

Apprenticeship and Training Opportunities During the COVID-19 Pandemic

A Round-Table Discussion

June 24th, 2020



CONSTRUCTION MANAGERS AT RISK

CMR 1

**Austin Power
Partners**



Sean Glowacz

CMR 2

**Turner Paschen
Aviation Partners**



Pam Brown

CMR 3

**AECOM/Hunt -
Clayco**



Karen Howell

Agency Contacts



HACIA: Jorge Perez & Juan Calahorrano



HIRE360: Jay Rowell



CWIT: Sharon Latson



Revolution: Manny Rodriguez



CISCO: Johnetta Ryan



CEC: Rachel Ivy



SPCDM: Betty Jones



It is the primary mission of CISCO to strengthen the unionized construction market in the greater Chicago Metropolitan area. In support of this mission, CISCO will perform three major roles:

- 1) Serve as a forum to facilitate dialogue between contractors and building trades union leaders concerning mutual problems and concerns;
- 2) Serve as a clearinghouse for information on the local construction industry;
- 3) Serve as a promotional group to encourage union construction with the user community and the general public.

As a joint labor-management organization, CISCO will focus on cooperative efforts to reduce problems and conflicts and enhance the competitiveness of union construction. Through its activities, CISCO will build trust between the parties and will foster the joint commitment of local contractors and union labor to high-quality, on-time, within budget delivery on all projects.

CISCO currently represents over **8,000** union contractors and **140,000** workers in Cook, DuPage, Lake, Kane, Kendall and McHenry Counties.

Contact: Johnetta Ryan, Johnetta@cisco.org



Our Mission

Our Mission Is To Be A Bridge That Connects Chicago's Communities To The Construction Industry. We Offer Training And Professional Development To Both Minority Subcontractors And Community Residents, To Cultivate Professional Relationships Within The Construction Industry.

Our Services

- Diversity Consulting
- Community Outreach and Engagement
- Workforce Development
- Construction Staffing
- Custom Online Database
- Subcontractor Support and Referral
- Community Outreach and Engagement

Our Project Portfolio

- Lathrop Homes
- Old Cook County Renovation
- Cook County Fantus Building
- Plumbers Hall
- Marshall Field Garden Apartments
- United Center Annex
- Blackhawks Ice Arena
- McDonald's Headquarters

Contact: Rachel Ivy, info@communities4construction.com

Promoting Positive Community Engagement ...

COMMUNITY PARTNERSHIPS

- EXTENSIVE NETWORK OF WORKFORCE PARTNERS
- COMMUNITY STAKEHOLDER PARTNERSHIPS
- TRADE AND APPRENTICESHIP COORDINATION

B/ACE MAGAZINE

- TELLING OUR SUCCESS STORY
- PROMOTING AND MOTIVATING RESIDENTS
- RESOURCES FOR SUBCONTRACTORS
- HIGHLIGHTING CONSTRUCTION RESOURCES

SOCIAL MEDIA, EMAIL CAMPAIGNS PROMOTING THE PROJECT AND ITS DIVERSITY SUCCESS

- CONSTRUCTION INDUSTRY WORKFORCE EVENTS
- ACCESS TO NEW CONSTRUCTION OPPORTUNITIES
- INFORMATION ON NEW CONSTRUCTION PROJECTS
- TRADE ORGANIZATION CONNECTIONS & RESOURCES



CHICAGO WOMEN IN TRADES

Contact: Sharon Latson-Flemister- SLatson@cwit.org



Build a Career. Join a Sisterhood

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About CWIT

Founded by tradeswomen in 1981, Chicago Women in Trades (CWIT) exists to improve women's economic equity by increasing their participation in high-skill, non-traditional occupations.

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- CWIT is a welcoming and supportive community committed to providing quality training and resources for women seeking to build successful careers
 - CWIT is a trusted and established partner in the construction industry

A black and white photograph of three women in construction attire. The woman on the left wears a white hard hat with 'TO BE' and a logo, a white safety vest over a long-sleeved shirt, and a tool belt. The woman in the center wears a white hard hat with 'CONSTRUCTION IN UJAMAA' and 'RHEA WASHAD' and a black safety harness over a black t-shirt that says 'CHICAGO WOMEN'. The woman on the right wears a black hard hat with 'Northern Outfit Hacks' and 'CHICAGO' and a white t-shirt that says 'CHICAGO WOMEN IN TRADES'. A yellow horizontal line is on the left side of the image.

CARPENTERS



HACIA U Program Overview

Contact:
Jorge Perez,
jperez@haciaworks
.com

Business Capacity Building Tracks	INTRODUCTION	Intro to Running a Construction Business	A 6-month training program for owners or managers of early-stage companies who want to learn best practices around operating a business, earn important certifications and gain an introduction to the renewable and solar energies that will drive Illinois' economy into the future. Program is run in partnership with ComEd.
	INTERMEDIATE	Intermediate Business Management for Construction	An intermediate training program that teaches how to operate and manage a construction business. Emphasis is on helping businesses position themselves to grow and scale.
	ADVANCED	Advanced Construction Training Classes	Professional development courses for construction business owners & managers who want to enhance and diversify their skill set with knowledge and best practices from industry experts.
	COLLEGE OF DUPAGE	Intro To Business Management & Owner to CEO	In partnership with the College of DuPage, a new 12-week training program (adult, continuing education) entitled "Intro to Business Management for Construction." Also, in partnership with Innovation DuPage, a business accelerator program for construction owners known as "Owner to CEO".
	ONLINE	Online Business Essentials	An innovative online training platform that covers four core competencies of running a small construction-related business: Entrepreneurship, Operations Management, Marketing & Communications and Finance & Budgeting.
For Job Seekers	PRE-APPRENTICESHIP	Entry Level Prep for Carpentry & Electrical	A comprehensive training program (up to 300 hours of instruction) that will ready participants for entrance into apprenticeship programs in the carpentry or electrical trades. Locations in Chicago, DuPage County and Lake County.
	CONSTRUCTION SAFETY	Construction Safety Offerings	A la carte type of safety courses that include: OSHA 10, OSHA 30, CPR, Scaffolding, Erecting, Flagger, Fall Protection and Safety Plans.
	CUSTOMIZED TRAINING	Building Small Businesses	Customized training targeted to support emerging and small businesses in focused areas of need. These include small business management, project management, financial management, blueprint reading, estimating and bidding.



Introduction to HIRE360

- Launched in December 2019
- Unique partnership of construction unions, general contractors and developers
- Two main programs
 - Connect community members to careers in construction and
 - Grow diverse construction firms



James McHugh Construction Co.



Contact: Jay Rowell, JRowell@HIRE360Chicago.com

HIRE360 Programs



Workforce Development

- Orientation on the trades – requirements, challenges, benefits
- Sample test to see how you score –Roughly 12-hour Tutoring program based on your test score
- Interviewing skills and resume writing
- \$200,000 in barrier reduction funds to pay for tools, boots, test fees etc.

Business Development

- Technical assistance
- Free M/WBE certifications
- Capability assessments
- Referrals to contractors and developers
- Working capital loans.
- Nearly 75 diverse contractors are working with HIRE360
- Supported nearly 30 of them in receiving SBA loans due to the COVID-19 crisis.

Revolution Workshop Mission

Revolution Workshop is a social enterprise that provides construction and woodworking workforce development for unemployed or underemployed people in partnership with area businesses.

We deliver financial independence and careers through skills, hope, and resilience.

Contact: Manny Rodriguez, mrodriguez@revolutionworkshop.org



Program Highlights

- 10 week program every day 8am – 4pm
- Heavy exposure to carpentry and woodworking
- Light exposure to electrical, drywall and plumbing
- Receive industry credentials
 - National Center for Construction Education and Research (NCCER) Core
 - OSHA 10
 - OSHA Lockout Tagout
- Simulate Work Environment
- Life Skills Training
- Motivational 1 on 1 coaching to address needs
- Additional supports: tools, PPE, transportation, food



2019 Impact

- 76 enrolled in 2019
- 87% graduated
- 92% placed
- 85% retained after 6 months
- Average wage of \$18.05/hr
- 30 licenses reinstated or first time
- 12 new bank accounts opened



Key Success Story



Revolution Workshop in COVID

- Ran one cohort this year before shutdown
 - Enrolled 20, graduated 19, and placed 10
- 75% of alumni have been laid off
 - Social Support with COVID 19 Emergency Fund
 - Focus on Alumni skills upgrades
 - Preparation for union entrance exams
 - Eliminating other potential barriers
- Run a new cohort in November 2020
- Social Enterprise in full effect





ST. PAUL CHURCH OF GOD IN CHRIST COMMUNITY DEVELOPMENT MINISTRIES, INC.

***“WE TRAIN TO PLACE”
INTO
USDOL REGISTERED APPRENTICESHIP PROGRAMS***

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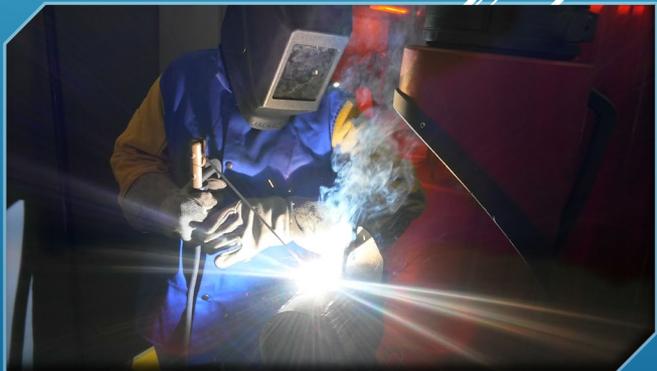
***SKILLED CONSTRUCTION TRADES ARE IN HIGH DEMAND
- GET READY FOR THIS EXCITING CAREER -
with
SPCDM'S 12-WEEK PRE-APPRENTICESHIP
TRAINING PROGRAM***

MANDATORY REQUIREMENTS:

- Birth Certificate (must be at least 18 yrs. of age)
- High School Diploma or G.E.D. Certificate
- Possess a Valid Drivers License
- Pass a Math & Reading Aptitude Test
- Pass a Drug Screen



ENHANCING COMMUNITY & WORKFORCE DEVELOPMENT ~ FROM CLASSROOM TO THE FIELD ~ ACHIEVING VICTORY WITH DETERMINATION!



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JAMIE L. RHEE, COMMISSIONER

CONNECTING THE WORLD TO CHICAGO AND CHICAGO TO THE WORLD

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