

# YOUNG ADULT TRAINING PROVIDER PROFILE



## CIVIC WORKS' BALTIMORE CENTER FOR GREEN CAREERS

### PROGRAM OVERVIEW

Combining soft and hard skills training, on-the-job training, and case management, Civic Works' Baltimore Center for Green Careers is providing a path to family-supporting careers to a population with numerous barriers to overcome, while helping employers keep up with the high demand for skilled workers. BCGC offers skills development in three sector-based career tracks: brownfields remediation, residential energy efficiency, and solar energy installation. Nearly half of those they serve are young adults (ages 18-29) and a full 92 percent of participants have a history of involvement in the criminal justice system.

### CIVIC WORKS

Founded in 1993, Civic Works, Baltimore's service corps and an AmeriCorps program, strengthens Baltimore's communities through education, skills development, and community service. The nonprofit offers multiple programs for young adults, including BCGC, YouthBuild, and Reach! Partnership School, which prepares Baltimore students for college and careers in health care and construction.

### TRAINING PROGRAM

Civic Works' BCGC workforce development program provides a three-part model of classroom-based training, on-the-job learning, and high-road business development for building an inclusive and equitable green economy. BCGC also provides each participant with

case management services. Participants are fully engaged in goal setting and barrier removal planning, and meet regularly with the Case Manager to discuss progress made and challenges that need to be addressed.

After skills training in one of the three sector-based career tracks: brownfields remediation, residential energy efficiency, and solar energy installation, BCGC provides each energy efficiency and solar energy student with two months of on-the-job training through its weatherization social enterprise and partnerships with solar employers. The high-road business development component then expands employment access and improves job quality among target industry employers by promoting the adoption of inclusive hiring policies, family-supporting wages, and career ladder strategies.

While the brownfields industry has many workers with a few relevant certifications, it is rare for an individual to have the six industry-recognized certifications that BCGC delivers. As a result, BCGC graduates can fill a number of different roles on each job site and are therefore highly valued by employers. BCGC graduates are also better able to maintain employment by having the flexibility to work for a broad diversity of companies in many different positions.

BCGC's success placing its trainees in family-supporting jobs with career mobility is a product of the comprehensive nature of the training and its responsiveness to employers' needs. Employers provide feedback to project staff on the performance of graduates, provide volunteer instruction to participants, and attend career fairs to hire graduates. BCGC is in constant conversation with its employer partners in order to develop and improve the material covered in the trainings.

## PROGRAM RESULTS

### TWELVE-MONTH PERIOD ENDING AUGUST 31, 2015

- › Participants enrolled: 66
- › Percentage of participants ages 18-29: 56%
- › Graduation rate: 82%
- › Placement rate: 91%
- › One-year retention rate: 77%
- › Starting wage: \$12 to \$16

## SINCE INCEPTION

- › Graduates since 2003: 490
- › Graduation rate: 85%
- › Placement rate: 85%
- › One year retention rate: 84%
- › Percentage of participants ages 18-29: 43%
- › Percentage of participants with a criminal record: 92%
- › Average starting wage: \$12 to \$16

## EMPLOYER FEEDBACK

“As a Baltimore City resident, volunteer instructor, and employer of a Baltimore Center for Green Careers graduate, I have been continuously impressed by the scope and quality of the program, the professionalism of the staff, and the aspirations of the program participants.”

*Denise Sullivan, P.E., Owner, Urban Green Environmental, LLC*

## SUCCESS STORY

Aisha Dorn, 2011 Graduate

Aisha graduated from high school with a passion for the environment, but lacked the technical skills and career clarity to enter the environmental field. At 23 she was underemployed, working in retail. She made the life-changing decision to apply to BCGC's Brownfields Remediation Training.

Aisha gained marketable credentials and an in-depth understanding of the industry, and upon graduation, was placed with a temp agency. She was quickly hired as a permanent employee, but as she advanced in her career, she saw the need for a new kind of company that strongly prioritized worker and client safety. She decided to leave her job to start her own business, launching Lifeline Environmental, LLC, in November 2012. Knowing that BCGC graduates are highly prepared and have a strong grounding in environmental health and safety, she hired her first three employees from BCGC. She expects to hire 15 more graduates over the next 2 years.

Over the past year, Aisha has become a strong employer partner for BCGC, serving on BCGC's advisory board, through which she has helped develop the program's curriculum and contributed her insights as a former graduate. Aisha has also become a volunteer instructor and shares her experience with each class of BCGC participants.

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