



REV. STEPHEN E. TUCKER
President, JOBS Coalition

JOBS OUTLOOK 2019

It is with the utmost excitement that JOBS Coalition announces its 2019 theme, "Becoming!" Inspired by the bestselling memoir by former First Lady Michelle Obama, the Coalition's one-word theme emerges from recent developments in addressing job training, workforce development and employment opportunities for District residents.

By Rev. Stephen E. Tucker

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MAKING STRIDES: JOBS COALITION ACCOMPLISHMENTS



While raising awareness of workforce challenges and potential barriers to employment, the JOBS Coalition and its members have combined their resources and industry expertise to achieve the following results:

- Built the Bellevue Resource Center, a program facility serving the hard-to-reach, hard-to-employ, and returning ex-offender populations. The Center was completed on September 30, 2003.
- Guided the creation of the Construction & Design Academy at Cardozo, providing District students access, training, and preparation for careers in the construction industry and trades after graduation. The Academy officially opened in September 2005. □



KNOWLEDGE IS POWER
Students talk opportunities with M.C. Dean reps at the ACAD job fair.

READY, SET ... NETWORK! ACAD Students Put Best Foot Forward During Job Fair Kicking Off National Apprenticeship Week

As representatives from M.C. Dean discuss opportunities for high school students, 18-year-old A-CAD Builds intern Demilo Outing walks over and hands out his business card. Emie Gray, a superintendent at the company pauses, surprised and impressed by the young man's ingenuity.

By Arnesa A. Howell

"It's the first one I've ever gotten," says Gray, a general superintendent for the critical services division at M.C. Dean in the Mid-Atlantic area. "I've gotten resumes and spoken to a lot of students in a number of settings, but this is the first young man who's handed me his business card."

"It shows he's serious about what he's doing and what his career is going to be," Gray continues.

For Outing, that's just the impression he wanted.

Outing was one of 13 Academy of Construction and Design students attending a Nov. 14 job fair at IDEA Public Charter School as part of National Apprenticeship Week. The job fair is part of the Academy's effort "to cast the net a little wider" when it comes to preparing students for postsecondary readiness, according to Shelly Karriem, director of the Academy of Construction and Design, or ACAD. It's a critical step towards filling

what industry observers cite as a construction workforce shortage. By getting students face-time with companies covering all skilled trades, students are gaining exposure to opportunities they may not have known existed, says Karriem, and in return, companies are building diverse workforces. It's a "win-win situation," she says.

Having participated in home remodeling projects since middle school, transitioning to ACAD upon entering high school proved a natural fit for Outing. There, he received a chance to sharpen his career and technical education skills and participate in the newly launched paid internship program, known as A-CAD Builds.

The senior shares that networking at the job fair started with introducing himself to company recruiters. Then, followed up with business cards — making him a standout. "I want to become an electrician. I've already located the trade school I want to go to, but I have to wait until I get my high school diploma," says

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Outlook 2019 *Continued from page 1*

In 2018, the JOBS Coalition met two of the three objectives it set out to accomplish. Firstly, we continued collaboration with Jobs Partnership of Greater Washington (JPGW) in working with returning citizens, assisting through job training efforts to obtain employment and avoid recidivism. Jobs Partnership continued to hold classes both outside and inside detention facilities, specifically Montgomery County and D.C. jails. In Montgomery County, JPGW graduated its 17th class from the “Keys & Steps to Personal and Professional Success” program, a 12-week faith-based employment training initiative. Beyond the jails, program administrators continued to hold classes in area churches for persons not under supervised release.

Secondly, the Coalition maintained its support of the Academy of Construction and Design’s (ACAD) career and technical education program at IDEA Public Charter School in the District’s Deanwood neighborhood. There, in Ward 7, student scholars built “tiny houses” from the ground up. The Coalition was present during the recent announcement of support from three area banks to the ACAD program (*see related story*).

Unfortunately, we were unable to make good on our goal to collaborate with the Department of Employment Services. Time restraints and conflicting schedules did not allow for any progress to be made. However, it’s our hope to pick this up in 2019.

Looking ahead, our primary objective is to address three critical needs related to employability that are highlighted in the December 2016 report, “Beyond Second Chances,” by the Council for Court Excellence. The report looks at returning citizens’ re-entry struggles and successes in the District of Columbia. It emphasizes the need for pre-release efforts toward employment, efforts to improve employability while under community supervision, and the importance of dealing with shifts in employment policy for returning citizens.

Citing Court Services and Offender Supervision Agency (CSOSA) data, the report states, “For D.C. returning citizens, unemployment is likely to be as high or even higher than across the U.S.,” adding that among employable returning citizens entering supervision in 2015, 71 percent reported being unemployed.

The JOBS Coalition also wants to continue support of ACAD by rallying the faith community to support the students’ outreach effort in working to assist poor neighborhoods in Jamaica.

The best part of embracing this theme is celebrating individual achievements along the way. We aim to do this by recognizing special youth at the 2019 Annual Meet The Future Luncheon in May. □



MAKING CONNECTIONS
Student Demilo Outing (foreground) networks at the Miller & Long exhibit booth.

ACAD Job Fair *Continued from page 1*

Outing, whose second choice is carpentry.

With a focus on becoming an electrician, Outing was eager to learn about the skilled trades opportunities from both M.C. Dean and Miller & Long Concrete Construction, also present at the fair. He credits ACAD with prepping him for success on this day. Not only did the staff assist in the business card design but also helped with interview etiquette, from introductions to business attire.

The Mentor Effect

The building industry professionals and other organizations in attendance quickly pointed out the benefits of mentoring young people in their pursuit of skilled trades careers. For numerous students, volunteer mentors from Associated Builders and Contractors (ABC) have provided steadfast support in workforce preparation, particularly for junior and senior scholars in the Academy.

Tia Perry, director of business development and partnership at ABC, says students are provided guidance in resume writing, interviewing techniques and time management, and even participate in job shadowing. Such outreach is especially important because many students will not pursue college after high school graduation, so they need to be ready for alternative career paths, she says.

“Time is of the essence. They have to find a job in June,” Perry stresses.

A volunteer since 2015, she adds, “ABC is really extremely passionate about giving back to the community and really trying to make a difference in these kids’ [lives].”

Meanwhile, back at the M.C. Dean exhibit booth, recruiter William Lilley is witnessing first-



FOCAL POINT ACAD scholar Karilton Carroll (left) explores fieldwork prospects with Miller & Long’s Romina Byrd.



GOOD IMPRESSIONS Amid a full house, Ruppert Landscape’s Kate McCabe (right) gives the lay of the land to one young attendee.

hand the impact of mentoring. “It’s amazing to see how many of these young people already have a plan and are just looking for ideas, advice and help more so than anything else,” he says.

For those taking the initiative, Lilley is sharing information about the company’s apprenticeship program, which he calls the foundation for becoming an electrician. Other students that may be interested in pursuing engineering can benefit from M.C. Dean’s internship programs, options for those attending college but returning home for summer breaks.

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GRANTS FOR SUCCESS Community Investment Partners (clockwise) United Bank, The SunTrust Foundation, Wells Fargo and the Richard E. and Nancy P. Marriott Foundation (not pictured) award over \$250,000 to expand skilled trades internships.



COMMUNITY INVESTMENT PARTNERS AWARD FOUNDATION MORE THAN \$250,000 TO EXPAND PAID SKILLED TRADES INTERNSHIPS FOR DISTRICT STUDENTS

Students of the Academy of Construction and Design gathered along the perimeter of the architecture and drafting classroom in IDEA Public Charter School. Nearby, leadership of the D.C. Students Construction

Trades Foundation (DCSCTF) held court with banking and philanthropic leaders. Soon, these worlds would intertwine as community investment partners awarded more than \$250,000 in grants to the Foundation to support skilled

trades training for District of Columbia students.

The grants — announced Nov. 14 during kickoff of National Apprenticeship Week — include funding for career and technical education training for high school students participating in what is called A-CAD Builds, a pilot internship training initiative. Under this program, Academy students completed multiple projects including the renovation and build-out of a pastor’s office housed at IDEA, and two tiny house projects featured in the city government’s Vacant to Vibrant demonstration site in Ward 7.

“Today, we are welcoming new community investment partners who are committed to helping these interns build financial well-being for themselves and for their families,” said Paula Ralph, COO of the D.C. Students Construction Trades Foundation, at the start of the event.

This series of funding marks a leap forward in expanding paid internship opportunities and hands-on building experiences for young people, according to DCSCTF. “It’s exciting to be here with all these young people as we look to them to build our future — brick-by-brick, stick-by-stick,” said Foundation Board President John McMahon while standing alongside the board’s vice president, Steve Donohoe, during the event.

Investing in Bright Futures

The banking community readily made a “huge commitment” dedicated to funding paid internships that teach youth life and building skills, while benefiting the community at large. “It will really be the seeds of success,” McMahon said.

Among the banks giving back to the community are United Bank, which has invested \$125,000 over five years, and Wells Fargo, which awarded a \$10,000 grant. “I came last year to see the work done here and was very impressed ... and excited that it will lead to jobs when you [students] get out of here,” said Kevin T. Hall, vice president of community lending and investment for Wells Fargo, during the check presentation.

Additionally, the SunTrust Foundation has granted \$100,000 to DCSCTF. This funding aims to help more high school students “gain financial confidence” that will put them on a pathway to positive employment, higher education, diverse careers and entrepreneurship in the building industry, according to a joint news release from the DCSCTF and SunTrust Foundation.

“There is no better place to begin the journey of financial well-being than with our youth,” said Stan Little, president of the SunTrust Foundation in the release. “We’re proud to assist today’s students, who are already achieving great things such as building homes for others, and we look forward to reinforcing the financial foundation they build for themselves.”

During the ceremony, Ralph also acknowledged the Richard E. and Nancy P. Marriott Foundation for its education grant,

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JOBS Coalition Pathways

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ACAD Job Fair *Continued from page 2*

Lilley gave a nod to the hands-on experience many students have in controlled environments. However, he encouraged greater training as these young people seek out internships and apprenticeships. He “definitely” would like to see some training — whether provided by the employer or the Academy — to get the kids prepared for that “rocky start if they’ve never been in a commercial environment.”

Table Talking Points

Informational handouts are spread across the tables, with company representatives at the ready to answer questions. At Miller & Long, the emphasis is on the variety of summer internship and apprenticeship programs available, depending on the individual’s career objective. If entering the workforce directly is the goal, the company’s apprenticeship programs provide “a good, paid opportunity that’s hands-on with class sessions,” according to Amy Bernoske, an estimator at Miller & Long.

She says having a presence at the event is important for spreading the word to young people about the opportunities in construction.

Nearby at the Ruppert Landscape booth, Human Resources Specialist Kate McCabe is firing off the different career paths and divisions available within the company. As upper-level students stop by the table, she discusses the various specialty areas for internships, ranging

from landscape installation to management. The internship program is one way to “rub elbows” with some of the leaders in the company to learn more about what each branch or division does, she explains. McCabe also touches on some of the very limited hiring opportunities for those in the 18- to 21-year-old age group, attributed to safety concerns related to this industry.

While laying out this information, she quickly asserts how “super impressed” she has been with the students’ abilities to discuss career pathways and values for employment, as well as maintaining eye contact and approachability. “I go to college fairs and don’t see stuff like this on a regular basis,” McCabe says.

As the job fair winds down, a cluster of ACAD students gather in a corner of the room, laughing and talking about the afternoon. Karlton Carroll, 17, is among the young men who made the rounds looking for internships. Prepped for the event by his mom (he credits her for helping craft his resume and waking him up early to get dressed), he’s excited about the day’s accomplishments and the outlook for his future in the construction industry.

During the networking, he learned what companies like Miller & Long and Ruppert Landscape have to offer. “I like their fieldwork,” says Carroll, who plans to attend college and major in computer technology and software. He praises the Academy for teaching much-needed

skills so he could obtain certifications in areas such as carpentry and construction.

But he also applauds the support of his classmates, who lifted him up and kept him on a positive path in the face of personal and academic challenges. Says Carroll assuredly, “A lot of friends made sure I was on track to be a sharper student. They made sure I was good.” □

DCSCTF Grants *Continued from page 3*

which when combined with the other grants, translates into this \$250,000-plus initiative to build bright futures. Ultimately, the funds will be utilized for soft skills training, mentoring, job shadowing and work-based learning experiences for eligible construction and design interns participating on homebuilding sites in communities east of the Anacostia River, the release added.

Ralph also noted in-kind donations of nearly \$20,000 in power tools and equipment for advanced carpentry labs in the Academy. “That gift was made possible by the leaders at Miller & Long,” she shared.

While industry tools and equipment manufacturers quickly stepped up to fulfill the wish list, McMahon said their dedication would ultimately reach beyond the classroom. “It speaks to how many people in private industry understand how important skilled trades are,” he told the crowd. “It’s what builds cities.” – AAH □



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