

Office of School Facilities  
Rose Diamond, Chief Facilities Officer

**SUBJECT: DEVELOP AND IMPLEMENT COMMUNITY WORK FORCE PILOT PROGRAM TO MENTOR LOCAL RESIDENTS AND EMERGING BUSINESSES FOR SUSTAINABLE CAREER OPPORTUNITIES IN THE CONSTRUCTION INDUSTRY**

**COMMITTEE: FACILITIES AND CONSTRUCTION REFORM**

Current construction market conditions in the Miami-Dade County area have drained the labor pool and measures need to be implemented to add to and improve the skill sets of the work force. The District will engage Program Management services to assist staff in the development and provision of a Community Work Force Pilot Program. Program Management support services were commissioned at the Board Meeting of February 16, 2005, to assist District staff in managing the Five-Year Capital Plan (5-Year Plan).

The Pilot Program's intended mission is to:

- Include community based work force and skills development programs that enhance job opportunities for local residents;
- Implement a sustainable program for long term employment connected to the schools capital building plan and beyond;
- Help community residents improve skills to obtain better jobs and benefits;
- Communicate the District's commitment via community outreach to utilize local resources to help build new schools;
- Build and foster a partnership between M-DCPS and local communities;
- Meet the needs of the construction industry by investing in Miami-Dade County's work force; and
- Engage the construction industry in the mentoring of individuals and emerging businesses.

District staff has initially identified four schools having major construction projects to implement the Pilot Program:

- State School "LLL" – Miami Carol City Sr. H. S. Replacement
- Miami Norland Sr. H. S. Replacement
- Miami Central Sr. H. S. Additions /Renovations
- Liberty City El. Partial Replacement

The intent of the Pilot Program is to provide opportunities for willing and committed local residents within the school's attendance boundaries and emerging businesses to participate in and learn a variety of entry level and skilled trades and professional services.

Program Management services and Facilities staff will work in cooperation with Adult and Career Education and other District staff to establish the relationships with the selected schools' construction firms in order to facilitate the Pilot Program. Additionally, the Program Manager will work with Facilities staff to establish tracking methodologies to measure the Pilot Program's outcomes.

The expected benefits of this cooperative effort include the increase of the entry level and skilled labor work force, the provision of opportunities for career ladders and sustainable careers, and promotion of the District's values and commitment to the local communities. The Pilot Program will involve the construction industry in the mentoring and development of the work force in partnership with community leaders and the District.

Anticipated entry level and skilled trades' development career opportunities include:

- Air Conditioning and Refrigeration
- Carpentry
- Concrete and Masonry
- Electrical Systems
- Excavation
- Fire Protection Systems
- Insulating Systems
- Mechanical and Plumbing Systems
- Metal Fabrication
- Painting
- Paving
- Resilient Flooring
- Roofing
- Waterproofing
- Window Installers/Glaziers

The Pilot Program consists of Program Management services estimated to not exceed \$500,000.00. Funds for this Pilot Program would be appropriated from the individual project budgets of the four identified schools. The Program Manager will assist with the development of mentoring assistance, community outreach and resources, work force screening and intake, career counseling, curriculum and training, construction and related contracts, compliance and monitoring, and administrative support.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, accepts the proposed Development and Implementation of a Community Work Force Pilot Program to Mentor Local Residents and Emerging Businesses for Sustainable Career Opportunities in the Construction Industry.

RD: chs