



Diversity & Inclusion Initiatives

Mission- *To recruit a diverse group of candidates through vast community outreach to provide access to workforce opportunities for all people.*

Community Benefit Agreements and Diversity & Inclusion in the Building Trades

Members of the Cleveland Building & Construction Trades Council elected Dave Wondolowski as the new Executive Secretary in January, 2013 and charged him with finding ways to provide the greatest opportunities possible to the greatest number of local residents. Dave immediately began working with stakeholders including Mayor Jackson, Greater Cleveland Partnership and the Urban League of Greater Cleveland to craft a meaningful Community Benefits Agreement that would benefit ALL Clevelanders.

In February, 2013, the historic **Community Benefits Agreement** was signed by Mayor Jackson, the Construction Employers Association, Black Contractors Group, Hispanic Roundtable, the Urban League of Greater Cleveland, Greater Cleveland Partnership, Tri-C, CMSD and the Cleveland Building & Construction Trades Council.

In February, 2014, the **Construction Diversity & Inclusion Initiative** began at Tri-C with the Adult **Pre-Apprenticeship Training Program**. The 8-week program graduated its first class in March, 2014 and graduates received job placement assistance.

In August, 2015, the program was expanded to include students at **Max S. Hayes High School** –with a curriculum developed by the building trades and the district designed to expose students to all industry trades before the student selects a specialty. This program gives Cleveland students a path to a good job, strong benefits and prevailing wages. Apprenticeship is the “other four-year degree.”

Community Benefit Agreements are working. To date, University Hospitals, the Cleveland Clinic, MetroHealth, Dominion East Ohio, Geis Companies, the Medical Center Company, CMSD, CWRU, NEORS and the Cleveland Metropolitan Housing Authority all signed community benefits agreements – pledging to set goals for hiring local and minority skilled workers and to support training programs that feed the professional pipeline to the construction trades.

Cleveland Building & Construction Trades Council continues working with the Urban League, Commission on Economic Inclusion, Towards Employment and others to recruit new trades members. So far, our programs have trained and placed sixty graduates with more classes on the way. Today, our membership is over 25% minority and female, and growing every day.