

RONNIE GARDNER  
DESHAWN N. MCGARRITY

SCHENECTADY ECONOMIC  
OPPORTUNITY

HUD ACT  
of 1968

50  
Years

1968 - 2018

50 Years of Promoting  
Economic Opportunity



# NATIONAL TRAINING CONFERENCE

Day 2

June 19, 2018

SECTION 3  
of the Housing and Urban  
Development Act of 1968





# NATIONAL TRAINING CONFERENCE

## Schenectady, New York Economic Opportunity Program

Day 2  
June 19, 2018



# Section 3

## Best Practices Presentations



**City of Schenectady  
Economic Opportunity Program**



**Seattle Housing Authority**



**Chicago Housing Authority**



**Dallas Housing Authority**

# SECTION 3 BEST PRACTICES

## City of Schenectady Office of Affirmative Action

Economic Opportunity Program

**Mr. Ronnie Gardner**  
Affirmative Action Officer  
City of Schenectady

105 Jay Street, Schenectady, NY 12305

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518-382-5199 ext. 5374





*City of Schenectady*  
*Office of Affirmative Action*

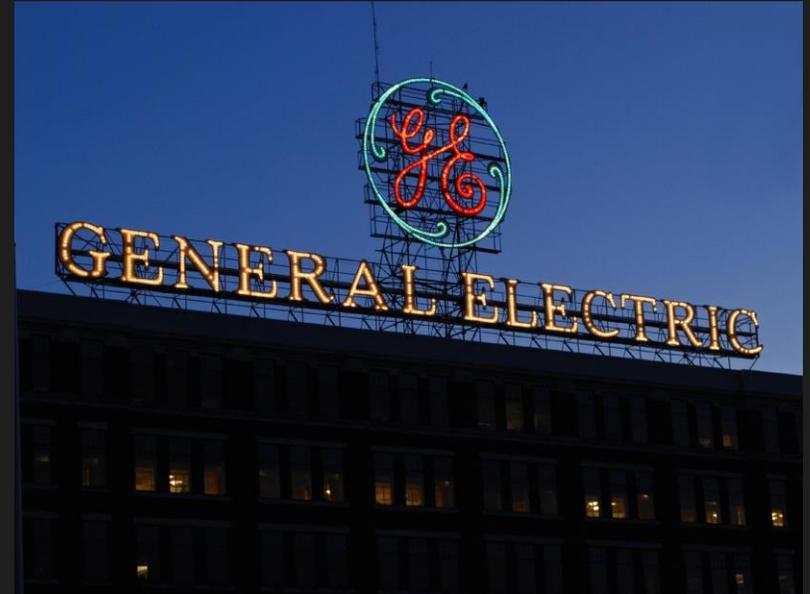
# **Economic Opportunity Program**



# City of Schenectady

*“The city that lights and hauls the world”*

- Settled in 1661 and Incorporated in 1798
- Located on the Mohawk River in the Capital Region of Upstate New York
- Completion of the Erie Canal in 1825 made Schenectady an important transportation and manufacturing center
- In 1892, Thomas Edison founded General Electric (GE) in Schenectady



# Modern Demographics

## Concentration of Poverty and High Unemployment

- According to the 2016 American Community Survey 5-Year Estimates, 11.4% of Schenectady County residents live below the poverty level.
- Yet in the City of Schenectady, 21.1% of residents are living below the poverty level.
- Of those living below the poverty level within Schenectady County, nearly 80% reside in the City of Schenectady.
- The average unemployment rate in the City of Schenectady in 2017 was 5.5%, which was higher than the national average of 4.4%.

# Skilled Labor Shortage

As Baby Boomers continue to approach retirement, the lack of skilled workers and a narrow talent pipeline has added extra hurdles, time, and costs to many current projects, according to builders, hindering the current boom time in the industry.



# **Economic Opportunity Plan**

## **Executive Summary**

*Utilizing Section 3 and public-private partnership as a vehicle for economic opportunity*

### **➤ Job and Skills Training Program for Section 3 Residents**

- Identify, train, and introduce 30 local residents to opportunities in the construction industry

### **➤ Construction Management Training Program for Small and Emerging Firms**

- Additionally, our program will work with our partner's in the private sector to identify 15 small and emerging firms in the construction industry
- While helping these firms get a better understanding of their businesses, they can look to the competent and highly trained labor pool we are developing right here in our community for the growth and success of their businesses

# Job Training Program for Section 3 Residents



SUNY College and Career Counseling Center (SUNY CCCC) conducts all applicant screening, recruitment, intake, ongoing monitoring, data tracking and collection, and career counseling.



# JOB TRAINING CORE CURRICULUM

- The NCCER Core Curriculum is a prerequisite to all other Level 1 craft curriculum, covering topics such as Basic Safety, Communication Skills and Introduction to Construction Drawings.
- Completing this curriculum gives the trainee the basic skills needed to continue education in any craft area he or she chooses.

Modular One	Safety / OSHA 10	
12.5 hours		
Modular Two	Construction Math	
12.5 hours		
Modular Three	Introduction to power tools	
	12.5 hours	
Modular Four	Introduction to hand tools	
	12.5 hours	
Modular Five	Introduction to Construction Drawings	12.5
hours		
Modular Six	Basic Rigging	12.5
hours		
Modular Seven	Basic Communication	10.5 hours
Modular Eight	Basic Employability Skills	10.0 hours
Modular Nine	Basic Material Handling	10.0 hours
Field Trips to 2 Construction Sites		10.0 hours
Field Trips to 2 Construction Companies		9.5 hours

# Construction Management Training Program

- Over the 6 month duration, 15 small and emerging firms will be taught by the best industry leaders in the region.
- Upon completion, firms will be offered an opportunity to enter into a Mentor Protégé' program with a duration of 18 months.
- Strengthening general contractor and subcontractor relationships will also help overcome the skilled labor shortage.
- Better work quality will increase the chance they work together in the future.



# Construction Management Training Program Curriculum

*Upon completing the program, they will learn how to:*

- Describe necessary elements for being a contractor
- Identify challenges of being a Contractor
- Describe fundamentals of Estimating
- Define construction management
- Describe effective methods for locating, obtaining, managing, and scheduling work
- Explain key concepts of contract management
- Locate resources within the construction industry

## Program Schedule

### Week One

Program Overview  
Setting up a Business

### Week Two

Management  
Project Delivery Systems

### Week Three

Accounting Basics for Contractors  
Insurance and Bonding

### Week Four

Estimating, Bidding  
Safety

### Week Five

Scheduling  
Field Operations

### Week Six

Marketing and Sales  
Program Summary and Graduation

# Construction Management Training Private Partners



Business Planning. The Community Loan Fund of the Capital Region is a nonprofit financial institution that also provides free business counseling and assistance with MWBE certification.



Capital Region Chapter AMENY, (The Association of Minority Enterprises of New York). AMENY provides training, technical support services to Minority and Women Owned Businesses



Program sponsors, Business Coordinators For The Mentor Protégé Program



Program Sponsor, Instructors, Mentor



Sponsor, Business Support services, Technical Assistance, Education.



Program Sponsor, industry leader in creating opportunities for Minority and Women owned Business. Leader in establishing the ACE programs in local school districts.



Program Sponsor, Business Mentor



GRADUATE  
PROGRAMS

# Community Outreach

## WORKFORCE INITIATIVE for the CONSTRUCTION INDUSTRY

A FREE Training and Employment Support Program brought to you by:

City of Schenectady Office of Affirmative Action & SUNY College and Career Counseling Center



Educate • Explore • Empower

A Public Private Partnership designed to provide supportive training to existing and emerging businesses and attract local residents to the Construction Industry.

### CONSTRUCTION MANAGEMENT COURSE in collaboration with AGC

The Associated General Contractors of America

Training for principals of small, emerging businesses that puts firms in a position to build relationships and secure contracting opportunities.



### Introductory Skills Training Program

FREE Training Course for introductory jobs in the construction industry, including:

- Laborer
- Foreman
- Estimator
- Office / Administrative
- Receive Industry Recognized Credentials

To Apply, please contact:  
SUNY College and Career Counseling Center  
Center City, First Floor  
433 State Street • Schenectady, NY 12305 • 518-631-2257  
sunycccc@sunysccc.edu

Community Sponsors



Applicants must meet HUD Section 3 requirements. Contact SUNY CCCC for more information @ 518-631-2257

# THE DAILY GAZETTE

THE LOCALLY OWNED VOICE OF THE CAPITAL REGION

SCHENECTADY, NY • \$1.50

WEDNESDAY, APRIL 25, 2018

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MARC SCHULTZ/GAZETTE PHOTOGRAPHER

Ron Gardner, Schenectady affirmative action officer, speaks on Tuesday at SCCC's College and Career Counseling Center on State Street downtown, with Mayor Gary McCarthy and others, announcing a new affirmative action plan for the city.

## SCHENECTADY

# Matching low-income with jobs

## New programs aimed at residents and local construction firms

BY ANDREW BEAM  
Gazette Reporter

New programs to help low-income city residents and local construction firms were unveiled during a press conference on Tuesday.

The city's Affirmative Action Office, partnering with the SUNY College and Career Counseling Center, are looking for 30 applicants to sign up for its construction

industry job training program. At the same time, the city is also partnering with various other organizations in the construction industry to help 15 local emerging construction firms in a Construction Management Training program.

"This is a clear definition of a private, public partnership," said Ron Gardner, the city's affirmative action officer.

Gardner, along with several other speakers during the press conference, said there is a "labor shortage" within the construction industry.

"We want to take advantage of that," Gardner said.

The job training program is aimed at city residents who qualify for Section 3 employment, which is meant for low-income residents and residents who live in public housing. It is administered

by the U.S. Department of Housing and Urban Development.

The program would be an introduction to the construction industry for residents through a 125-hour core curriculum. It would teach them basic skills to be a laborer, a foreman, an estimator or even someone looking to work administratively in a

See **JOBS**, page A5

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sunysccc@sunysccc.edu



# SECTION 3 BEST PRACTICES

## SUNY College and Career Counseling Center

**Dr. DeShawn N. McGarrity**

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433 State St., Schenectady, NY 12305

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518-631-2262





Workforce Training Initiative for the Construction Industry:  
A Partnership with the City of Schenectady's Office of Affirmative Action

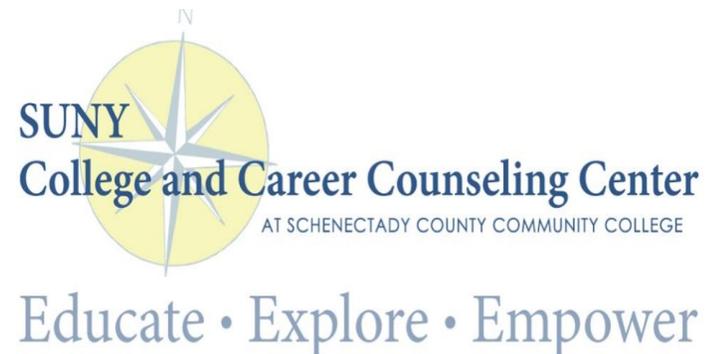
Dr. DeShawn N. McGarrity,  
Executive Director,  
State University of New York (SUNY) College and Career Counseling Center:  
A Unit of Schenectady County Community College

Presentation at US Department of Housing and Urban Development (HUD) Section 3 National Training  
Conference, Dallas Texas  
June 19, 2018

# Mission

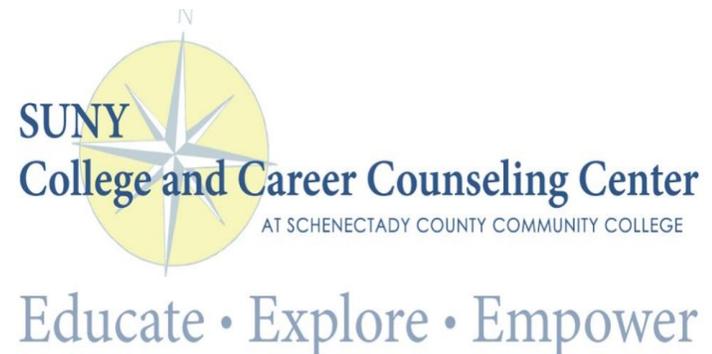
**The SUNY CCCC provides the first point of access for community residents who are looking to jumpstart their educational or employment aspirations.**

- Across New York state, thousand of students complete their studies at our Educational Opportunity Centers (EOC's).
- SUNY CCCC plays a vital role to ensure participants are prepared to enter into high school equivalency preparation programs, higher education, employment or other career and technical training programs.



# Organizational Structure

- SUNY CCCC is under the auspices of the SUNY University Centers for Academic and Workforce Development
- 10 Educational Opportunity Centers
- 2 Career Counseling and Outreach Centers (SUNY CCCC in Schenectady and North Bronx)
- Over 35 ATTAIN Labs



# SUNYCCCC Services

## CAREER AND EDUCATIONAL COUNSELING SERVICES

### SUNY College and Career Counseling Center *at Schenectady County Community College*

*The SUNY College and Career Counseling Center provides services and support to Capital District residents, ages 16 and older who are looking to connect to pathways of education, employment, training, and vocational opportunities.*



Center City, First Floor  
433 State Street, Schenectady, New York 12305  
(518) 631-2257 • [sunycccc@sunysccc.edu](mailto:sunycccc@sunysccc.edu)

#### Services

- Assistance with the college application process
- Career/educational advising
- Community resources and referrals
- Financial Literacy Programs
- Individual cover letter assistance
- Individual resume preparation assistance
- Job fairs, college fairs, and community agency fairs
- Job leads and vacancy listings
- On-line Skills connections: Employability, educational, and motivational tools and self assessments.
- "Opportunity Room" with computers for job searching, preparing resumes, and applying to college.

**ALL SERVICES AND PROGRAMS ARE FREE!**



Educate • Explore • Empower

# SUNY CCCC Recruitment & Admission Process for Construction Trainees

- Merges SUNY CCCC's admission process in place with HUD Section 3 Guidelines

# SUNY CCCC Construction Trainee Testimonials from Cohort 1

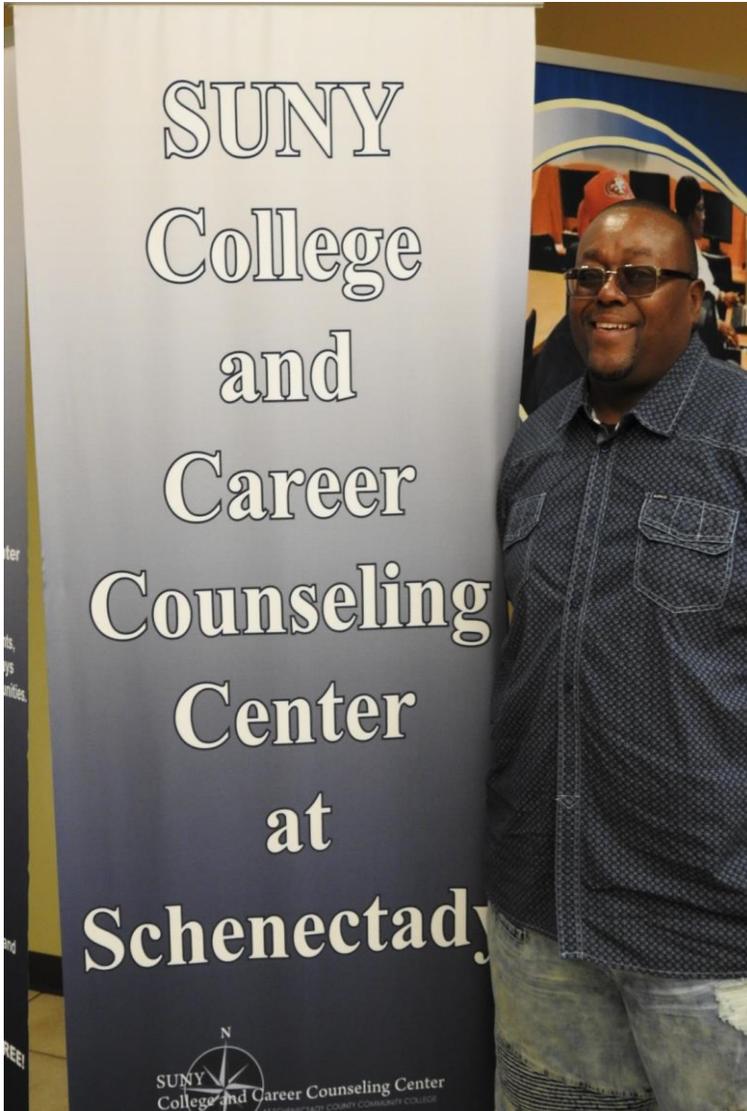


**April Davis – placed into Carpenter Contactor Trust Sisters In the Brotherhood program while training with the Constructive Initiative.** “I really wish I could extend it (the program). The guest speakers are not only motivational and inspirational, very relatable to my experience. The program is an amazing opportunity to have offered at no cost with mentors to guide through it. I feel that this program (CCT) is an opportunity for women to learn and feel supported in this field of work. Watching the video and seeing women in the field was inspirational and made me feel like there’s no holding back. I want to climb the ladder – apprentice, journeyman, and from there climb the ladder with the unions.”



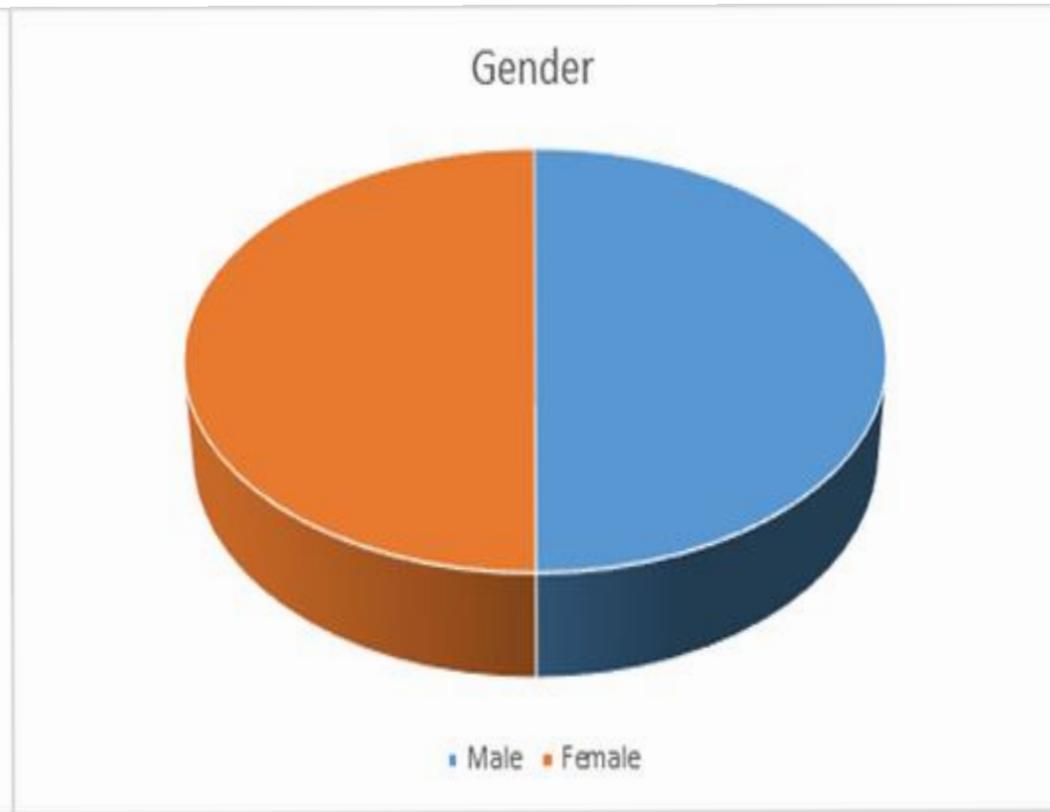
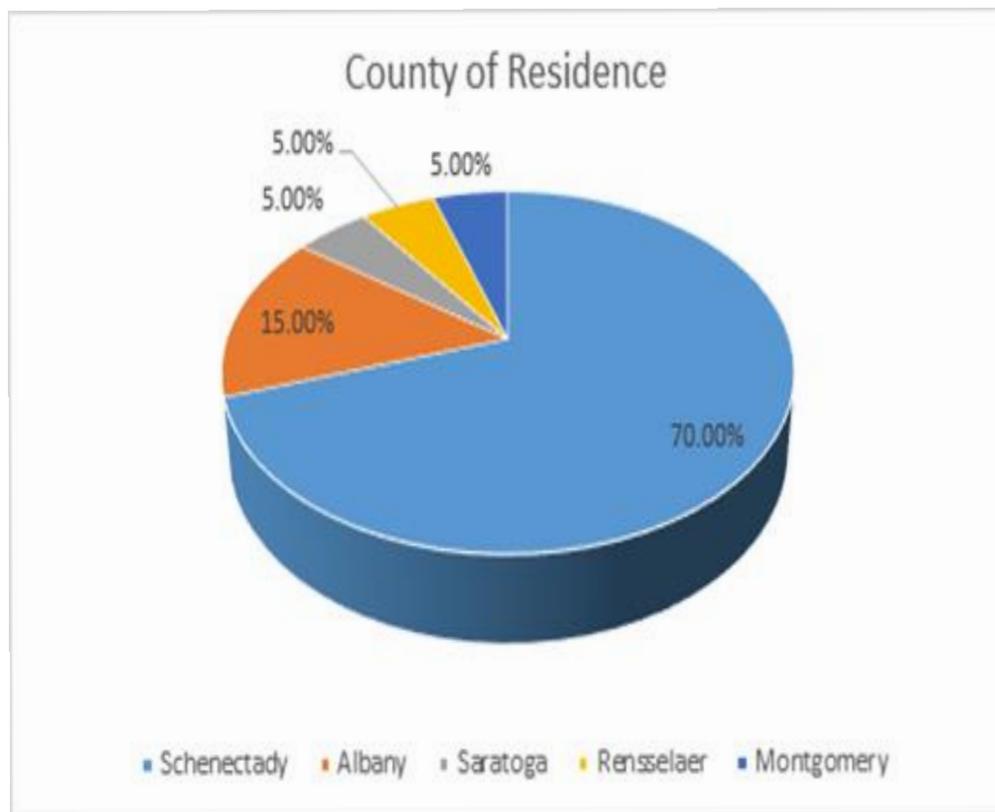
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# SUNY CCCC Construction Trainee Testimonials from Cohort 1

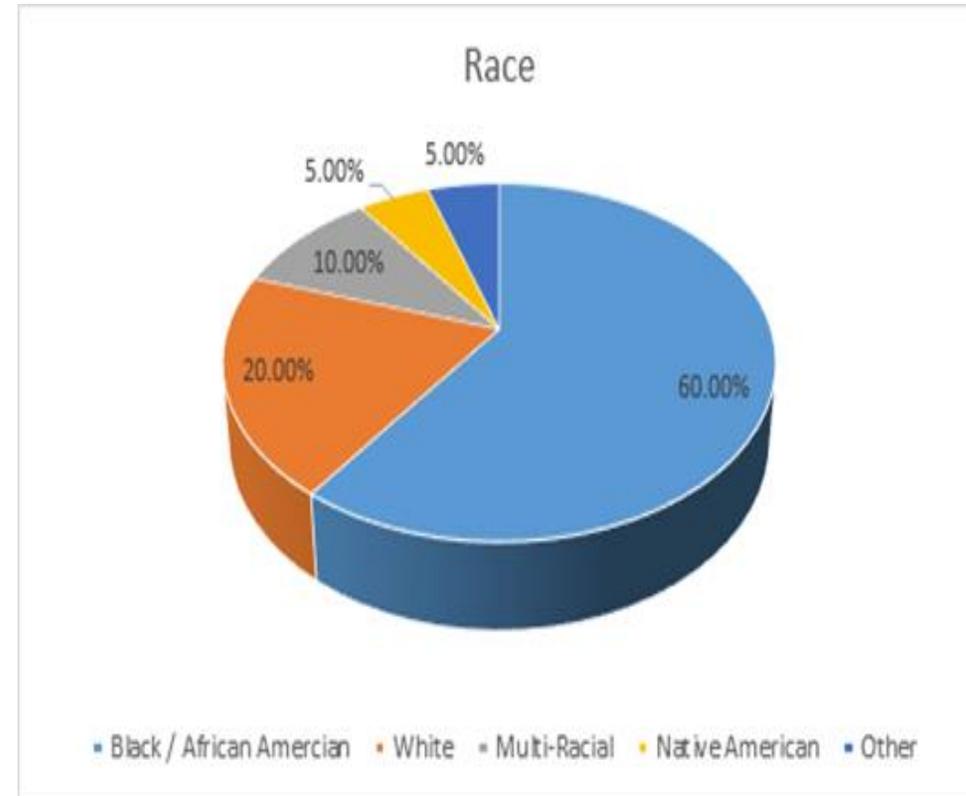
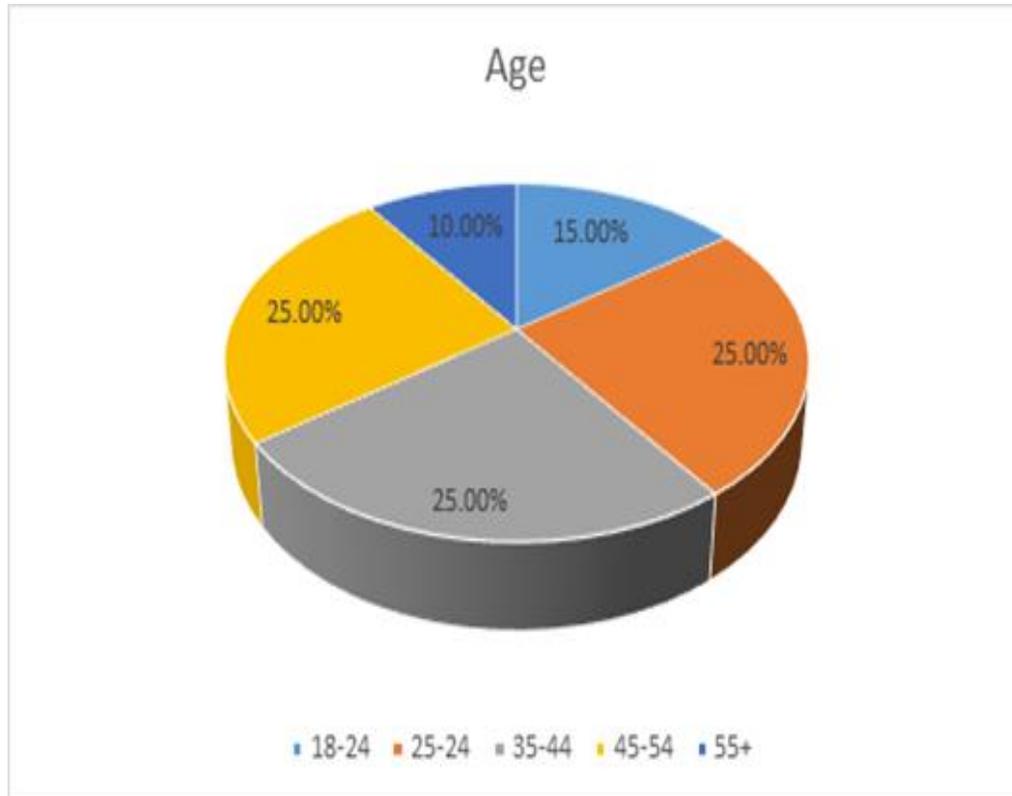


**Darnell Smith** – “I have a degree but it hasn’t led me where I thought it would. I had a moment of clarity when I heard about this program. This program has been very informative. The business owners are very inspiring to listen to. The program has taught me about all the different opportunities within the construction industry. Even with my back industry, I know there is a place for me in the field.”

# Construction Industry Demographic Profile



# Construction Industry Demographic Profile (continued)



45% of participants are ex-offenders  
65% are receiving public assistance

Development.

**(hands on)  
and management aspects.  
within the profession.**

# Questions or Comments?

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## Questions and Answers

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Economic Opportunity Division (Section 3)

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Washington, DC 20410

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