



NJBUILD

New Jersey Builders Utilization Initiative for Labor Diversity

NJBUILD — New Jersey Builders Utilization Initiative for Labor Diversity — supports women and minorities who want to enter the heavy equipment and construction trades. To prepare them to work in these fields, NJBUILD gives grants to consortia of employers, labor organizations, community organizations and training providers. These groups then provide workforce readiness and vocational training to interested individuals who qualify. Graduates of the training program earn the opportunity to work as entry-level apprenticeships in the construction trades.

Eligible organizations can apply for funding through a competitive Notice of Grant Opportunity. This NGO will be available in 2011. NGOs are posted on the web page of the New Jersey Department of Labor and Workforce Development: www.nj.gov/labor, then select *Public Notices*.

WomenBuild

One current example of an NJBUILD initiative is WomenBuild, launched in fiscal year 2010. This pilot program focuses on female ex-offenders and women who live in Essex and Camden counties. Participants get construction trades training, case management services, and placement services into registered apprenticeship programs or skilled trade jobs with industry partners.

Two New Jersey organizations, through the competitive Notice of Grant Opportunity (NGO) process, were awarded grants: the Hispanic Family Center of Southern New Jersey and New Jersey Institute of Social Justice in Northern NJ. Each grantee must accept at least 32 women into the program (at least 60% ex-offenders), and graduate at least 30 women (at least 60% ex-offenders).

Participant Eligibility

WomenBuild trains workers for advancement, and provides job security to women and female ex-offenders reentering the community. To qualify, participants must:

- be a female at least 20 years of age at the time of enrollment
- reside in Camden or Essex County (or be an ex-offender relocating to that county)
- have a high school diploma or GED
- have a valid driver's license
- remain drug free and submit to drug testing through the program
- score at least 8th grade proficiency on the Test of Adult Basic Education (TABE), and
- demonstrate a valid interest in pursuing a career in construction.

Case Management and Support Services

Once an individual is accepted into the program, the organization (grantee) must assess the participant to determine her needs. In addition to work skills training, each participant will receive "wraparound" services such as life skills training, supportive services, and referrals to appropriate community partners. Case managers will closely monitor progress to ensure that needs identified during the initial interview are resolved, and do not remain barriers that could keep her from successfully completing the training program.

Training Description

The eight-week program provides at least 200 hours of training, which focuses on:

- life skills and job-readiness skills
- literacy and communication
- financial literacy and financial management
- construction basics
- construction-based math
- vocational hard skills training including:
 - using hand and power tools
 - measures and construction
 - installing replacement windows and doors
 - patching and painting
 - building and installing kitchen cabinets and bathroom vanities

Participants will also receive OSHA 10 and EPA Remodel, Repair and Paint Certifications.

Program Goals

WomenBuild aims to graduate 60 women trained in construction industry work during the 18-month pilot. We anticipate that at least 50 graduates will be hired in quality construction jobs and USDOL Registered Apprenticeship occupations with employer partners and labor organizations.

Apply

Individuals who meet WomenBuild's eligibility requirements are encouraged to apply by calling the NJBUILD grantee in their county.

Camden County residents:

Hispanic Family Center of Southern New Jersey

Altie Carrasquillo, Project Director
856-964-4692

Essex County residents:

New Jersey Institute for Social Justice

Albert Williams, Project Director
973-624-9400 ext. 25

- OR -

Office of Grants Operations

609-984-9414

Funding for NJBUILD is provided through the annual Appropriations Act and P.L. 2009, c. 335, which requires certain public entities with construction contracts of \$1,000,000 or more to give one-half of one percent of the contract's total value to the New Jersey Department of Labor and Workforce Development to fund NJBUILD.



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