

To: Members of the Board of Estimates
From: Hickory Hurie and Mary Charnitz, CDBG Office
RE: Skilled Trades Apprenticeship Readiness Training Program (START)
Date: October 29, 2009

At the October 9 BOE meeting, you requested some additional information about the START program.

In 2007 the Council approved \$75,000 in City funds as the first year of a two-year pilot project to support employment and training efforts in the Allied Drive neighborhood. The CDBG Commission initially recommended \$40,000 for the Allied pilot program to provide skilled trades apprenticeship training targeted to residents of the Allied Drive neighborhood. The project addressed the CDBG Framework Objective of 'Connecting Residents to Job Training Opportunities Leading to Permanent Employment that Offers a Living Wage or Greater in the Allied Drive Neighborhood'. The City Council increased the total allocation to \$75,000 for 2007 and expanded the target population to include City of Madison residents in other non-Allied neighborhoods.

The CDBG Office negotiated a 2007 contract with several benchmarks for performance: class sessions, START enrollment, passing of apprenticeship tests or employment. START was to provide a minimum of three 6-week class sessions, along with tutoring sessions. At least two of these sessions were to be held in the Allied Drive area. 100 individuals would enroll in the class sessions, 40 of them would be City Allied residents. Of those that enrolled, 80 would complete the sessions and pass the apprenticeship test, 32 from Allied. 50 individuals would become employed in a construction related job, as a pre-apprentice or as a registered apprenticeship. Since this was a pilot program in development over a two-year period, we expected that the second half of 2007, and the second year of the contract would be more effective in reaching the contract goals.

Through June 2007, START had spent approximately \$35,000 of the \$75,000 for 2007. (This is the only request for funds we have received to date, although we anticipate additional reimbursement requests.)

As of June, START had completed three class sessions, all of which they held in the Allied neighborhood. Through these three sessions, 55 individuals enrolled in the class sessions, 24 of them were City Allied residents. In addition, 9 individuals received tutoring from START. Of those enrolled, 12 completed the sessions, 2 from Allied. Of those enrolled or who received tutoring 8 passed the apprenticeship test, none were from Allied. 2 individuals, 1 from Allied, became employed in a construction-related job. A summary chart is attached for your review.

In addition to the City residents served by this grant, START served 10 non-City residents in class sessions and provided tutoring to 21 individuals. 16 of these non-City residents passed the apprenticeship test. 2 became employed in construction related jobs and 8 became employed as pre-apprentices. See attached chart.

Our goal for 2008 is to strengthen the program to meet its original intent of providing job training which will lead to permanent employment offering a living wage or greater. We will continue to emphasize serving the residents of Allied Drive, seeking ways to make the program more successful in meeting the needs of these residents. START representatives are scheduled to meet with staff to discuss enhanced strategies for program effectiveness for the 2008 program year, and its development into a self-sustaining addition to workforce development in the Madison area.

We would be happy to provide additional information if requested.

START PROGRAM
YEAR TO DATE REPORT THROUGH JULY 2007
(BASED ON CASE FILE REVIEW OF 9/5/07 AND UPDATES FROM START 10/16/07)

	NUMBER SERVED	GOAL	% GOAL MET					
PROVIDE APPRENTICESHIP TRAINING PROGRAM	THREE 6 WK CLASSES	THREE 6 WK CLASSES	100%					
Allied City Residents enrolled in START program	24	40	60%					
Allied City Residents completed START program	2	32	6%					
Allied City Residents dropped out of START Program	22	-	-					
Allied City Residents in FAST TRACK	1	-	-					
Allied City Residents passed apprenticeship test	0	32	0					
Allied City Residents employed in:								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Construction related jobs</td> <td style="width: 30%; text-align: center;">1</td> </tr> <tr> <td>Pre Apprenticeship</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Registered Apprenticeship</td> <td style="text-align: center;">0</td> </tr> </table>	Construction related jobs	1	Pre Apprenticeship	0	Registered Apprenticeship	0	20	5%
Construction related jobs	1							
Pre Apprenticeship	0							
Registered Apprenticeship	0							

Non-Allied City Residents enrolled in START Program	31	60	52%					
Non-Allied City Residents completed START Program	10	48	21%					
Non-Allied City Residents dropped out of START Program	23	-	-					
Non-Allied City Residents in FAST TRACK	8	-	-					
Non-Allied City Residents passed Apprenticeship test	8	48	17%					
Non-Allied City Residents employed in:								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Construction related jobs</td> <td style="width: 30%; text-align: center;">1</td> </tr> <tr> <td>Pre Apprenticeship</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Registered Apprenticeship</td> <td style="text-align: center;">0</td> </tr> </table>	Construction related jobs	1	Pre Apprenticeship	0	Registered Apprenticeship	0	30	3%
Construction related jobs	1							
Pre Apprenticeship	0							
Registered Apprenticeship	0							

*The majority of drop-outs occurred between 1 day and 2 weeks of the 6 week program.

The Contract limited City expenditures to services to City Residents.

Allied Non-City Residents enrolled in START Program	0	-	-
Allied Non-City Residents completed START program	0	-	-
Allied Non-City Residents dropped out of START Program	0	-	-
Allied Non-City Residents in FAST TRACK	0	-	-
Allied Non-City Residents passed Apprenticeship test	0	-	-
Allied Non-City Residents employed in:			
Construction related jobs	0		
Pre Apprenticeship	0		
Registered Apprenticeship	0	-	-

Using other funds, START provided additional services to non-City residents. These figures tend to show higher enrollment and success rates, and may be due to other characteristics, such as the level of education or contact referrals from the non-City target areas.

Non-Allied Non-City Residents enrolled in START Program	10	-	-
Non-Allied Non-City Residents completed START Program	6	-	-
Non-Allied Non-City Residents dropped out of START Program	4	-	-
Non-Allied Non-City Residents in FAST TRACK	21	-	-
Non-Allied Non-City Residents passed Apprenticeship test	16	-	-
Non-Allied Non-City Residents employed in:			
Construction related jobs	2		
Pre Apprenticeship	8		
Registered Apprenticeship	0	-	-

*The majority of dropouts occurred between 1 day and 2 weeks of the 6 week program.

Fast Track is individualized tutoring for individuals who have previously completed START but have not yet passed the apprenticeship test and need some additional assistance. No contract goal was set since it would duplicate the individuals who were served in previous START sessions. Success would be measured by the number of individuals enrolled in START and the number that passed the test.

The racial/ethnic breakdown of the 24 individuals that passed the apprenticeship test is as follows:

- 2 white females
- 2 black female
- 5 black male
- 2 Hispanic male
- 13 white males