


# Sister Of NEW Corp.

GuideStar Nonprofit Profile Charting Impact Report \* Last Updated on 06.28.2016

This report represents Sister Of NEW Corp.'s responses to Charting Impact, a joint project of **BBB Wise Giving Alliance**, **GuideStar USA Inc**, and **Independent Sector**. Charting Impact uses five simple yet powerful questions to encourage strategic thinking and help organizations share concise information about their plans and progress toward impact.

	<p><b>Sister Of NEW Corp.</b>          13150 NW 24th Ct ,          Miami, FL          33167          239 -440-9846  <a href="http://www.sisterofnew.org">http://www.sisterofnew.org</a></p> <p><b>Mission:</b>          Sister of NEW main goal is to get low income women off of government assistance and place them in construction workforce. The goal of the program is to provide occupational training of construction skills and on-the-job-experience as well as basic educational services and workplace specific counseling. Target Program Trainees The target population for Sister of N.E.W. program is the community's most economically, occupationally, and educationally disadvantaged young women, and single mothers Increasing women's access to nontraditional jobs is a compelling strategy for family economic self-sufficiency for several reasons. Most importantly, compared to jobs that are traditional for women, nontraditional jobs can provide better wages and benefits than the traditionally female jobs</p>
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The content of this Charting Impact Report is the sole product and responsibility of Sister Of NEW Corp.. This report does not in any way represent an endorsement from Independent Sector, BBB Wise Giving Alliance, or GuideStar, nor does it represent fulfillment of the BBB Wise Giving Alliance's *Standards for Charity Accountability*. For more information on Charting Impact, visit [www.guidestar.org/chartingimpact](http://www.guidestar.org/chartingimpact)



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## 1. What are we aiming to accomplish?

The target population for Sister of N.E.W. program is the community's most economically, occupationally, and educationally disadvantaged young women, and single mothers. Our program will work with 60 women per six-month session, thus training a total of 240 women throughout the grant period. Due to our facility constraints, available training staff, and expected funding, our training capacity will remain at 60 women per six months. We will look to expand our capabilities following the first two-year, grant period. Our initial offering of the program received approximately 100 applications. Based on word of mouth and outreach efforts, we expect the applications to increase by no less than 20% per session. We will strive to maintain a consistent 60 trainees per session, thus in the event a trainee drops from the program, and a new trainee will be added. Due to the varied class schedule, if a trainee enters in mid cycle, she would continue the training into the following session, until all training has been completed. We are fully prepared to keep documentation and report on the progress of the program including trainee retention. The construction industry of southern Florida has a deficit of workers. A large number of the local jobs are being filled by tradespeople from outside the area due to lack of trained tradespersons within the expansive growth area of southern Florida. Construction firms are paying premium salaries and incurring costs of temporary housing. By training women in the immediate area whom are currently unemployed, underemployed, on welfare or other government assistance, Sister of N.E.W. will provide highly trained, qualified tradeswomen to the local construction industry. Women who successfully complete the training with Sister of N.E.W. will benefit by obtaining an apprenticeship within the skilled trades for the following reasons: - Higher pay than average industries. Wages in the first year will be between \$10-\$17 per hour. As she completes her apprenticeship, the expected earning potential will be up to \$36 per hour. - Medical Benefits. The construction industry in general offers excellent medical benefits. - Pensions and paid annuities. - Training. Many blue color jobs offer technical classroom training as well as on the job training. This allows for the apprentice to obtain a range of skills, insuring a higher probability of continued employment.

## 2. What are our strategies for making this happen?

The program planners, and administrators to reach and recruit program participants will utilize the following resources: - Community agencies to identify potential program participants who are currently in or have dropped out of social service programs. - Local unemployment agencies - Veterans' organizations - Local agencies that work with physically disabled clients or those recovering from alcohol or other substance abuse problems who might be able to utilize the services of the program. - Use of both community service announcements and advertisements. - Court officers and probation officers who can identify women who have recently been discharged from correctional institutions or city or state prisons All recruitment efforts are to be conducted without consideration of a participant's race, ethnicity, sex, disability, or sexual orientation, and a statement to this effect will accompany all public service announcements, advertisements, and locally placed flyers or posters. As part of the effort to recruit and retain participants with dependent children, it will be necessary for the program to provide childcare services for those hours during which program participants are on job sites and in the classroom. Program participants will be selected according to the following criteria: - Participants must be between the ages of 18-45 - They must be very low income or come from low-income families. - They should express an interest in learning about the construction trades. - They must be currently, unemployed during the business, daytime hours. Sixty participants will be selected for each six-month training period, with a maximum of 240 participants throughout the two-year grant period. The participants will be chosen on the basis of recommendations of local community agencies and leaders and on the basis on an interview discussion with a Sister of N.E.W. program administrator. Trainees should be counseled prior to their acceptance into the program regarding its length (6 months) and the daily time commitment (9am-6pm, Monday through Friday) involved. The programs' six-month schedule takes into account the difficulty, hazard and liability that training people for the construction trade

## 3. What are our organization's capabilities for doing this?

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Sister of N.E.W. has to be a National Registered Apprenticeship Program. The application was submitted in April 2016 and is pending final approval. There will be 13 separate training classes within the Sister of N.E.W. National Apprenticeship Program. The training classes are described in detail in section 3. Each TA program is a six-month duration, allowing for four program series to be completed within the two-year grant period. We are prepared to report quarterly, on the progress of the program, including confirmation of the number of trainees per session, the percentage that successfully complete the course, and the rate of placement within new apprenticeship positions within the construction industry.

## 4. How will we know if we're making progress?

According to a Journal of Florida Real Estate Development, "Florida jumped ahead of the rest of the nation in October 2014 with the addition of 40,100 new construction jobs, representing a 10.4 percent increase over the previous year." South Florida held the largest concentration of growth, with Miami-Dade County leading at 12.3 percent with 4,400 new jobs. Broward County increased their construction job count by 4.9 percent with 1,700 jobs, according to the South Florida Sun Sentinel. Despite the increases in new construction jobs, the economist Ken Simonson of the Associated General Contractors of America warned that the recovery of the construction industry is being hurt by worker shortages, among other issues. Having newly trained and qualified, tradeswomen to place in the local construction industry will be attractive to construction firms. Crews of mixed gender will allow for a greater diversity of skill aptitudes, matching those skills with appropriate positions. Construction firms who bid for Federal projects will benefit from expanding their workforce to include both varied ethnicities, and genders. Additionally, as stated previously, there is a current shortage of skilled tradespersons available for the large expansion of construction growth within Miami-Dade and Broward counties. Employers will reduce costs and increase profitability by hiring more local tradespersons and reducing the relocation and temporary housing costs for importing workers from other regions.

## 5. What have and haven't we accomplished so far?

Sister of N.E.W. has ongoing relationships with the administration at the local Teamsters, and the ABC Institute with a Nationally Registered Training program for men in the construction trades. The Teamsters have pledged to donate their time and facility to teach the certification classes. Additionally, Sister of N.E.W. has a relationship with the local Department of Labor administrators, and various employment outreach programs in the City's metropolitan area. Local Department of Labor has pledged their ability to send applications for 100% of the trainees, if needed. Sister of N.E.W. offers assistance to the community in referring program trainees to needed child care programs. All participating in the program would, of course, be able to use those services. Our staff, currently employed by Sister of N.E.W. has extensive contacts within the trades industry, and also with various social programs that would benefit the trainees. Developing additional contacts and skills will be a continued focus of the staff of Sister of N.E.W. both in the planning and the training period of the program. During the planning phase of the program all of the Sister of N.E.W. board members, as well as the unions of the construction industry will be contacted for exact information concerning their apprenticeship programs. The Sister of N.E.W. contacts with the various unions as well as their personal contacts with the educational directors of the unions should provide the program with the contacts necessary to facilitate the transition between the training program and those of the unions in the construction industry. Exit Interviews/ Development of outreach strategies for apprenticeship and employment opportunities: The six-month Sister of N.E.W. program will offer participants a solid cognitive, developmental, and experiential foundation for future life and work. However, training and education require substantive follow-up in the form of job placement and continuing services for program graduates.