

RESOLUTION 15-1

WHEREAS, the Sangamon County Board desires to show its support for a proposed agreement initiated by the Faith Coalition for the Common Good that would establish a pilot program to facilitate increased participation of people of color and women in union apprenticeship programs; and

WHEREAS, the Faith Coalition for the Common Good is also seeking the support of numerous other governmental agencies, industry associations and community groups, including, but not limited to, the Construction Trades Council, Basic Crafts Council, Central Illinois Builders Association, Associated General Contractors of Illinois, School District 186, Lincoln Land Community College, Springfield Urban League, Springfield Housing Authority, City of Springfield, University of Illinois at Springfield, Benedictine University, Greater Springfield Chamber of Commerce, SIU School of Medicine, St. John's Hospital, Memorial Medical Center and the Catholic Diocese of Springfield; and

WHEREAS, such an agreement will be beneficial to the residents of Sangamon County by addressing the important issue of employment opportunities in the construction industry; and

NOW THEREFORE BE IT RESOLVED, by the members of the Sangamon County Board in session this 13th day of December, 2011, that the Chairman of the Sangamon County Board is authorized to participate in negotiations on an agreement that would establish a pilot program directed toward recruiting and preparing applicants for entry into the construction industry.

Respectfully Submitted,

A. Sam Hunter

FILED

DEC 09 2011

Joe Aiello
Sangamon County Clerk

"CHANGING THE FACE OF TOMORROW"

Pilot Program

Classes in Construction for People of Color and Women

The Construction Trades Council, Basic Crafts Council, Central Illinois Builders Association with the Faith Coalition for the Common Good, School District 186, Lincoln Land Community College, Springfield Urban League, Springfield Housing Authority, the Springfield Project, Sangamon County Board, City of Springfield, City Water Light and Power, University of Illinois in Springfield, Benedictine University, Greater Springfield Chamber of Commerce, Associated General Contractors of Illinois, SIU School of Medicine, St. Johns Hospital, Memorial Medical Center, Hospital Sisters of Sr. Francis, Springfield Dominican Sisters, and the Catholic Diocese of Springfield, hereby agree that steps must be taken to assure that people of color and women are prepared and qualified to enter the construction industry properly certified apprenticeship programs. In order to facilitate these steps, the partners above agree to set up a pilot program directed toward recruiting and preparing applicants for entry into the construction industry.

The undersigned partners shall cooperate to establish a pilot program to facilitate increased participation of people of color and women in the Unions' apprenticeship programs according to the following guidelines:

1. A committee shall be appointed to oversee the program. It shall be comprised of one member from each undersigned partner and three members from the Basic Crafts and the Central Illinois Building and Construction Trades Council. Said committee will meet no less than quarterly or on an as needed basis.
2. The committee shall organize a minimum of one Construction Industry Seminar at each high school each year. In addition, Construction Industry Seminars may be scheduled at each partnering organization as deemed appropriate. These seminars shall include apprenticeship program application dates and location for application for each craft, a description of the apprenticeship process with a complete description of the minimum standards each applicant must achieve for each craft, a description of the work for each craft, information on the Lincoln Land Construction Industry Program and any other information the parties deem appropriate.
3. The committee shall establish a program in which the school district's teachers/counselors shall be instructed on requirements for applicants to apprenticeship programs, as well as any other pertinent information to assist entry into construction apprenticeship programs. There shall be two construction industry teacher/counselor seminars per year. One of the long term goals of this project will be to create and develop a Construction Trades Academy.

4. The committee shall review the school district curriculum, the various craft programs and make suggestions for changes which may improve an applicant's chance for selection.
5. The pilot program will facilitate student visits to apprenticeship training facilities where demonstrations of each craft's skill will be displayed.
6. The committee overseeing this project will create/develop a basic guide for mentors to follow, which will ensure that mentors outside of the construction field realize the needs and expectations of the apprenticeship program. The guide will provide direction to the mentor in assisting the program participant with practical skills relating to the apprenticeship program. The goals of the Mentor-ship will be to 1) To understand the process of the program 2) To encourage long term commitment of the participant 3) To provide a professional resource for support. Mentors for students accepted into this project's apprenticeship training program will be provided by: Education counselors (Springfield School District #186), LLCC, members of the religious community and fraternity/sorority partnership volunteers.
7. The Unions will report annually to the pilot program the following:
 - Total number of apprenticeship applications received
 - Total number of pilot program applications received each year
 - Total number of partner program participant applications received
 - Total number of individuals accepted
 - Total number of pilot program/Lincoln Land program participants accepted
8. The Unions agree to promote construction industry careers by speaking at various school district and partner functions and events, hosting field trips and working to educate students about employment opportunities in the industry.
9. This pilot program shall be a three (3) year program. The Unions shall establish a goal of 15% people of color and women apprentices working on all partner projects in Year One of the program, 20% in Year Two and 25% in Year Three of the program.
10. The undersigned partners recognize that in order for this pilot program to be successful, the Unions need jobs on which to place people of color and women apprentices. During the term of this pilot program, the undersigned partners agree to only award projects over \$10,000 to companies that participate in the participating union's apprenticeship program. Each signatory Craft agrees to make every effort to utilize the apprenticeship ratio listed in their collective bargaining agreement.

11. The undersigned partners recognize that the success of this pilot program is dependent on the cooperation of all parties to this agreement. The partners further recognize that the program described herein requires the continued good faith efforts of all parties to bring these initiatives to fruition and to achieve the goals herein.

This agreement shall be in full force and effect from _____, 2011 through _____, 2014 and shall remain in effect from year to year thereafter, unless objections are made by one or more of the parties at least sixty (60) days prior to the expiration date as set forth above or the yearly expiration date thereafter

In witness whereof, the parties hereto have affixed their signatures which officially bind said parties under the provisions of this agreement.

Signed this _____ day of _____, 2011 in Springfield, Illinois.

Central Illinois Building & Construction
Trades Council

Basic Crafts Council

Central Illinois Builders Association

Faith Coalition for the Common Good

School District #186

Lincoln Land Community College

Springfield Urban League

Springfield Housing Authority

Sangamon County Board

City of Springfield

City Water Light and Power

University of Illinois in Springfield

Benedictine University

Greater Springfield Chamber of Commerce

Associated General Contractors of Illinois

SIU School of Medicine

St. Johns Hospital

Memorial Medical Center

Hospital Sisters of Sr. Francis

Springfield Dominican Sisters

The Catholic Diocese of Springfield in Illinois

The Springfield Project