

Employment Strategies and Best Practices

Patrick Brown , OAI, Inc.



OAI, Inc.

- Non Profit 501-c-3 specializing in workforce development for the last 35+ years
- Working with age 18+ unemployed and underemployed individuals with limited education, most possessing a criminal background

OAI GREEN TRAININGS

- Dallas – Green Construction
- NYC – Partnered with Sustainable South Bronx
- Kansas City – EPA Sustainable
- Chicago – Partnered with Greencorps

- Certifications: Hazwoper , Lead Abatement worker, Asbestos Abatement worker, OSHA Safety license, Mold awareness, Environmental Monitoring, Confined Space Entry

Environmental Health and Safety Skills for Green Jobs

- Lead Based Paint Awareness – Weatherization
- Asbestos Awareness – Demolition / Deconstruction
- OSHA Safety Standards - Solar panel installation
- Confined Space – Installation & Maintenance HVAC
- Personal Protective Equipment – Installing Rain gardens
- Hazardous Waste – Computer & Electronics Recycling



Strategies for reaching employers with our population

1. Work with municipalities that receive EPA dollars for clean up:

EPA Brownfield's department funds much of the clean up work involving construction and environmental remediation. Working within your region to find a list of pre-approved contractors who are doing the work has provided opportunities for employment.

Strategies for reaching employers with our population

2. Work with municipalities to include bid preference for hiring from training programs:

Developing relationships within city offices that hire contractors has been very successful. Cities like Kansas City, MO have been successful driving placement through bid preference. Contractors who hire from the a job training program can receive points on a bid toward a project.

For specific bid language please contact me directly:
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Strategies for reaching employers with our population

3. Work with municipalities that have ARRA dollars for weatherization:

By partnering with the Chicago Department of Environment we readily heard that the 400,000 homes they mean to weatherize would lead to jobs. By staying connected with the city, we were among the first to know the number of contractors and qualified weatherization workers was increased from it's original number.

Weatherization workers and energy auditors have been a significant number of successful placements since last year.

Partnering with Employment Agencies

Working with Employ America and Signature Staffing has enabled our programs to gain benefits from tax credits including:

- medical benefits
- supportive services
- matched savings program

<http://www.employamerica.org/>

Working with associations

- Working with the African American Contractors Association has led to placements.
- Participating with the National Brownfield's Association has connected us with employers.
- Neighborhood Housing Services works to help homeowners of dilapidated buildings, and banks, beautify and improve their properties. They are able to connect us to contractors that do the renovation work, enabling internships that have lead to placement.

Lessons learned

- The process is long, plan time for relationships to grow.
- Make a skillful match. Have a process for matching the trainee with the job.
- Student participation is essential.

THANK YOU

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