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
City of Schenectady
Office of Affirmative Action

Economic Opportunity Program

Mr. Ronnie Gardner
Affirmative Action Officer
City of Schenectady

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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
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%.
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.
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.

<table>
<thead>
<tr>
<th>Modular One</th>
<th>Safety / OSHA 10</th>
<th>12.5 hours</th>
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<tbody>
<tr>
<td>Modular Two</td>
<td>Construction Math</td>
<td>12.5 hours</td>
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<tr>
<td>Modular Three</td>
<td>Introduction to power tools</td>
<td>12.5 hours</td>
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<td>Modular Four</td>
<td>Introduction to hand tools</td>
<td>12.5 hours</td>
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<td>Modular Five hours</td>
<td>Introduction to Construction Drawings</td>
<td>12.5 hours</td>
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<tr>
<td>Modular Six hours</td>
<td>Basic Rigging</td>
<td>12.5 hours</td>
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<td>Modular Seven</td>
<td>Basic Communication</td>
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<td>Modular Eight</td>
<td>Basic Employability Skills</td>
<td>10.0 hours</td>
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<tr>
<td>Modular Nine</td>
<td>Basic Material Handling</td>
<td>10.0 hours</td>
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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
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

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@sunyccc.edu

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 means 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 15-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
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sunycccc@sunysccc.edu

Applicants must meet HUD Section 3 requirements. Contact SUNY CCCC for more information @ 518-631-2257
SUNY College and Career Counseling Center

Dr. DeShawn N. McGarrity
Executive Director
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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
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, thousands 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
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.

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.

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433 State Street, Schenectady, New York 12305
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ALL SERVICES AND PROGRAMS ARE FREE!
SUNY CCCC Recruitment & Admission Process for Construction Trainees

- Merges SUNY CCCC’s admission process in place with HUD Section 3 Guidelines
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.”
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

- County of Residence
  - Schenectady: 70.00%
  - Albany: 15.00%
  - Saratoga: 5.00%
  - Rensselaer: 5.00%
  - Montgomery: 5.00%

- Gender
  - Male: 50.00%
  - Female: 50.00%
45% of participants are ex-offenders
65% are receiving public assistance
Construction companies (hands on) and management aspects within the profession.
Questions or Comments?

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Questions and Answers

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