

Economic Opportunity Review Committee
June 15, 2015

ECONOMIC OPPORTUNITY REVIEW COMMITTEE

Room 400, City Hall
Philadelphia, Pennsylvania
Monday, June 15, 2015
10:03 a.m.

PRESENT:

ANGELA DOWD BURTON - CHAIR
STEVEN SCOTT BRADLEY
VARSOVIA FERNANDEZ

1 activities and events that we believe will
2 be important for you to add to your
3 calendar.

4 So with that, I'm going to ask my
5 committee member to join us. We have a
6 committee of five, and two represents a
7 quorum which is why we will proceed. And
8 then we will introduce additional committee
9 members as they arrive. We do want to be
10 respectful of your time and have the meeting
11 end somewhere around eleven o'clock if not
12 11:15 at the latest. All right.

13 Steven.

14 MR. BRADLEY: Good morning. My name is
15 Steven Scott Bradley. I'm Chair of the
16 African-American Chamber of Commerce of
17 Pennsylvania, Delaware and New Jersey. I'm
18 also President and CEO of Bradley & Bradley.
19 We're a commercial insurance brokerage here
20 in Philadelphia.

21 MS. DOWD-BURTON: Thank you. So, for
22 those of you joining us for the first time,
23 the Economic Opportunity Review Committee or
24 better known as EORC, to keep it short, was

1 established by City Council Bill 120013 in
2 March 2012. The purpose of the committee is
3 twofold. It's to review the implementation,
4 effectiveness and the enforcement of Chapter
5 17-1600 of The Philadelphia Code as it
6 relates to our economic opportunity plans on
7 various projects around the City.

8 The second component or obligation of
9 this committee is to make recommendations to
10 Council regarding the adoption of
11 resolutions calling for the debarment of
12 certain contractors and recipients of City
13 financial assistance under 17-1606 if we can
14 identify a blatant disregard for this
15 legislation and the requirement for
16 inclusion on projects.

17 The EORC conducts public hearings on a
18 quarterly basis to capture the state of the
19 marketplace from the perspective of project
20 owners, developers, contractors,
21 subcontractors and experts within the
22 market, be they consultants or perspective
23 employees. We also take this opportunity to
24 provide updates to the committee on the

1 inner workings of the Office of Economic
2 Opportunity, and I should also say to our
3 listeners and viewers. The business of this
4 committee will be transcribed and published
5 in City Council transcripts. Those
6 transcripts will be posted on the Office of
7 Economic Opportunity website at
8 www.phila.gov/OEO.

9 So, I want to share just a few
10 highlights from the third quarter
11 participation report which sort of measures
12 the level of participation of minority and
13 women-owned businesses on City and
14 quasi-City contracts. To date, the City has
15 awarded in Public Works \$180 million on
16 capital projects. And minority and female
17 participation component represents
18 26.1 percent of those contract dollars.

19 The major department that's actually
20 driving this inclusion is the Water
21 Department, which is awarded \$102 million.
22 And their participation level is at
23 28 percent at this point. One of the major
24 drivers of our level of participation is in

1 the size and calibre of our OEO Registry.
2 Our registry of minority and women and
3 disabled-owned businesses that are certified
4 are at 2,367 businesses at this point. That
5 represents a 75 percent growth since the
6 establishment of our Inclusion Works
7 Strategic Plan, which was launched in 2010.
8 So 75 percent increase in our registry which
9 allows us to drive a large percentage of our
10 participation.

11 I am just going to stop for a moment and
12 call everyone's attention to the bulletin
13 board that's over here on our tripod. We
14 presented the summary of the results of this
15 administration during our budget hearings.
16 If all goes to plan, and we have no doubt it
17 will, our administration, Mayor Michael
18 Nutter's Administration, will have awarded
19 over \$2 billion to minority women and
20 disabled-owned businesses over the last
21 eight years. That is when his
22 administration ends in December 2015. So, I
23 want to acknowledge members of the Office of
24 Economic Opportunity and OEO officers around

1 the City, the Mayor for his leadership and
2 that of the Economic Opportunity Cabinet
3 which drives results as you can see.

4 So with that, we're going to hold off on
5 talking a little bit about all of the
6 economic opportunity plans that actually are
7 being managed by the Office of Economic
8 Opportunity until the end of the meeting
9 where we have LaShawnda Tompkins who has
10 been, many of you know as our Chief of Staff
11 for the Office of Economic Opportunity.
12 She's now Director of Special Projects. And
13 she's accompanied by Nicholas Jann who is
14 Manager of Special Projects focused on
15 economic opportunity plans who will provide
16 more details around the 729 plans that we
17 currently have in our portfolio. So, stay
18 tuned for that a little bit later.

19 Right now I'd like to move us right into
20 our public hearing unless, Steven, do you
21 have any comments at this time?

22 MR. BRADLEY: No.

23 MS. DOWD-BURTON: We are going to move
24 right into the public hearing. Because one

1 of the most exciting aspects of having a
2 venue such as this is being able to tap into
3 the experts within the marketplace. And we
4 have some extraordinary speakers this
5 morning that we would like to engage with.
6 The first is James Creedon, who is Senior
7 Vice President for Construction, Facilities
8 and Operations for Temple University.

9 Jim, if you would come to the table.

10 (Witness approaches witness table.)

11 And while you are getting seated, I just
12 want to acknowledge your regular visits over
13 the last few years to the Economic
14 Opportunity Committee meetings. We thank
15 you again for being here.

16 MR. CREEDON: It's good to be here.
17 Thank you. Thank you, Angela. It is good
18 to be back. I was putting my notes
19 together. I didn't realize it was just
20 December that I was out here talking about
21 some of the programs we are working on and
22 some of our results.

23 It is -- Temple has a strong commitment
24 to diversity in our student body, our

1 workforce and for those who do business with
2 and particularly in our construction
3 projects. And having a partner like the
4 City and actually a lot of companies who are
5 doing work with us makes that job easier.
6 And whether it's helping us with a little
7 bit of enforcement, whether it's helping us
8 with motivating people a little bit more,
9 whether it's identifying companies that we
10 can do business with, all of that is really
11 what comes together I think to make our
12 program so strong and develop a base from
13 which we can work from to move forward in
14 the future.

15 The last few times I've been here, I've
16 talked about our results in Morgan Hall. I
17 talked about our results in the science
18 building where we dropped down a little bit.
19 And I think I discussed some of the
20 challenges with that contract and how it
21 shifted to be more of a -- because it was so
22 much funded by the state, we didn't have as
23 many options to be as flexible and forceful
24 in a lot of ways with contractors and how we

1 establish some of those contracts. And that
2 in a way gave us some results we really --
3 while they were good, had not seen the
4 results we had seen on Morgan Hall.

5 And I think that, you know, the lessons
6 learned from that as far as how contracts
7 are structured, the fact that we have to
8 keep in mind that the state-funded projects
9 may not have that ability to give us that
10 flexibility, the need for multiple primes,
11 the economy continuing to improve with
12 workers having options, you know, equipment
13 suppliers and manufacturers are very
14 specialized for that building and clean
15 rooms and various, you know, high level in
16 some cases only one or two bidders in the
17 entire country really kind of made it more
18 of a challenge for us.

19 So, I wanted to take a look at the
20 project we currently have underway which is
21 our Ontario Garage, which is actually on our
22 Health Science Campus, just to see whether
23 there's any indicators there of any trend
24 that's hopefully kind of moving us back

1 towards the Morgan numbers, the SERC numbers
2 and the Montgomery Garage numbers to a
3 certain degree. That project that we are
4 building at the corner of Ontario and
5 Germantown Avenue we are doing with really
6 our client there in a way, is Temple
7 University Health System. They are building
8 a garage, a new parking garage. And we've
9 been able to see some good results back to
10 some of those Morgan Hall type numbers with
11 just under 40 percent MBE/WBE participation.

12 And interestingly, 26 percent
13 participation by WBE firms, particularly
14 Molly Construction, Bittenbender and
15 Buttonwood all participating on that
16 project. And I know that Maura is here from
17 Shoemaker who has really been our contractor
18 on the job. And she's going to talk a
19 little bit more about issues she's involved
20 with.

21 I have to credit. That is really a case
22 where we had a contractor who understood
23 that if we were going to do that project,
24 that they needed to get us participation

1 levels to find businesses to do a project
2 that doesn't often lend itself to a lot of
3 different trades and a lot of different
4 opportunity. We reached 32 percent minority
5 workforce participation on that project,
6 which is really while our MBE/WBE business
7 numbers are something we track to me
8 personally, it's that minority workforce
9 construction number that I turn to first
10 when I get my monthly reports.

11 42 percent were Philadelphia residents.
12 And the really good news on the Ontario
13 Garage is we took up to new high of
14 12 percent being local residents. And
15 Morgan Hall, I went back over some of our
16 last couple projects. Our last parking
17 garage, which is on Montgomery Avenue on
18 main campus we had about 7 percent local.
19 Morgan jumped up a little bit to 8.5 percent
20 local.

21 We saw a drop on the SERC, I think for a
22 lot of the same reasons I already mentioned,
23 to 4.5. And now we're back up to 12 percent
24 on the Ontario Garage. So, hopefully, we're

1 going to be able to stay up on that double
2 digit range on the local. Because I think
3 as well as the 42's and 45's are great for
4 Philadelphia residents, the local is really
5 what impacts the community around Temple.
6 That's what gives people the sense that
7 Temple is there to be a strong partner with
8 them, to provide them with opportunities for
9 work even if it's just for the short
10 duration of one or two year construction
11 project. We believe that that is certainly
12 key.

13 So looking ahead, what's next. We just
14 recently developed -- and I believe, Angela,
15 you were involved, your office was involved
16 in this -- an EOP plan for multiple projects
17 which will be coming out at Temple. They
18 include our new library which is
19 \$170 million project, the redevelopment of
20 the William Penn High School site as well as
21 the expansion, which is a few years down the
22 road, the expansion of our College of Public
23 Health. So rather than approaching this as
24 an EOP for individual projects, we are able

1 to work with the City to develop one that
2 cover really our near term future for most
3 of our projects.

4 It's set goals of 30 to 40 percent for
5 WBE and MBE, which I think is where we want
6 to be. And also, set goals for minority and
7 female workforce participation, which we
8 think are very achievable and we want to
9 achieve. Our local residents goal has been
10 set at 32 percent, although I think it's now
11 being called Philadelphia residents. I
12 think our focus is still going to be on what
13 that percentage is for the local
14 neighborhood.

15 As far as what those opportunities
16 provide, and I think I mentioned some of
17 this in December, but I just want to repeat
18 some. It is obviously an opportunity for
19 local hiring for the North Philadelphia
20 community. We do want to put some emphasis
21 on the Latino hiring particularly from the
22 local ZIP codes around Temple. And also,
23 see whether we can move that skill labor
24 numbers up just a little bit. Although, we

1 saw a little increase in the last couple
2 projects, which is good. The minority
3 workforce is not all in the labor category.
4 We're starting to see some bump up in the
5 skilled areas, as well.

6 We're still going to continue to use POM
7 and the UAC to help to be our partners on
8 this as well as a strong internal review,
9 which as I mentioned in the past, goes as
10 far as our Board of Trustees Facilities
11 Committee. When we talk about a project, we
12 include a report on how we're doing on these
13 EOP projects and working with the Advisory
14 Committee.

15 Interestingly on the Library, we already
16 have a meeting scheduled with a group of
17 local community activists for this Friday
18 morning where we are going to start talking
19 about strategies to make sure that people
20 who are qualified and have the skills that
21 are going to be necessary for William Penn
22 which will begin in the winter time and the
23 Library which will begin right around that
24 same time, that people know that they should

1 go and make sure people know they're
2 available, make sure they know who the
3 contractors are, who they are hiring.

4 Interestingly, the group we are going to
5 meet with on Friday who has been so helpful
6 in advising us and providing us some
7 guidance, is actually the original group
8 that started protesting at Morgan Hall. And
9 so, we've been able to use them now as our
10 partner as opposed to an adversary. Which
11 three and a half, four years ago is where we
12 found ourselves dealing on that project.

13 MR. BRADLEY: Excuse me. What's the
14 name of the group?

15 MR. CREEDON: It's called Phair --
16 P-h-a-i-r Hiring. They really are just a
17 local -- a group of local community
18 residents.

19 MR. BRADLEY: Okay.

20 MR. CREEDON: Yeah. It's not a
21 formal -- well, they may be, but they stay
22 in touch with us.

23 We are now working through the bidding
24 strategy and the bidding package for the

1 Library project. It is largely state
2 funded, so we're not going to have an awful
3 lot of flexibility. We think if we bid that
4 project right and put certain emphasis on
5 the bid package, we let people know we
6 expect to see a heavy level of
7 participation. We are going to be using the
8 same project manager as we used in Morgan
9 Hall, the Aegis Property Management, to help
10 us with the contractors. I think they --
11 they understood what was needed on Morgan
12 Hall, will help us with the Library.

13 As I said, those bid packages won't be
14 ready until the fall at the earliest with
15 our early bid package. The William Penn
16 Project will be done as a CM At-Risk. So
17 that's where we find we do have the most
18 flexibility. Because you're really working
19 with that CM who is not only helping you
20 figure out the end of design and the cost,
21 but also you can really kind of sit with
22 them and say, look, we got to have this type
23 of participation on this project. And
24 William Penn has no state money involved in

1 it. It's all Temple money, so I think we're
2 going to have some flexibility there to
3 really make some good things happen.

4 Again, unfortunately, limited trades.
5 There will be demo. They'll be site
6 clearing. And then we'll be creating soccer
7 and field hockey fields with a small
8 athletic building. But nevertheless, an
9 opportunity for ten months of some sort of
10 employment is better no -- having no
11 opportunity.

12 As we go through all this, we are
13 committed to transparency and accountability
14 for what we do in forwarding the City our
15 monthly results as well as putting it on our
16 website so the public can see how we're
17 doing and also give us advice on some things
18 we can change. Also, we can hopefully make
19 our future projects that much stronger and
20 that much better.

21 So, thank you for having me. Happy to
22 answer any questions you might have. But
23 also, very glad to have you as our partner
24 on these initiatives.

1 MS. DOWD-BURTON: Well, first, before
2 Steve begins to ask your question, I just
3 want to acknowledge, welcome Varsovia. I
4 want to acknowledge, Jim, for also serving
5 on the Mayor's Advisory Commission for
6 Construction Industry Diversity.

7 Clearly, Temple has come a long way over
8 the last few years from protest to actually,
9 excuse me, a conversion of individuals in
10 the community to act as resources and help
11 to -- help to achieve the goals that we have
12 jointly set between the City and Temple
13 community.

14 So, we really appreciate the effort that
15 you've invested. Certainly a lot of lessons
16 learned. We continue to learn and do
17 better. And so, I thank you for that.

18 MR. CREEDON: Thank you.

19 MS. DOWD-BURTON: Steve.

20 MR. BRADLEY: Jim, I just wanted to
21 comment you on the numbers that you
22 discussed, particularly the local residents.

23 So, what's the success story? What's
24 your secret? How have you been able to

1 increase those number of local residents on
2 some of these projects?

3 MR. CREEDON: Well, I think that the key
4 is making sure that our contractors know
5 that we're really expecting to see those
6 local residents involved, making sure that
7 we are getting information out to people who
8 are looking for work and have the skills
9 necessary. But also, I have to credit our
10 relationship, positive relationship I
11 believe we've been able to achieve with
12 organized labor here in Philadelphia.

13 I think that they understand that part
14 of the overall Temple -- the overall North
15 Philadelphia success story is going to be
16 not only in growing our campus and building
17 buildings and providing those opportunities
18 but it has to be inclusive of the
19 neighborhood.

20 I've met with a lot of the contractors
21 who do our jobs. And I think they -- they
22 don't want to hear the comment at the end of
23 the month, you know, why did your local job
24 or why did your minority workforce number

1 drop unless there's a reason, unless that
2 skill or that -- there is a dropoff. I
3 think that's important. I think they want
4 to see that success. And I think it's been
5 all of us.

6 I can't really point to one particular
7 thing. It will be interesting now with the
8 Library coming up and this meeting on Friday
9 to see how we can maybe create some
10 additional ways to have that outreach,
11 identify some more people. But it's going
12 to involve all of us working like we have
13 over the last couple of years to make it
14 happen.

15 MR. BRADLEY: But do you feel that the
16 services at UAC has been beneficial? The
17 Urban Affairs Coalition?

18 MR. CREEDON: You know, I like the fact
19 that the UAC they -- they can get us our
20 results at the end of the month. They can
21 tell us where we're at. They have no
22 problem, very frankly, of telling us where
23 they had some problems. I know they had
24 some frank conversations with contractors

1 over the years on the data. I was just
2 looking through our latest report. To be
3 honest, the last couple of months I've
4 looked really just at the cover sheets to
5 see what the numbers are. Hadn't spent time
6 with the backup.

7 It's pretty comprehensive. You know,
8 when you're going through that name by name
9 and location by location, somebody doing
10 that, if a contractor knows that and you
11 have somebody that's credible at the UAC
12 doing it, it's very helpful for us.

13 MS. DOWD-BURTON: Varsovia, would you
14 like to introduce yourself first and then
15 let us know if you have any questions.

16 MS. FERNANDEZ: Hello. I am Varsovia
17 Fernandez with the Hispanic Chamber. And I
18 apologize for the people for being late, but
19 my other meeting was being held a little bit
20 over. I'm sorry I missed your comments,
21 Jim. We can catch up.

22 MR. CREEDON: Okay. Sounds good.

23 MS. FERNANDEZ: Thank you for being
24 here.

1 MS. DOWD-BURTON: So one of the things
2 that we're working to do, Jim, is actually
3 take feedback from you and other project
4 owners around the City. I mean, you are
5 what we would consider an anchor
6 institution. And we know that if the City
7 and each of the anchor institutions have
8 adopted the value of inclusion that we,
9 clearly collectively, can move the needle.

10 So, we appreciate what you're doing in
11 the North Philadelphia area.

12 MR. CREEDON: Happy to help.

13 MS. DOWD-BURTON: Thank you.

14 MR. CREEDON: Thanks.

15 MS. DOWD-BURTON: So, the next speaker
16 that we have coming up will be a
17 representative from Youth Build Vocational
18 Programming. And one of the things that
19 we're really interested in is job creation
20 and filling the pipeline with young people
21 who are interested and understand the value
22 of jobs in the construction industry. So,
23 we want to welcome Simran Sidhu who is
24 Executive Director and Marty Molloy,

1 Director of Vocational Programming.

2 Thank you for being here.

3 MS. SIDHU: Thank you so much for having
4 us. We're -- this is our first time coming
5 here, but we're very excited to be here.

6 So Youth Build Philadelphia is a program
7 that is designed entirely for young people
8 who are between 18 and 21 and have
9 previously dropped out of high school. And
10 the program is designed so that every young
11 person coming in spends 50 percent of their
12 time in competency-based academics and other
13 50 percent in hands-on job training. And by
14 graduation, they have a high school diploma,
15 they have an industry recognized credential,
16 a national service scholarship. And most --
17 the thing that we hope for most is a
18 completely different view of their own
19 potential and what they can do in the
20 community.

21 So, it is very sweet loving place where
22 we have incredible climate culture, no metal
23 detectors. It's all about relationships
24 being very individualized and kind of

1 opening up this door to their potential.

2 Our construction training program, for
3 example, students rebuild abandoned houses
4 in the City for first time, low income
5 homeowners. There's a strong service
6 component so that students can start to
7 change their self identity and kind of see
8 themselves as going from being problems to
9 problem solvers. And it's wonderful. We
10 have many young people who are interested in
11 construction.

12 We nearly identical training tracks in
13 healthcare where students get a CNA
14 certification, HHA and sometimes a second
15 certification as well in EMT or medical
16 based -- they start medical billing. We
17 also have a childcare training track with
18 all the key emphasis on Keystone childcare.
19 We wanted to make sure that there were young
20 people from the community who were ready to
21 take the new spots that are opening. They
22 earn a CDA credential, which is also
23 nationally recognized.

24 And most recently, we piloted customer

1 service training track that is in
2 partnership with Starbucks. So students get
3 a Microsoft IT academy certification as well
4 as a nationally recognized customer service
5 excellence credential so that they can have
6 those jobs at the same time as they go into
7 post-secondary education.

8 So, we've been around for a while.
9 We've built 86 houses at this point in the
10 City that have all been full -- got
11 rehabbed. Our current two that we are
12 rebuilding in Wingohocken as well as the
13 last one will be LEED platinum certified.
14 And we are very sort of proud of the work.
15 I think, though, what we still need to see
16 and despite high graduation rates and we've
17 been very, very concerned with the placement
18 of graduates after they leave because we
19 noticed that those steps that they are
20 taking after graduation are not very sticky.
21 And we wanted to make sure that they were
22 getting really good placement.

23 We developed a sort of hopeful secondary
24 department as well as resources that stay

1 with graduates for a full year after
2 graduation. Because part of what we
3 realized is that you want to change a young
4 person's trajectory, that next opportunity
5 after you're leaving the cocoon of Youth
6 Build is critically, critically important.
7 We build in bridges to post-secondary
8 opportunities so that we are paying for dual
9 enrollment whether it's a community college,
10 Esperanza college, Pierce, the unions,
11 anyone. We will sort of come to the table
12 and say we are willing to be a really good
13 partner. We understand the state's
14 resources. Let's sort of start to support
15 these young people together.

16 And we'll take lots of feedback. We'll
17 realign curriculum. We'll realign
18 calendars. We now go year round. So,
19 really have this approach of saying we'll do
20 whatever it takes to make sure young people
21 get real opportunity.

22 We are seeing, you know, as especially
23 in the post-secondary space, some of the
24 colleges are starting to work with us

1 differently. And we are seeing more young
2 people retain. But where we are really,
3 really running into problems and, you know,
4 it's sort of the pipeline issue that you
5 were talking about. Is that for young
6 people in particular, there is not enough
7 opportunity. And so, you know, there's a
8 couple of examples.

9 And this is despite some wonderful
10 effort from Naomi Alper. I know you
11 probably heard from her before and she was
12 supposed to be here originally. She is
13 trying to bring just about everyone out to
14 her program to get to know us and get to
15 know our young people. And institutions
16 like Temple who worked with us to say we'll
17 try and give you internships for young
18 people so a whole crew can come and learn
19 about what happens with facilities,
20 maintenance and things like that.

21 But for example, we have a young person
22 who graduated from last year's class, Jerome
23 Kinard. We got him an internship with
24 Graboyes doing the glazing work on the

1 building that we rent out at OIC. He's an
2 amazing young man. Very smart, very
3 committed, 100 percent attendance. So he
4 got hired by Graboyes. He also did the
5 union test at FDI where we started to
6 develop a relationship. Passed the test.
7 Was told that, you know, he needs to be on
8 the wait list. And they are one of the
9 unions that tries to work with us, to reach
10 a hand out.

11 He's been working with Graboyes. We
12 told him, look, one of the biggest things
13 that we've heard is that you need a car. In
14 construction, it's really hard. And even
15 though you're young and it's difficult to do
16 this, we will try and figure something out.
17 We gave him small need based grants for
18 other things, incentives. He saved up
19 money, bought a car, got his driver's
20 license, got any records clear. And he was
21 just sort of waiting, working at Graboyes
22 who loved him and were being mentoring of
23 him.

24 And he found out recently that --

1 suddenly, he got a call from FDI again.
2 There is another test you have to do and
3 another interview even though you thought
4 you were in and we kind of said you would be
5 in. And he found out that now after this
6 second interview there is only ten spots.
7 And he didn't make one of those. And so, he
8 can't do everything that he could have.

9 Now Graboyes likes him. I mean, he's
10 the best we have to offer. We've in the
11 past taken feedback. And sometimes it's
12 been, oh, the grade level is not right.
13 This is not right. We've been very willing
14 to work with people. But in this case I
15 have to say my heart is broken. I feel like
16 here we are with the best that we have to
17 offer, and if he's going to be disappointed
18 like this at this stage of the journey, it's
19 going to be very, very difficult.

20 So, I think young people in
21 particular -- I mean, it seems like to us
22 after years of just sort of reviewing this
23 stuff, you know, there is sort of a magical
24 age of 26, 27 maybe is how old you have to

1 be with lots of experience before you can go
2 in those doors. And we need more
3 opportunity, though, for young people who
4 have families, who are often parents
5 themselves. And very real economic needs
6 where we are willing to support, but
7 something else is needed.

8 And even in the case with Temple
9 University, it was such a well-intentioned
10 internship. And yet, when our students
11 began showing up, they were told by the
12 union, for example, that they cannot do
13 anything. They can be there as observers.
14 But an internship where you are merely
15 observing is not really an internship. And
16 so despite Temple's best intentions and our
17 best intentions, it's not really worth it
18 for students. They are bored. You know,
19 they are like what are we doing there?
20 There is nothing really to do.

21 And so, I feel something needs to be
22 done for young people. We are happy to be a
23 willing, non-blameful partner. I understand
24 that it's difficult. And, you know, it's

1 being system change and we're coming out of
2 a building recession. But I feel like the
3 time has to be ripe at some point to really
4 give young people an opportunity. And we're
5 willing to support and to do additional
6 mentoring. But we find that when the
7 intention is really there, opportunity
8 sometimes are absent.

9 For example, our partnership with
10 PowerCorps, which is a nonprofit that was
11 started by the City's Office of Community
12 Service, has been wonderful. So, our
13 graduates are going on doing a PowerCorps
14 internship for six months and they're
15 connecting them to the Water Department so
16 that we now have four graduates who are
17 doing apprenticeships at the Water
18 Department. And that's wonderful. It's a
19 three year track for them to be in. But
20 they are getting paid so they can sustain
21 themselves.

22 And another one is, for example, with
23 Starbucks. We've piloted this training
24 track, but they very quickly converted it

1 into real opportunity by giving ten
2 graduates already very quickly jobs, but
3 then starting to mentor them around not just
4 the entry level barista, but how they should
5 be positioning themselves for the next level
6 of opportunity including -- by encouraging
7 them to be in post-secondary education and
8 working with our office to say, how can we
9 be supportive, more flexible shifts? How do
10 we work together to make sure these young
11 people are really sort of turning on the
12 right track.

13 So, you know, I'm just here to say -- A,
14 to make you aware of what we do, but also to
15 say if there can be focus on this
16 opportunity for the 19, 20 year olds who
17 have very adult responsibilities but need
18 more opportunity would be great.

19 Thank you.

20 MS. DOWD-BURTON: Wow. So, I feel the
21 energy. Does anyone else feel the energy
22 and the enthusiasm? So, we thank you for
23 being here.

24 I guess one of the questions I have is

1 how many -- how many students do you have in
2 your program right now?

3 MS. SIDHU: So, we will have about 160
4 who will have graduated over the next few
5 months from August to November from all of
6 our training tracks. We enroll about 200
7 every year. And we average between a
8 75/80 percent graduation. We have really
9 committed actually to placing everybody, so
10 every enrollee even if you drop from our
11 program, we will follow up with you. We
12 want to make sure if you came in our doors,
13 your life changed in some way.

14 Sometimes they come back to us for
15 another full year of the program. Sometimes
16 it's that we are finding you a better suited
17 program or a job or that next level of
18 opportunity, so.

19 MS. DOWD-BURTON: Okay. Thank you.

20 MS. SIDHU: Thanks.

21 MR. BRADLEY: Did majority of your
22 funding come from the City?

23 MS. SIDHU: We do have some funding that
24 comes from the Office of Housing and

1 Community Development. They've been a
2 partner for a long, long time. Belinda Mayo
3 in that office in particular has been a
4 champion of ours. We get about \$300,000 to
5 support all of this additional training. So
6 that augments our charter school funding
7 that we have.

8 MR. BRADLEY: What about the environment
9 from the private sector? Do you have any
10 working relationships with the Greater
11 Philadelphia Chamber and any of the Chambers
12 in town?

13 MS. SIDHU: We have a relationship with
14 them. and Mr. Wonderling has been out to
15 visit the program. But I still think it
16 stops just short of real opportunity for
17 students. We'd love more connection.

18 MS. FERNANDEZ: It's good to meet you
19 both. And thank you for all you do for our
20 children and youth in Philadelphia and
21 surrounding areas.

22 So, you do have a relationship with the
23 Greater Philadelphia Chamber of Commerce.
24 You definitely do not have a relationship

1 with the Hispanic Chamber of Commerce.
2 Given the work that I have done with
3 Philadelphia Youth Network, with Congreso de
4 Latinos Unidos, with PCCY and some of the
5 other organizations. A lot of our children
6 are not ready to go to a Fortune 500
7 company, so choices like the
8 African-American Chamber of Commerce, the
9 Hispanic Chamber, the Asian Chamber actually
10 get to connecting with smaller size
11 businesses. Even though smaller businesses
12 do not have the resources to do, you know,
13 the type of training that Fortune 500 do.
14 What we do do is, we are actually able to
15 give those new employees a little bit more
16 attention and they go get thrown into a
17 business model where they just have to
18 learn.

19 MS. SIDHU: Yes.

20 MS. FERNANDEZ: And they have to become
21 very engaged and there is no time to be
22 bored.

23 MS. SIDHU: Yes.

24 MS. FERNANDEZ: So, I will strong

1 suggest that perhaps we follow up and see
2 how we can help you at least the Hispanic
3 Chamber.

4 MS. SIDHU: We'd love that.

5 MS. FERNANDEZ: My other question to you
6 is around daycare. The certified daycare
7 workers, do many of them start their own
8 business or do they just go to work in
9 existing daycares?

10 MR. MOLLOY: So, with our CDA program,
11 it's the only training track I have that has
12 100 percent placement. Most of them now are
13 not ready to be business owners, to be
14 honest about it. I mean, they need further
15 seasoning. They need further development,
16 but the jobs are there. The opportunities
17 are there. The mentors are there. Those
18 employers are there.

19 And part of that is the way we structure
20 the program. We have a lot of support from
21 daycares throughout Philadelphia. Young
22 people that get connected into daycare right
23 away, they are finding jobs right away.
24 That CDA credential means a lot in the

1 community.

2 MS. SIDHU: We do have some
3 entrepreneurship training in the program for
4 everyone. Because even our young people in
5 construction like to at least learn a little
6 bit. And in their minds, they have an idea
7 of opening their own small business. But
8 it's -- we would like to do more, so advice
9 you have in that area would be really great.

10 MS. FERNANDEZ: Do you do any work with
11 the Enterprise Center on entrepreneurship.

12 MS. SIDHU: We have done something.
13 They have done some trainings with us. They
14 sent staff out to train students as part of
15 the six-week training that we had on
16 entrepreneurship. But we would love to
17 deepen all those relationships.

18 MS. FERNANDEZ: Yes. Maybe we can chat
19 at the end of the meeting. Thank you.

20 MR. MOLLOY: I would just say when we
21 talked to the unions, because we are really
22 looking to broaden those partnerships across
23 the board. One of the things they
24 consistently tell us is connecting to

1 mom-and-pop shops that are out there doing
2 the work. And specifically, the Plumbers
3 Union have told us that students who pass
4 the Plumber Union exam who qualify for an
5 interview will not be accepted into the
6 union on their first try. And that this
7 indicative of most of the unions.

8 So young people have to find a
9 mom-and-pop shop to work in on their own.
10 And really, that's not a legitimate pathway
11 for them. Because they are going to go and
12 they are going to make the may need to make
13 in whatever capacity they can to support
14 their families and support themselves and do
15 what they need.

16 So, I think connecting to the
17 African-American Chamber of Commerce, the
18 Hispanic Chamber of Commerce with a lot of
19 those smaller businesses is exactly what are
20 young people need. And that's where they
21 can find the mentorship and the folks that
22 can move them forward.

23 MR. BRADLEY: Thank you very much.

24 MS. DOWD-BURTON: Thank you.

1 MS. SIDHU: Thank you very much. Thanks
2 for the opportunity.

3 MS. DOWD-BURTON: We would now like to
4 invite Gail Anderson who is the Human
5 Resources Manager for Philadelphia Job Corps
6 Life Science Institute.

7 Good morning.

8 MS. ANDERSON: Good morning. Greetings
9 to the Panel. Thank you so much for having
10 me here. Yes.

11 MS. DOWD-BURTON: Could you pull that a
12 little closer to you. We have feedback from
13 our air conditioner.

14 MS. ANDERSON: How's that? Can you hear
15 me now?

16 MS. DOWD-BURTON: Just speak, project.

17 MS. ANDERSON: Can you hear me now?

18 MS. DOWD-BURTON: Yes.

19 MS. ANDERSON: Greetings. Good morning.
20 Thank you for inviting me. I come to
21 represent the Philadelphia Job Corps Life
22 Science Institute. And I am the center
23 contact for the center. We offer a number
24 of training -- entry level training

1 programs, six in fact. The facility
2 maintenance, EMT emergency medical
3 technician, pharmacy technician, culinary
4 arts, nursing assistant and medical
5 assistant. These are entry level programs.
6 And of course, like the -- my esteemed
7 college guests before me, a lot of our
8 challenges are if it's not daycare, then it
9 is trying to secure those jobs.

10 These are entry level jobs that we
11 offer, and they are industry recognized and
12 certified. Now the interesting thing about
13 Job Corps is that we are celebrating our
14 50th anniversary. Johnson signed it into
15 bill in 1964. That is a hallmark for us in
16 terms of being the longest, largest
17 residential program in the nation.

18 Job Corps Philadelphia, formerly 4600
19 Market Street and now we have relocated in
20 2008 to the former Quarter Masters defense
21 complex, which you may be familiar. We are
22 one of five nonresidential centers, so that
23 is a part and parcel in terms of why the
24 childcare may be an issue sometimes and

1 residential housing sometimes. They may get
2 into the program as excited and enthusiastic
3 as the day is long since we help them with
4 their high school diploma, as well. And
5 then, you know, life challenges happen. And
6 either their childcare may go away or either
7 housing may go away. So, that happens to be
8 a very, very grave challenge for us. But we
9 are a nonresidential center and we do the
10 best that we can to try to facilitate that
11 process.

12 In terms of the programs as you know it,
13 Job Corps in Philadelphia was never intended
14 to last because it is a nonresidential
15 center. And if you have any history about
16 how Job Corps got started, it was -- all the
17 Job Corps centers are former military
18 barracks, that's why most of them are
19 residential centers. So when they decided
20 to do a nonresident in Philly, urban
21 Philadelphia youth, that was just not going
22 to make it. Well, that was over 25 years
23 ago and we are still standing. So, it's a
24 big hoorah for us on that regard.

1 So now that we're looking at those
2 challenges, we offer a very, very
3 comprehensive training, a didactic if you
4 will. They have the classroom training as
5 well as go out and try to find a spot which
6 we refer to as work-base learning. And it's
7 synonymous to the OJT, on job training. And
8 our programs are geared to healthcare since
9 Philadelphia is the hospital capital of the
10 nation. We try to get them geared into that
11 location and get them jobs for which they
12 are placed.

13 We assist them with placement. We
14 assist them with resume writing. We mentor
15 them. A lot of times they don't want to
16 leave us after their tour of duty in the
17 program, but we really try to build the
18 relationship not only internally with our
19 students 16 to 24 or outside with those
20 networks that are willing to work with us in
21 terms of community service, collaborations,
22 of course, and as well as those OJT.

23 So with all of that being said, the
24 students are provided two meals a day. We

1 provide them with meals. We provide them
2 with uniforms, books, supplies, a stipend as
3 well as transportation. And after, let's
4 say, about 75 percent to 85 percent after
5 six or twelve months is what we're looking
6 at in terms of placement in that area when
7 we get into them into a job.

8 So with all of that, our expectation is,
9 number one, either the job; number two, or
10 either they enter into higher ed which is a
11 college degree with CCP or Delaware
12 Community College at no cost to them. Job
13 Corps is 100 percent federally funded. And
14 the third thing is that they go in the
15 military. So, we have those three major
16 areas our students end up with. And we have
17 a long, long line of success stories which
18 happened in Washington DC in April where a
19 lot of our alumni came back so that we can
20 celebrate the 50 years.

21 So in a nut shell, Job Corps is still
22 here. We are hoping we'll be here for 50
23 more years. And today, I am looking at the
24 opportunity to be able to find those

1 employers that will be able to help our
2 youth. So as you will see in your packet on
3 Friday, we are having an outreach event.
4 And that event will be bringing in a
5 plethora of diversity in terms of students
6 throughout the City in terms of who we
7 collaborate with, as well. We are looking
8 to have a land slide of youth that will be
9 there. We are doing the fatherhood
10 challenge, so that all of those young gents
11 can take a photo session with their
12 families. And that's your precursor before
13 Father's Day.

14 So hopefully, I got all of that in, in
15 about five minutes. If you have any
16 questions for me, then I would certainly be
17 happy to answer them for you.

18 MS. DOWD-BURTON: First of all, thank
19 you for being here. Appreciate also your
20 energy and enthusiasm and certainly the
21 tenacity of Job Corps.

22 MS. ANDERSON: Thank you.

23 MS. DOWD-BURTON: You mentioned the
24 Friday event. Can you give us the time and

1 location?

2 MS. ANDERSON: It will be on location
3 2810 South 20th Street.

4 MS. DOWD-BURTON: Okay.

5 MS. ANDERSON: It will be from 10:00 to
6 3:00. We intend to have the photo op. We
7 will have the little morsels of foods like
8 hot dogs and pretzels we will serve out.
9 And we'll be in collaboration with our
10 sister facilities, Horizons, which is the
11 facility that pretty much if a student finds
12 any of our traits that are not agreeable or
13 acceptable to them here, then they will
14 leave the state. And that can either be
15 Patomic we're also partnering with Keystone
16 Job Corps Center which is out of Drums,
17 Pennsylvania. That's approximately two
18 hours away.

19 That was two locations will either usher
20 the student out of state or either Job Corps
21 will be non-res. Those parents that are
22 interested in them making a change,
23 certainly they can investigate it with us.
24 But this Friday, ten to three. And we look

1 forward to seeing -- having you join us with
2 our esteemed radio personality guest that
3 will be there, as well.

4 MS. DOWD-BURTON: Thank you.

5 Questions? Okay. Thank you so much for
6 being here.

7 MS. ANDERSON: Thank you so much.

8 MS. DOWD-BURTON: Okay. So now, it is
9 our pleasure to move towards the
10 construction industry experts. We have the
11 National Association of Women in
12 Construction. It is certainly my pleasure
13 to have Maura Hesdon here. She is a project
14 executive of Shoemaker Construction Company.
15 And James Creedon mentioned Shoemaker during
16 his statements around Temple University and
17 the success that they've had with regard to
18 inclusion. Angelina Perryman, who is Vice
19 President of Administration from Perryman
20 Building and Construction Services. Thank
21 you for being here, as well. Ashley
22 Poglese, okay, Survey Technician at Langan
23 and Piljo Yae, Senior Project Manager at
24 Cyrstal Steel.

1 And please begin your comments. And
2 while you do that, I'm going to bring out
3 this beautiful picture to share with my --
4 my committee members here of some of the
5 students who have attended your program.

6 MS. POGLESE: Hello and thank you. I'm
7 Ashley Poglese, Langan engineering and
8 current President of the NAWIC Philadelphia
9 Chapter. And I have with me other board
10 members and NAWIC members who you just
11 introduced. And they are going to be
12 helping me with our presentation about NAWIC
13 as a whole and also our magic camp which is
14 a mentoring a -- mentoring a girl in
15 construction. And this camp is the reason
16 why we're here today.

17 It's a week long program with students
18 from age seventh grade to twelfth grade.
19 So, I am going to start by talking about
20 what NAWIC is.

21 National Association of Women in
22 Construction is a national organization.
23 We're comprised of women from all different
24 types of backgrounds in the construction

1 industry. We have people who are directly
2 associated with construction, project
3 managers, field personnel. We also have
4 accountants, engineers and lawyers. Pretty
5 much anything that is somehow related to
6 construction. The organization was founded
7 in 1953 in Texas by six women. And since
8 then, it's grown to be in all 50 states,
9 Guam. And we also have some worldwide
10 affiliations.

11 As a chapter in Philadelphia, we cover
12 eastern Pennsylvania and parts of New
13 Jersey. And our goals in the Philadelphia
14 chapter and is also representative
15 nationwide is to empower and educate women
16 in the construction industry, provide a
17 platform for networking for both men and
18 women in the industry. We offer
19 opportunities to grow professionally through
20 workshops and job site tours. And we also
21 like to give back to the community through
22 one or two events throughout the year. And
23 MAGIC Camp is one of our activities.

24 We host monthly meetings. And at these

1 meetings topic vary. It depends on if we're
2 going a job site through our professional
3 development networking. And we also like to
4 partner with other organizations in
5 Philadelphia. Women and Architecture is one
6 of the groups we partner with and the
7 National Association of Professional
8 Estimators Philadelphia Chapter.

9 And at all of our events, they are
10 welcome for anybody to attend. They can be
11 male or female. And we are more than happy
12 to -- we like to reach out and expand the
13 men and women that we work with. And now
14 I'm going to hand it over to Maura Hesdon to
15 speak about the MAGIC Camp.

16 MS. HESDON: Good morning.

17 MS. DOWD-BURTON: Morning.

18 MR. BRADLEY: Morning.

19 MS. HESDON: As Ashley stated, MAGIC is
20 mentoring a girl in construction. MAGIC was
21 originally formed back in 2008 by two NAWIC
22 women from Georgia. We started the first
23 Philadelphia MAGIC in 2009. They based
24 their camp on a residential program, and we

1 decided that it would be most beneficial to
2 the City as well as to the camp participants
3 to partner with the construction trades.

4 So, we approached the building trades
5 and were successful in having them join us
6 to host one day a week at each training
7 facility. So, the first year we had four
8 days of training. We had multiple trades on
9 one of the days where all three type trades
10 got together. And then the last day we did
11 more of a educational seminar based program
12 where we taught the girls blueprint reading
13 as well as interaction with other women
14 owned business leaders.

15 We also took them on a tour that very
16 first camp of the Pennsylvania Convention
17 Center Expansion, so that really was our
18 model going forward. Four days of, I'll
19 say, on the job training at the union
20 apprenticeships centers. And then the last
21 day is more of a educational day as well as
22 interaction with women mostly who would be
23 good for the girls to get to know, network
24 with and learn from as well as completion

1 ceremony and a major job site tour.

2 Some of the trades that we have worked
3 with in the past are District Council 21,
4 the Finishing Trades Institute which was
5 mentioned earlier; the Steamfitters, Local
6 420; the Plumbers, Local 690; Bricklayers
7 and Allied Trades, Local 1; Sprinkler
8 Fitters, Local 692; the Carpenters Joint
9 Apprenticeship Center; IBEW Local 98 and NECAs
10 Training Center; the Roofers Local 30;
11 Sheetmetal Workers Local 19 as well as some
12 nontrade specific entities such as Mercy
13 Vocational High School and the Home Depot,
14 which was quite excited to have us join them
15 for a day.

16 In addition to the Convention Center,
17 the other major job sites that we were able
18 to take these girls to were the Barnes
19 Foundation when the new Barnes construction
20 was on the Parkway as well as the CIRA South
21 Evo Tower. And just this past year we were
22 able to allow them to visit Lancaster Square
23 over on Drexel's campus. So that way, they
24 were able to take the knowledge that they

1 learned during the week and see how it's
2 truly applied in the construction project.

3 This past camp was held March 30 to
4 April 3 and there were nine participants in
5 it. Some of our students have come from the
6 School District of Philadelphia in the
7 beginning as well as String Theory Charter
8 School, Hope Partnership for Education,
9 Audenreid as well as the Workshop School.

10 MS. POGLESE: I'd like to bring Piljo up
11 to present about the impact of MAGIC Camp on
12 students.

13 MS. YAE: My name is Piljo Yae. This is
14 how we're trying to obviously promote our
15 MAGIC program under NAWIC chapter --
16 Philadelphia Chapter 145. And we've been
17 visiting and recruiting in Philadelphia
18 area, Philadelphia Housing Authority,
19 churches, the Boys and Girls Clubs,
20 community centers, NAWIC Philadelphia
21 contract trades and community groups.

22 In order to increase participation, we
23 need to increase support from parents and
24 past students. Obtaining students generally

1 largest hurdle for our program. Parent
2 participation and encouragement is required
3 for students to make initial step of
4 enrolling in the camp. So in the last day
5 of program, we will always try to invite the
6 parents as well and have a luncheon kind of.

7 Participants average around 10 to 15
8 students so far. We average out last four
9 camps that we have done since 2009. Chapter
10 would like to see this number grow,
11 obviously. And we are trying to figure out
12 how to reach out to wider audience, wider
13 students, all different class, economic
14 class. It doesn't have to be just, you
15 know, one section. We just want to gather
16 up and expose this construction trade to --
17 especially to the girls.

18 MAGIC impact on students. On the last
19 day, students are given an opportunity to
20 discuss their week and talk about how the
21 program has impact them. We have passed out
22 sheet to fill out certain forms and write
23 down their thoughts and their experience.
24 We try to collect them as many as we can.

1 Several girls have stated that they
2 really enjoy themselves and are now
3 considering career related to construction.
4 Many may not go into a trade, but they are
5 now considering a role in engineering,
6 architecture and project management.

7 We have also received a testimony from
8 parents and other close to the girls that
9 they have taken skill learned in camp home.
10 One mom stated that her daughter now has
11 interest in home repair and do it yourself
12 projects. Another individual met a former
13 camper at the Bartram Garden building, a
14 three-part floating dock supporting her gear
15 from MAGIC Philadelphia Camp. We do provide
16 all the basic tools donated by different
17 trades and companies.

18 And lastly, one student has definitely
19 decided to go into construction and
20 requested a job shadow. We will be
21 shadowing Emily Bittenbender, President of
22 Bittenbender Construction and Chairman of
23 General Building and Contractor Association,
24 GBCA.

1 MS. DOWD-BURTON: Excellent. Angelina,
2 you're the anchor. You're going to wrap
3 this up.

4 MS. PERRYMAN: I'll bring it home.

5 MS. DOWD-BURTON: All right.

6 MS. PERRYMAN: For the future of MAGIC,
7 in order for us to increase the momentum of
8 the program, what we are looking for is more
9 participation from the School District of
10 Philadelphia would be great in order to
11 allow us to have more outreach with the
12 students. And in addition, we'd also like
13 to be able to coordinate better between the
14 schools as well as the trades on the
15 calendars.

16 NAWIC as an organization, we are also
17 seeking organizational support for the camp.
18 We are looking for strategic partnership in
19 order to help the program grow. This
20 partner is somebody that we are looking for
21 that can be an integral part of the camp for
22 planning as well as providing volunteers
23 along with helping us when the camp begins.

24 In order to maintain the camp as a free

1 program, we need to have continued
2 fundraising efforts and continued support
3 from those that are interested in the
4 purpose and the goals of the camp. Some of
5 our operating costs include insurance, bus
6 fees, tools and the meals for the campers
7 throughout the day and throughout the week.
8 These are some of the numerous ways that
9 other can contribute.

10 We thank you for your time. And if you
11 have any questions, feel free to ask any of
12 us.

13 MS. DOWD-BURTON: Thank you.

14 MS. FERNANDEZ: I do. I actually have
15 some questions. Can you tell us a little
16 bit about your membership? What the numbers
17 are like? How many members do you have?
18 How many young women you serve on this
19 mentoring programs and what the percentage
20 of minority women and women of color is, as
21 well?

22 MS. YAE: We have right now 28 members.
23 We have 28 member, correct? Yes. About 28
24 members. I would say.

1 MS. HESDON: Our membership is probably
2 not very diverse as far as our NAWIC members
3 go. However, our campers -- we had about 60
4 campers total come through the program. The
5 campers are 90 percent African-American and
6 about 5 percent Hispanic and 5 percent
7 Caucasian.

8 MS. FERNANDEZ: Thanks very much. I
9 really commend the four of you for coming
10 here and for also starting this chapter.
11 You're fairly new. And as a woman, I know
12 how difficult it is, particularly in
13 construction, for women to succeed and to
14 thrive. So, congratulations to you and keep
15 up the good work.

16 MS. DOWD-BURTON: Thank you, Steve.

17 MR. BRADLEY: I just wanted to add on
18 what Varsovia said earlier. I hope we can
19 form a relationship with the chambers
20 African-American Chamber and Hispanic
21 Chamber because we have a different network
22 that can benefit your organization. So, I
23 hope we can reach out to each other and do
24 some collaboration.

1 MS. HESDON: Yes.

2 MS. YAE: We would love to. Absolutely.

3 MS. DOWD-BURTON: Excellent. Thank you
4 very much for coming. And I will treasure
5 the pictures of the young ladies that I had
6 a chance to speak with on one of your
7 classes this year. So, thank you again.

8 MS. YAE: Thank you so much for this
9 opportunity.

10 MS. HESDON: That photo right there was
11 taken on one of Temple's projects. That is
12 taken on the garage, Ontario Replacement
13 Garage Project that Jim spoke of earlier.

14 MS. DOWD-BURTON: Okay. Thank you.

15 So our next speakers today will be
16 LaShawnda Tompkins and Nicholas Jann who
17 will give us the brief overview of the
18 dashboard that can be found on the Office of
19 Economic Opportunity website. And dare I
20 say more? I don't want to steal your
21 thunder.

22 Please introduce yourself for the record
23 and begin your testimony.

24 MS. TOMPKINS: Good morning. My name is

1 LaShawnda Tompkins. I am the Director of
2 Special Projects at the Office of Economic
3 Opportunity. And here with me today is
4 Nicholas Jann who is the manager of Special
5 Projects Economic Opportunity Plans.

6 MR. JANN: Good morning.

7 MS. TOMPKINS: We are here to discuss
8 the Economic Opportunity Plan Dashboard that
9 is found on the OEO website.

10 An economic opportunity plan, also known
11 as an EOP, is a written agreement between
12 the City and owners of the development
13 projects or prime contractors to include a
14 certain percentage of minority, women and
15 disabled owned businesses on a specific
16 project. These percentages are based upon
17 rates that will be reasonably attainable in
18 the absence of discrimination. EOPs also
19 provide guidelines for workforce diversity.

20 The purpose of the EOP Dashboard is
21 twofold. First, it is a storage site for
22 data relating to economic opportunity plans.
23 It is where we store vital statistics on all
24 projects with EOPs such as project budgets,

1 timelines, and specific data. In addition
2 to this basic information, we also maintain
3 data for each project's performance in terms
4 of economic inclusion. These data include
5 their original goal set from minority and
6 women-owned businesses inclusion and the
7 actual performance of projects in terms of
8 dollars paid to those businesses as
9 percentage of total payments.

10 We also collect and store data on
11 workforce inclusion for private and non --
12 private and nonprofit sector projects. The
13 Dashboard also functions as a tool for goal
14 setting. When meeting with project owners
15 to negotiate EOP goals, the information on
16 this Dashboard can be used as a point of
17 reference.

18 The Dashboard reflects the current
19 market data in realtime. It provides us
20 with a means to develop realistic
21 expectation for participation. Now Nicholas
22 Jann will speak more specifically on the
23 content of the Dashboard and how it's used
24 in the Office of Economic Opportunity.

1 MR. JANN: Good morning.

2 MS. DOWD-BURTON: Good morning.

3 MR. JANN: My name is Nicholas Jann.

4 I'm the Manager of the Special Projects in
5 the Office of Economic Opportunity.

6 You should have before each of you a
7 printout of the EOP Dashboard. I won't go
8 into exhaustive detail and describe every
9 number. But I will provide an overview of
10 what these numbers mean, how we arrived at
11 them and how we use them.

12 First, on the top left of the printout
13 you will see a chart labeled EOP Count By
14 Market Segment. This is a record of the
15 total number of EOPs under management by OEO
16 divided by their category. Market Segment
17 refers to whether an EOP is for a public
18 works project, a quasi public project, or a
19 private or nonprivate sector project.

20 Similarly, on the right-hand side there's a
21 table for EOP count by status. Status is
22 based upon whether or not payments have been
23 recorded on that project.

24 In the center are two payables dealing

1 with aggregate participation for each market
2 segment. The table in the top and center is
3 an overview of project values, dollars paid
4 on projects and dollars paid to minority and
5 women-owned firms. The table below that
6 breaks out that participation into minority
7 and women-owned businesses both by
8 percentages and by total dollars.

9 Currently across all market segments, we
10 are seeing 29.26 percent participation on
11 closed projects and 27.95 percent
12 participation on active projects. Across
13 all categories we are seeing a combined
14 participation rate of 28.41 percent. Please
15 be mindful that these data are based upon
16 active projects.

17 We are currently preparing data for the
18 2015 EOP report, which will provide a
19 comprehensive and definitive look at
20 cumulative participation. There are two
21 other tables to note. On the right-hand
22 side, you will see a chart summarizing
23 workforce participation for private and
24 nonprofit sector projects. This is the only

1 category for which we have workforce data.
2 On the bottom of the page you will find
3 charts regarding compliance. These tables
4 convey the number of projects that have met
5 their EOP goals or felt short of them by a
6 particular margin.

7 All of these data were collected in one
8 of two ways. For a city and quasi-public
9 projects, we communicate with the relevant
10 departments to collect their information.
11 Once a year when preparing for the annual
12 EOP report, we confirmed these data with the
13 departments. Our goal eventually is to
14 update these data quarterly. For our
15 private and nonsector profit projects, the
16 data are provided directly from the project
17 owners typically in conjunction with a third
18 party monitoring firm. Oftentimes, we
19 receive this information by way of oversight
20 committee meetings over the course of the
21 project.

22 Thank you very much for your time this
23 morning. And I will be happy to answer any
24 questions.

1 MS. DOWD-BURTON: Thank you. I know
2 that's a quick overview, and it's a lot of
3 numbers for you. But one of the things we
4 really wanted to do is just make sure the
5 public knew and this committee knew about
6 the information that we're sharing online as
7 we roll it up.

8 MR. BRADLEY: This is very helpful and
9 very comprehensive to read and follow.

10 MR. JANN: Thank you.

11 MR. BRADLEY: Thank you.

12 MS. FERNANDEZ: I have to make a
13 comment. And I'm going to make the same
14 comment I've been making for the last couple
15 of years which is this is the first time
16 since I can remember that we have good data
17 and good evaluation methods as to how we are
18 doing in the City through the Office of
19 Economic Opportunity's work. And it is
20 commendable the work that the office has
21 done because it's very transparent and very
22 clear as to the progress that we are making
23 as to how we are doing it.

24 And I just wanted to thank you all while

1 I have you in front of me once again for the
2 great work that you've been doing. And I
3 hope that we continue doing this for years
4 to come in the City.

5 MR. JANN: Thank you.

6 MS. PERRYMAN: Thank you.

7 MS. DOWD-BURTON: Thank you very much,
8 Varsovia. Thank you both very much for
9 representing the office and continuing to do
10 such a great job.

11 One of the things I want to just wrap up
12 on is the fact that in your packages you've
13 got the detail. And your package gets
14 attached to the transcript. So those who
15 are interested will be able to get a lot of
16 the detailed data that we review here.
17 There is a list of all of the contracts for
18 the first three quarters of Fiscal Year 15.
19 All of the Public Works contracts by
20 departments are included in your packages.

21 We also have a list of all of the
22 apprentice programs for each of the unions
23 and their timelines, their contact
24 information, whether or not there are

1 application fees, the timing on the
2 applications so you can get ahead of the
3 curve as opposed to falling behind it. And
4 all of unions are represented here. The
5 information has been vetted our PALM
6 contacts, and so we know it's the most
7 current.

8 It will also be and is also published on
9 our website. We have a list of the schools
10 in the Philadelphia School District that
11 will be testifying in December. They've
12 listed the schools like Ben Franklin,
13 Dobbins, Edison, Mansion, Mastbaum,
14 Randolph, South Philadelphia, Strawberry
15 Mansion and Swenson as schools that have
16 trades programs for the year 2014 and '15.

17 The other announcement, and I will just
18 give these quickly, Small Business Legal
19 Clinic is one that's being offered on
20 Wednesday, June 17, 5:30 to 7 at 1735 Market
21 Street at the McCarter and English, LLP. At
22 1735 Market, June 17, Wednesday.

23 Job Corps has their Trade Program
24 announced which is Friday, June 19. We have

1 the Doing Business with the City program
2 which is one that we've run once a month.
3 And the next one that's coming up is
4 actually June 24, that's Wednesday. And
5 it's from 2:30 to 4:30 at 1515 Arch Street,
6 18th floor. Doing Business with the City,
7 all of these events are on our website.

8 I will just quickly say the Fox Small
9 Business Development Center has their
10 program on June 25 at ten o'clock in the
11 morning at 1510 Cecil B. Moore Avenue.
12 That's June 25, ten o'clock at 1510 Cecil B.
13 Moore Avenue for the Fox Small Business
14 Development Program.

15 And I'm going to end with just one other
16 point. A lot of the small businesses and
17 our focus is on growing those small
18 businesses into larger businesses. And we
19 have programs like the Turner Construction
20 Program. Their graduation is this Wednesday
21 at the Enterprise Center. We are very
22 pleased that Turner, once again, is
23 supporting capacity building.

24 We also have our anchor institutions

1 that are targeting small businesses to
2 actually be primes. And so, we will hear
3 more about their programs towards the end of
4 the year. They have established track
5 records. They've got some success stories.
6 And so, Penn, Children's Hospital will be
7 here to testify as Temple did today. And
8 Drexel will also be here to testify.

9 So, I just wanted to highlight those.
10 And I will wrap up by saying the City's
11 contracting opportunities are on the OEO
12 website. Take a look at them. I want to
13 acknowledge once again our members of the
14 committee. We know that you are busy. We
15 thank you for dedicating your time here.

16 Also, want to take a moment to
17 acknowledge Councilman Wilson Goode who
18 introduced the enabling legislation to
19 develop this Economic Opportunity Review
20 Committee and provide a venue where we can
21 take an outside-in look at what's going on
22 in the marketplace and have the marketplace
23 take a look at what's going on within the
24 City and our institutions to help drive

1 inclusion.

2 So with that, I'm going to thank you all
3 for coming. Have a wonderful and safe
4 summer. Want to acknowledge Stephanie Marsh
5 who is here representing the Mayor's
6 legislative team. Thank you once again.

7 A question from the audience?

8 MR. DECANDELO: Yes. I was -- I was
9 late because of getting lost. And I'm from
10 Terra Domaines. And we had a water dispute
11 that we wanted to address.

12 MS. DOWD-BURTON: Okay. If you want to
13 sort of summarize for us, why don't you take
14 a moment.

15 MR. DECANDELO: Okay.

16 MS. DOWD-BURTON: Your name and
17 organization, please. And you've got a few
18 minutes.

19 MR. DECANDELO: Real quick. Joseph
20 Decandelo from Terra Domain. We have rental
21 properties in Philadelphia. And we have had
22 a tenant who had a water bill in her name
23 and never paid it. And so when we finally
24 tried to get a grasp of it, the charges were

1 already up to a thousand bucks. And then we
2 wanted to mitigate this thing and we wanted
3 to find out what's happening.

4 And so long story short, the Water
5 Department said there was a document that we
6 should have received that transferred --
7 that the -- we gave -- we gave permission,
8 the tenant, to give this water back to us.
9 We never got that document.

10 Does the Water Department have that
11 document? They said we signed it.

12 MS. DOWD-BURTON: Okay. So first, I am
13 going to thank you for being here. I'm
14 going to say this is not the committee that
15 can address that problem. But I, as a
16 representative from the City, will be happy
17 to talk to you about this afterwards and see
18 if we can't find some help for you.

19 MR. DECANDELO: Thank you so much.

20 MS. DOWD-BURTON: You're welcome.

21 I'm going to recommend and take a motion
22 that we adjourn today's meeting noting that
23 are our next meeting of the Economic
24 Opportunity Review Committee is scheduled

1 for ten o'clock, September 14 here in City
2 Council chambers.

3 MR. BRADLEY: I make a motion we adjourn
4 the meeting.

5 MS. FERNANDEZ: So moved.

6 MS. DOWD-BURTON: It's been moved and
7 seconded. Our meeting is now adjourned.
8 Thank you.

9 (EORC adjourned at 11:18 a.m.)

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C E R T I F I C A T I O N

I, hereby certify that the proceedings and evidence noted are contained fully and accurately in the stenographic notes taken by me in the foregoing matter, and that this is a correct transcript of the same.

ANGELA M. KING, RPR
Court Reporter - Notary Public

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<u>Z</u>	63:18	75 6:5,8 44:4				
ZIP 14:22	2015's 2:10	75/80 34:8				
	20th 46:3					
<u>0</u>	21 24:8 52:3	<u>8</u>				
	24 43:19 68:4	8.5 12:19				
<u>1</u>	25 42:22	85 44:4				
1 52:7	68:10,12	86 26:9				
10 54:7	26 11:12					
10:00 46:5	30:24	<u>9</u>				
10:03 1:5	26.1 5:18	90 58:5				
100 29:3	27 30:24	98 52:9				
37:12 44:13	27.95 63:11					
102 5:21	28 5:23 57:22					
11:15 3:12	57:23,23					
11:18 72:9	28.41 63:14					
12 12:14,23	2810 46:3					
120013 4:1	29.26 63:10					
14 72:1						
145 53:16	<u>3</u>					
15 1:5 54:7	3 53:4					
66:18 67:16	3:00 46:6					
1510 68:11	30 14:4 52:10					
68:12	53:3					
1515 68:5	300,000 35:4					
16 43:19	32 12:4 14:10					
160 34:3						
17 67:20,22	<u>4</u>					
17-1600 4:5	4.5 12:23					
17-1606 4:13	4:30 68:5					
170 13:19	40 11:11 14:4					
1735 67:20	400 1:4					
67:22	42 12:11					
18 24:8	42's 13:3					
180 5:15	420 52:6					
18th 68:6	45's 13:3					
19 33:16	4600 41:18					
52:11 67:24						



**CITY OF PHILADELPHIA
Office of Economic Opportunity**

ECONOMIC OPPORTUNITY REVIEW COMMITTEE

**City Council Chambers
City Hall, 4th Floor, Room 400**

Monday, June 15, 2015

**ECONOMIC OPPORTUNITY REVIEW COMMITTEE
MEETING AGENDA
June 15, 2015
10:00 - 11:30 am**

I. Committee Members:

- ___ Steven Scott Bradley, Chairman of the African-American Chamber of Commerce, PA-NJ-DE
- ___ Angela Dowd-Burton, Executive Director, City of Philadelphia Office of Economic Opportunity
- ___ Varsovia Fernandez, President and CEO, Greater Philadelphia Hispanic Chamber of Commerce
- ___ Vanessa Fields, Vice President, AFSCME District Council 47
- ___ Sherman Harris, Assistant to the President AFSCME District Council 33

II. Welcome

III. Introductions

IV. Work of Committee

- A. Mission
- B. Goal
- C. Meeting Structure

V. Review of Meeting Materials

- A. FY 2015 3rd Quarter Participation Report – Public Works
- B. OEO EOP Dashboard
- C. Announcements

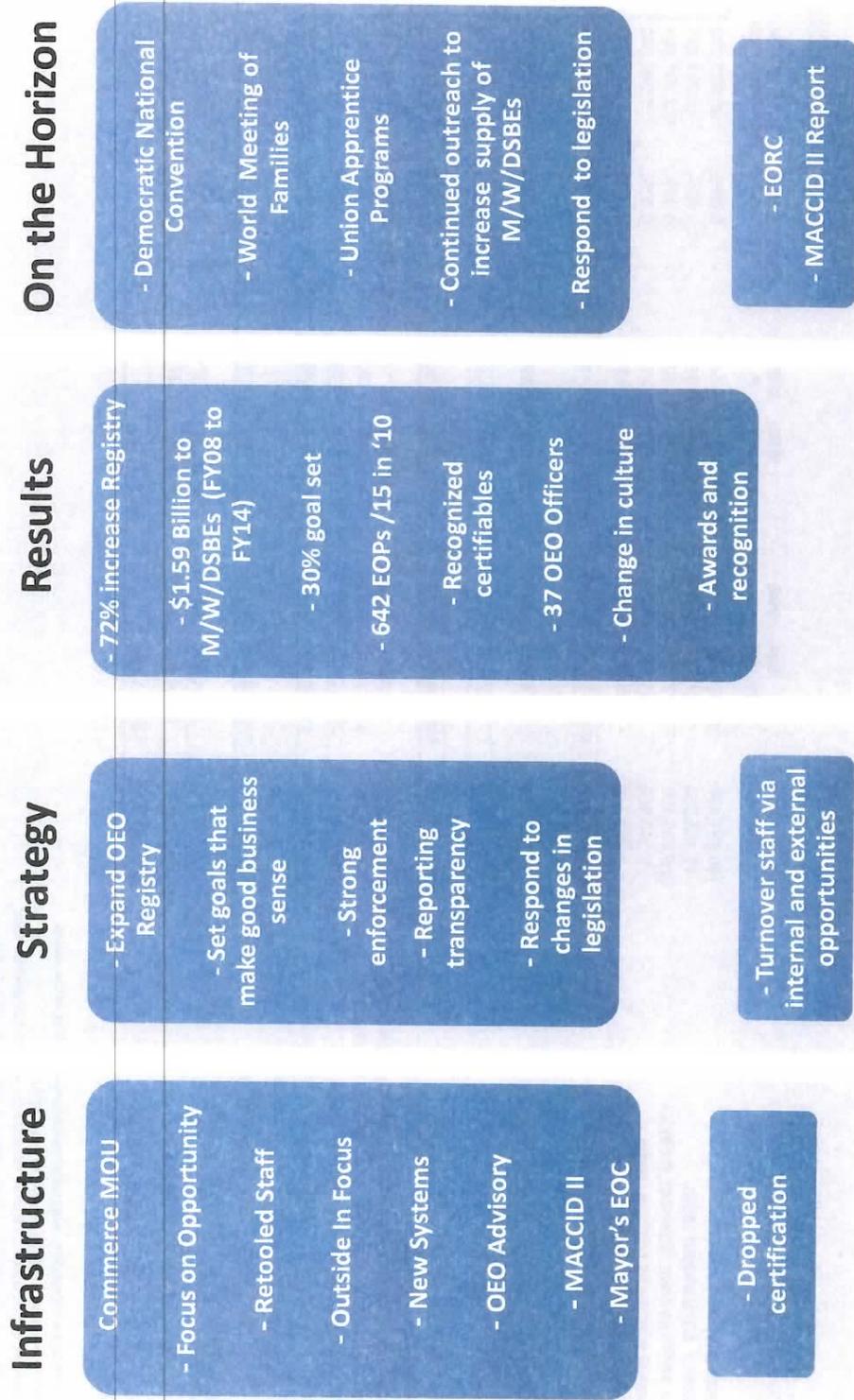
VI. Public Hearing (5 minutes per speaker)

- A. Ground-rules
 - 1. Sign-in sheet for future announcements
 - 2. Sign-in sheet to provide testimony
 - 3. State your name, organization
 - 4. 5 minutes per speaker

VII. Speakers Scheduled:

- **Temple University**
James Creedon, Senior Vice President for Construction, Facilities, and Operations
- **Youth Build, Vocational Programs and Partnerships**
Simran Sidhu, Executive Director
Marty Molloy, Director of Vocational Programming
- **Philadelphia Job Corps Life Science Institute**
Gail Anderson, HR Manager

2008 – 2015, OEO In Review



MBE	
1	503 CORP
2	ACCORD MECHANICAL & MGMT SERVICES INC
3	AHJ CONSTRUCTION LLC
4	AMERICAN ENGINEERS GROUP LLC
5	AVIMAN MANAGEMENT LLC
6	BILLY BOY TRUCKING INC
7	CITY ROOTS CONTRACTING LLC
8	CNS CONSTRUCTION
9	CRYSTAL STEEL FABRICATORS INC
10	DEBECCA CONTRACTING LLC
11	DECISION DISTRIBUTION LLC
12	ELECTRICAL SYS & CONSTRUCTION SUPPLY INC
13	EMACON LLC
14	EVANS SUPPLIERS & COMMUNICATION CO INC
15	G E FRISCO CO INC
16	GRACIE CORP
17	HAMADA INC
18	HOLDER INC t/a DONOVAN ELECTRIC
19	IRON LADY ENTERPRISES INC
20	JACK PEARS & ASSOCIATES
21	KAKS & COMPANY LLC
22	LAKE GLENN ENTERPRISES INC
23	LEN PARKER ASSOCIATES INC
24	M G CEMENT CONTRACTORS INC
25	M J K ELECTRICAL CORP
26	MANGUAL EXCAVATIONS LLC
27	MANNA BUILDING SUPPLY INC
28	MIDATLANTIC CONSTRUCTION & DESIGN INC
29	MINORITY CONTRACTORS INC
30	MJK Electrical Corp
31	MONTICELLO CONTRACTORS INC
32	NORTONS TOW SQUAD INC
33	NORTONS TOW SQUAD INC
34	PENN STATE ELECTRIC/MECHANICAL SUPPLY
35	RAMOS & ASSOCIATES INC
36	RAYS HOME REPAIR & DEMOLITION INC
37	RLC CONTRACTORS INC
38	ROBERSON CONSTRUCTION CO
39	SABLE CONSTRUCTION INC
40	SINGLE-TON CONTRACTING INC
41	Sioutis Coating Enterprise
42	SIOUTIS COATINGS ENTERPRISE INC
43	TIERRA CONSTRUCTION SERVICES LLC
44	TORRADO CONSTRUCTION CO INC
45	TRIJAY SYSTEMS INC
46	U S LUMBER INC
47	V J SUPPLY INC
48	VANN ORGANIZATION THE
49	VENTURE TWO CONTRACTING INC
50	VJ Supply, Inc

WBE	
1	A K M CONSTRUCTION SERVICES INC
2	AMANDA STEVENSON PHOTOGRAPHY
3	ATHENA CONTRACTING INC.
4	BASELINE SUPPLY LLC
5	BAYSHORE REBAR INC
6	BELLA TRUCKING CORP
7	BUTTONWOOD PAINTING CONTRACTORS INC
8	CALLAHAN PAVING PRODUCTS INC
9	CAST CONSTRUCTION INC
10	COCCO CONTRACTING CORP
11	DELTA B J D S INC
12	DESILVIO & CO
13	FLYNN PHOTOGRAPHY
14	FOX CHASE ELECTRICAL INC
15	FRANIA INC
16	GESSLER CONSTRUCTION CO INC
17	HYDRO MARINE CONSTRUCTION CO INC
18	J MANN R FINLEY INC
19	JSL KELLY PILE FOUNDATION INC
20	L & R CONSTRUCTION CO INC
21	LABE SALES INC
22	LABOV PLUMBING & HEATING SUPPLY INC
23	LIGHTNING PREVENTION SYSTEMS
24	M L JONES CONSTRUCTION INC
25	MANNA BUILDING SUPPLY INC
26	MUNN ROOFING CORP
27	NORTH STAR ELECTRIC SUPPLY
28	PBA CONSTRUCTION
29	PIONEER CONTRACTING INC
30	ROBERT GANTER CONTRACTORS INC
31	S J A CONSTRUCTION INC
32	SMITH CONSTRUCTION
33	SPECIALTY STEEL SUPPLY CO INC
34	STELWAGON ROOFING SUPPLY INC
35	Syrstone, Inc.
36	TEL DAT COMMUNICATIONS INC
37	THE GENESIO COMPANY
38	THESING POWER SWEEPING INC
39	THOMAS ENVIRONMENTAL SERVICES INC
40	TRACORP
41	TRAFFIC & SAFETY SIGNS INC
42	U S LUMBER INC
43	WATTS WINDOW CLEANING & JANITORIAL CO INC

*Includes certifiable but unregistered vendors.

Contract #	Company Name	Bid Amount	MBE	MBE Race	MBE \$	MBE %	WBE	WBE Race	WBE \$	WBE %
154044	PEDRO PALMER CONSTRUCTION INC*	1,055,291								
154120	WINZINGER INC	150,000								
	LICENSES AND INSPECTIONS, DEPARTMENT OF	5,077,277			1,076,114	21.19%				0.00%
	PROPERTY, DEPARTMENT OF PUBLIC									
144136	PANNULLA CONSTRUCTION CO INC	314,160		At Amer Mal	47,124	15.00%	CAST CONSTRUCTION INC	Whi Fem	31,416	10.00%
144139	GENERAL ASPHALT PAVING CO OF PHILADELPHIA	124,150		Asia Mal	12,495	10.00%	LABE SALES INC	Whi Fem	2,489	2.00%
144140	GENERAL ASPHALT PAVING CO OF PHILADELPHIA	121,890					THE GENESIO COMPANY	Whi Fem	18,284	15.00%
144150	MULHERN ELECTRIC CO INC	56,785					FOX CHASE ELECTRICAL INC	Whi Fem	3,975	7.00%
144157	CARR & DUFF INC	466,006					FRANIA INC	Whi Fem	32,620	7.00%
144157	CARR & DUFF INC	0					NORTH STAR ELECTRIC SUPPLY	Whi Fem	37,280	8.00%
144160	KASER MECHANICAL LLC	92,496		Hisp Amer Mal	4,625	5.00%				
144162	SCHLEIG ELECTRIC INC	67,394		At Amer Mal	5,391	8.00%				
144167	ALLSTATES MECHANICAL LTD	462,660		At Amer Mal	36,965	8.00%	LAROV PLUMBING & HEATING SUPPLY INC	Whi Fem	32,344	7.00%
154002	ROBERT GANTER CONTRACTORS INC	1,772,760		Hisp Amer Mal	177,276	10.00%	ROBERT GANTER CONTRACTORS INC	Whi Fem	1,506,846	85.00%
154002	ROBERT GANTER CONTRACTORS INC	0		Hisp Amer Fem	88,638	5.00%				
154003	SCHLEIG ELECTRIC INC	97,786		At Amer Mal	6,845	7.00%				
154022	GESSELER CONSTRUCTION CO INC	639,030		Hisp Amer Mal	63,903	10.00%	GESSELER CONSTRUCTION CO INC	Whi Fem	575,127	90.00%
154034	HYDE ELECTRIC CORP	361,313		At Amer Mal	43,357	12.00%				
154038	PANNULLA CONSTRUCTION CO INC	232,560		At Amer Mal	39,535	17.00%	CAST CONSTRUCTION INC	Whi Fem	13,959	6.00%
154043	UNION ROOFING	1,016,940		Nat Amer Fem	20,339	2.00%	STELWAGON ROOFING SUPPLY INC	Whi Fem	162,710	16.00%
154046	PALMAN ELECTRIC INC	32,786		Asia Fem	50,847	5.00%	ATHENA CONTRACTING INC	Whi Fem	10,169	1.00%
154047	ALLSTATES MECHANICAL LTD	479,620		Hisp Amer Mal	47,962	10.00%				
154049	LOFTUS CONSTRUCTION INC	1,601,400		Asia Mal	256,224	16.00%	HYDRO MARINE CONSTRUCTION CO INC	Whi Fem	112,088	7.00%
154049	LOFTUS CONSTRUCTION INC	0		Asia Fem	16,014	1.00%	L & R CONSTRUCTION CO INC	Whi Fem	16,014	1.00%
154066	UNITED STATES ROOFING CORP	160,578		Asia Fem	17,664	11.00%	S J A CONSTRUCTION INC	Whi Fem	80,070	5.00%
154067	BRIGHTLINE CONSTRUCTION INC	274,875		At Amer Mal	17,664	11.00%				
154067	BRIGHTLINE CONSTRUCTION INC	0		Hisp Amer Mal	41,231	15.00%	DESILVIO & CO INC	Whi Fem	19,241	7.00%
154089	MC MULLEN ROOFING INC	974,368		At Amer Mal	165,643	17.00%	ATHENA CONTRACTING INC	Whi Fem	8,246	3.00%
154091	PANNULLA CONSTRUCTION CO INC	292,740		At Amer Mal	40,984	14.00%	J MANN R FINLEY INC	Whi Fem	128,668	13.00%
154100	SCHLEIG ELECTRIC INC	35,569		At Amer Mal						
154103	EDWARD J MELONEY INC	139,860								
154104	MUNN ROOFING CORP	888,120					MUNN ROOFING CORP	Whi Fem	888,120	100.00%
154105	DOLAN MECHANICAL	64,940					LABE SALES INC	Whi Fem	3,886	6.00%
154132	UNION ROOFING	171,625		Hisp Amer Fem	5,149	3.00%	STELWAGON ROOFING SUPPLY INC	Whi Fem	30,893	18.00%
154132	UNION ROOFING	0		Nat Amer Fem	5,149	3.00%	ATHENA CONTRACTING INC	Whi Fem	1,716	1.00%
154134	CARR & DUFF INC	881,500		Asia Fem	105,760	12.00%	NORTH STAR ELECTRICAL SUPPLY CO INC	Whi Fem	44,075	5.00%
	PROPERTY, DEPARTMENT OF PUBLIC	11,824,111			1,302,416	11.01%			3,806,230	32.19%
	STREETS									
144135	WAMPOLLE MILLER INC d/b/a MILLER BROTHERS	33,902								
144144	GESSELER CONSTRUCTION CO INC	383,337					GESSELER CONSTRUCTION CO INC	Whi Fem	383,337	100.00%
144161	ROBERT GANTER CONTRACTORS INC	155,000		At Amer Mal	15,600	10.00%	ROBERT GANTER CONTRACTORS INC	Whi Fem	140,400	90.00%
154001	MILESTONE CONSTRUCTION MANAGEMENT INC	1,400,000		Hisp Amer Mal	210,000	15.00%	GESSELER CONSTRUCTION CO INC	Whi Fem	157,960	14.14%
154004	RAMOS & ASSOCIATES INC	2,296,914		Hisp Amer Mal	2,250,976	98.00%	S J A CONSTRUCTION INC	Whi Fem	45,938	2.00%
154042	SERAVALLI INC	6,723,025		At Amer Mal	336,824	24.06%	GESSELER CONSTRUCTION CO INC	Whi Fem	289,847	21.42%
154042	SERAVALLI INC	0					COCO CONTRACTING CORP	Whi Fem	334,807	23.81%
154045	JAMES J ANDERSON CONSTRUCTION CO INC	335,465					BELLA TRUCKING CORP	Whi Fem	38,994	0.89%
154101	CARUSONE CONSTRUCTION INC	2,749,000		Asia Fem	133,876	4.87%	S J A CONSTRUCTION INC	Whi Fem	35,023	10.44%
154101	CARUSONE CONSTRUCTION INC	0		At Amer Mal	74,773	2.72%	TRAFFIC & SAFETY SIGNS, INC.	Whi Fem	23,916	0.67%
154101	CARUSONE CONSTRUCTION INC	0		At Amer Mal			Gessler Construction Co, Inc.	Whi Fem	139,374	5.87%
154101	CARUSONE CONSTRUCTION INC	0					Syrtone, Inc.	Whi Fem	130,852	4.76%
154119	JAMES J ANDERSON CONSTRUCTION CO INC	376,350					AGM Construction Services Inc.	Whi Fem	2,174	0.09%
							S J A CONSTRUCTION INC	Whi Fem	39,855	10.59%

*Includes certifiable but unregistered vendors.

Contract #	Company Name	Bid Amount	MBE	MBE Race	MBE \$	MBE %	WBE	WBE Race	WBE \$	WBE %
154074	PETRONGOLO CONTRACTORS INC		CITY ROOTS CONTRACTING LLC	At Amer Mal	25,000	0.66%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	70,000	1.85%
154075	PHILIP PIO CONSTRUCTION INC	677,010	G E FRISCO CO INC	At Amer Mal	74,500	11.00%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	20,500	3.03%
154076	PHILIP PIO CONSTRUCTION INC		BILLY BOY TRUCKING INC	At Amer Mal	7,000	1.03%	GESSLER CONSTRUCTION CO INC	Whi Fem	40,700	6.01%
154076	PETRONGOLO CONTRACTORS INC	3,000,000	G E FRISCO CO INC	At Amer Mal	425,000	14.17%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	20,000	0.67%
154076	PETRONGOLO CONTRACTORS INC		CITY ROOTS CONTRACTING LLC	At Amer Mal	25,000	0.83%	GESSLER CONSTRUCTION CO INC	Whi Fem	280,000	9.33%
154077	SERAVALLI INC	579,300	CITY ROOTS CONTRACTING LLC	At Amer Mal	11,400	1.97%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	99,200	17.12%
154078	SERAVALLI INC		G E FRISCO CO INC	At Amer Mal	59,000	10.18%	BELLA TRUCKING CORP	Whi Fem	11,007	1.90%
154079	CARUSONE CONSTRUCTION INC	1,845,878	SINGLE-TON CONTRACTING INC	At Amer Mal	221,505	12.00%	U S LUMBER INC	Whi Fem	69,220	3.75%
154080	SERAVALLI INC	1,260,500	G E FRISCO CO INC	At Amer Mal	129,000	10.23%	GESSLER CONSTRUCTION CO INC	Whi Fem	157,855	8.28%
154080	SERAVALLI INC		CITY ROOTS CONTRACTING LLC	At Amer Mal	22,800	1.81%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	83,000	6.58%
154081	PHILIPS BROTHERS ELECTRICAL CONTRACTORS	1,197,000	HOLDER INC via DONOVAN ELECTRIC	At Amer Mal	120,000	10.03%	MANNA BUILDING SUPPLY INC	Whi Fem	18,000	1.43%
154084	PHILIPS BROTHERS ELECTRICAL CONTRACTORS	1,810,000	HOLDER INC via DONOVAN ELECTRIC	At Amer Mal	199,500	11.02%	MANNA BUILDING SUPPLY INC	Whi Fem	96,000	8.02%
154085	DONATO SPAVENTA & SONS INC	546,123	ROBERSON CONSTRUCTION CO	At Amer Mal	54,613	10.00%	S J A CONSTRUCTION INC	Whi Fem	160,000	8.84%
154088	A P CONSTRUCTION	3,066,200	SABLE CONSTRUCTION INC	At Amer Mal	33,728	1.10%	BASELINE SUPPLY LLC	Whi Fem	27,307	5.00%
154088	A P CONSTRUCTION		VENTURE TWO CONTRACTING INC	At Amer Mal	279,024	9.10%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	153,310	5.00%
154090	SERAVALLI INC	925,000	CITY ROOTS CONTRACTING LLC	At Amer Mal	25,000	2.70%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	81,400	8.80%
154092	MINISCALGO CONSTRUCTION LLC	1,507,760	G E FRISCO CO INC	Asia Mal	114,000	12.32%	BELLA TRUCKING CORP	Whi Fem	11,100	1.20%
154092	MINISCALGO CONSTRUCTION LLC		G E FRISCO CO INC	At Amer Mal	120,621	8.00%	GESSLER CONSTRUCTION CO INC	Whi Fem	150,776	10.00%
154093	PHILIP PIO CONSTRUCTION INC	1,218,485	BILLY BOY TRUCKING INC	At Amer Mal	105,643	7.00%	GESSLER CONSTRUCTION CO INC	Whi Fem	150,776	10.00%
154093	PHILIP PIO CONSTRUCTION INC		G E FRISCO CO INC	At Amer Mal	208,000	17.06%	GESSLER CONSTRUCTION CO INC	Whi Fem	91,500	7.50%
154094	CARUSONE CONSTRUCTION INC	1,722,171	SINGLE-TON CONTRACTING INC	At Amer Mal	293,000	17.01%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	37,000	3.03%
154096	PHILIP PIO CONSTRUCTION INC	3,045,736	G E FRISCO CO INC	Asia Mal	215,000	7.06%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	113,245	6.58%
154096	PHILIP PIO CONSTRUCTION INC		RAMOS & ASSOCIATES INC	Hisp Amer Mal	305,000	10.01%	GESSLER CONSTRUCTION CO INC	Whi Fem	93,750	5.44%
154097	BRIGHTLINE CONSTRUCTION INC	492,388	TERRA CONSTRUCTION SERVICES LLC	Hisp Amer Mal	73,860	15.00%	ATHENA CONTRACTING INC	Whi Fem	285,700	8.72%
154110	NELLO CONSTRUCTION CO INC	1,483,539	RAMOS & ASSOCIATES INC	Hisp Amer Mal	29,671	2.00%	S J A CONSTRUCTION INC	Whi Fem	39,392	8.00%
154110	NELLO CONSTRUCTION CO INC		G E FRISCO CO INC	Asia Mal	192,860	13.00%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	59,342	4.00%
154110	PETRONGOLO CONTRACTORS INC	1,426,000	BILLY BOY TRUCKING INC	At Amer Mal	14,200	1.00%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	59,342	4.00%
154111	PETRONGOLO CONTRACTORS INC		G E FRISCO CO INC	Asia Mal	213,000	15.00%	GESSLER CONSTRUCTION CO INC	Whi Fem	14,200	1.00%
154112	CARUSONE CONSTRUCTION INC	2,530,456	SINGLETON CONSTRUCTION CO	At Amer Mal	284,929	11.28%	GESSLER CONSTRUCTION CO INC	Whi Fem	134,900	9.50%
154114	PETRONGOLO CONTRACTORS INC	1,346,170	503 CORP	Hisp Amer Mal	149,297	5.80%	U S LUMBER INC	Whi Fem	181,434	7.17%
154114	PETRONGOLO CONTRACTORS INC		G E FRISCO CO INC	Asia Mal	202,376	15.00%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	44,523	3.90%
154116	SERAVALLI INC	866,000	CITY ROOTS CONTRACTING LLC	At Amer Mal	17,320	2.00%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	90,384	6.70%
154116	SERAVALLI INC		G E FRISCO CO INC	Asia Mal	112,580	13.00%	BELLA TRUCKING CORP	Whi Fem	74,476	8.60%
154117	NELLO CONSTRUCTION CO INC	1,018,175	G E FRISCO CO INC	Asia Mal	152,728	15.00%	GESSLER CONSTRUCTION CO INC	Whi Fem	12,124	1.40%
154121	SMITH CONSTRUCTION CO OF PHILA INC	61,150	MINORITY CONTRACTORS INC	At Amer Mal	3,058	5.00%	LABOV PLUMBING & HEATING SUPPLY INC	Whi Fem	50,909	5.00%
154121	WATER DEPARTMENT	102,184,083		At Amer Mal	17,197,204	16.83%	SMITH CONSTRUCTION	Whi Fem	58,092	95.00%
	TOTAL PUBLIC WORKS	180,031,476			26,149,952	14.52%			20,777,980	11.54%

*Includes certifiable but unregistered vendors.

	MBE
1	AVIMAN MANAGEMENT LLC
2	DK Cleaning Contractors, LLC
3	L. CRUZ DEVELOPMENT LLC
4	MANNA SUPPLY INC
5	Norton Tow Squad, Inc.
6	Peggy Grant d/b/a T & G Construction Co.
7	RAMOS & ASSOCIATES INC
8	THE VANN ORGANIZATION

	WBE
1	ABC Construction Co., Inc
2	AKM CONSTRUCTION SERVICES
3	Atlantic Concrete Cutting Inc.
4	Atlas Flasher & Supply Co., Inc.
5	Bridg-It Fabricators, Inc.
6	CALLAHAN PAVING PRODUCTS INC
7	COCCO CONTRACTING CORPORATION
8	DeSilvio & Co., Inc
9	FILLY OIL INC
10	General Highway Products, Inc.
11	GESSLER CONSTRUCTION CO INC
12	Guidemark, Inc.
13	HORIZON ENGINEERING ASSOCIATES LLC
14	IJN INC d/b/a BETH'S BARRICADES
15	L & R Construction Co., Inc.
16	LB Construction Enterprises, Inc
17	Madura Steel Sales, Inc.
18	Olivieri & Associates, Inc
19	RAM-T CORPORATION
20	SJA Construction, Inc.

Local Union's Training Schedule for Apprenticeship Programs 2014

Union	Local	Deadline for Application	Test Date	Telephone#	Contact Person	Comments	Website
Carpenter	8	March 16, 17, 18, 19, 20, 21, 22, 24, 25, 26, 27 (accept applications between 8:00 a.m. - 12 noon)	April 18, 2015	215-824-2303	Charles Brock	Application fee \$35.00 money order, non refundable – need to be 17 years old, diploma	www.CarpentersOfPhila.com
No Drapery Worker category	1823	"	"	"	"	"	
Cabinetmaker	"	"	"	"	"	"	
Floor Layer	"	"	"	215-569-3044	"	"	Installlocal1823.org
Millwright	1906	"	"	215-569-2558	"	"	PhilaMillwrights.com
Wharf and Dock Builder Pile Driver	454	"	"	"	"	"	Local454.org
Laborers	57, 135, 332, 413	"	"	610-524-0404	Roscoe Green		www.ldc-phila-vic.org
Iron Workers (Rodsetters)	405	Can apply 3 rd Tuesday of every month starting May 19, 2015		(215) 462-7300	Ed Penna		www.IronWorkersLocal405.org
Electrician	98	Once a year in April		215-567-6405	Michael Neal	Application fee \$40.00	www.Atei98.org
Cement Masons	592	Started new class 3/15, can apply for 3/16 class at any time		215-468-0237	Joe Mostauski	No application fee	www.Opcmia592.org
Elevator Constructors	5	Still working from existing list of applicants		609-929-2356 215-676-5555	Art Rogers	Testing fee \$25.00	www.luec5.com
Sheet Metal	19	On line application		215-952-1950	Joseph Frick	Application fee \$10.00 money order	www.Smwlu19.org
Plumber	690	June 8 – June 19, 2015 8:00 am – 4:00 pm		215-677-6900	Raymond Boyd	Application fee \$60.00	www.Plumbers690.org
Painters	21	On line application Submit by Oct, 14, 2015	October 16, 2015	215-501-0130	Domenic Gaeta	Application fee \$10.00	www.DCZ1.org

Philadelphia School District Schools with Trade Programs 2014-2015

Schools with Trade Programs 2014-2015	
Benjamin Franklin	Welding Technology
Benjamin Franklin	Electronic
Benjamin Franklin	Mechatronics
Benjamin Franklin	Precision Machining
Dobbins AVTS	Plumbing Technology
Edison	Electrical & Power Transmission
Edison	Plumbing Technology
Edison	HVAC and Refrigeration Technology
Edison	Welding Technology
Edison	Logistics, Materials and Supply Chain Management
Mansion	Facility Property Maintenance
Mastbaum	Carpentry
Mastbaum	Electrical & Power Transmission
Mastbaum	Welding Technology
Randolph	Construction Technologies
Randolph	Vending Machine Technology
Randolph	Welding Technology
South Philadelphia	Carpentry
Strawberry Mansion	Facility and Property Maintenance
Swenson	Carpentry
Swenson	Electrical & Power Transmission
Swenson	Plumbing Technology



Job Corps Trade Show

Friday, June 19, 2015

- Job Corps is the nation's oldest and largest federally funded careers skills training & education program.
- Since 1964, Job Corps has trained and educated more than 2 million young people.
- Job Corps serves approximately 60,000 young people a year at its centers across the country.

Join us to learn more about training in the following careers



- * Culinary Arts
- * Construction
- * Material Handling
- * Nursing Assistant
- * Medical Assistant
- * Pharmacy Technician
- * E.M.T



10:00am - 3:00pm

2810 S. 20th Street, Philadelphia, PA 19145

RSVP by 6/12/15 --267.386.2869



Student Isaiah Stokes and son Isaiah Stokes Jr

Join The Phila Fathers & Family Network, In The Responsible 1000 Fathers Challenge

Encourage Fathers to attend for LIVE on-site photo session with their children-signed photo release will be required

Procurement Technical Assistance Program (PTAP)

Finding Federal Government Procurement Opportunities



Every 20 seconds of every working day, the Federal Government awards a contract with an average value of nearly \$500,000.

If your company has registered with the System for Award Management (SAM) and you want to develop or refine skills for finding new opportunities, this seminar is for you.

Learn How:

- The classification of goods and services impact market research
- To perform market research using primary Federal procurement sites
- To use procurement history and forecasts for market research

June 25, 2015

Promptly 10:00 am to 12:30 pm
1510 Cecil B. Moore Avenue
Philadelphia, PA 19121

FREE SEMINAR
Registration Required
Space is Limited

TO REGISTER, PLEASE CONTACT THE TEMPLE SBDC TRAINING DEPARTMENT
AT 215-204-3856 OR SBTRAIN@TEMPLE.EDU



NAWIC

City of Philadelphia
Economic Opportunity Review Committee
MAGIC (Mentoring A Girl In Construction) Camp Testimony
June 15, 2015

Introduction to NAWIC

The National Association of Women in Construction (NAWIC) is a professional organization for women. Membership is comprised of a diverse group of women in all facets of the construction industry including skilled trades, architecture, engineering, general contractors, business owners, attorneys, consultants, etc. Membership is open to all women in any discipline associated with construction.

NAWIC was founded in 1953 by sixteen women working in the construction industry located in Fort Worth, Texas. The founders organized NAWIC to create a support network for women within the industry. By 1955 NAWIC became national and eventually grew to the size and geographical breadth it has today. Currently, there are chapters in all 50 states and Guam. Affiliate organizations have been founded throughout the world based on NAWIC's model.

NAWIC Philadelphia Chapter 145

NAWIC Philadelphia covers Eastern Pennsylvania and parts of New Jersey. As a Chapter our goals and objectives are to:

- Empower and educate women in the construction industry,
- Provide a platform for networking with both men and women in the industry,
- Offer opportunities for job site tours, professional development and mentoring,
- Give back to the community through youth outreach or various other events.

Throughout the year we host monthly events open to anyone, they are not member only events and are open to male guests as well. For example every January, NAWIC Philadelphia holds a joint professional development event with the American Society of Professional Estimators (ASPE). The Chapter also hosts job site tours of active construction sites and networking events with other Philadelphia organizations.

NAWIC Philadelphia is a diverse group of women, representing the construction industry. We always welcome of new and returning members.

Mentoring a Girl in Construction Camp

Mentoring a Girl in Construction (MAGIC) Philadelphia is a program originally created in Georgia by two NAWIC members and has a formal national partnering agreement with



www.nawicphl.org

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NAWIC

participants were high school students from String Theory School, The Workshop School, and Hope Partnership for Education. These schools have also sent students in the past and participated in NAWIC sponsored career talks aimed at exposing high school students to construction related careers.

MAGIC Camp Promotion

MAGIC Camp is advertised with local schools, the Philadelphia Housing Authority, churches, the Boys and Girls Club, Community Centers, NAWIC Philadelphia contacts, trades and community groups. In order to increase participation we need more support reaching parents and students. Obtaining students is generally the largest hurdle for the program. Parent participation and encouragement is required for students to make the initial step of enrolling in the Camp.

Participation averages around ten to fifteen students. The Chapter would like to see this number grow. There are more available spaces for students. In the future, NAWIC Philadelphia will be seeking assistance in promoting and coordinating the event.

MAGIC Impact on Students

On the last day students are given an opportunity to discuss their week and talk about how the program has impacted them. Several of the girls have stated that they really enjoyed themselves and are now considering careers related to construction. Many may not go into a trade but they are now considering roles in engineering, architecture, and project management.

We have also received testimony from parents and others close to the girls that they take the skills learned in the camp home. One mom stated that her daughter now has an interest in home repairs and do-it-yourself projects. Another individual met a former camper at Bartram's Gardens building a three part floating dock sporting her gear from the MAGIC Philadelphia Camp. Lastly, one student has definitively decided to go into construction and requested a job shadow. She will be shadowing Emily Bittenbender, President of Bittenbender Construction and Chairman of the General Building and Contractors Association (GBCA).



Testimony 6 15 15

Simran Sidhu, Executive Director

YouthBuild Philadelphia Charter School

YouthBuild Philadelphia Charter School serves young adults who are between 18 and 21 and have previously dropped out of high school. All of our students are enrolled in a transformational program where they spend 50% of their time in competency based academics and the other 50% in hands on job training with a deep service connection. For example, students in our construction training program rebuild abandoned houses for sale to low-income first-time homebuyers as they learn construction skills and work on their NCCER certification. We have training programs that mirror this design in Childcare (students earn a nationally recognized Child Development Associate credential), Healthcare (students earn an HHA plus CAN or EMT certification) and a Customer Service (students earn a Microsoft Academy Digital Literacy certification and Customer Service in Excellence Training (C-SET) certification designed in partnership with Starbucks).

By graduation, students have a high school diploma, an industry-recognized credential, a national service scholarship to use toward post-secondary education and often an entirely new perspective on their own potential. Ours is a very individualized and student-centered program so that every young person has a case manager, in-house mentor in addition to instructors and teachers who surround them with caring and high expectations.

For the last three years we have averaged over a 75% graduation rate, and 80% of graduates are placed in post secondary education or a job. To ensure that this placement continues to be positive (and because we know that it takes time for graduates to entirely change their trajectory, we have evolved our program design so that we are supporting students for a year after graduation. We have raised resources so that we can provide just-in-time need based grants to graduates in need, scholarships in addition to the AmeriCorps National Service Scholarship, as well as transpases to any graduate enrolled in post-secondary education.

We focused also on building strong relationships with the full spectrum of post-secondary partners, and being adaptive to their concerns and needs. We have changed curriculum, calendars, paid for dual enrollment, implemented the idea of "bridge" programs and raised additional funds to realign our programing so that we can ensure our graduates success. Some of our partners include: CCP, Thaddeus Stevens College, Esperanza College, Pierce College, PALM, FTI, Starbucks and PowerCorps.

However, our greatest challenges continue to be in the arena of securing life-sustaining opportunities for our graduates. We would love to have more support in the following arena of securing real opportunities for our graduates. We would love to have:

- Better follow through from the trade unions on including our graduates
- Access to employers in the customer service arena, so that our graduates not only get entry-level jobs and experience, but also so we can work with them to develop graduates so that they can take advantage of management track experiences
- Securing access to multi-sector employers