

## Public Investment Plan (PIP)

<b>Name:</b>	Nashville Construction Readiness Partnership
<b>Convener:</b>	Paul Haynes-NCAC
<b>Contact:</b>	Paul Haynes-NCAC
<b>Mayor's Priority Area :</b>	Economic and Community Development

### 1. Briefly describe the issue or problem addressed by the investment plan:

- Davidson county residents voted to increase employment opportunities in construction for residents.
- Low income and unemployed residents need more opportunities to work in the growing construction industry.
- Jobs seekers in Davidson County need access to the skills training required to work in the construction industry.
- Job seekers need a way to connect with construction employers

### 2. How does the plan solve the stated problem?

- By making Job Seekers and construction firms aware of the state job matching database "JOBS4TN.gov" and providing the necessary training and support to use the system.
- By engaging with community organizations such as the Nashville Workforce Network and NOAH to recruit the unemployed and under-employed job seekers of Davidson County to available construction jobs and training.
- By working with job seekers to encourage the posting of their resume to JOBS4TN.gov.
- By working with Employers to encourage the posting of all job orders to JOBS4TN.gov.
- By developing certified training programs for entry level construction workers that will be recognized by construction firms and provide the skills needed to enter the construction industry.

### 3. Why is this the right time to implement this plan?

- A multi-disciplined team appointed by the Mayor recommended this local workforce and training initiative in the fall.
- The Mayor announced the overarching program last month.
- NCAC is currently working with employers, community agencies, training providers and Nashville's job seekers. NCAC is a partner in the Davidson County "America's Job Center" and staffs the Nashville Workforce Network (NWN). These relationships will provide a clear avenue for connection to the initiative.
- The availability of a state job matching system, JOBS4TN.gov and support of the TN Department of Labor and Workforce Development.

### 4. What current processes address the issue?

- The on-line job matching software, JOBS4TN.gov, is currently operating across the state.
- A comprehensive America's Job Center is located in Davidson county
- Some limited construction training is currently available in Middle Tennessee.

### 5. What problems and inefficiencies have been identified with the current processes?

- The community is not aware of the job opportunities in the construction industry.
- Limited number of construction training classes are available
- Skills miss-match between unemployed/under-employed and the construction industry.

**6. List all proposed participants including:**

- **Internal Partners**
- **External Partners (Nonprofits, Non-Government Organizations, Community Organizations)**

- Ashford Hughes – Mayor’s Office for Labor and Workforce Issues
- Paul Haynes – Nashville Career Advancement Center (NCAC)
- Nashville Workforce Network (NWN) made up of: 80 non-profits, 46 government entities, 14 educational providers, 26 employers)
- Nashville Organized for Action and Hope (NOAH)

**7. Briefly define the individual roles of each participant in each year of the project**

- Ashford Hughes – Mayor’s Office – achieves workforce and local residency initiative for the Mayor
- Paul Haynes / NCAC – Facilitate job-matching, skills training and community outreach. Implementation of construction training program and informational services designed to bring the community and the construction industry together.

**8. Total Length of Project in Years**

Indefinite

**9. Provide a brief explanation below of the actions that will be taken to implement the project in each year**

<b>Year 1</b>	<ul style="list-style-type: none"> <li>-Work with the construction employers to identify valued skills for new employees</li> <li>-Issue RFP and award contracts to provide construction skills training classes</li> <li>-Work with community based organizations, the Nashville Workforce Network &amp; NOAH, to recruit Nashville residents to participate in skills training and job-matching with the construction industry</li> <li>-Train and provide helpdesk support for JOBS4TN.gov / to all stakeholders</li> </ul>
<b>Year 2</b>	<ul style="list-style-type: none"> <li>-Review year 1 with all stakeholders and make needed adjustments to the initiative</li> <li>-Look for opportunities to add additional stakeholders and leverage additional resources</li> <li>-Increase the number of construction skills training classes, as needed</li> <li>-Develop new curriculum as employer needs are identified</li> </ul>

<b>Year 3</b>	<ul style="list-style-type: none"> <li>-Review year 2 with all stakeholders and make needed adjustments to the initiative</li> <li>-Look for opportunities to add additional stakeholders and leverage additional resources</li> <li>-Increase the number of construction skills training classes, as needed</li> <li>-Develop new curriculum as employer needs are identified</li> </ul>										
<b>Long Term</b>	Continue to develop and implement strategies that match employers with skilled Davidson County workers and provide training opportunities for Davidson County residents seeking to enter the construction industry for the first time. Leverage existing activities and initiatives, whenever possible.										
<b>10. Please explain why this collaborative approach more effectively addresses the identified issue compared to existing individual efforts</b>											
<p>NCAC currently provides federally funded training and skill development programs in a four county area. Training providers are selected from a state eligible training provider list. The local funding provided in this initiative will allow NCAC to focus services, such as customized construction training, to the residents of Davidson county.</p>											
<b>11. Briefly summarize the additional resources (funding, staffing, training, etc.) needed by all participants in order to successfully implement the plan.</b>											
<table border="0" style="width: 100%;"> <tr> <td style="width: 80%;">- Training classes in construction</td> <td style="text-align: right;">\$ 270,400</td> </tr> <tr> <td>- Personnel costs (1.5 FTE – NWN; .5 FTE – Job-matching help desk)</td> <td style="text-align: right;">\$ 146,544</td> </tr> <tr> <td>  Non-Personnel costs (office space, travel, communications, etc.)</td> <td style="text-align: right;">\$ 14,446</td> </tr> <tr> <td>- Administrative costs</td> <td style="text-align: right;"><u>\$ 43,139</u></td> </tr> <tr> <td><b>TOTAL BUDGET IMPROVEMENT REQUEST – NCAC</b></td> <td style="text-align: right;"><b><u>\$ 474,529</u></b></td> </tr> </table>		- Training classes in construction	\$ 270,400	- Personnel costs (1.5 FTE – NWN; .5 FTE – Job-matching help desk)	\$ 146,544	Non-Personnel costs (office space, travel, communications, etc.)	\$ 14,446	- Administrative costs	<u>\$ 43,139</u>	<b>TOTAL BUDGET IMPROVEMENT REQUEST – NCAC</b>	<b><u>\$ 474,529</u></b>
- Training classes in construction	\$ 270,400										
- Personnel costs (1.5 FTE – NWN; .5 FTE – Job-matching help desk)	\$ 146,544										
Non-Personnel costs (office space, travel, communications, etc.)	\$ 14,446										
- Administrative costs	<u>\$ 43,139</u>										
<b>TOTAL BUDGET IMPROVEMENT REQUEST – NCAC</b>	<b><u>\$ 474,529</u></b>										
<b>12. If applicable, briefly describe how your proposed project will achieve cost savings, revenue gains and/or service improvements? Please provide detailed financial data in the attached spreadsheet.</b>											
<ul style="list-style-type: none"> <li>- Increased employment &amp; wages of Davidson county residents should increase sales tax revenue and property tax collections</li> <li>- Increased employment &amp; wages should decrease the need for social services currently being provided</li> </ul>											
<b>13. How will success be measured and in what years of the project will it become measurable?</b>											

- The number of Nashville residents who post resumes to JOBS4TN.gov (All years)
- The number of Job Orders posted to JOBS4TN.gov by construction firms (All years)
- The number of training class “completer” (All years)

**14. How many citizens will this project impact?**

The number has not been forecasted and there is no current baseline on which to make that forecast. Both will be achieved through the collection of this data.

**15. What benefits or improved services will the citizens of Davidson County receive as a result of the plan?**

- Greater awareness of career opportunities in the Construction industry
- Increased training opportunities for Davidson county residents
- Greater number of employment opportunities for the unemployed and low skilled residents
- Reduce delays in metro construction projects caused by shortage of workers