Topics To Be Discussed

• Quick Stats
• Construction Workforce – Ordinance 69427
• Partnerships
• B.U.D.
• www.STLBuilds.com
• Union Info Sessions
• Youth Program Highlights
• First Source employment – Ordinance 60275 (Current)
• “Hire St. Louis” – (Recommended Legislation)
## Quick Statistics

<table>
<thead>
<tr>
<th></th>
<th>St. Louis City</th>
<th>St. Louis County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>318,416</td>
<td>1,001,444</td>
</tr>
<tr>
<td>Median Age</td>
<td>34.7</td>
<td>40.3</td>
</tr>
<tr>
<td>Female</td>
<td>51%</td>
<td>53%</td>
</tr>
<tr>
<td>White – Black</td>
<td>43% - 48%</td>
<td>68% - 23%</td>
</tr>
<tr>
<td>Median household income</td>
<td>$34,488</td>
<td>$59,290</td>
</tr>
<tr>
<td>Below poverty line</td>
<td>26.6%</td>
<td>10.7%</td>
</tr>
<tr>
<td>Avg. travel time to work</td>
<td>24.2 mins</td>
<td>23.6 mins</td>
</tr>
<tr>
<td>Education High school or higher</td>
<td>83.3%</td>
<td>93.1%</td>
</tr>
<tr>
<td>Education Bachelor or higher</td>
<td>31.9%</td>
<td>42.4%</td>
</tr>
</tbody>
</table>

Unemployment
July 2015
City – 7.4%
County – 5.6%
State – 5.8%

http://www.bls.gov

Census data: ACS 2013 1-year
Four (4) major issues:

- $1 Million Contract Value
  - Tax Incentive Financing (TIF) Projects
  - St. Louis Bonded
  - Public Work Projects

- Workforce Development goals
  - 15% Apprentice
  - 25% Minority
  - 5% Women
  - 20% City Residents

- Compliance Fee
  - 2%

- Community Job Board

http://www.slpl.lib.mo.us/cco/ords/data/ord9427.htm
PARTNERSHIPS
(Abridged List)

- City, County and State Agencies
- AFL-CIO
- The Metropolitan St. Louis Sewer District (MSD)
- St. Louis Clergy Coalition
- MOKAN
- NAACP
- Ranken Technical College
- 32 Trade Unions
B.U.D. – Building Union Diversity

Create a diverse workforce by providing non-traditional individuals opportunities to explore different career options with various construction trades through Union on-site introductory training.

Partners

St. Louis Building and Construction Trades Council
The Carpenters’ District Council of Greater St, Louis
St. Louis Trade Union pre-apprenticeship program
# B.U.D. – Building Union Diversity

## Training Schedule - Sept 14 – Oct 30

<table>
<thead>
<tr>
<th>Week</th>
<th>Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Orientation (OSHA, Financials, Soft Skills)</td>
</tr>
<tr>
<td>2</td>
<td>Carpenters</td>
</tr>
<tr>
<td>3</td>
<td>Bricklayers / Electricians</td>
</tr>
<tr>
<td>4</td>
<td>Floor Layers</td>
</tr>
<tr>
<td>5</td>
<td>Iron Workers</td>
</tr>
<tr>
<td>6</td>
<td>Pipefitters / Insulators</td>
</tr>
<tr>
<td>7</td>
<td>Laborers</td>
</tr>
</tbody>
</table>
www.STLBuilds.com

Launched July 2015
300 plus Registered
UNION ‘INFO-SESSIONS’

- 500 participants
- 1.5 hours long
- Learn about union specifics
- Application process
- Success requirements
SUMMER YOUTH PROGRAM - 1,300 YOUTH

• 1,095 new checking and savings accounts opened 2015.

• Total amount deposited into checking accounts is $150,000

• Total amount deposited into savings accounts is $40,000
YOUTH PROGRAM HIGHLIGHTS

YOUTH BUILD

• 16-24 ages, ex-offenders, and high school dropouts
• Capacity 75 over 3 years
• 21 enrolled 1st year
• 2 weeks of Mental Toughness prior to being enrolled
• Ranken /Training ½ day and Education ½ day
• Ranken will give scholarships at the completion of the program
• 12 month program
• Access to paid training, summer jobs, support services, mentor, job coaches, drug and alcohol treatment, mental health
FIRST SOURCE
Enacted in 1987

MAJOR ISSUES:

• First Source register
  ▪ Names of low-income city residents

• Employment agreement required
  ▪ Finding employees to fill all entry-level jobs created
  ▪ Goal is 100% of entry-level jobs will be hired from the First Source register
  ▪ Sixty percent (60%) as the minimum acceptable performance

• Enforceability
  ▪ Corrective action citation specifying all areas of noncompliance
  ▪ Time limit for resolution
  ▪ Recommendations to the appropriate operating agency for withdrawal/reduction of public incentives

http://www.slpl.lib.mo.us/cco/code/data/t0390.htm
FIRST SOURCE

Currently 67 First Source companies

- Bio-science
- IT
- Aero-Space
- Hospitality
- Manufacturing
- Warehouse
- Transportation
- Green Energy efficiencies
- Landscaping/Excavation
• MX complex – Theaters, restaurants and stores: 40 new associates hired
• Embassy Suites Hotel- 56 new hires
• Magnolia Hotel- 54 total new hires
• Ball Park Village- 1,577 hires (Avg. $11/hr)
• Fields Foods- 3 job fairs held at SLATE – 39 new hires
• Shop n’ Save- 28 new hires
• IKEA- 4 informational session – 318 new hires to date
“HIRE ST. LOUIS”
(Recommended Legislation 2015)

• Repealing Ordinance 60275
• Recipient to notify SLATE of all Job Opening
• Report to the Board of Aldermen of the City of St. Louis annually
• Policies and procedures implemented by SLATE
• Job Fairs for 10 more open positions
• All public job postings with SLATE
• Notice of Corrective Action - Recommendation to suspend, reduce or withdraw the Incentive for non-compliance