



LOCAL HIRING PLAN - Frequently Asked Questions

Q: What are the goals and objectives of this Program?

A: The primary goals of the Local Hiring initiative are : 1) to prepare Baltimore City residents for jobs created by the School Construction and Revitalization Project ; 2) to promote the hiring of local residents for these jobs by providing contractors and sub-contractors with a streamlined process for accessing qualified job candidates; and 3) to increase career awareness and work-based learning experiences for Baltimore City students in construction and related industries.

Q. Who are the members of the Workforce Opportunities subgroup?

A. The Workforce Opportunities subgroup is comprised of representatives from MOED, Baltimore City Schools, post-secondary education, state and local government, workforce development and skills training organizations, labor and non-union construction trades associations, the Maryland Stadium Authority, community and faith- based organizations.

Q. What is the Workforce Opportunities subgroup responsible for?

A. The primary tasks of the Workforce Opportunities subgroup are : 1) to identify all employment, training and work-based learning opportunities that will be generated by the School Construction Project; 2) to work collaboratively to create and implement a comprehensive Local Hiring Plan. The plan is to include strategies for both internal and external communication about the employment opportunities generated by the Project and a streamlined process for connecting qualified city residents to these jobs); and 3) to explore ways to increase awareness of, exposure to and training for jobs and careers in the construction and related industries.

Q: What is a School Construction Business Service Representative?

A: School Construction Business Service Representatives (SCBSR) are individuals from the member organizations of the Workforce Opportunities subgroup that will ensure information about and access to the Local Hiring Plan process is made available to all of the School Construction Managers, Contractors and Sub-contractors. The SCBSR team will attend pre-bid meetings and help to ensure the contractors/sub-contractors have direct connection to the pipeline of qualified applicants to fill their workforce needs.

Q. What is the “Employ Baltimore Ready to Work for You” Service?

A: *Employ Baltimore Ready to Work for You* is a workforce strategy administered by the Baltimore Workforce Investment Board and the Mayor's Office of Employment Development (MOED). Coordinating with a diverse workforce partner network comprised of Baltimore area training vendors and educational institutions, "*Ready to Work for You*", gives employers an efficient, quick and reliable method for finding qualified city residents to fill their job needs. For more details, visit the MOED website at www.oedworks.com.

Q. Where is the School Construction Website? When will the website be available?

A. The 21st Century Website is available at www.baltimore21centuryschools.org. The purpose of the website is to provide the most up-to-date and accurate information to the public with regard to the essential aspects of the school modernization program, including but not limited to: school / construction updates / milestones, updates on meetings, contracting and procurement / networking events, and employment opportunities.

Q. What is "local hire"?

A. Local hire refers to the employment of a Baltimore City resident.

Q. Will it be a requirement that employers hire locally?

A. No, local hiring is not a requirement. However, the Maryland Stadium Authority (MSA) has developed its Request for Proposals to include language requiring a comprehensive local hiring and workforce plan be described, detailing projected staffing needs and the process the proposer intends to use to recruit for open positions. Additionally, prior to the acceptance of the Guaranteed Maximum Price, the selected construction manager will establish the percentage of skilled and unskilled labor hours for the project to be performed by City residents and throughout the contract, will submit monthly reports to the MSA reflecting the actual hours worked by job trade, classification and residency.

Q. Is there a local hiring goal being required?

A. No, see above.

Q. What is the 21st Century Job Readiness curriculum?

A. The Baltimore Workforce Investment Board (BWIB), along with educational institutions, training organizations, employers and multiple workforce stakeholders, has identified a set of 21st Century Job Readiness Standards in the following areas: life skills, basic work habits and behaviors, work attitudes and values, communication and interpersonal skills, basic reading, writing and computation skills, technology skills and job search skills. These standards reflect the expectations demanded by employers in today's labor market. (See the BWIB website www.baltoworkforce.com). A curriculum designed to assist job seekers in acquiring these job ready standards will be used to prepare city residents for employment.

Q. What technical training programs will be available for this construction Program?

A. The Workforce Opportunities subgroup will identify pre-apprenticeship and construction trades training opportunities as they are made available; these will be posted on the School Construction

websites. For a list of current training programs in a broad range of occupational fields, visit www.trainbaltimore.org.

Q. What types of trades are typically used on these types of Programs?

A. Unskilled and skilled trades associated with constructing a school, from site work, hazardous material abatement, concrete, structural and miscellaneous steel, masonry, roofing, carpentry, plumbing, HVAC, electrical, interior finishes, FF&E, etc.

Q. When will jobs become available?

A. Construction on Plan Year 1 Schools is scheduled to begin first quarter of 2016 until the third quarter of 2018.

Q. What's the total number of jobs that will be available?

A: Only the prime contractor selected for the project can estimate the number and types of jobs that they plan to have available as well as the sequencing of those jobs for the project. That estimated number of jobs is unknown to BCPS at this time but will be made available when provided by the contractor. After contract award, the contractor will submit an employment hiring plan to BCPS illustrating how they will meet the hiring requirements of the contract.