

MILL CREEK RESIDENTIAL TRUST
EMPLOYMENT OPPORTUNITIES - LOCAL CONSTRUCTION JOB FAIR
January 25, 2018
The Festival Center

Background

Mill Creek Residential Trust is committed to honoring the Community Employment Agreement executed on July 12, 2011, between the original developer and the Advisory Neighborhood Commission (ANC) 1C related to the construction of the residential development project of the former Italian Embassy. The Agreement included four stipulations, one of which was to host job fairs for D.C. residents at least once every 90 days, and to report those efforts to the ANC on an Annual basis. It also required that the developer's subcontractors participate in the job fairs, and that advertisement for the job fairs be posted on the ANC's website. The Agreement stipulated that the developer would, in good faith, provide job opportunities, job training, job placement and support for District of Columbia residents.

The following is a summary of the promotion and execution of the forth Job Fair, hosted on January 25, 2018:

Basic Details

- Date – Thursday, January 25, 2018
- Time – 11:00 AM – 3:00 PM
- Location – The Festival Center, Washington, DC

Promotion & Outreach

- Representatives of Mill Creek residential Trust made conscious efforts to maintain communications with local community organizations (including ANC 1C) to ensure that the objectives of our Agreement were properly set and that all parties were aligned. Joe Muffler, Vice President of Mill Creek Residential Trust (MCR) routinely communicated with ANC 1C members Wilson Reynolds and Brendan Reardon, and responded in a timely manner to any questions or concerns they raised.
- Fliers marketing the Job Fair were printed in both English and Spanish, and were sent to MCR's subcontractors, as well as **to over one hundred (100) community organizations, residents, and businesses as listed in Appendix A of this report.**
- Additional marketing efforts for the event included:
 - ❖ MCR's website was updated. The website includes a dedicated email address and phone number to aid in responding questions posed or providing additional information, if needed.
 - ❖ Information was posted to ANC 1C's website.
 - ❖ Our promotional material was modified to include only the start time of 11:00 am for the purpose of creating a better flow of applicants at the onset of the event. **This change proved to be positive, as candidates were lined up early and created a great sense of momentum and energy in the building.**
 - ❖ The flier was distributed via the Adams Morgan Community Listserv, and additional emails were sent by Brendan Reardon and Wilson Reynolds.

- ❖ Our Outreach Team made a concerted effort to expand the list of community-based organizations and others with their pulse on the community. They called each organization to identify a contact person within the organization and to confirm their e-mail address. Following a telephone conversation, the team sent e-mails to the contact person with the subject “Mark Your Calendar” and included a copy of the flier in English and Spanish.
- ❖ The Organizational Data Base was purged and updated based on our ability to make contact the representative of the organization or the information provided to us by the community representative with whom we spoke. The current data base contains **115 organizations**.
- ❖ Every organization on the data base was called to confirm receipt of the email, to answer any questions they had, and to encourage them to promote the Job Fair by sharing the information with colleagues, friends, neighbors, and others they came in contact with.
- ❖ **We notified every organization by telephone or e-mail that we posted the Job Fair on Eventbrite; provided with the link and asked them to have persons interested in attending the Job Fair to sign-up on Eventbrite and to share the link with others**
- ❖ Organizations were encouraged to post the information on their web-sites, and to put Job Fair information on neighborhood Bulletin Boards, at community centers and in the building where they live.
- ❖ In addition to contacting organizations, we called and/or sent e-mails to residents on our data base informing them of the Job Fair and providing them with the link to Eventbrite

PROVIDING JOB OPPORTUNITIES, TRAINING, JOB PLACEMENT AND SUPPORTING DISTRICT OF COLUMBIA RESIDENTS

- **We were able to more than double our outreach database since September, increasing the number of organizations we work with from 45 to a total of 115 organizations.** All of the organizations listed in Appendix A were contacted a minimum of three times to notify, follow-up, reminding them to use Eventbrite and solicit feedback on the status of their outreach for the January 25, 2018 Job Fair.
- One Hundred Forty (140) individuals viewed the Eventbrite web site and Ninety-Nine (99) RSVP'd their attendance.
- Weekly meetings were conducted with I. Toni Thomas and MCRT to review marketing efforts and to coordinate the logistics of the Job Fair.

Event Summary

- **The Process – Representatives from 8 employers attended the Job Fair.** All subcontractors were given exhibit stations to display promotional materials and to meet with interested applicants. Upon arrival, applicants were asked to sign in, provide their contact information and tell us how they heard about the event, for tracking purposes. They were also given a detailed application form to better enable MCRT to place them with the subcontractor(s) that was their best fit. Some applicants met with more than one employer.

- Applicants were encouraged to spend as much time as possible with the employer that interviewed them. In the event that an applicant was interested in a trade that was not represented at the Job Fair, their information (including resume and application) was passed directly to that employer following the completion of the event. Once applicants completed the interviews with subcontractors they **were referred to DOES (WOW)** staff in an adjacent room for information and enrollment in the DOES Virtual One Stop System (VOS). At the end of the Job Fair, DOES asked that we provide them with a copy of the applicant database so that they could follow-up with them. We e-mailed database as requested.

- **Positions** – MCRT and their subcontractors were hiring for the following positions:
 - Plumbing
 - Underground Utilities
 - Waterproofing
 - Doors and Hardware
 - Electrical
 - Drywall
 - Painter
 - Mason
 - HVAC
 - Sprinkler
 - Roofing
 - Siding

- **Employers** – Eight (8) employers were in attendance; representing 11 trades
 - Bunting Door – Doors and Hardware
 - Charles A. Klein & Sons – Plumbing and HVAC
 - G & I – Drywall and Paint
 - Ramsey Masonry_Mason
 - Joseph J. Magnolia Inc – Plumbing and Wet Utilities
 - Colonial Electric-Electrician
 - Prospect Waterproofing- Roofing, Siding and Waterproofing
 - Wolf Fire Sprinkler_Fire Sprinkler
 - MCRT Construction – General Contractor

In addition to the employers that were present, we have commitments for the following employers to interview residents for employment opportunities:

- Cabinets and Countertops
 - Access Control
 - Audio Visual Equipment
 - Stucco Subcontractor
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- **The Department of Employment Services (Workforce on Wheels)**

The Department of Employment Services (DOES) participated in the Job Fair with the goal of addressing the needs of District's residents. This Team is commissioned to serve constituents in underserved communities. The **Workforce on Wheels (WOW)** program is a cutting-edge, on site operation that allows DOES to bring American Job Center (AJC) resources and services to neighborhoods where access to such resources is often limited. The Team provided workforce

programming and employer services, information on how District residents can prepare for employment opportunities. The Team provided residents with employability tools to guide them on a “Pathway to the Middle Class”.

Outcome

- **Participation** – A combined **total of 156 applicants** have passed through our doors during one of the four Job Fairs held to date. Eighteen (18) applicants attended in March; Twenty Seven (27) in June; Forty-Five (45) in September and Sixty-six (66) in January 2018. **We have more than tripled the amount of individuals we have been able to screen in just 9 months**, in large part due to our increased outreach and familiarity with the process. Job Fair participants documented that they learned of the event through several sources including the following:

SOURCE	No.
Relative/Friend	18
Youthbuild PCS	12
Eventbrite	12
CCDC School	11
Job Corp	8
SOME	3
Academy of Hope	2

- **Employment** – To date, **Sixteen (16) individuals have been employed by our subcontractors; 14 of those being District residents.** Furthermore, given the strength of the candidates from this previous Job Fair, we anticipate more hires occurring between now and our next Fair in April. While we have now surpassed our obligated goal of having 12 DC residents hired through these Job Fairs, we are committed to continuing to perform these through the end of the year (or when we received our Certificate of Occupancy). It should also be noted that these numbers do not reflect the secondary employment opportunities presented at our fairs through DOES.

Details on the individuals employed are as follows:

Employee #	Hiring Subcontractor	Position	Resident’s Ward	Date of Hire
1	Ramsey	Mason	6	5/25/17
2	Ramsey	Mason	7	6/1/17
3	Ramsey	Mason	4	6/6/17
4	Ramsey	Mason	4	6/6/17
5	Ramsey	Mason	6	6/12/17
6	Colonial	Electrician	6	3/7/17
7	Colonial	Electrician	7	2/6/17
8	Colonial	Electrician	8	3/16/17
9	G&I	Drywall Installer	1	7/10/2017
10	Magnolia	HVAC/Plumbing	6	7/21/2017
11	Bunting	Doors and Hardware	1	7/21/2017
12	Wolf Fire Protection	Fire Sprinkler	1	10/30/2017

13	Prospect Waterproofing	Roofing, Siding and Waterproofing	5	2/1/2018
14	Prospect Waterproofing	Roofing, Siding and Waterproofing	MD Resident	2/1/2018
15	Prospect Waterproofing	Roofing, Siding and Waterproofing	5	2/12/2018
16	G&I	Drywall and Paint	MD Resident	2/1/2018

- **Apprenticeships** - We and our subcontractors view all of these positions as “apprenticeships” as they all offer these new employees a crucial start within a company, and the opportunity to receive valuable exposure to multiple trades and projects throughout the District (and overall region). These employers are committed to the growth and education of these new employees, providing the critical skills that are needed to pursue careers both within these companies and in the overall construction industry.

Next Steps

- Mill Creek is in the process of following up with all of the subcontractors to determine the status of their interviews and to provide us with the relevant information for their candidates they interviewed. We will continue to keep the ANC apprised of our progress.
- The next Job Fair will be held on **April 26, 2018, at the Festival Center.**
- **The event will be from 11:00 am – 3:00 pm.** Our promotional materials will list start time only to create a better flow of applicants.
- Outreach for this event will be focus on the methods we have used previously, including Eventbrite rite and will expand our efforts to reach a broader range of community-based organization, civic organizations, technical trade schools and the general public. It is our goal to reach a minimum of 60 applicants in addition to increasing the number of subcontractors.

Appendix A: List of Outreach Organizations

100 Fathers, Inc.	First Baptist Church of Glenarden
Academy of Hope	First Baptist Church of Highland Park
Adams Morgan Youth Leadership Academy	Four Walls Career & Technical Education Center
Adams Morgan Vision Office of Planning	Friendship Place
Alliance of Concerned Black Men	Georgia Avenue Family Support Collaborative
ANC Commissioner 1C02	Goodwill of Greater Washington
ANC Commissioner 1C03	Grant Associates
ANC Commissioner 1C04	Greater Washington Hispanic Chamber
ANC Commissioner 1C05	Healing 2 Grace
ANC Commissioner 1C06	Hispanic Contractors Association of DC
ANC Commissioner 1C07	Housing Opportunities Unlimited
ANC Commissioner 1C08	IHOP
Assumption Catholic Church	Job Corp
Beacon Brightwood Business Alliance	Jubilee Housing
Bread for the City	Jubilee Jobs
Bridging Resources in Communities, Inc.	Japan-America Society of Washington DC
Byte Back	Latin American Youth Center
CARES-National Capitol	Latino Economic Development Corporation
Carlos Rosario School	LIFT-DC Perry School
Central Union Mission	Lydia's Place
Collaborative Solutions for Communities	Mary's Center
College Tribes	Matthews Memorial Baptist Church
Community Services of Metro Washington Council	Metropolitan Community Service Agency
Community of Hope	Momma's Safe Haven
Congress Heights Community Training & Development Corporation	National Resource Center for Vets
Councilmember Brienne Nadeau	National Urban League
Councilmember Trayon White	Neighbors Consejo
Covenant House Washington	The Northwest Center
DC Career Tech	Opportunity Industrial Center
DC Central Kitchen	Paxen Learning Center
DC Department of Housing and Community Development	Pride Therapy DC
DC Department of Human Services	Salvation Army
DC Department of Parks and Recreation Community Division	Second Genesis Rehabilitation Center
DC Office of Latino Affairs	Serve DC
DC Public Schools	Shaw Community Service Center
DC Shares	Skyland Workforce Center
Development Corporation of Columbia Heights	So Others Might Eat (SOME)
Drama Doctor	Steve Lanning
Emanuel Baptist Church	Succeed
East of the River Clergy Police Community Partnership (ERCP)	Temple of Praise
Excell Automotive Institute	Troy Spencer
Families Against Mandatory Minimums	UDC-Community College
Far Southeast Family Strengthening Collaborative	UDC-PR Harris Campus
Father McKenna Center	Union Temple Baptist Church