Building Communities by Building Community
Highway Construction Careers Training Program

• Initiated by the Illinois Dept. Of Transportation
• In collaboration with the Federal Highway Administration
• Provides training and skill-improvement opportunities to assure the increased participation of
  o minority groups
  o disadvantaged persons
  o women
• Measurable outcome:
  o HCCTP graduates becoming apprentices in the building trades
• Contractor gets $15/hour rebate on IDOT jobs
Black Hawk College HCCTP

• One of 12 community colleges in Illinois with the program

• Started in 2014

• Second largest grant program at BHC

• Partnership with building trades

• Currently on our 21st class
HCCTP Benefits

• New, local trades men and women go to work in our community

• Money earned recirculates within our local economy

• Community college partners with trade unions and contractors

• Expands college offerings to those not “going to college” in the traditional sense
HCCTP Benefits

• Improvements get done at local parks, schools, agencies

• Local highway contractors benefit from rebate program

• Helps fill the ranks of the building trades as more journeymen and women reach retirement

• Opens the door to a diverse group of individuals seeking a career in construction
Pre-Apprenticeship Program

• Provides basic skillsets...
  in a variety of fields...
  to prepare the student to become an apprentice

• This program is for people who are seeking work in the construction trades and will apply for an apprenticeship.
Black Hawk College HCCTP

- Two classes per year (spring and fall)
- 36 to 40 hours per week
- 13 weeks (450 hours)
- **Classroom** – math, life skills, blueprint reading, speakers from the trades, field trips
- **Hands-on** – stick welding, lift training, construction projects
- **Certificates** – 10-hour OSHA, Flagger, CPR/First Aid, Lift Safety
Trade Apprenticeship

• Legal agreement to work for a **trade union** for a specific amount of time in return for instruction in that trade

• You work during the day (and you get paid!)

• Earn while you learn

• 3 to 5 years in length, depending on the trade

• You go to school at night, or Saturdays or in the winter

• Start at a percentage of a journeyman’s wage
<table>
<thead>
<tr>
<th>Laborers Local #309</th>
<th>Sheet Metal Workers Local #91</th>
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</thead>
<tbody>
<tr>
<td>Heat &amp; Frost Insulators Local #81</td>
<td>Cement Masons Local #18</td>
</tr>
<tr>
<td>Operating Engineers Local #150</td>
<td>Painters &amp; Allied Trades #502</td>
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<tr>
<td>Plumbers &amp; Pipefitters Local #25</td>
<td>Roofers Local #32</td>
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<tr>
<td>Millwrights Local #2158</td>
<td>Ironworkers Local #111</td>
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<td>Brandt Construction</td>
<td>Glaziers Local #581</td>
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<td>Cement Masons Local #18</td>
<td>Sprinkler Fitters #669</td>
</tr>
<tr>
<td>Carpenter Local #4</td>
<td></td>
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</table>
Participate in HCCTP Advisory Committee

Visit each class, describe their trade

Host HCCTP field trips to their training centers
Partners in the Trades

- Share HCCTP registration info with their applicants
- Participate in field projects
- Include HCCTP in local trade career fairs
# BHC HCCTP – Classes 1 - 19

## Class 20 (Feb. – May 2023)

<table>
<thead>
<tr>
<th></th>
<th>Participants</th>
<th>Male</th>
<th>Female</th>
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<tr>
<td>Asian</td>
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<td>Black/African American</td>
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<td>1</td>
<td>1</td>
</tr>
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<td>4</td>
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<tr>
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<tr>
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<td><strong>Total</strong></td>
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<td><strong>6</strong></td>
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52% of graduates have become apprentices.

Second highest placement rate of the 12 colleges

Fourteen of our last 18 graduates have become apprentices.

<table>
<thead>
<tr>
<th></th>
<th>Graduates</th>
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<td>White</td>
<td>81</td>
<td>65</td>
<td>16</td>
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<td>27</td>
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<tr>
<td>Native American</td>
<td>2</td>
<td>2</td>
<td>0</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>183</strong></td>
<td><strong>157</strong></td>
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<table>
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<tr>
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<th>Apprenticeship</th>
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<tr>
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<td>34</td>
<td>11</td>
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<tr>
<td>Hispanic</td>
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<td>17</td>
<td>1</td>
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<tr>
<td>Native American</td>
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<tr>
<td><strong>Total</strong></td>
<td>94</td>
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<td>14</td>
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<table>
<thead>
<tr>
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</thead>
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<td>4</td>
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<td>Black/African American</td>
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<td>79</td>
<td>9</td>
</tr>
<tr>
<td>White</td>
<td>96</td>
<td>79</td>
<td>17</td>
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<tr>
<td>Hispanic</td>
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<td>30</td>
<td>4</td>
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<tr>
<td>Native American</td>
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<td>2</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>215</strong></td>
<td><strong>184</strong></td>
<td><strong>31</strong></td>
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</table>
Opportunity!

Ramon, Class 2 graduate, at work as a Laborer on the I-74 Bridge.
Sonia and Maveric, Classes 5 and 14, at work as Carpenters on the I-74 Bridge project with Kraemer.
I-74 Bridge Ribbon-Cutting

*Sonia Shepard and Sabrina Duncan,* HCCTP graduates, were featured in TV and newspaper coverage of the I-74 bridge ribbon-cutting.

They were among at least a dozen HCCTP grads who worked on the project.
Graduates come back, tell of success
Journey men and women
Women in Construction: Meet three HCCTP grads

Black Hawk College’s Highway Construction Careers Training Program (HCCTP) offers students the opportunity to learn about the construction trades and prepare for apprenticeships. Read on to learn about three graduates’ experiences.

These women have gone on from the program to work construction jobs in different trades, but they have this in common: all three recommend HCCTP and encourage other women to pursue construction careers.

The program aims to increase the number of minorities, women and disadvantaged individuals working on Illinois Department of Transportation highway construction projects. The class includes a mix of hands-on experiences and classroom work.

Sabrina Duncan (Class 13), a journeyperson with Cement Masons Local #18.
“The whole experience of HCCTP was a life-changer and I wish I would’ve done it years ago!”
HCCTP Benefits

- No cost for the program
- Stipend -- $10 per hour
- Tool bucket
- Personal protective equipment
  - Steel-toed boots
  - Welding gear
  - Hard hats, safety glasses, etc.
- Open doors to the trades
Entry Requirements

• Be at least 18 years old
• Have an interest in the field of construction
• Have a high school diploma or G.E.D.
• Pass drug screen
• Have a valid drivers license
• Interviews for final selections
<table>
<thead>
<tr>
<th>Criteria</th>
<th>Assessment Levels</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Outstanding</td>
</tr>
<tr>
<td>Points</td>
<td>5</td>
</tr>
<tr>
<td>Time Management (prepared to start class on time and works steady without instructor supervision)</td>
<td>Always prepared to start class promptly, demonstrates ambition and positive leadership; is a self-starter &amp; does not need to be reminded of the regular tasks to begin the day/project.</td>
</tr>
<tr>
<td>Professionalism (behavior, attitude, personal presentation)</td>
<td>Always demonstrates positive attitude, self-control, good personal presentation and traits of life-long learning; instructor enjoys working with student. Dresses appropriately.</td>
</tr>
<tr>
<td>Communication (Listening; following instructions)</td>
<td>Always uses clear, organized language; effectively exchanges ideas and information; follows instructions well; seeks out assistance/guidance for complicated/intricate tasks.</td>
</tr>
<tr>
<td>Quality of Work (completion of tasks/projects)</td>
<td>Consistently gives best effort; quality work and demonstrates an effort to continue improving. Student shows traits of a quality Craftsperson.</td>
</tr>
<tr>
<td>Participation/Teamwork (working with others and/or by his/her self)</td>
<td>Works well with other students/instructors; self-confident; demonstrates self-awareness in accepting responsibility for own choices.</td>
</tr>
<tr>
<td>Effort (Exhibits strong work ethic; preparedness)</td>
<td>Consistently comes to class prepared; maximizes class time available; shows strong positive leadership.</td>
</tr>
<tr>
<td>Critical Thinking (strong problem solving skills; adaptation to change)</td>
<td>Always thinks through problems; selects strategy; finds ways to solve problems.</td>
</tr>
</tbody>
</table>

**We treat this like a job**

- Instills good work habits – 15 minutes early is on time!
- Teaches basic skills
- Provides an opportunity to demonstrate one’s willingness to work hard

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**Point System**

<table>
<thead>
<tr>
<th></th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Late</td>
<td>2</td>
</tr>
<tr>
<td>Late</td>
<td>3</td>
</tr>
<tr>
<td>Absent</td>
<td>4</td>
</tr>
<tr>
<td>Absent</td>
<td>6</td>
</tr>
</tbody>
</table>

8 points before the start of the seventh week of class = expulsion
12 points at any time = expulsion

**Exceptions** Any exception to the attendance policy is at the discretion of the Program Manager.
Additional Certificates

- 10-hour OSHA
- CPR/First Aid
- Fork Truck training
- Aerial Boom
  and Scissor Lifts
- Flagger
Classroom

- Math for Construction
- Life Skills
- Blueprint Reading
- 10-hour OSHA
- CPR/First Aid/AED
- Personal Finance
- Mechanical Aptitude
Stick Welding
Retired Journeymen as instructors
Construction Projects

Loud Thunder Forest Preserve
Lake George accessibility projects

Approx. 80’ of accessible lake shore
plus a new ramp
Loud Thunder Forest Preserve
Lake George accessibility projects
Loud Thunder Forest Preserve
Lake George accessibility projects

Sidewalk to accessible boat/fishing dock
Loud Thunder Forest Preserve
Lake George accessibility projects

Sidewalk to accessible boat/fishing dock
Rock Island County Fairgrounds

New cattle wash barn
Rock Island County Fairgrounds

New cattle wash barn
Rock Island County Fairgrounds

New cattle wash barn
Ben Butterworth Parkway
Moline Parks Dept.
Ben Butterworth Parkway
Ben Butterworth
Parkway
Ben Butterworth Parkway
Downtown Moline Parklet
Downtown Moline Parklet
Downtown Moline Parklet
Moline Centre Partners With Black Hawk College Program on Downtown Parklets

Like many hospitality businesses during the past year, the 113-year-old Quad-Cities institution Lagomarcino’s has had a very hard time since the pandemic.

As Wednesday afternoon’s beautiful blue skies blanketed the area, brighter days are ahead with the recent installation of a new parklet outside the ice cream parlor and confectionary at 1422 5th Ave., Moline.
Accessible campsite at Loud Thunder Forest Preserve
Accessible campsite at Loud Thunder Forest Preserve
Accessible campsite at Loud Thunder Forest Preserve
Accessible campsite at Loud Thunder Forest Preserve
Quad Cities Botanical Center
Rock Island – shade structure
Quad Cities Botanical Center
Rock Island – shade structure
Quad Cities
Botanical Center
Rock Island – shade structure
Other Project Sites and Partners

- Black Hawk College (campus)
- Rock Island Parks Department
- Illiniwek Forest Preserve and other Rock Island County Forest Preserve sites
- Treasure Chest non-profit resale store
- Moline Firefighters Association
Graduation Ceremony
Graduation ceremony
Some of our graduates

Class 16

Class 20
Some of our graduates

Class 6
Contacts

- Julie Gelaude—Director, Business Training Center
  309-796-5715  gelaudej@bhc.edu

- Paul Fessler—Program Manager, HCCTP
  309-278-3285  fesslerp@bhc.edu
Fall 2023

• Class 21

• Begins August 14th

• Online registration for June and July Orientations – www.bhc.edu/hcctp
HCCTP Class 21 Orientations

- Tuesday, June 27th – 10 a.m.
- Wednesday, June 28th – 6 p.m.
- Monday, July 10th – 2 p.m.
- Wednesday, July 12th – 10 a.m.
- Tuesday, July 18th 10 a.m.
- Friday, July 21st – 2 p.m.

Requirements:
- Seeking a career in the construction trades
- 18 years or older
- High school diploma or GED
- Valid driver’s license
- Drug-free (tested)

All Orientations are held at:
Black Hawk College, Bldg. 1, Room B-13,
6600 34th Ave., Moline, IL 61265
Thank you

For All Your Support
And more thanks...