest Carpenter' with Ethan James

[00:00:00] **Christi Powell:** Hey, podcast world. This is Christi Powell with Women Talk Construction. I'm here with Angela today, my co host, and she's waving if you can't see her. And Ethan James, the Honest Carpenter, and we're so glad to have him with us today. Angela, Ethan, how are you doing today? How's everything going for you?

[00:00:24] **Ethan James:** I'm doing great.

I cannot complain. Right in the middle of a work day and glad to be here with you two talking about, uh, construction and trade jobs.

[00:00:32] **Christi Powell:** Yes. Yeah. It seems to be a hot topic right now too, right? It is. Yeah. Speaking of hot topics, have you seen the table Angel put together at an event this week? Did you see it?

[00:00:42] **Ethan James:** I have not. No. Somehow I missed the green paper construction.

[00:00:47] **Christi Powell:** Oh my gosh. It's all over social media. Well, it's

[00:00:49] **Angela Gardner:** on LinkedIn and Instagram. I can't believe it.

[00:00:54] **Christi Powell:** She won an award because her table was decorated for construction. It was, it was the bomb. Women in construction. I'm going to age myself. I'm going to age myself.

It was the bomb.com!

[00:01:04] **Ethan James:** It really was. Yeah. Yeah. Yeah. All right. We're going back to like '03? Ha Ha

[00:01:13] **Christi Powell:** Might have been the eighties. But, um, yeah, like it, it was really cool. And Angela, congratulations on that table. It was gorgeous.

[00:01:21] **Angela Gardner:** Well, there was a lot of teamwork that went into that table, but it made an impact.

[00:01:25] **Christi Powell:** You won the award. The best table award, but I mean,

[00:01:33] **Angela Gardner:** yeah, I mean, there was no trophy, but there didn't need to be a trophy.

Cause I was just, I was like, this getting that,

[00:01:40] **Christi Powell:** she got interviewed by some famous guy.

[00:01:43] **Angela Gardner:** Well, and then next week's construction inclusion week. So it's just. Like a kickoff to that. Pretty

[00:01:51] **Christi Powell:** exciting week, right? In our industry. I got to go to an event where one of the men got up, we were talking about inclusion and how to get, you know, 51 percent more of the workforce involved in our industry.

And he literally started off by saying 71 percent of his first location were women. And that wasn't something he even thought about, like he had a woman driver, he had two women pullers, he had, they weren't just sitting behind the desk, they were actually doing the work at a retail location. And then, um, you know, 32 locations later, 45 percent of his team is female.

Um, his executive team is female. And so I literally felt like this is a jackpot. We need to figure out, and he literally said in his speech, you know, when he was talking and he, and I got to speak first, which was kind of cool. So he kind of like confirmed some of the things I was saying, which is always nice to hear a male confirm, you know, what we're saying, but at the same time, he didn't even know what he did.

And so he said, when somebody asked him to have this particular conversation, he had to go back like for a month and like, what did I do? How did I do it? What is it about me? What is it about my leadership that made this happen this way so that I can talk about it? Like he didn't do it on purpose. It's not something that he had planned and didn't even really know until somebody said, Hey, we want you to talk about it.

And then he was like, yeah. So it was really cool. It was very, you know, it was, it was a week full of energy. I got to talk about women in construction and women talk constructions podcast. And I just love that we get to do our job and love what we do. Right. And I think you, Ethan too, are in the same boat.

So how was your week this week? What'd you

[00:03:40] **Ethan James:** have going on? It was good. I've been back to back on YouTube, hitting videos pretty hard, uh, setting up a new, new content slate, uh, focusing a lot on power tools these days. I had recently rolled out an online course, three hours, very fleshed out beginner level it's for, for newcomers to carpentry.

And DIY, uh, power tools are the biggest, biggest barrier to entry. You know, there's a fear factor there. I know. And I was, you know, much younger on job sites and they scared me too. And obviously I got. Extremely used to them over the years. But when I decided to start making courses, I was like, you know, I should really start with the most fundamental topic here, and that was power tools.

So my YouTube is focusing on that same thing these days. Nice.

[00:04:24] **Christi Powell:** Well, I mean, I don't know a lot about you. I just got to meet you today. I know Angela has been following you for a long time and I just started following you a couple, three months ago. And I love all your content. I literally am sharing your links with a lot of our customers.

Who are asking questions about the things that you are, um, giving answers to on your YouTube channel. So, um, my customers appreciate the resource and I appreciate the fact that I have a resource to send them to be able to support them. There's a couple of things that, you know, we wanted to talk about, right, Angela, that, that we think is going to be very useful to our audience.

And one of them is. Can you share with us a memorable, a memorable experience or a project from your early days as a carpenter that greatly influenced your career and approach to woodworking?

[00:05:13] **Ethan James:** Absolutely. Two come to mind, but I'll go with the simplest one. And it was basically, I had, I grew up in construction.

I never really wanted to do it. I've always said if my channel was really honest, I would call it the Reluctant Carpenter because I started, started at 13 and phased out about 21 and yeah, I went to college for a while. I worked all through college. I did a bunch of retail and I was in bookstores primarily and I wound up working for a chain of independent bookstores that had like five locations in North Carolina and it was a very like home built operation.

I mean everything and they hired me because I had construction experience, which kind of blew my mind. Cause I had bookstore experience too and I was like, you know, whatever gets me in the door. They never, it never came up for the first couple of years and then, um, we started carrying textbooks and textbooks weigh a ton.

A lot. And, you know, like a shelf ended up getting smashed and from sheer, and I think like people climbing on it and they said like, can you fix this? And I was like, yeah, I guess so, you know, and I fixed it for him and it blew everyone's mind. That like I could do it like they had a circular saw, you know, we had like a yeah, I did it and I just could not believe the reception I got to it because I grew up inside construction and you get this weird perspective that like everyone, you know, everybody knows this, I know, and that it's not like unique.

And that was probably the 1st time in my life. I was like, 24 or 5 1st time in my life. I realized that I had learned something truly valuable and I wasn't even doing anything that complex and it started to like, reopen the floodgates where they said, can you do this thing? Can you design some new? Shells for our, our vinyl records and blah, blah, blah.

Next thing, you know, I'm doing that full time for them. And then shortly after that, I was out on my own. So it's like just that single experience of something breaking and me being able to fix it with my background in construction, open the doors, brought me back into the trades and led me to where I am right now.

[00:07:10] **Christi Powell:** Nice. Nice. What a great story, too. Thank you. Reluctant Carpenter.

[00:07:15] **Ethan James:** Reluctant Carpenter, yep.

[00:07:18] **Angela Gardner:** We can maybe use that as the title. I think so. For your

[00:07:20] **Ethan James:** podcast. You can do it. And I will say, for the record, when I came back to it, I was not a reluctant carpenter. I became utterly obsessed. You were on

[00:07:28] **Christi Powell:** fire. Well, it's

[00:07:29] **Ethan James:** obvious by your videos that you're on fire.

Thank you. I appreciate that. And I, and I came to love it and I've loved it ever since. That's awesome.

[00:07:37] **Angela Gardner:** Well, that certainly helps with my next question leading into it. Someone who has transitioned from being a hands on tradesman to producing. Now, you know, now you're producing video content. What, what changes, what challenges have you faced in adapting, um, your skills, your knowledge to the online platforms?

Like how did you overcome these challenges or did you even have challenges? Oh,

[00:08:01] **Ethan James:** I definitely had challenges and I, I had mentioned this to you before we started. I am not tech savvy. I really never have been. I grew up in the generation where computers were starting to proliferate. My friends got really good at it.

I never did. And you know, I've always felt better with hands on things, but what essentially happened, I'll tell you, desperation

and you know, and late in my career. When I. About 35, 36. I just developed this really bad knee problem. It, it had been developing over time and I, um, it was gonna shorten my career. I, I knew that, and it was, it was a hard time to deal with and I was like, I need something to jump off to. Thank you. And I, I got through it.

I'm a lot better now. My knee's a lot better. I just can't get down and fall around anymore. And that's what carpenters do, you know, but they do. So, I was like, I have all this knowledge in my head. I, it's just gonna be such a waste if I just have to go into some other line of work and I, you know, I can't use it.

And that's where the idea to teach this stuff came from. But there was the tech barrier because I started a blog and I got the feeling people didn't necessarily want to read about this stuff. That's just not how it works. It's. I feel like that sometimes too. Yeah. So I was like, I've got to, I've got to crack into video.

And fortunately we all have these things in our pockets now. Everybody in the world has like the greatest camera ever invented with them. You know, that made it easier to kind of point and shoot. And I started filming myself in the job site and then I had to, I learned everything else, step by step editing, video, posting to YouTube, understanding YouTube, but it was.

Painful and nothing I had done before, it's a, you know, you, but you have to do it. And that's the thing I knew. I was like, I can't go back the other way. I have to go forward. And the only way to do that is to take the discomfort and just muscle through it. And eventually I like found my little narrow path through the technological side of things.

[00:09:57] **Christi Powell:** Well, that's hopeful for us because we need to find a narrow path. We really want to get some videos out there. And I think you will. Highlight these men and women that are doing great things on job sites and just, you know, give, give these younger generations options, right? Like look at all the things you can do in our industry.

You don't have to hang, you don't have to throw a hammer, right? Yeah. So this leads me to my question with over 700, 000 YouTube subscribers, you built a large engaged community. How do you maintain a personal connection with that many people and In such a big digital space and what strategies are you using to ensure their needs and interests are being

[00:10:38] **Ethan James:** met?

Very good question because when you grow, start to grow on the internet, it can happen very fast to the point where it just like rapidly spirals out of control. You know, I had my first viral video about a year in and it's, it's crazy how fast you go. I was getting maybe 200 views a day and then I got 100, 000 views overnight.

Wow. Yeah. That's what takes place. That's going to happen to us someday. Yeah. Oh, I guarantee it. I guarantee it. It'll be this podcast, probably. Yes, it will.

But I, right off the bat, that was a question for me, like, I was, I was getting asked a lot of stuff, particularly about the how to side of things. And it made me nervous to throw out information and not be able to qualify, not be able to follow it up and answer questions for people. And so the comment section became outrageously important to me.

You know, I know YouTubers that essentially ignore their comment section. That never seemed smart or responsible to me. And I just made a committed point to just get down there and engage people, especially if they ask questions and I knew the answer, then I was like, okay, I need to find fast ways to just answer stuff.

And, um, started, started responding to stuff, getting a little conversations with people. And I found it's actually pretty manageable because even as your channel really blows up or whatever, if you can respond quickly, then you can get through a ton really fast. So like right when I post a video, I get down there and start engaging with people.

It's a lot of just thank yous and stuff, but I'm specifically looking for those. You know, I'm worried about this thing happening when I use the tool. How do I, how do I avoid it? That's really what I'm trying to get there and answer questions, particularly about safety, mostly through the comments section and some through my email.

People do email me through my website at thehonestbarbner.com too. And I always, always try to respond as long as it's not spam, you know, so those, I keep it pretty simple comments, email. I don't do a ton of social media engagement. Otherwise, mostly just YouTube and then kind of writing back and forth with people.

Wow.

[00:12:39] **Christi Powell:** I would have thought with all the followers you have that you would have a ton of social media engagement. That's

[00:12:45] **Ethan James:** interesting. Yeah, because I don't do a lot of Instagram. I never got on TikTok. I don't have a Twitter, you know. YouTube's your thing. It is. It is. And there are times where it's going strong enough that I, I can't keep up with the comments.

No. And if it's a question I don't know much about, sometimes I just don't respond because I don't want to confuse the person with, you know, like semi relevant information. But yeah, no, I have been able to just by keeping it simple with the website and YouTube, I can, I've been able to mostly manage my viewer engagement.

Nice.

[00:13:16] **Christi Powell:** Nice. That, what great advice. Yeah. Well, they do talk about it. Yeah. I'm getting about

[00:13:20] **Angela Gardner:** it. Engagement is a very powerful tool and it sounds like you're using it. I mean, and, and you're actually listening to your

followers and what they need and say, okay, I just want to put this little nugget out there.

It's totally off track, but since we talked about it and this is going to be the podcast that launches everything, have you been on the today show yet?

[00:13:40] **Ethan James:** I have not. That's

[00:13:42] **Angela Gardner:** our goal. No, we have not. But we're putting it out there. That's what we're aspiring for. All three of us. Honest Carpenter and Women Talk Construction and GoPro Know wants to be on.

[00:13:55] **Ethan James:** Okay. Y'all get in there and you just drag you. We'll drag

[00:14:00] **Christi Powell:** you on with

[00:14:00] **Angela Gardner:** us. We're putting that out in the universe. So we're speaking that out loud.

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[00:14:46] **Ethan James:** Onto

[00:14:55] **Angela Gardner:** the next question. Um, and this is, you know, very important one is tell us about your recently launched website. In your first online course, the power tools, I'm

[00:15:07] **Christi Powell:** just going to throw this out there to the audience. He's going to put this resource on our breaking barriers forum. com.

[00:15:15] **Ethan James:** Perfect. Um, absolutely. I, you know, I'm, I'm like five years deep into YouTube at this point and, um, I'm constantly looking for better ways.

To teach people because yeah, YouTube is I always say the greatest educational platform ever But it comes with this sort of like entertainment dance that you have to do with the algorithm You got to play for eyeballs and it can get in the way of just learning something sometimes exactly And a friend of mine, Steve Ramsey, who's like probably the most famous YouTube woodworker.

He was like, basically the first one had suggested making online courses and I didn't know much about him at the time. But the moment he told me about it, the idea really appealed to me because I was like, you know what? That's like my first opportunity to kind of skip the social media metrics and just present information.

You know, it was like, it was so appealing to me. And I started brainstorming it and I was like, you know, my website was not in great shape at that time at the honest carpenter dot com. I was like, obviously, this is going to have to get overhauled. We're going to need a new platform if I'm going to make courses, they need to exist somewhere.

And I started researching all that and working with web developers and developing the course. And as of 2, maybe a month and a half ago. Finally launched it and you know, the website's new and improved it's got freebies that people can come and sign up for a little bit of bio stuff about me if anybody's curious, and then it does host power tools explain my first online course, which is a deep dive into how to use the 20 most important power tools.

For carpentry and DIY newcomers. And I think it's a great introductory course because it starts with probably the scariest thing first and gets people comfortable with that before they even get into building stuff.

[00:17:00] **Christi Powell:** Nice. And how needed, right? And now that you've created something like that, the whole world can get their hands on it.

It's not like you have to go around and train 20 people here and 20 people there and 20, and to me, I'm, I'm a. I'm a big thinker, right? Like I'm not a little thinker. So if I'm going to do something, I want to do it. That is going to help as many people as possible. And not just the five people I know in my little group.

Right. So I love that you're doing that. And I'm definitely going to take the course. I'm going to make my 17 year old take it too. Please do. So collaboration is something we talk about a lot. And I know that you've already mentioned a few people that you collaborate with. We, Angela and I, and with

Women Talk Construction, it's really important for us to create a culture of collaboration.

I know some people call that inclusion, but to us, it's more than just a one word. It is a cult, you've created a culture of people to be able to collaborate and make things better for the future. And it's a powerful way to expand your reach so and get new creative ideas, right? We don't all think the same.

So have you collaborated with other carpenters? Obviously one that you mentioned and and content creators in the past. What are some of the highlights or lessons that you've learned from that? And. Are there any dream collaborators you hope to pursue in the future? Other than Women's Hot Construction, of course.

[00:18:25] **Ethan James:** Other than where we're sitting right now? Absolutely. Early on, I kind of realized that like, I can share everything I have in my head, and that's good, but I don't know everything. You know, like most, most trades people actually have kind of a narrow, deep understanding of a particular thing, you know, and the longer you're in business, the more you tend to whittle down and be like, I'm not going to do these things because I'm maybe not that great at it.

I'm going to focus on this and this and this. That's it. So you can get a little boxed in and I didn't want that happening to my channel. I wanted to open it in every direction. So pretty early on, I started reaching out mostly to local tradespeople. I was living in Raleigh at the time and, um, electricians, plumbers, roofing companies like Baker Roofing, which is one of the largest roofers in the southeast or the nation in saying like, look, Let me have you on the channel.

Let's tap into what you know. Let me, you know, I won't teach it exactly. I'll more relay it. I show up, you kind of teach it to me, we capture a ton of great stuff on video, and I will process that information from a tradesperson's point of view and translate it for my audience. And right off the bat, that started working really well, like the, you know, the electrical videos did well.

And it's, that has always been fun for me. I've probably done I bet I've worked with 10 different companies or trades people and done like a perfusion of videos with them. Probably 30 plus. Oh, nice. Yep. And almost none of them are influencers per se. Like they're just people trying their trade. They're craftsmen, right?

Yep. Yep. And that's very refreshing. For women, crafts women. Craftsmen, crafts women, crafts people. Exactly. And uh, it's so fun to tap into other people's Knowledge because I can see how deep it is. And then I learned something every time I do those. So I've really enjoyed bringing that to my audience and experiencing it for myself.

Love that. That's

[00:20:15] **Christi Powell:** awesome. Is there anything else about your industry, about what you're doing, about your company that could, that you can share with the audience that would really help you in your business? Angela and I do this also, not only for the young. Kids and, and everybody that's not in our industry to, to understand how wonderful our industry is, but also to help you.

We have people on because we want to help you grow your business or your following or whatever it is. So is there anything else that you'd like to share with the audience about your, what you're doing and, and how they can help you? And then, you know, tell us how we get ahold of you. How do we follow you?

How do we, um, learn about your course other than being on our Breaking Barriers Forum?

[00:20:54] **Ethan James:** Absolutely. What I have really found myself doing these days is I'm in the business of information. You know what I mean? I was in the business of building stuff. I had to get out of it. But I, I like being here because I think it's timely.

Like it just sort of happens every time. We, we are obviously facing a trade labor shortage, which we all, everybody sitting here talks about frequently. Yeah. And what one of the things that happens in a trade labor shortage is not only do you lose workers, but you, you lose worker knowledge because as people age out, as they get injured out, if, if they don't have a good system for sharing that knowledge, it, as my, as my dad said, it would like with my grandfather kind of goes down with the ship, you know, like someone passes on and like, just all that information is gone.

And it's, it's scary in a lot of ways because right here where we have access to like all the information in the world at our fingertips, We're seeing trade knowledge. Sort of vanished like before our eyes, you know, because everybody has a unique perspective on it And that's why it was like really other than the the tech barrier was kind of relieving in a way to get into this side Of things because it's like I know that I can help Younger, especially younger people.

We'll say newcomers anybody getting in at any age. I can help them bridge that gap. I focus on The basics for the most part, you know, I tend to not get into really high end complicated stuff, maybe every now and then certain videos, but, but there's a much larger quotient of people that are starting from the bottom up.

And they're like, please get me over this kind of like desert of information with all the basics. And that's what I focused on with the honest carpenter. So if you're, you know, if you find yourself in that position, especially. Especially with carpentry, some woodworking, house related stuff, check me out at the Honest Carpenter YouTube channel.

That's very easy to find, but we are starting to really flesh out thehonestcarpenter. com. By the end of the year, we're going to have a bunch more blog posts. I'm going to make new courses in the future, covering more basics and then getting into pro level stuff, you know, so I want to fill the gap. The trade knowledge gap as well as I can.

Thank you

[00:22:58] **Christi Powell:** for what you're doing. You are doing some amazing things. And honestly, you are my go to YouTube video when I need to do things around the house. I've been in the industry for 30 years. Like I know a lot, but I don't know everything. Um, I forget which one I looked up most recently, which I thought was interesting.

I had a customer call me from 12 years ago and say his treated lumber was rotting. And what could we do about it? No, it was 2008. It was 2008, 2006. I can't remember. Anyway, I remembered at that time we changed it from ACQ to CCA or vice versa. Anyway, I literally, you had a YouTube video explaining why some of that treated lumber rotted.

And so I just sent that to my customer. And then as I was thinking about it, I was like, I'm going to send that to all my customers because if he's having that trouble with his jobs from when I was in sales, then all my other customers were probably having that same problem too. And so I just wrote up this like blanket letter and said, Hey.

If you're having any trouble out in the field, this may be why if your homeowners are complaining or you're, you know, your developers are complaining, take a look at this video, you'll understand it a lot better. And I got so many responses back with thanks for the resource. That was

[00:24:12] **Ethan James:** super cool. So awesome.

Thank you for sharing it. And yeah, you're right. We, we jumped from CCA to ACQ and MCA. I

[00:24:19] **Christi Powell:** couldn't remember which one. Yeah. My brain's a little

[00:24:22] **Ethan James:** tired this morning. Yeah. We, we tried to get. Arsenic out of our lumber. CCA has very, very, very trace amounts and it still gets used in industrial applications.

There's still some lumber, but it's not getting put into the residential market like what you're going to get at Lowe's, Home Depot or even most of the big suppliers these days. And it has caused some problems because we're just turning over wood so fast, eight or nine years. And it's, we don't really have a solution to it for right now, but I'm hoping that we get one.

Right.

[00:24:53] **Christi Powell:** So there's no real way to fix that. Right, not now, not until something else, until somebody's created something more innovative that's going to be able to do what we need it to do with a treated lumber. Exactly. It has to be able to, to bear a load. You can't just pick anything,

[00:25:09] **Ethan James:** right? No, you, you can't, you know, it, it still, still needs to meet all the standard construction industry requirements.

I have wondered, honestly, if we won't go back to trace. Arsenic and I wondered that there were a lot of studies done from it did you like I'd see decks like I'd come to fix something on someone's deck or rebuild it and I obviously it would look old just from weathering I'd be like what was this thing built and they're like 30 years ago.

And it's still together. It, it was still together, still standing. Yeah. Deck boards were ruttled. Mm-hmm. , but, and by ruttled, I mean like textured where the, the um, winter grain from top A little bit. The weather. Yeah. Yeah, exactly. But they were holding up and I don't ever see that happen anymore since oh nine when we made the flip.

But, you know, there, there is no research that truly suggests that the arsenic was causing. Health problems because it's such a minute amount. It's just the fungus couldn't eat it. So yeah, maybe interesting. We can

[00:26:07] **Christi Powell:** talk about this forever, right?

[00:26:08] **Ethan James:** We could. I know I'm going to get on. Well,

[00:26:11] **Angela Gardner:** you know what? I want to mention one thing too, because I, I actually, my teammates, when we go out to the career centers and talk to students, we found out we all, David always finds out that they do not know.

They've never been taught how to read a tape measure. They don't understand that. I mean, it, it's a thing, Ethan, really, it's a thing and, and that hurts us because that's our job when we're doing industrial electrical, we're, we're measuring conduit. I mean, we're doing all kinds of things with that. So we actually used one of your videos.

And release it on social and, um, hopefully, especially Instagram, because that's where a lot of young people are. Yeah. They will see that and see that they really need to learn that. And maybe they just need to go to your site and look at all this, you know. Yeah.

[00:26:58] **Christi Powell:** And learn some things, right?

[00:27:00] **Ethan James:** Absolutely. I hope so.

And I hope it helps. I appreciate you sharing that. And you're right. I always say... In the trades, the tape measure is another set of eyes, you know, like there's no, there's no trade. It doesn't apply to it. It's just crazy. And you know, we, it's just not like taught anywhere. I feel like it should be practically taught in high school, but I totally agree.

I think it should

[00:27:20] **Christi Powell:** be taught in grade school. Both my girls knew how to read blueprints at the age of 13. Both

[00:27:25] **Ethan James:** my girls. Oh my gosh. Yes. That's amazing. I still, I still struggle with it.

[00:27:30] **Christi Powell:** They neither one wanted to get into our industry, but you know what, if they ever build a house or they repair their deck or they do a renovation, they're going to be able to talk the talk and they're going to be able to understand what that contractor is doing to their house.

And I think even if you're not in our industry, get a basic understanding of things so that you're not

[00:27:51] **Ethan James:** blindsided. Yeah, exactly. And it's, it's sort of like how we, I think we're coming around the idea. We need to give people more financial literacy because everybody has the same thing, like everybody lives in a house and at some point you're, if you don't own one, you're still going to be more or less responsible for one.

And we like, we prepare people for that. Not at all. Not

[00:28:10] **Christi Powell:** at all. Right. They don't even know how to write cursive.

[00:28:16] **Ethan James:** I might not be able to write cursive anymore, but yeah, so I think not only do I want to teach young trades people, but I want to just anybody who has like a curiosity, yeah, exactly like you. You can get on the wrong foot with contractors if, if you don't get a good one and information's power in that situation.

If you don't have it, you're a bit more powerless. So it's another thing I try to address on the website and on the channel. So I hope it's helping people out there.

[00:28:44] **Christi Powell:** Well, we need to talk later because we're putting together a blueprint reading, like a basic blueprint reading course. Angela and I've been working on that.

I'd love to have you involved in that with us. So i'd

[00:28:55] **Ethan James:** love to

[00:28:57] **Christi Powell:** Thank you so much for being on today. We

[00:28:59] **Ethan James:** appreciate you. Thank you. I appreciate that. Thanks for having me. This has been great

Well, that's all for this episode

[00:29:09] **Christi Powell:** Thank you so much for listening to the women talk construction podcast with your host christy powell and angela gardner See you

[00:29:16] **Ethan James:** next time