

# **BRIDGEPORT**

## **CONSTRUCTION JOBS FUNNEL PROGRAM**

In August 1999, the Capitol City Economic Development Authority's Hartford Construction Jobs Initiative also known as the "Jobs Funnel" has trained and placed hundreds of individuals in jobs such as carpentry, brick laying, plumbing, roofing, and electrical. Based on the success of this model and its ability to bring jobs and create community and economic development opportunities, it is the intent of Bridgeport to create and implement its own Jobs Funnel Program.

The Bridgeport Jobs Funnel Program is designed to develop an educated, trained and self-sufficient workforce that can compete in the changing global marketplace. The Bridgeport Jobs Funnel Program will create a seamless coordinated delivery system of occupational skills training, supportive services and employment opportunities that is customer centered and easily accessible.

A combined effort of State, local businesses, community and faithbased leaders from public, private and nonprofit sectors will work in cooperation with the construction trades to provide opportunities for local residents to receive job training and education related to the construction industry and major capital improvement programs currently underway.

The target population for this program will be Bridgeport residents 18 years of age or older, with one or more of the following characteristics: low-to-moderate income; unemployed or underemployed (low-wage workers); a resident in publicly subsidized housing; or individuals engaged in a specialized industry but lacking the skills required to advance in that industry.

The Bridgeport Construction Jobs Funnel Program will provide an array of services which include outreach and recruitment, career assessment and exploration, case management, pre-employment preparation, apprenticeships, job placement and retention services.

**Approximately \$ 250,000 in funding is needed to begin implementation of the program.**

# BRIDGEPORT CONSTRUCTION JOBS FUNNEL PROGRAM

The City of Bridgeport will coordinate a community effort to provide opportunities for residents of Bridgeport to receive job training and education related to the construction industry and other industries where jobs and careers are being created. The project is designed to develop opportunities for individuals that live in Bridgeport and to increase an industry's ability to identify, train and retain qualified workers to meet its needs.

## **Target Population:**

The target population for this program will be Bridgeport residents with one or more of the following characteristics: Low to moderate income; unemployed or underemployed (low-wage workers); resident in publicly-subsidized housing; or individual engaged in a particular industry but lacking the skills required to advance in that industry.

## **Approach:**

An alliance of State and Bridgeport community leaders from the public, private and nonprofit sectors will work in cooperation with the construction trades and other industry representatives to recruit, assess, provide attitudinal training, create apprenticeships, conduct job placement and follow-up services.

## **Recruitment:**

State and Bridgeport community-based organizations will identify approximately 200 individuals for an overview of the program, the process, the training and the jobs available.

### **Assessment:**

Once individuals have been recruited, a comprehensive assessment will take place. The assessment will incorporate a math/reading skill assessment, drug screening, criminal background search, driver's license confirmation and a physical. Individuals that lack basic life skills will receive basic life skills training. Those that lack a high school diploma will be enrolled in a GED or high school equivalency program. Those with language barriers will be enrolled in ESL classes.

### **Attitudinal Training:**

STRIVE (Support and Training Result in Valuable Employees) is a national model for providing individuals with the right mindset for employment. STRIVE is a three-week program that prepares individuals for the work environment by focusing on workplace culture, climate and expectations while building self-esteem and self-confidence.

### **Career Exploration:**

Individuals will examine several careers through job shadowing and workshops in each industry having job opportunities.

### **Job Training:**

In conjunction with the various construction trades and other industry organizations and service providers, training will be given in a variety of industries where trained individuals are sought for available jobs. For example, training in the construction industry will include safety training (including hazardous materials handling, confined space entry, electrical, fall prevention,

accident prevention, etc.), OSHA training (including EPA laws and regulations, hazard communications, etc.), industrial hygiene and the like. Similar job training would be offered in other industries.

**Case Management/Counseling:**

Individual progress in the program will be monitored to ensure that individuals stay engaged in their training and receive assistance in overcoming any obstacles that may be in the way of their success. The individual will be referred to assistance that is available.

**Career Placements/Apprenticeships:**

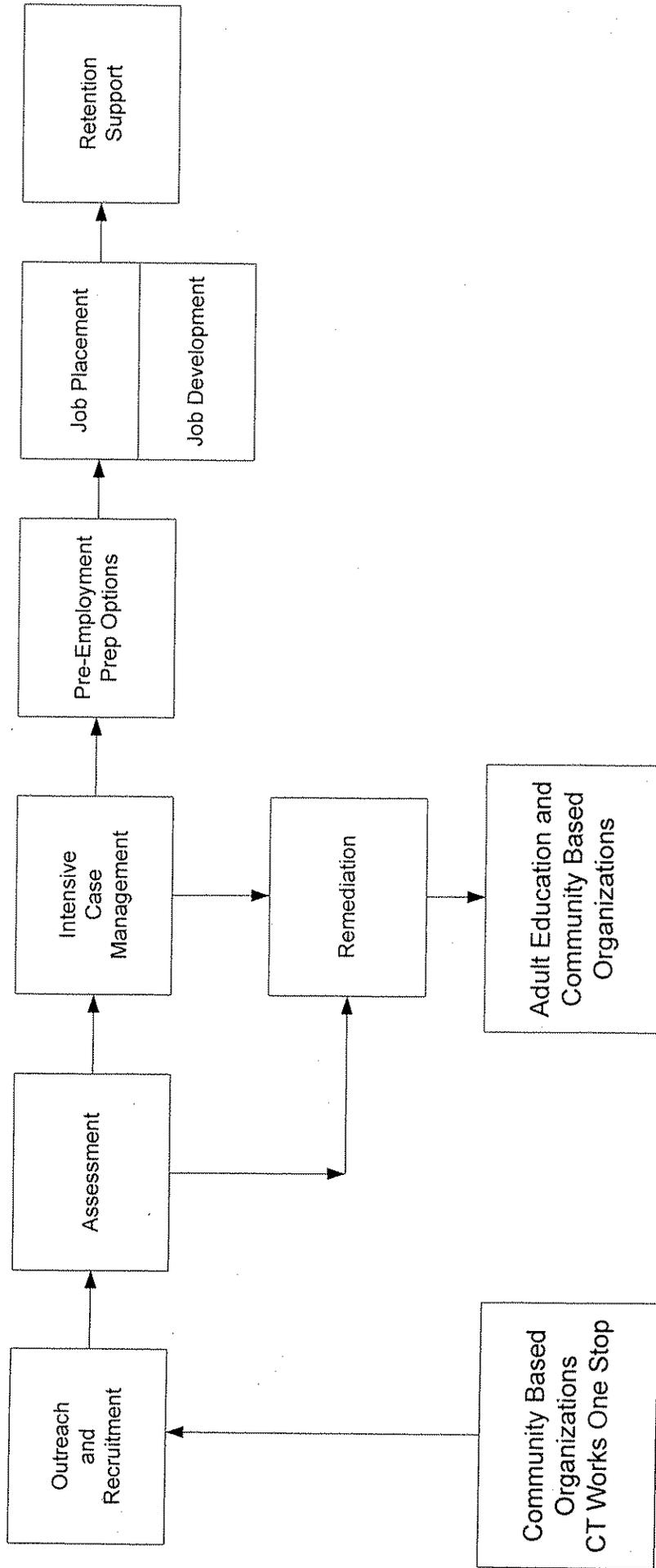
Successful completion of training will result in placements into available industry jobs, including apprenticeships in the construction trades, and each individual's progress will be coordinated and monitored to ensure successful transition and progress.

## BUDGET NARRATIVE

Based on a recruitment of approximately 200 and training and placement of approximately 50 (\$ 5, 000/person)

<b><u>Personnel:</u></b> To include administration, overall project management, oversight and implementation, evaluation and fiscal and programmatic reporting	<b>\$ 55,000</b>
<b><u>Fringe Benefits / Payroll Taxes:</u></b> All applicable federal and state taxes, workers comp, projected medical coverage, etc.	<b>\$ 16,800</b>
<b><u>Contractual:</u></b> Case Management, Assessments, Skills Training, Job Placement, Follow-up	<b>\$ 165,700</b>
<b><u>Support Services:</u></b> Background checks, physicals, transportation, equipment (work boots, tools), etc.	<b>\$ 12,500</b>
<b><u>Total</u></b>	<b>\$ 250,000</b>

Bridgeport Jobs Funnel



Bridgeport Jobs Funnel - Structure

