

BLACK CAUCUS FOUNDATION of MICHIGAN

“BRIDGES TO WORK”

The City of Detroit’s STEP Initiative is an important advance to the creation of access to training and careers in skilled trades for Detroit residents. The program is an important component of creating “a seamless on-ramp training and employment system” that links school-based exposure and preparation to internship, job shadowing, part-time and summer employment, and pre-apprentice programs to Registered Apprenticeships. The Black Caucus Foundation considers it a foundational pillar of our Bridges to Work advocacy and hope that organizations and individuals join with us in supporting this effort as well as collaboration on other key program efforts to provide Detroiters with optimum opportunity for access to these “good paying” career options. The programs below are available in school-settings, employer sites, union halls, community centers churches, and will also be offered from new offices in Northwest Detroit (17227 W 7Mile) in 2017.



Preparation of Tomorrow’s Workforce

School-based LifeSkills are facilitated weekly by Black Caucus Foundation staff as part of middle and high school academic schedules to provide Detroit Public School students with positive image, character tools, decision-making, as well as drug resistance and avoidance skills to support their navigation to college and craft career success. This evidence based instruction which includes pre- and post-tests for each instruction module empowers Detroit students to excel via provision of stackable tools and skills essential for success. Adults will be offered access to this programming via the new Northwest office; and Employers, Trade Unions, Church and Community organizations may contact us for “Train the Trainer” classes with specialized approaches to instructing Veterans, Dislocated Youth, the Long-term Unemployed and Returning Citizens. (For more information on the program, contact the school principal or Ms. Akanke Hill, MBA; Black Caucus Foundation Manager of School-based Programs at (313) 285-9242).

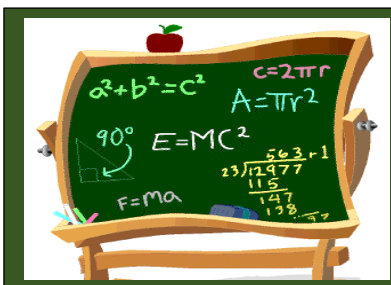


Job Readiness Through Knowledge and Skill Augmentation

Pursuing a “skills upgrade” frequently requires an improvement in reading, writing, comprehension, math and communication. Whether you are an adult or young adult that needs to “refresh” skills or basic instructional support that will afford you an opportunity to competitively apply for craft training or a skilled job opportunity; the Black Caucus Foundation **Institute for Leadership Development & Career Advancement** can assess your current skill level and design a customized instructional program for you that will help you both improve your skills and give you confidence in your ability to compete either as an employee, or as mentee in our **Bridges to Entrepreneurship Program**. Our on-line program tool can be accessed from your home and is designed to provide foundational skills and exercises that use those skills to advance knowledge and capability. Our program contains an algorithm that reverts to a previous foundational lesson without telling you if an advancing exercise is performed incorrectly. **We know that building confidence in your ability is equally important to your success.** Thus, you are never told you have failed at an exercise, rather you are required to perform the exercise correctly several times under different scenarios before being allowed to advance forward as a method of reinforcing that you are a winner! Other services include resume and job search support, understanding job applications, interview skill building, managing behavior, relationships and communication on the job, mental health assessment and support, drug testing and treatment referral; and personal appearance, hygiene, grooming and oral presentation tools. (For more information contact Professor Nicole T. Stallworth; Black Caucus Foundation and Institute Executive Director at (313) 285-9248).

Mathematics & Algebra Made Easy

No matter how you are currently performing we can help you do better. You will be provided with a personalized diagnosis that will identify gaps in your knowledge or skills. Based on that diagnosis, an instruction prescription will be developed specifically for you that will eliminate those gaps and help you integrate use of your new skills into your work to bring you up to a performance level that affords you an opportunity to compete for a craft career.



Our personalized results driven on-line instruction works because it:

- Aligns to state standards
- Addresses individual learning needs
- Monitors & reports skill mastery
- Improves proficiency
- Motivates and engages
- Addresses individual learning needs

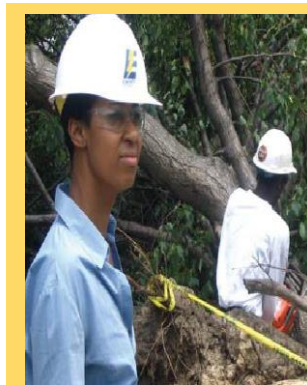
Strengthening Reading, Writing & Language

Mastery of these skills is fundamental to work readiness. Every participant receives a “personal pass code protected” on-line lesson plan that will allow them access their study modules from anywhere, 24 hours a day.

- Engaging thematic content to support reading comprehension
- Expand vocabulary through use of 1,100 key words and 2,000 related ones
- Improve standardized test scores through use of language arts
- Reinforce reading fundamentals, skills and strategies
- Teach communication clarity using writing skills
- Develop proper use of language mechanics essential to effective communication

Exposure, On-the Job Training and Career Preparation

Each year more than 1,000 Detroit students that have successfully completed the Black Caucus Foundation's LifeSkills Program and have pledged to be drug free are afforded an opportunity to attend the **Annual Construction Science Expo** facilitated by members of the Michigan Design & Construction Coalition in May. The Expo is comprised of the Michigan Department of Transportation, trade unions, contractors and employers in the design and construction trades that support increasing local and diverse hires in the industry. Attendees get "hands-on" exposure to a broad range of career options and those that successfully complete on-site exercises are afforded summer employment or year-around part-time employment opportunities until high school graduation. A sub-group of the coalition has organized itself into the Detroit Job Shadow Coalition and will be offering 11th and 12th grade students at Randolph, Cody and Osborn job-shadowing, summer employment and intern opportunities on a competitive basis in partnership with Detroit Employment Solutions, Cadillac Asphalt, Laborers, and Operating Engineers. For qualifying adults and horizontal (infrastructure) craft employers, financial incentives for On-the Job Training are available via the Michigan Department of Transportation. (For more information see: www.constructionscienceexpo.com; contact the Doug Needham, Detroit Job Shadow Workgroup Chair; President, Michigan Aggregate Association at (517-381-1732); and for OJT Program Employers or Employer Enrollment contact PaHoua Schroeder; MDOT Workforce Diversity Analyst & OJT Coordinator at (517) 241-2981



Personal & Home Stabilization

Fundamental to career success is the ability to maintain a steady and stable daily routine that supports the ability to advance at work and to live comfortably at home. Not only does our Bridges to Homeownership Program (a collaboration between the Black Caucus Foundation and Detroit Land Bank Authority) seek to afford the occupants of taxed foreclosed properties lost by their landlord to be renovated and affordably purchased by the tenant-occupant; but it also helps families develop, prioritize and maintain a budget that pays their bills and helps them develop credit and home equity. For Apprentice Craftsmen as well as First Responder Cadets; the Black Caucus Foundation not only has these personal and family stability services available; but **we also are very interested in moving you into beautifully renovated properties in Detroit neighborhoods** that give you and your family the stability and peace of mind that will afford you the ability to focus on your career success. Whether you are Apprentice or a Journeyman Craftsmen, the Bridges to Homeownership Program wants to provide you with an opportunity to affordably move into a beautiful Detroit home. This program unique opportunity is also available to employers interested in increasing the number of Detroit residents within their workforce, as well as trade unions that want to offer non-homeowning members an affordable Detroit home option. (For more information contact our Bridges to Homeownership Program Manager, Attorney Andy Munro, CEO; Realty Services Company at (313) 437-3883).

