



# the SUMMIT

"the best social program in the world is a job" - Ronald Reagan

## Minnesota Ballpark Authority & Summit Academy OIC Performance Update

The relationship between Summit Academy OIC and the Minnesota Ballpark Authority became official with the signing of the contract on July 19, 2007, by Louis J. King II and the Minnesota Ballpark Authority. We initiated the collaboration with a single hire on the worksite in August 2007.

| Performance Update        |           |
|---------------------------|-----------|
| Total Hires               | 21        |
| Community Economic Impact | \$901,992 |
| Employment Retention      | 80%       |
| Average Hourly Wage       | \$20.65   |
| Bricklayers               | 2         |
| Laborers                  | 12        |
| Carpenters Apprentice     | 5         |
| Journeyman Carpenters     | 4         |
| Total Referrals           | 30        |

Summit Academy and M. A. Mortenson are attempting to re-write the method in which the community gets involved with construction projects, although Human Resource practices play the largest role in the hiring process.

In December of 2007, Summit Academy management and executive management of the ballpark project engaged in an important strategic discussion. A follow-up meeting in January 2008 discussed a workforce planning strategy and subcontractors listing.

Over 80 men and women wearing hard hats and reflective vests traveled to the County Commissioners meeting three separate times this spring. This group of current construction students marched to the most recent

meeting to recognize the success of the county's and M.A. Mortenson's ongoing attempts to meet the minority placement goals which employ a number of SAOIC students.

The peak hiring season is shortly drawing to a close and the effort to get more of our students on the site remains a high priority. We will continue to work closely with M. A. Mortenson, the Ballpark Authority and its many subcontractors to ensure that the community is fully engaged in the facelift of our city.

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## “We See No Alps”

**A**ccording to the legendary Rev. Leon Sullivan, the founder of the OIC movement, these four words were spoken by Hannibal before he led his armies on that now historical stroke of genius that cemented the power of taking the least likely avenue of approach when on the attack.

And, while the monumental task before us looms like the Alps loomed before the soldiers under Hannibal’s command, we, too, have to take the road less traveled if we are to be triumphant in our quest to strengthen the children, families, and businesses of this community.

Indeed, the external environment does not seem to support the task of producing families who earn between \$50,000 and \$75,000 per year by securing jobs in the construction trades. After all, 80 percent of the people that we train were unemployed in the previous period. Thirty percent have felonies. And, their average wage was around \$5,000 per year. Further, the nation is at war on two fronts, the foreclosure crisis has made thousands of families homeless (including renters who were never late on their rent), and the financial system is on the verge of collapse. With portfolios shrinking and tax bases eroding, it might seem impossible to some to claim that we are determined to continue to train and place people in the construction trades.

But, we are determined and we are not alone. Recently, we partnered with Hennepin County, The Minnesota Ball Park Authority, Mortenson Construction and the Minnesota Baptist Convention to produce a historic breakthrough that has resulted in the hiring of 21 Hard Hats on the Minnesota Ball Park project. This success combined with other efforts to employ 62 people in the construction trades with an average starting wage of \$39,000 per year. That’s \$2,450,000 in wages. We needed every nickel that you sent to get the job done. Thanks to your support, “we see no Alps.”



**“This success combined with other efforts to employ 62 people in the construction trades with an average starting wage of \$39,000 per year. That’s \$2,450,000 in wages.”**

Next, we are looking for opportunities with the Minnesota Department of Transportation. The State recently passed a gas tax that will result in \$2.2 billion in projects in the greater Twin Cities area. This represents about \$110 million in wage opportunities for the people we serve. I’m sure that you realize that with this type of money on the table we have no choice but to cross the Alps. Regardless of the obstacles faced by those before us, we have no choice but to work relentlessly to ensure that these people have the opportunity to work to earn some of the tax dollars that they paid for these projects. One of the legislative leaders hailed this effort as a jobs bill, claiming that it would produce “33,000 new jobs per year for the next five years.” We intend to hold him to that promise. We are sure that he meant jobs for everyone. After all, this great union was built on the premise of “no taxation without representation.” Keep us in your prayers and stay tuned for the latest developments. We may need your voice as we try to ensure that everyone benefits from the best social service program in the world—a job.

## 2008 Fiscal Year Program Results

| Quantum Opportunities Program (QOP)                                                         | 2008 Program Target Goal                     | 2008 Actual Performance | 2008 Actual Performance % | 2007 Actual Performance | 2008 vs. 2007 Actual Performance Variance | 2008 vs. 2007 Variance % |
|---------------------------------------------------------------------------------------------|----------------------------------------------|-------------------------|---------------------------|-------------------------|-------------------------------------------|--------------------------|
| Total Participants                                                                          | 125                                          | 74                      | 59%                       | 59                      | 15                                        | 125%                     |
| Youth on track for graduation in four years                                                 | 75% of enrollment                            | 67                      | 122%                      | 59                      | 8                                         | 114%                     |
| Participants who dropped out of school                                                      | 5% of enrollment                             | 0                       | 100%                      | 0                       | 0                                         |                          |
| Participants achieving a 2.0 or better                                                      | 70% of enrollment                            | 37                      | 71%                       | 43                      | -6                                        | 86%                      |
| Student attendance rate in school                                                           | 50% of enrollment with a 95% attendance rate | 31                      | 84%                       | 21                      | 10                                        | 148%                     |
| Youth passed Math BST                                                                       | 70% of 11th-12th graders (28 Students)       | 25                      | 89%                       | 30                      | -5                                        | 83%                      |
| Youth passed Reading BST                                                                    | 70% of 11th-12th graders (28 Students)       | 27                      | 96%                       | 41                      | -14                                       | 66%                      |
| Youth passed Writing BST                                                                    | 70% of 11th-12th graders (28 Students)       | 26                      | 93%                       | 6                       | 20                                        | 433%                     |
| Develop formal relationships with partner programs                                          | 2                                            | 8                       | 400%                      | 0                       | 8                                         | 400%                     |
| Connections                                                                                 | 2008 Program Target Goal                     | 2008 Actual Performance | 2008 Actual Performance % | 2007 Actual Performance | 2008 vs. 2007 Actual Performance Variance | 2008 vs. 2007 Variance % |
| Total Participants                                                                          | 44                                           | 55                      | 125%                      | 52                      | 3                                         | 106%                     |
| Youth on track for graduation in four years                                                 | 28                                           | 29                      | 104%                      | 34                      | -5                                        | 85%                      |
| Participants who dropped out of school                                                      | 0                                            | 0                       | 100%                      | 0                       | 0                                         | 100%                     |
| Student attendance rate in school                                                           | 22                                           | 24                      | 109%                      | 23                      | 1                                         | 104%                     |
| Stabilized Placement                                                                        | 44                                           | 35                      | 80%                       | 51                      | -16                                       | 69%                      |
| Youth passed Math BST                                                                       | 50% of eligible youth (12)                   | 6                       | 50%                       | 11                      | -5                                        | 55%                      |
| Youth passed Reading BST                                                                    | 50% of eligible youth (12)                   | 10                      | 83%                       | 14                      | -4                                        | 71%                      |
| Youth passed Writing BST (This test is administered to 10th, 11th and 12th grade students?) | 50% of eligible youth (9)                    | 8                       | 89%                       | 14                      | -6                                        | 57%                      |
| Number of enrolled youth in Shelter due to disruption in Permanent Placement                | 50% of enrolled youth (22)                   | 6                       | 100%                      | 2                       | 4                                         | 350%                     |
| Average number of days spent in shelter due to disruptions in permanent placement           | 220 days                                     | 191                     | 115%                      | 73                      | 118                                       | 563%                     |
| Adult Education                                                                             | 2008 Program Target Goal                     | 2008 Actual Performance | 2008 Actual Performance % | 2007 Actual Performance | 2008 vs. 2007 Actual Performance Variance | 2008 vs. 2007 Variance % |
| Total Enrollment (Adult & PSEO)                                                             | 346                                          | 371                     | 107%                      | 302                     | 69                                        | 123%                     |
| Graduated                                                                                   | 162                                          | 157                     | 97%                       | 138                     | 19                                        | 114%                     |
| Currently enrolled                                                                          | 100                                          | 112                     | 112%                      | 87                      | 25                                        | 129%                     |
| Student Retention (without PSEO)                                                            | 70%                                          | 68%                     | 87%                       | 61%                     | 0.07                                      | 111%                     |
| Job placement                                                                               | 123                                          | 100                     | 81%                       | 99                      | 1                                         | 101%                     |
| Average placement wage                                                                      | \$12.50                                      | \$12.79                 | 102%                      | \$12.35                 | \$0.44                                    | 104%                     |
| Average placement wage for 100 Hard Hats                                                    | \$13.00                                      | \$20.65                 | 158%                      | \$13.44                 | \$7.21                                    | 154%                     |

\*fiscal year is July 1, 2007 - June 30, 2008

# Hundred Hard Hats Receives a Federal Grant for Expansion

**T**he One Hundred Hard Hats Coalition has been awarded a \$2 million grant through the collaborative effort of OICs and Minneapolis Community & Technical College (MCTC). Funds will be used to expand the "Hard Hat" construction training program in this region. "This grant will help us build the capacity that will enable us to reach our communities and meet our future job growth," according to Leroy West, Chief Administrative Officer.

The Work Force Center has listed the construction trades as a high demand job field. It's also predicted that there will be a shortage of people in the construction field in 2013, as baby boomers age out. The grant will be used to support SAOIC's ongoing efforts to improve the lives of minorities by providing them with the right skills to put them in jobs.



Pictured left to right: Clyde Bellencort, American Indian OIC; Terry Anfinson, Anishinabe OIC; Ben Wright, Consultant to State Council; Linda White, Chair Minnesota OIC State Council

"Basically, we are training those who are unemployed and are in need of jobs," says West. "We provide them with required skills that will help them acquire a job, as well as take advantage of the high growth and high demand construction field."

We work with the Twins Ballpark, the Gopher's stadium and other community projects that are coming to the Twin Cities. SAOIC's success is greatly driven by donors, partners and individuals who are in need of job skills and employment.

"We provide them [students] with the required skills that will help them acquire a job, as well as take advantage of the high growth and high demand construction field."

## QOP Visits Washington D.C.

**T**his past August, Summit Academy OIC took 12 high school juniors and seniors from our youth programs to Washington, D.C. The students spent five days and four nights visiting colleges and taking in the historic sites that D.C. has to offer. Thanks to the generous donations from Summit supporters and fundraising efforts of Summit staff and participating students, we were able to cover all transportation, meals and hotel costs in exchange for a little community service performed by the students.



QOP students at Howard University in Washington D.C.

"This trip is truly a trip of a lifetime," one student exclaimed about the experience. For many of the students, it was their first trip on an airplane and their first opportunity to visit schools such as Howard University, American University, University of Maryland and George Washington University.

The students learned how to use the subway system and had the opportunity to visit many notable sites including the National Mall and the US Capitol. The week culminated fittingly with a combination of fun and learning, where the students dressed up, went out to a formal dinner and practiced proper etiquette. Students walked away with a better understanding of the college admissions process and the difficult choices the leaders of this country make.