

A diverse group of approximately 18 construction workers, including men and women of various ethnicities, are posed for a group photo in a gymnasium. They are wearing white hard hats and high-visibility yellow safety vests over their work clothes. Some are standing in the back row, while others are sitting on a low wall or bench in the front. The background shows the gymnasium's structure, including ropes and equipment.

# Pioneering a Diverse Future: Harnessing Past Cohorts to Champion Inclusion in Construction

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# NEW GRANTEEES

- **Recognized the opportunity and answered the call to action**
- **Have encountered or Will encounter obstacles and hurdles**
- **Seeking assistance and proven strategies for more favorable outcomes**

**How prepared are you?**



# ENROLLMENT PRO FRAMEWORK

## PLANNING

- Budget
- Target community
- Host space + Performance Tasks
- Trainers
- Scheduling

## RECRUITMENT

- Target audience
- Marketing platforms
- Open houses
- Webinars
- Street Team

## ONBOARDING

- Participant Interviews
- Handbook
- Introduction to construction
- Document uploads



# ENROLLMENT – 2022 Cohorts

## School Based Model

2 High School carpentry classes

PROs: Students, Host Space & Trainers all in one

CONs: Lack of teacher's complete buy-in, lack of student motivation, school year schedule not in alignment with grant schedule

RESULT: 14 enrolled attendees (Goal 20)

## Community Cohort 1

Community Partner - Village of Maywood

PROs: Host Space, Community Buy-In, Recruitment Support

CONs: Late Start

RESULT: 15 enrolled participants (Goal 20)



**Based on these  
Enrollment scenarios,  
what could have been  
done differently for more  
favorable outcomes?**



# ENROLLMENT STRATEGIES

- **Increased recruitment efforts**
- **Weekly webinars**
- **Bi-monthly open houses**
- **Local agency referrals**
- **Social media community groups**
- **Job boards**



# ENROLLMENT – 2023 Cohort

## Community Cohort 2



PROs: Host Space, Community Buy-In,  
Recruitment Support, Timely recruitment, over-  
enrolled participants to ensure favorable  
outcomes

CONs: None

OPPORTUNITY: Continue to partner with local  
agencies for referrals

RESULT: 22 enrolled participants (Goal 20)



# ENROLLMENT

## DOs

- Plan all aspects of your program
- Ensure complete buy in of ALL prospective partners and trainers (8 weeks out)
- Incorporate various types of recruitment methods
- Over-enroll to account for participants drops
- Nurture relationships with strategic partners
- Create participant handbook that outlines program goals

## DON'TS

- Prematurely enter a partnership without confirming mutual alignment
- Spend unnecessary expenses as funding is reimbursed based on performance
- Pay stipends until participants are successfully enrolled
- Expect complete buy-in if you can't effectively communicate program impact





# COMPLETION MAP FRAMEWORK

## MODULES

- NCCER
- Performance Tasks
- OSHA-10
- CPR/First Aid
- Forklift

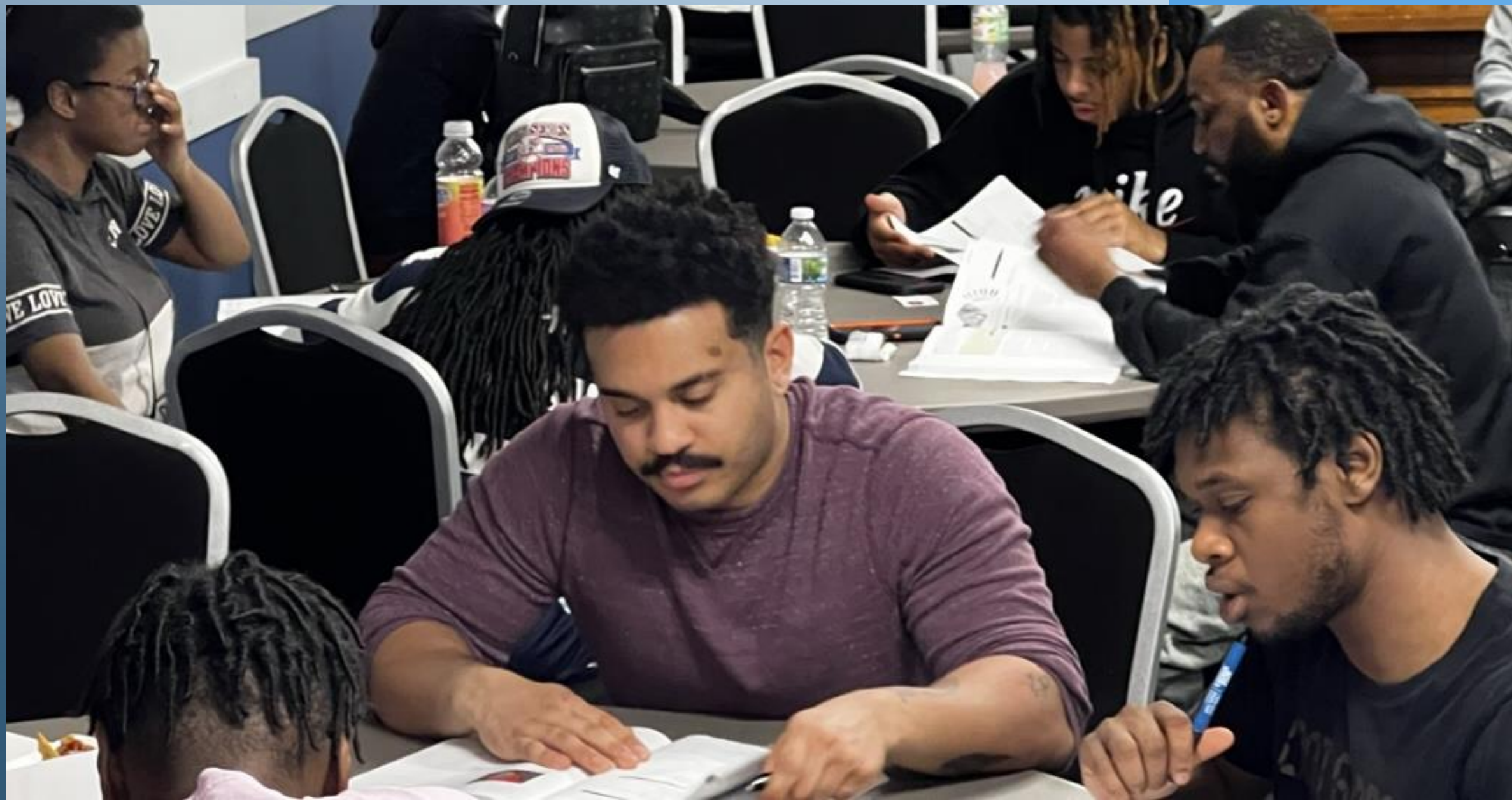
## ASSESSMENTS

- Supportive services
- Wrap around services
- Case Notes
- Pre/Post Career Assessments
- Certificate Uploads

## PARTICIPATION

- 80% Attendance based on final curriculum plan









# COMPLETION – 2022 Cohorts

## School Based Model

2 High School carpentry classes

PROs: Teachers delivered some modules in class

CONs: School year ended in May, lost touch with participants

RESULT: 0 completed participants (Goal 17)

## Community Cohort 1

Community Partner - Village of Maywood

PROs: Sufficient host space, excellent trainers

CONs: Packed schedule due to late start, minimum hands-on projects, verification issues

RESULT: 15 completed participants (Goal 17)



**Break-Out Session: Do's &  
Don'ts of Completion?  
Based on your  
experiences or the  
experiences of Lumity.**



# COMPLETION STRATEGIES

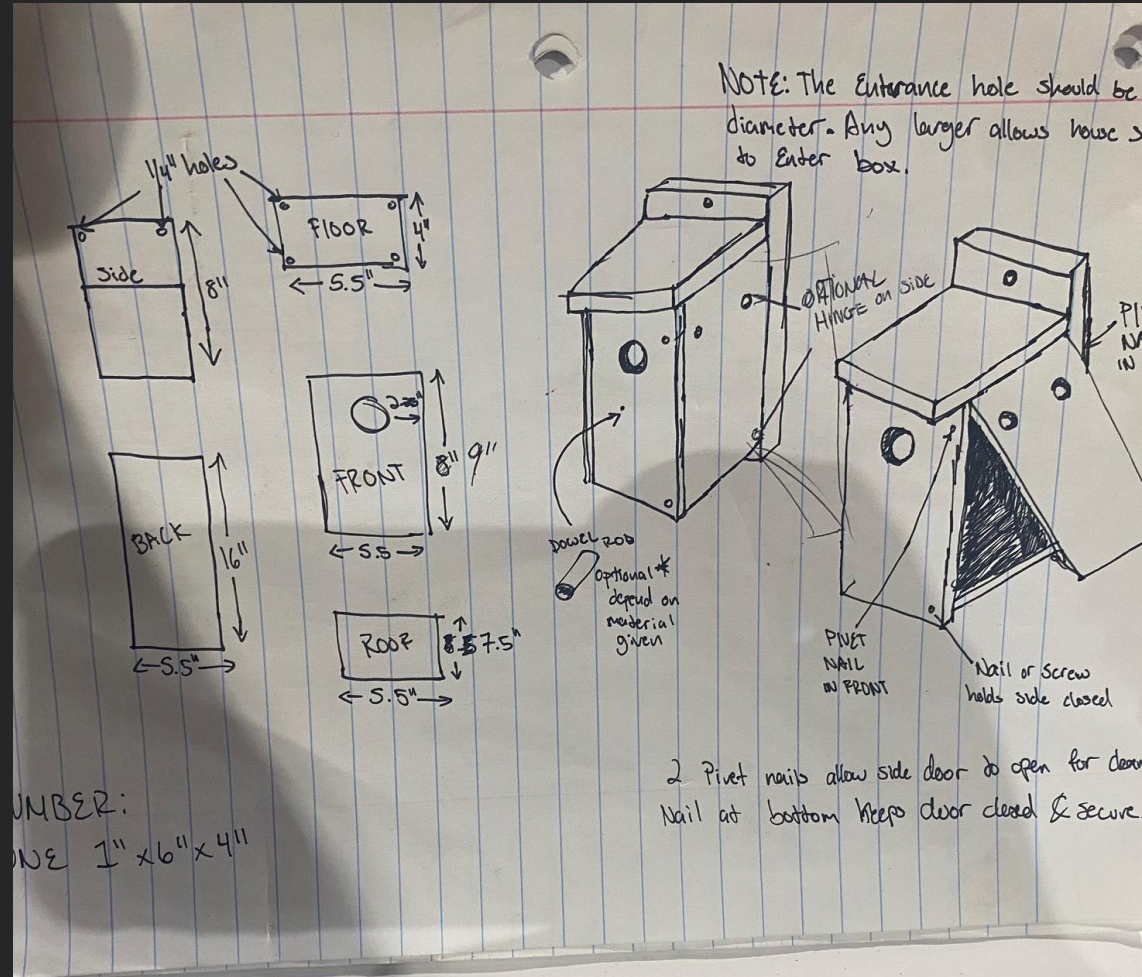
- **Unique Scheduling**
- **Increased Hands-On Projects**
- **Daily Dinner**
- **1:1 Tutoring**
- **Fitness Components**











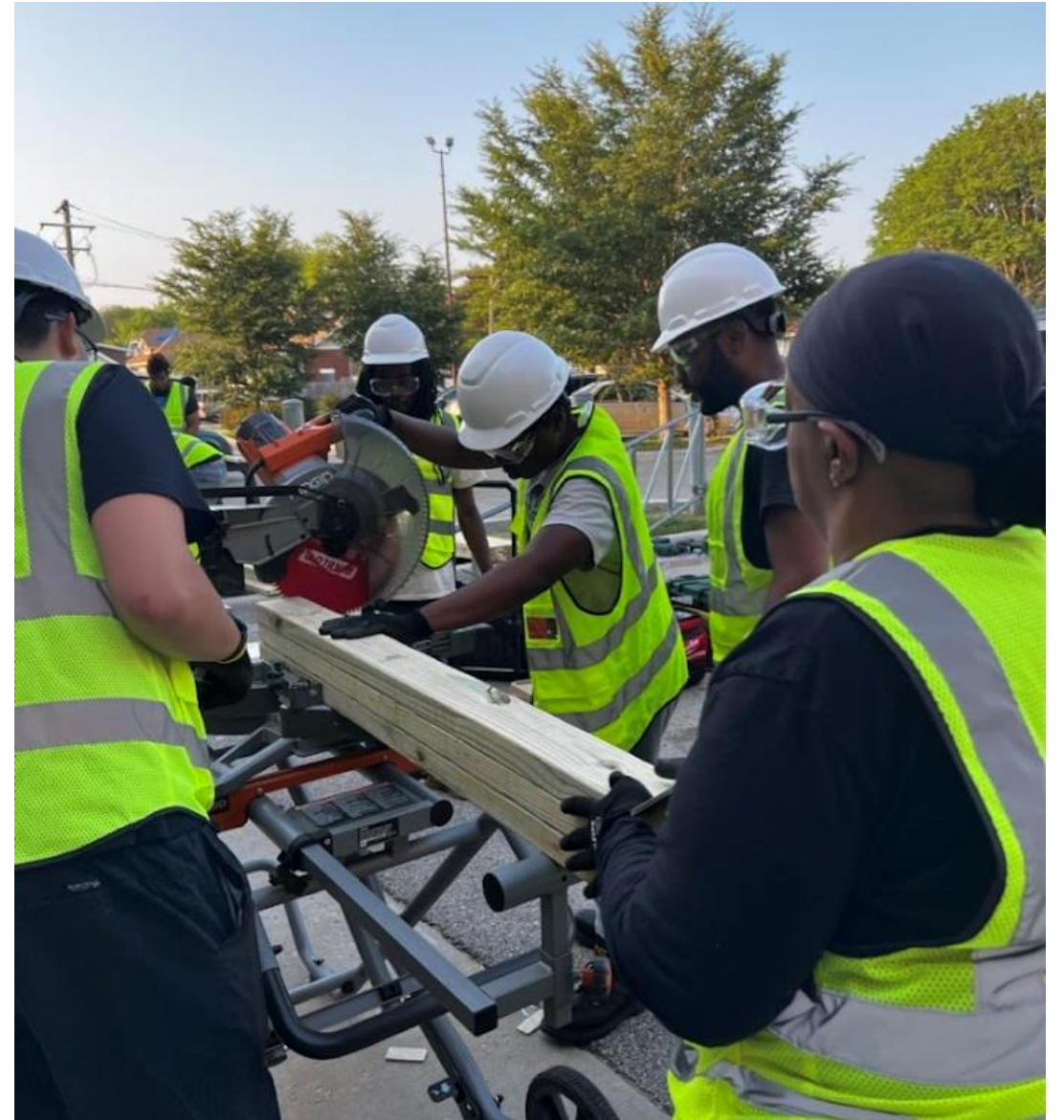
NUMBER:  
ONE 1" x 6" x 4"

2 Pivet nails allow side door to open for clear  
Nail at bottom keeps door closed & secure



Profile Sheet
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00101
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up and climb/descend
ladder, demonstrating
point contact.
Following PPE items and
they are safe to use:
action





# COMPLETION – 2023 Cohort

## Community Cohort 2



PROs: Excellent trainers, increased engagement and participant satisfaction, formal graduation for family and friends, better verification outcomes, measurable skills gains, improved physical fitness, more hands-on projects

CONs: None

OPPORTUNITY: More small hands-on projects!

RESULT: 17 completed participants (Goal 17)











# COMPLETION

## DOs

- Create an engaging environment for participants to learn
- Effectively articulate program goals with team
- Delegate data entry to staff member and ensure thorough understanding of IL Worknet system
- Prioritize weekly data entry to maintain program accuracy
- Create collaborative peer accountability efforts
- Identify a plan of action when outcomes are seemingly grim

## DON'TS

- Lack organization skills
- Wait to upload documents. Verifications happen monthly!
- Make Excuses!



# TRANSITION PS FRAMEWORK

## PPRIMARY TRANSITION

- Applied, Waitlisted or Placed in  
DOL Registered Apprenticeship  
Program

## SSECONDARY TRANSITION

- Full Time Employment



# TRANSITION – 2022 Cohorts

## School Based Model

2 High School carpentry classes

PROs: None

CONs: School year ended in May, lost touch with participants

RESULT: 0 transitioned participants (Goal 14)

FINAL OUTCOME: 14 Enrolled; 0 Completed; 0 Transitioned

No administrative withdrawal with IL Works at this time, so all metrics counted. We petitioned for their removal without success.

## Community Cohort 1

Community Partner - Village of Maywood

PROs: Cultivated relationship with CISCO contact; visited carpenters, pipefitters, and laborers training facilities

CONs: Minimal union interactions

RESULT: 13 transitioned participants (Goal 14)

FINAL OUTCOME: 15 Enrolled; 15 Completed; 13 Transitioned

Met minimum threshold for 2023 renewal + required weekly IL Works coaching



# What are some current transition challenges in your organization?

- Effectively integrating in the unions as a newer organization
- Connecting with construction companies for participant sponsorships





# TRANSITION STRATEGIES

- **Employment Week**
- **Increased number of union tours**
- **Additional certification opportunities (Forklift, Flagger)**
- **Pursuit of strategic partnerships**
- **Participant follow-up**













# TRANSITION – 2023 Cohort

## Community Cohort 2

PROs: New employment partners, hired participants, increased union tours, new partnerships with additional unions

CONs: Lack of sponsorship contractors

RESULT: 10 transitioned participants and counting (Goal 14)

FINAL OUTCOME: 22 Enrolled; 17 Completed; 10+ Transitioned

Will meet threshold for 2024 renewal



# TRANSITION

## DOs

- Prioritize primary transitions for maximum reimbursement
- Identify a wish list of partnerships and create a targeted plan of action
- Stay Encouraged & Committed
- Remain uplifted and stay the course
- Remember - It's a Marathon, not a Sprint!

## DON'TS

- Give Up!
- Forget to check-in with your past participants





A group of construction workers wearing high-visibility yellow safety vests are gathered around a large wooden table. They appear to be in a meeting or discussion. The background shows a brick building and some construction equipment. The text "Q & A" is overlaid in the center of the image.

# Q & A