

Job Point

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Project Summary

Provide a summary describing the proposed project. (500 word limit)

Job Point intends to provide vocational skills to residents of Columbia Housing Authority (CHA) who are economically disadvantaged. This innovative project involves collaboration with both CHA and the construction companies contracted for the renovation work on CHA-owned Stuart Park Apartments and Paquin Towers. It is our goal to train residents of the Housing Authority in construction disciplines such as Carpentry, Heating, Ventilation & Air Conditioning and other related trades programs. Our aim is to meet the intent of Section 3 of the Housing and Urban Development Act.

“Section 3 of the Housing and Urban Development Act of 1968 recognizes that the normal expenditure of certain HUD funds typically results in new jobs, contracts, and other economic opportunities; and when these opportunities are created, low- and very low-income persons residing in the community in which the funds are spent (regardless of race and gender), and the businesses that substantially employ them, shall receive priority consideration.” (hud.gov)

With a shortage of Section 3 employee pool candidates, as identified by partner construction companies, the proposed project is sure to result in CHA residents becoming gainfully employed to revitalize the very housing units in which they reside. As an incentive to employers, four weeks of On the Job Training (OJT) wage reimbursement (at prevailing wage) is included for each graduate. This project will not only increase the supply of skilled workers, but CHA residents will ultimately be able to earn high wages, achieve self-sufficiency and in time move out of public housing. Given the scope of CHA's strategic plan, this project partnership has great potential for 5-6 years longevity.

National Center for Construction Education and Research (NCCER) curriculum will be utilized for training. NCCER offers standardized curricula, and issues a portable industry-recognized credential. Options will include at minimum:

CORE: Building Trades Safety, OSHA-10, CPR and First Aid; Basic Construction Math; Tool and Construction Materials; Basic Rigging; Employability and Communications.

INTERMEDIATE CONSTRUCTION TRADES CARPENTRY FUNDAMENTALS LEVEL ONE: Orientation to the Trade; Building Materials; Fasteners; Hand And Power Tools; Plans And Elevations; Flooring; Framing; Concrete, Reinforcing Materials; Windows, Doors and Basic Stairs.

HEATING, VENTILATION & AIR CONDITIONING (HVAC) LEVEL ONE: Intro to HVAC; Trade Mathematics; Copper and Plastic Piping; Soldering and Brazing; Ferrous Metal Piping; Basic Electricity; Intro to Cooling; Intro to Heating; and Air Distribution Systems.

CREW LEADER: Orientation for the Job; Leadership Skills; Safety; Project Control.

Internships will occur for all students and consist of approximately 120 hours. The interns will be paid minimum wage.

Drawings/Plans: (PDF format)

Upload plans/drawings of the selected site(s).

Site Pictures: (PDF Format)

Upload pictures of the selected site(s).

Letters of commitment: (PDF Format)

Upload letters of commitment from other funding sources of the selected site(s).

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Priority Need

Select the priority need(s) within the City of Columbia 2015-2019 Consolidated Plan that this project will address:

Vocational Training
Preservation of Existing Housing
Affordable Housing with Energy Efficient and Universal Design
Quality Affordable Housing Units

Project Service Area: Will this project service individuals and households within the City of Columbia?

Yes

Number Served: How many individuals or households will this project benefit? What is the target population? Please provide data to support. (500 word limit)

Twelve students who are residents of the Columbia Housing Authority are expected to be served. However, with CHA's strategic plan stating 719 units will be renovated over the next 5-6 years, hundreds of families will benefit (CHA FYE2013 Annual Report).

Utilizing historical data from Job Point's Performance Report for fiscal year 2014 demographics, we anticipate project participants to present with the following characteristics: 100% to be economically disadvantaged, 100% to be unemployed/underemployed, 56% to be White (42% African American, 1% American Indian/Alaskan Native, .4 % Asian, .6% other); 63% to be Male; 36% to be age 26-35 (18% 18-12 y.o., 25% 22-25 y.o., 17% 36-54 y.o., 4% 55+ y.o.).

Job Point plans to enroll 12 adults who are economically disadvantaged into vocational training. However, the project will benefit their family members,

the businesses which hire the graduates, their co-workers, other public housing residents and the community at-large. The proposed program will provide essential employment assistance for individuals who would likely remain unemployed otherwise. And in doing so, we will provide the people we serve a "hand up" rather than a "hand out". Teaching an individual to fish (through employment), feeds him/her - and his/her family - for a lifetime. The added benefit of their children, and eventually their children's children, inheriting a strong work ethic helps break the cycle of poverty for generations to come. By putting more people to work, Job Point consumers are infusing substantial tax dollars into the local economy. Through the proposed project, an estimated \$505,440 in wages is expected to be earned and over \$75,816 paid in income taxes in one year, as a result of our job candidates entering the workforce (based on a 15% tax rate). The return on investment is compounded when considering additional sales tax from the increased purchasing power.

Outcomes: Identify the specific, measurable and desired outcomes for this project. (500 word limit)

Job Point expects to achieve outstanding results by offering this attractive training program. The following results are anticipated:

- 12 individuals will receive NCCER Core certification
- 10 individuals will obtain NCCER Level 1 Craft certification
- 6 individuals will experience advancement obtaining NCCER Crew Leader certification
- 9 individuals will obtain employment with a CHA renovation contractor

Outcome Data: What data will be collected to evaluate the outcomes for this project? (300 word limit)

Job Point monitors its programs and services in a variety of ways. Consumer satisfaction is measured at critical pathways both through written evaluation and informal interviews. Focus groups are periodically conducted with purchasers of service, employers and consumers. Additionally, Job Point's comprehensive Performance Report systematically determines the effectiveness of services and the efficiency of results. Data collected will include: the number of individuals who enroll in the program, the number of individuals who complete the program, the number of individuals who obtain an NCCER certificate, and the number of individuals who enter the workforce. Characteristic of persons will also be collected, including, but not limited to: age, race, gender, barriers to employment and education status. Results will be reviewed regularly in order to identify strengths and weaknesses. Participant meetings will identify performance and progress, and as needed corrective action steps will be taken in order to ensure effective and efficient results.

Environmental Impact

Describe how the proposed project will fit within the surrounding neighborhood:

1. Neighborhood amenities (400 character limit)

Not applicable

2. Parking (400 character limit)

Not applicable

3. Traffic flow (400 character limit)

Not applicable

4. Pedestrian access (400 character limit)

Not applicable

5. Property values (400 character limit)

Not applicable

6. Public safety (400 character limit)

Not applicable

7. Noise (400 character limit)

Not applicable

8. Zoning and land use compatibility (400 character limit)

Not applicable

9. Storm drainage (400 character limit)

Not applicable

10. Soil erosion (400 character limit)

Not applicable

11. Historic preservation impact (400 character limit)

Not applicable

12. Access and availability of a sound sanitary sewer, water, electrical, and other services. (400 character limit)

Not applicable

Site Control:

Does the organization have control of the site(s) for the project?

N/A

Neighborhood Consultation: Describe how the neighborhood been consulted regarding this project. (500 Word Limit)

Not applicable

Timeline:

Provide a timetable for completion of the project. List all commitments of funds and approvals that will be needed for the completion of the project and describe when any of these outstanding approvals and commitments will be in place.

Date: Sources of Funds Committed

06/30/2017

All Sources of Funds Committed

Job Point has submitted an application for Neighborhood Assistance Program (NAP) tax credits for training funds. Additionally, we will continue to seek alternative revenue sources for the project during the period of CDBG funded services. Grants, foundations and private donations will be sought to maintain long term viability.

Date: Program or Architectural Design Complete

06/30/2016

Program or Architectural Design Complete

Collaboration with CHA and employment contractor will determine precisely the training competencies which will be offered.

Date: Property Acquisition Complete**Property Acquisition Complete**

Not Applicable.

Date: Start of Construction or Program Implementation

07/01/2016

Start of Construction or Program Implementation

Program will begin as of 07/01/2016.

Date: Program/ Construction Complete

06/30/2017

Program/ Construction Complete

Program will end on or before 06/30/2017.

Date: Occupancy and Performance Reporting Complete

07/10/2017

Occupancy and Performance Reporting Complete

Quarterly reports due to City by 10th day after end of period:
 October 10, 2016
 January 10, 2017
 April 10, 2017
 July 10, 2017

Previous CDBG/HOME Funding

Brief summary on previous City funding received, any funding remaining, and the measurable results from previous City funding. (500 word limit)

In 1993, Job Point received a Community Development Block Grant (CDBG) in the amount of \$20,990 to increase accessibility of our men's residential facility located at 109 West Forest. In 1996, this loan was repaid in its entirety after the sale of the property.

In 2005, as administrative entity for the initial YouthBuild project in Boone County, Job Point received CDBG funding from the City of Columbia in the amount of \$40,000 to assist with the construction instructor's salary. All of these funds were expended as of July 29, 2006, and a final report submitted September 6, 2006. The YouthBuild project has been in place since 2003. Outcomes for May 1, 2010 to April 30, 2015 follow:

491 participants were recruited/orientation
 239 completed orientation
 154 invited to enroll
 108 successfully completed
 35 received their GED
 58% rate of literacy/numeracy gain
 81 entered employment
 63% retained employment for 9 months
 14 entered post-secondary training or education
 66% post-secondary retention was achieved
 62% credential rate was achieved

For program year 2012-2013, Job Point was approved for \$85,500 in CDBG dollars for vocational training in the areas of Highway/Heavy Construction (HHC) and Certified Nursing Assistant (CNA). It was projected ten HHC and 10 CNA students would enroll. This goal was achieved.

Program year 2013-2014, Job Point received \$125,000 for occupational training in Intermediate Construction Trades, Highway/Heavy Construction, Office Technologies and Certified Nursing Assistant. It was projected 60 certified credentials would be obtained. This goal was exceeded with 70 certificates secured.

For program year 2014-2015, Job Point was granted \$105,000 for skills training in Heating, Ventilation & Air Conditioning. To date, 10 students have enrolled with 12 projected.

Program Personnel

Describe the personnel responsible for administering the program and operating the project upon completion.**The proposed program administrator to ensure compliance with HUD and City regulations and source of funding for this position. (400 character limit)**

Job Point boasts an outstanding group of highly qualified and dedicated staff. Mr. Steven A. Smith was appointed as President and Chief Executive Officer in April 2015, after serving as Interim for six months. He brings to the organization 30 years of exemplary leadership experience in both the private and not for profit sector. Gary Taylor will serve as project director (see below).

For construction projects, the designated person or firm designing and inspecting construction projects. (400 character limit)

Not applicable

The designated persons providing financial management of the program (400 character limit)

Ms. Holly Purvis, Finance Specialist, has a Bachelor's degree in Business Administration with an emphasis in Accounting and Management has 15 years of experience at Job Point. Ms Purvis' competence and diligence in accounting methods is regularly validated by Job Point's independent auditor. She has worked with the City Planning & Development staff for 8 years.

Program Personnel Prior Experience

What is the prior experience of the organization's personnel with this type of project? Include the following: 1) Credentials, including resumes and

licenses necessary to accomplish the job. 2) Number of years of experience with this type of project; 3) List of representative projects completed in the past. (600 character limit)

Glen Crowley, ICT Instructor, possesses 2 years of formal education in building trades and 45 years of experience in the field. He is a Master Level carpenter and is certified as an instructor through Home Builders Institute (HBI) and NCCER. HVAC Instructor, Ray Kaisher, is a highly qualified tradesman possessing 18 years of experience in industrial maintenance, construction and remodeling. He is NCCER certified in Core, Carpentry, HVAC and Crew Leader. He possesses an HVAC Master's License, and has been teaching vocational classes in construction at Job Point for three years.

Contractor Experience

Who are the service providers or contractors, if selected, and what are their qualifications? Include the following:

Credentials, including resumes and licenses necessary to accomplish the job. (PDF Format)

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Number of years of experience with this type of project (400 character limit)

Mr. Gary Taylor, Director, has 25 years of experience in successfully operating federal, state and locally funded programs in the job training and employment arena. He has been employed with Job Point for 15 years, and will be responsible for oversight of the proposed program.

List of representative projects completed or services offered in the past. (400 character limit)

Job Point has been providing vocational training since 1965, through contracts with US Departments of Labor/Elementary & Secondary Education; MO Division of Vocational Rehabilitation, Department of Corrections, and Workforce Investment Boards of Central, Northeast and West Central Regions (approved to operate by the Department of Higher Education); Heart of Missouri United Way.

Insurance that will be required of contractors. (400 character limit)

Not applicable.

Record Lock

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System Fields