Making Powerful Connections

September 18, 2019
Illinois workload increased due to the 2012 *Energy Infrastructure Modernization Act* (EIMA)

Grass-roots groups, contractors and politicians supported the EIMA Bill to rebuild Illinois

Existing labor pool demographics did *not* reflect the communities in which the work was done
Intren’s Involvement: Answering the Challenge

- Matthew Turk met with Cornell Barnett of ComEd to discuss the CONSTRUCT Concept
- Founder Loretta Rosenmayer supported the concept from the beginning
- Reached out to the Unions and Contractor Community
- Worked with Cornell Barnett/ComEd to contact Social Agencies
- CONSTRUCT Kick-Off 2013

INTREN has been a leader in time & financial support since 2013
The Components

• Create a common, standardized curriculum: utilities, contractors, unions

• Provide participant recruiting, screening and training: community not-for-profit agencies

• Provide Job Shadowing and Career Day: Participating companies and unions
A Partnership of Stakeholders

GOAL:
Better prepare local, diverse candidates to enter union jobs

- Construction & Engineering Firms and Unions
- Social Service Agencies
- Utility Companies

Job Shadowing
Stakeholders 2019

UTILITIES
ConEd
Nico Gas
Peples Gas

UNIONS
Chicago Area Laborers
IBEW Local 3
IBEW Local 15
IBEW Local 134
IBEW Local 196

MANUFACTURING
ABB, Inc.

WASTE RECYCLING
United Scrap Metal

CONSTRUCTION COMPANIES
Attridge Electric, Inc.
Builders Association
Burling Builders, Inc.
"D" Construction Company
Electric Conduit Construction
F.H. Paschen
Grantsburg Utility Construction, Inc.
Hankins & McCay, Inc.
Inerr, LLC
John Burns Construction Company
Lindahl Construction Company of Joliet
LiveWire Electrical & Construction
Midwest Access Solutions
Meads
MJ Electric
MZI Group, Inc.
Nash Brothers Construction Company, Inc.
NPJ Construction Co.
Omnis Utility Services, Inc.
PMI Energy Solutions, LLC
Publes Group
Trice Construction Company
Trivent Construction
V2 Companies

ENGINEERING, CONSTRUCTION MANAGEMENT
AND LOCATING COMPANIES
David Mason & Associates
d'Esco, Inc.
Environmental Design, Inc.
HBK Engineering, LLC
Kaiser Worldwide
KDM Engineering
Olenick & Associates
O’Mara Engineers
The BarTech Group
The Roderick Group

HIGH RISE RESIDENTIAL CONSTRUCTION
Constructing Bright Lives
Contributing Partners:
Heartland Alliance
Magellan Development Group LLC
James McHugh Construction Co.
Overview

• Now in its 7th year, CONSTRUCT is a program powered by an alliance of companies, social service agencies and labor unions.

• The 9-week program offers up to 130 diverse students annually job readiness and life skills training, information and guidance necessary to compete for good-paying, entry-level jobs in construction-related fields.

• The curriculum now has two tracks: Construction & Skilled Trades and Project Management/Planning/Admin.
In the Classroom & Job Shadowing
The Schedule

- Home Agency
- Friday Sessions
- Two Track Schedule
  - Construction and Skilled Trades
  - Project Management/Planning/Admin
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Behind the Scenes and More…

- Locator Training
- Microsoft Office Tools
- Math Skills Training
- Energy Efficiency
- Solar Training
- Engineering Overview
- Union Roundtable
### YWCA Student Participant List

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<th>First Name *</th>
<th>Last Name *</th>
<th>Gender *</th>
<th>Ethnicity *</th>
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### Data Collection

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<td>Johnson</td>
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- **Gregory-Rounds_Resume.docx**
  - March 22, 2018 8:13 AM by Ann Webb Camp (41k)
- **Gregory Rounds.jpg**
  - March 22, 2018 8:13 AM by Ann Webb Camp (1.8M)
Module Overviews

✓ **Company Overview**
  5 or 6 per day
  Entry level positions
  Requirements

✓ **Job Shadowing**
  1 or 2 days on site
  Personal Protective Equipment
  Expectations – participant and company
  Matching

✓ **HR Panel**
  Interview Preparation
  Interviewing Skills
  Expectations
• Unite Agencies with best practices in Education

• Determine curriculum for participants in:
  • Reading and Math
  • Employment Testing
  • Interviewing Skills
  • Test Taking
  • Communication Skills
  • Employability Skills

• Provide program support on site at each Agency
Educational Consultant

Employment Testing Training:

☑ Targeted instruction for passing the CAST Test

☑ Targeted instruction through NCCER for passing Employment Tests in Construction Math and Union Tests

☑ Increased days of academic instruction
Graduates Employed

2019 CONSTRUCT: 129 Graduates
- 96 Employed (74%)
- Placed by Agency: 63
- Hired by Stakeholders: 33

2018 CONSTRUCT: 95 Graduates
- 80 Employed (84%)
- Placed by Agency: 80
- Hired by Stakeholders: 26
Next Steps

• Extend the Program to Utility Companies in Other Regions
• To Date: INTREN has presented CONSTRUCT to Ameren and BGE

Job Shadowing
CONSTRUCT GRADUATES: Dexter Allison, Sr. and Dexter Allison, Jr.