Peoria Area Diversity in Employment Action Team

Authors: Kevin Walker; André Williams
PADEAT Members
2015-2016
# Table of Contents

Who we are ........................................................................................................................................ 2  
Our Vision ........................................................................................................................................ 2  
Our Mission ........................................................................................................................................ 2  
How we achieve our mission .............................................................................................................. 2  
How we measure our goals .................................................................................................................. 3  
Our Action Plan to achieve our objectives .......................................................................................... 4  
  Strategy Summary .............................................................................................................................. 4  
  Specific Strategies ............................................................................................................................. 4  
Supplemental Education Centers ........................................................................................................ 5  
PADEAT Success Stories ..................................................................................................................... 8  
  Feature Story .................................................................................................................................... 8  
  Rising Star: Bridget Booker ............................................................................................................... 8  
  Johnny Jorden ................................................................................................................................... 9  
  Dameion Blalock ............................................................................................................................. 9  
  Lisa Hoskins ..................................................................................................................................... 10  
  LaShawn Ogelsby ........................................................................................................................... 10  
Resource Page ................................................................................................................................... 11
PADEAT

Peoria Area Diversity in Employment Action Team

Who we are
The Peoria Area Diversity in Employment Action Team (also known as PADEAT) is a partnership of local building trade unions, contractor associations, education and training centers, community organizations, contractors, City of Peoria and IDOT.

Our Vision
At PADEAT, our vision is that of “a well-prepared, well-trained diverse union construction workforce that reflects our Community.”

Our Mission
Our mission at PADEAT is to “Facilitate education, communication, and training to enhance opportunity for union construction employment that reflects the demographics of the Greater Peoria region as covered by the West Central Illinois Building and Construction Trades.”

How we achieve our mission
How do we achieve our mission? By working in four (4) distinct Goal Areas:

- Communication – To inform the overall Community and community service providers of ongoing employment and training opportunities in various Building and Construction Trades using both traditional and non-traditional methods.
- Recruitment – To execute a common effort to identify and recruit applicants for training and employment opportunities in the Trades.
- Preparation Enhancement – Recruit and prepare applicants for pre-apprenticeship programs with the math skills, interview skills, and
communication skills to increase their probability of securing apprenticeships in the Building Trades.

- **Retention** – Maximize employment and training opportunities for apprentices to achieve Journeyperson status.

**How we measure our goals**

At PADEAT, we measure progress toward our goals against specific, measurable, attainable, realistic, and time-bound targets – or, SMART Objectives. The SMART Objective we have developed include

- **Communication**
  - Achieve apprenticeship opportunity message saturation of 80% of core of ~40 area churches and (X number, TBD) of community organizations. Ongoing

- **Recruitment**
  - Increase the percentage of qualified Minority applicants by 5% for each respective Trade above their current Minority applicant percentages by 6/15.
  - Increase the percentage of qualified Minority applicants by 50% for each respective Trade above their current Minority applicant percentages by 6/17.

- **Preparation Enhancement**
  - Increase overall number of Career Fair TABE test takers to 100 by 3/2016.
  - Increase the average subsequent TABE test score by (X%, TBD pending calculation of baseline scores) by 5/2016.
  - Increase minority apprenticeship participation by 10% across the Trades offering apprenticeship opportunities by 6/17.
  - Increase minority apprenticeship participation by 20% across the Trades by 6/18.

- **Retention**
  - Achieve and maintain an apprenticeship completion rate of 90% by 2018.
Our Action Plan to achieve our objectives

When the PAD Employment Action Team developed our strategic plan, we identified the success factors and barriers to each SMART Objective before identifying Strategies and Actions, summarized as follows:

Strategy Summary

- Advertise for the annual work fair
- Host the early spring work fair
- Follow-up contacts with participants in the work fair to verify continuing interest and schedule TABE testing
- Conduct TABE testing
- Recommend supplemental education training if necessary
- Follow-up TABE testing after supplemental training
- Apprenticeship testing
- Assess Results

Specific Strategies

Jan/Feb  We publicize the Annual PADEAT Career Fair through radio/TV, the City of Peoria website, flyers to local businesses and churches in the targeted areas, and various social media contacts (Communication)

March  We host the Annual PADEAT Career fair. Many of the local building trades have displays where they explain the type of work that their craft performs. The City of Peoria and IDOT also participate to provide information on work opportunities that they may have. (Recruitment)

Mar/April  Each participant at the Career fair is contacted to verify their continuing interest in the building trades. TABE testing is scheduled to evaluate the readiness of each participant to take the various union apprenticeship tests. (Recruitment)

May  TABE testing is conducted. The scoring on the test is immediately available and recommendations are made for any needed supplemental training (Preparation Enhancement).
Upon completion of any supplemental training we want to TABE test the participant to verify that he/she is prepared to do well on the union apprenticeship test. (Preparation Enhancement)

Participant takes the apprenticeship test of their trade of interest when applications are being taken

Assess the success of the applicant and look for any needed changes/improvements to our Plan.

Be aware and publicize the success stories of applicants to encourage others to keep trying. (Communication; Recruitment)

The dates that each of the unions are accepting applications is publicized as they are known through our various communication channels

Receive feedback from our member organizations on any of our participants they employ so that we provide any support/guidance if necessary (Retention)

### Supplemental Education Centers

Listed below are the community centers that partner with PADEAT to provide additional support to recruits based on training need(s) and location.

#### Construction Math Training

<table>
<thead>
<tr>
<th>Common Place</th>
<th>Peoria Black Chamber of Commerce</th>
</tr>
</thead>
<tbody>
<tr>
<td>514 S. Shelley Street</td>
<td>411 Hamilton Blvd.</td>
</tr>
<tr>
<td>Peoria, IL 61605</td>
<td>Peoria, IL 61602</td>
</tr>
<tr>
<td>(309) 674-3315</td>
<td>(309) 672-1365</td>
</tr>
<tr>
<td>commonplacepeoria.org</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>South Side Mission</th>
<th>Tri-County Urban League</th>
</tr>
</thead>
<tbody>
<tr>
<td>1127 S. Laramie St.</td>
<td>317 N. MacArthur Highway</td>
</tr>
<tr>
<td>Peoria, IL 61605</td>
<td>Peoria, IL 61605</td>
</tr>
<tr>
<td>(309) 676-4604</td>
<td>(309) 673-7474</td>
</tr>
<tr>
<td>southsidemission.org</td>
<td>tcpul.com</td>
</tr>
<tr>
<td>Personal Skills (Interview skills, Reading, Resumes, etc.)</td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td><strong>Common Place</strong></td>
<td><strong>Goodwill Industries</strong></td>
</tr>
<tr>
<td>514 S. Shelley Street</td>
<td>2319 E. War Memorial Drive</td>
</tr>
<tr>
<td>Peoria, IL 61605</td>
<td>Peoria, IL 61614</td>
</tr>
<tr>
<td>(309) 674-3315</td>
<td>(309) 682-1113</td>
</tr>
<tr>
<td>commonplacepeoria.org</td>
<td>goodwillpeo.org</td>
</tr>
</tbody>
</table>

| **METEC Housing Resource Center**                        | **Peoria Black Chamber of Commerce**           |
| 2605 W. Krause Street                                   | 411 Hamilton Blvd.                             |
| Peoria, IL 60605                                        | Peoria, IL 61602                               |
| (309) 676-3832                                          | (309) 672-1365                                 |
| metecresourcecenter.com                                 |                                              |

| **South Side Mission**                                   | **Tri-County Urban League**                    |
| 1127 S. Laramie St.                                     | 317 N. MacArthur Highway                      |
| Peoria, IL 61605                                        | Peoria, IL 61605                               |
| (309) 676-4604                                          | (309) 673-7474                                 |
| southsidemission.org                                    | tcpul.com                                     |

Illinois Central College (ICC) also offers GED Classes and the Highway Construction Careers Training Program (HCCTP) in addition to many other training programs through its Professional Development Institute.

The remainder of this page is intentionally left blank.
PADEAT Success Stories

Feature Story

Rising Star: Bridget Booker

In the building trades, the brass ring is to successfully complete the apprenticeship program to achieve Journeyman status and begin earning full salary and benefits.

Recently, one of our local Heavy Highway Construction Careers Training Program (HCCTP) grads, Bridget Booker, did just that! Bridget had been the first HCCTP graduate Iron Worker apprentice and the first Local #112 African American Female Iron Worker.

Today, Bridget has even surpassed all of that. Passing her Journeyman’s test, Bridget received her Journeyman’s card effective September 1, 2015. That means that this Peoria native and 1998 graduate of Woodruff High School has earned her way into a promising career with significant benefits, a living wage, and a retirement plan.

Bridget, you’re a rising star... one to which your friends here at PADEAT are happy to be hitching our wagon!
Johnny Jorden

Johnny Jorden is a fourth-year Electrician with I.B.E.W. #34. What does that mean to Johnny? “The HCCTP helped me with networking and gave me information I needed to apply for the apprenticeship [and] I’m enjoying this great opportunity to learn the electrical trade and support my family.”

Johnny, you are obviously well-worth the investment, and the PAD Employment Action Team wishes you and your family the very best!

Dameion Blalock

Dameion Blalock is a 3rd year Laborer Apprentice with Local #231 and working for Stark Excavating on IDOT's structure replacement contract carrying IL 8 over Kickapoo Creek. Asked how he liked working as a Laborer, Dameion said: "I love it. It's the best feeling and opportunity in my life!" A veteran foreman on the job said of Dameion "he's good....very good!"

You are not only a good worker Dameion, you are great role model, and we at PADEAT are very proud of you!
Lisa Hoskins
Lisa Hoskins is a Carpenter and working for Stark Excavating on IDOT’s Allen Road contract. When she was asked her how she liked working as a Carpenter, Lisa said: “The HCCTP was a blessing and a wonderful opportunity for employment. While I would prefer working building construction, I’m thankful for the opportunity to work highway construction and dared not pass up on the opportunity.” We agree Lisa. Way to go!

LaShawn Ogelsby
LaShawn Ogelsby is a Laborer with Local #231 and working for Millstone-Weber on IDOT’s I-74/I-155 Interchange contract. Asked her how she liked working as a Laborer, LaShawn said: “I LOVE IT! I have learned so much; I don’t just do one job, I have different tasks at each contract and have lots of hands on experience and training.” We see you LaShawn! Keep up the good work!
Resource Page

Success Story Contributing Editors:

1. Felicia Smith-Campbell, EEO Contract Compliance Officer, IDOT District 4.
2. Monica Arbuckle, Program Coordinator, Highway Construction Careers Training Program (HCCTP), Illinois Central College.
4. Marc Burnap, I.B.E.W. Local 34