



A C C E S S Center

2 0 0 8 Annual Report

Revised 3/21/2009

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The purpose of this report is to keep the broad range of construction industry stakeholders, i.e. construction consumers, contractors, workforce and contractor development program providers, and community leaders, apprised of the progress of the ACCESS Collaborative Board.

This report covers the 2008 calendar year and was prepared by Glenn Harris, ACCESS Center Director and Len Toenjes, President of ACCESS Center Board of Directors.



Mission of ACCESS

To Foster a Collaborated Effort to Promote Construction Industry Workforce and WBE/MBE/DBE Development to Advance Economic Growth in the St. Louis Region.



The ACCESS Center entered into its second year of operation and continued work towards achieving the goals of making reliable workforce data for the St. Louis regional construction industry.

The ACCESS Center was very busy in 2008. Under the guidance and leadership of Center Director, Glenn Harris, many positive things have occurred to strengthen its position in the community. Listed below are some of the accomplishments of the ACCESS Center in 2008:

- ACCESS Center formed a Partnership with AMEREN Linemen Program
- 4th Annual Community Forum 2008 (featuring BJC 50% Minority Inclusion)
- Website Update
- Development of Vital Factors Zip Code Tracking 2008
- Center Director met with St. Louis Board of Aldermen (Vice President)
- ACCESS Center participated in over 25 Faith Based construction career events
- Tracking of 2007 high schools seniors from CCD 2007
- 2008 Black History Month Celebrated at St. Louis Community College
- Received front page coverage in September 2008 St. Louis American Newspaper
- Received front page coverage in October 2008 Sunday Morning Post Dispatch Newspaper
- Participated in KMJM “Sunday Morning Live” Radio Show in October 2008
- Created and developed “Check List” for all twenty Apprentice Programs

Continue

- Provided valuable resources for the success of Construction Career Day '08
- Participated in over 27 Community Career/Job Fairs in 2008
- Center Director participated and attended over eight PRIDE/Operation Excel Heavy Highway Training meetings
- Participated in fifteen PRIDE/Operation Excel Highway Training Orientations
- Referred of 60 plus new referrals to the Operation Excel Training Program
- Participated in over 40 Community Outreach Events in 2008
- Continued to strengthen relationships with St. Louis Clergy Coalition Leaders
- Established a rewarding, working relationship with Hazelwood School District Diversity Supply Director
- Participate in St. Louis City Neighborhood Stabilization Programs
- Participated in St. Louis City Weed and Seeds Neighborhood Program
- Established positive relationships with over 124 new organizations in the metro area during the course of 2008

GIVING YOU ACCESS!

The Economic Review Council Report released in 2004 provides historical and agenda setting perspectives on the work of the Access Collaborative Board and its various industry and community partners.

It includes the following:

- To use data to monitor and measure the region's performance with regard to minority contracting and employment practices.
- On an annual basis, obtain information from minority firms on key business health indicators associated to financial, operational and contracting data, trends in minority contracting and employment for the public and private sectors.
- To improve business practices through a process of public reporting and accountability.
- Archive diversity index data in a manner that creates institutional memory and can be used as a reference.

Formed in May 2005, The Association of Construction Careers, Education and Support Services (ACCESS) consisted of a diverse group of construction stakeholders who are working together to:

- Increase the number of minorities and women gainfully employed in the construction trades to advance economic growth.
- Increase the number of minority and women owned contractors performing work on the major construction projects in the St. Louis region.

In October 2006, the collaborative board opened the ACCESS Center for the general public. The Access Center is a centralized resource for those considering careers in construction and the various workforce developments including:

- Partners seeking to increase the pool of qualified individuals pursuing careers in construction.
- Walk-ins needing additional pre-apprenticeship training for their trade of interest referred to appropriate pre-apprenticeship programs.
- Walk-ins meeting the application requirements of the apprenticeship training program for their trade of interest are referred directly to Apprenticeship to complete an application and proceed through their admission process.

Following is the 2008 Vital Factors Report.

**Access Center Vital Factors
2007 Benchmark to November 2008**

**Tables 1 through 4
Also include Educational Program Status Levels:**

Table1: Clients by Ethnicity

Ethnic Background	2007 Benchmark Year	2008	Cumulative Since 2007
African-American	563	391	954
Caucasian	14	2	16
Hispanic	0	1	1
Native American	1	0	1
Other	6	2	8
Unknown	2	275	277
Total	586	671	1257

Table 2a: Clients by Gender

Gender	2007	2008	Cum	2007 Total %	2008 Total %	Cum% Total
Male	498	323	821	85%	48.20%	65.31%
Female	88	74	162	15%	11.02%	12.88%
Unknown	0	275	275	0%	40.98%	21.81%
Total	586	671	1257	100%	100%	100%

Table 2b: Clients by Age

Age Group	2007	2008	Cum	2007 Total %	2008 Total %	Cum% Total
19-25	173	143	316	29.5%	21.32%	25.14%
26-35	195	161	356	33.3%	23.99%	28.33%
Over 35	193	82	275	32.9%	12.22%	21.87%
Unknown	25	285	310	1.4%	42.47%	24.66%
Total	586	671	1257	100%	100%	100%

Table 3: Clients by Residence

Zip Code Group	2007	2008	Cum Since Opening
Saint Louis City	218	178	396
Saint Louis County	335	233	568
Saint Charles	2	0	2
Saint Peters	1	0	1
O'Fallon, MO	2	0	2
Jefferson City	1	0	1
Illinois	25	47	72
Unknown	2	213	215
Total	586	671	1257

Table 4: Clients Referred From

Referred From	Number of Clients
Ameren	80
Better Family Life	2
Church/Social Organization	30
Community Forum	6
Const. Career Day	6 (2007)
Ex Offenders Job Fair	8
Job Corps	2
Media Newspaper	0
Missouri Career Center(Midtown)	33
New Beginnings	8
NovaSource, Inc.	7
Partners for Better Workforce	18
PRIDE	104
SLATE	3
St Louis City Housing Authority	20
St Louis County/MO Career Center	5
Urban League	5
Walk-In	35
Wellston Community Support Assoc	14
Total	386
Note: Non Referral Participants	32
CPC – St. Louis	210
Youth Build Emerson Park, IL	32
Youth Build Excel-St. Louis County	32
Grand Total	660

Note: “This table represents the source of individuals seeking assistance from ACCESS in 2008”

Revised By: Glenn Harris, Site Director, ACCESS Center, 3/18/09

**Table 1: Status in Data Base
January 2008 thru December 2008**

Attended Orientation	Inactive after Orientations	Referral to Educational Programs/Pride Operation Excel	Referred to Apprentices Programs/Pre-Apprentice (Other)
397	172	163	62 / 274

**Table 2: Client by Ethnicity
January 2008 to November 2008**

African American	Caucasian	Hispanic	Native American	Other/Unknown
391	2	1	0	277

**Table 3: Clients/ Apprentices Program (Status)
January 2008 to November 2008**

Referred Directly To	Number Referred in 2008	Number Applied	Number Didn't Apply	Number Seeking LOI	Number Hired as Registered Apprentices
Bricklayers	2	2	0	2	0
Carpentry	11	11	0	11	0
Cement Masons	1	1	0	1	0
Electricians	16	16	0	0	3
Iron Workers	5	5	0	5	0
Laborers	19	19	0	19	0
Operating Engineers	4	4	0	4	0
Painters	13	13		13	0
Sheet Metal	0	0	0	0	0
Plumbers	4	4	0	4	0
Pipe fitter	1	1	0	1	0
Tile Setters	2	2	0	2	0
*AMEREN	80	80	0	0	0
PRIDE/EXCEL	104	104	0	104	21
Note: Non Referred Participants					
Construction Prep Center-St. Louis	0	199	11	126	82
YouthBuild-EP	0	32	1	22	9
YouthBuild-NO	0	32		26	5
TOTAL	262	525	12	340	120

Note: (Construction Prep Center-St. Louis, Youth Build North Oaks & Youth Build Emerson Park provided partial data for this table.)

* Construction Prep Center - 199 Students

* Youth Build Emerson Park, IL - 32 Students

* Youth Build North Oaks - 32 Students

*EP = Emerson Park

*NO = North Oaks

Educational Program Status Levels: *Ameren

1. Never allowed to apply
2. Applied and on waiting list
3. Applied and participating
4. Completed program (graduated)

Apprenticeship Program Status Levels:

1. Never allowed to apply
2. Submitted application
3. Applied and on waiting list
4. Seeking required Letter of Intent from Contractor
5. Obtained required Letter of Intent from Contractor
6. Attended required Orientation Class
7. Registered with Bureau of Apprenticeship Training (employed)
8. Completed OJT/Class Requirements (journey level worker)

Vital Factors (2008)

Table 4: Clients Still Interested in Careers in Construction

Trade:	African American	Caucasian	Native American	Hispanic	Indentured
Bricklayers	1	0	0	0	0
Carpenters	21	1	0	0	2
Laborers	23	1	0	0	3
Electrician	14	0	0	0	0
Operating Engineers	5	0	0	0	0
Painters	15	1	0	0	0
Pipe fitters	2	0	0	0	0
Plumbers	4	0	0	0	0
Sheet Metal Workers	1	0	0	0	1
Iron Workers	5	0	0	0	0
Cement Workers	2	0	0	0	0
Tile Setter	1	0	0	0	0
Note: Non Referred Participants	n/a	n/a	n/a	n/a	94
Total	94	3	0	0	100

Note: Non Referred Participants: *Construction Prep Center, Youth Build North Oaks & Youth Build Emerson Park, IL March 2009*

Pre-Apprenticeship Score Card

In 2007, the Performance Evaluation (PE) Sub-committee of ACCESS was formed. Their assignment was the establishment of key vital success factors that would become standard measures of the region’s progress in workforce and contractor development. The committee decided to begin their work at the pre-apprenticeship level and develop the Pre-Apprenticeship (PA) Score Card. With the input of the various program administrators, the PA Score Card was further refined to provide the community-at-large with key performance indicators to measure the region’s progress in graduating, hiring and retaining the individuals from these programs. Below is the second benchmark data obtained from the existing programs.

Diversity Vital Success Factor: *Number of individuals graduating from pre-apprenticeship programs, gaining employment in the construction industry, and retained.*

	Number of Graduates 2008	Number Gained Employment in Construction-related jobs	Percentage of Graduates	Source Name and Number
<u>Technical High School</u>				
Construction Career Center	55	5	11.48%	Gwen Crimm 314.280.7799
<u>Adult Education</u>				
Construction Prep Center (CPC)	199	82	41.54%	Yusuf Haqq 314.746.0870
PRIDE/Operation Excel	104	21	21.71%	Tim Krejic 314.261.0302
Youth Build Emerson Park, IL	31	9	6.47%	Vicky Forby 618.874.1671
Youth Build North Oaks	32	3	6.68%	Danyelle Adams 314.261.0202
Job Corp-St. Louis	63	50	13.15%	John Mosley 314.679.6177
Total All Existing Programs	484	170	100.00	

Note: “Information provided by the various program directors and reviewed by ACCESS Performance Evaluation SubCommittee.”

ACCESS Collaborative Board Organizations

AGC of St. Louis
Associated Minority Contractors/Contractors' Assistance Program
Behlman Builders
Carpenters' District Council of Greater St. Louis & Vicinity
Hispanic Chambers of Commerce
Home Builders Association of Greater St. Louis (HBA)
Illinois Department of Transportation
Mayor's Office, City of St. Louis
McCarthy Building Companies
METRO
Mid-American Workforce Investment Board
Missouri Department of Transportation
National Association of Women in Construction
National Electrical Contractors' Association, St. Louis Chapter
Pinnacle Entertainment
PRIDE of St. Louis
St. Clair County
St. Louis Agency on Training and Employment
St. Louis Council of Construction Consumers
St. Louis County
St. Louis Minority Business Council
Southern Illinois Builders Association
Southwestern Illinois Builders and Construction Trades Council
State of Missouri
Washington University in St. Louis