



The Laborers International Union of North America, Local 55, in partnership with the Garden State Alliance for a New Economy (GANE) Weatherization and Residential Energy Efficiency Program Newark, NJ

The Laborers Local 55 and GANE launched a weatherization and green jobs training program for inner-city residents of Newark, New Jersey, in January 2009. The goal was to recruit individuals who have traditionally faced barriers to employment. The initiative was in response to President Obama’s campaign call for weatherizing a million homes in the larger context of creating jobs and addressing global warming. The Newark weatherization program’s first 6-week training course began in March with 22 participants, all people of color, who were either unemployed or underemployed. Roughly half of the participants were from prison re-entry programs.

This case study is current as of June 2009. For more information contact:

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<p>Training Methodology</p>	<p>The intensive 6-week weatherization training is a mixture of classroom and hands-on training designed to prepare participants with job readiness and job skills in weatherization and residential construction. The six weeks include:</p> <ul style="list-style-type: none"> • 1 week of training in life and employability skills • 1 week of general construction and safety • 2 week Hazardous Waste Worker Training Program • 2 weeks of home energy efficiency training and basic residential green construction. <p>The skills taught in the 2 weeks of home energy efficiency training include working with blower doors, blowing insulation, air sealing techniques, caulking and weather stripping, wrapping pipes and hot water heaters, and the basics of performing energy audits. More advanced energy efficiency tasks are taught in the second week, including maintaining safe electrical systems and installing</p>
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This case study is meant to give a snapshot of the program profiled here. For the most up to date information on this program, please visit their website

	<p>weather tight doors. The curriculum was developed by the Laborers AGC in conjunction with the New Jersey Building Laborers' Training Fund.</p>
<p>Participants and recruitment</p>	<p>The participants for this 6-week weatherization training were selected and identified by working with the local community. GANE played a critical role in outreach to community and clergy leaders, who in turn helped generate a pool of nearly 100 candidates who applied for the training. The City of Newark also assisted in the recruitment process and helped to connect interested residents to the training program.</p>
<p>Green program from the outset?</p>	<p>From the beginning this program was conceived as a response to President Obama's call for creating good jobs for those who most need them, providing a pathway out of poverty, and helping to stimulate the economy in the process.</p>
<p>Length and frequency of training</p>	<p>6-week training. Projected to train an additional 350 residents in New Jersey within the next year. Currently, a second 6-week training is scheduled to start June 8, 2009 in Trenton, NJ. Approximately 22-25 Trenton residents will be selected to participate in that training. Simultaneously, Laborers Local 55 is moving forward to train residents in Delaware and Laborers' Local 10 will be training residents in New York City.</p>
<p>Include apprenticeship or on-the-job training ?</p>	<p>Laborers' Local 55 and Local 10 were both chartered approximately one year ago. The locals were created with the specific purpose of organizing workers in the weatherization and residential construction industry. Neither local had a bench of existing members waiting to go to work. As a result, the locals made a decision to open their doors for new workers to join their locals. Short-term, a decision was made not to create an "apprenticeship" classification in order to make joining the local an easier process for workers new to the industry.</p> <p>The 6-week training did not include on the job training, however, trainees did receive many hours of "hands-on" field training. Under the NIEHS grant, trainees received a \$100/week stipend for each week of training.</p>
<p>Funding</p>	<p>The National Institute of Environmental Health Sciences (NIEHS) provided \$90,000 grant to cover the cost of the 6-week training. The Laborers' Union has a long history of working with the NIEHS grant program. Future funding will be sought from NIEHS, the DOL Green Jobs Act appropriation, and the New Jersey Building Laborers Training Fund.</p>

Key relationships	GANE and the Laborers are seeking relationships with weatherization contractors. In fact, Air Sealers, a local minority owned firm recently signed a collective bargaining agreement with Laborers Local 55. We are also actively meeting with municipal, county, and state agencies.
Eligibility	The trainee applicants must be 18 years of age, pass a drug test, have a high school diploma, GED or score at least at a 10 th grade level in reading and math before beginning the training.
Credentials	Successful participants complete the program with certificates in OSHA 10-hour Construction Industry Outreach Training Program, Confined space, First Aid/CPR/AED, and Lead Renovator, Asbestos and mold awareness courses, Hazard Communications. In addition, trainees will receive a certificate stating that they have been trained as a Weatherization Installer/Technician. Future courses for participants to upgrade their skills will include, but are not limited to: 1) Weatherization Supervisor and; 2) Energy Auditor. By including three levels of training, we hope to create a career pathway for participant's that rewards and promotes growth.
Placement and follow-up services	Program participant information (names, addresses, telephone numbers, training provided – course(s), dates, completion, certificates/competencies achieved) will be entered into a trainee tracking database. This database will be used to provide grant reports on program accomplishments and to mail/email follow up surveys to program participants. The follow up surveys will serve two functions: to track employment and to evaluate program effectiveness. Analyses of survey results will also be included in program reports to the funding agencies.