

OAI, Inc. Programs Report 2008



Letter from the President



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October 31st, 2008

In the 32 years since I founded OAI, we have remained true to our initial mission to help people and communities in poverty build bridges to rewarding careers and self-sufficiency. As a market driven organization, we have trained people for a variety of jobs over the years, including bank tellers, hotel hospitality workers, certified nurse assistants, pharmacy technicians, and much more.

In recent years, OAI has been heavily invested in Chicago, Kansas City, Dallas, New York City, and Washington, DC providing environmental remediation training to individuals living in or near environmentally impacted areas who are seeking skills and licenses required for well paying jobs such as asbestos removal, lead remediation, and underground storage tank removal. In 2007, we became a major partner with the City of Chicago Department of Environment in a nine-month training/work experience program that prepares Chicago residents for jobs in landscaping, recycling, weatherization and other related occupations as well as in environmental remediation.

Over the years, OAI has expanded its training to include currently employed front line workers who need skills upgrading or English as a Second Language in order to be promoted or simply to retain their jobs. We've also expanded our health and safety training to include Hazardous Waste Emergency Response and OSHA training for hundreds of industrial workers, fire fighters, police, emergency and medical responders—in Illinois, Maine, Louisiana, Minnesota, New Mexico, and Kentucky. In fact, as I write this, our trainers are in Indiana conducting our first HAZWOPER training in that state with a group of fire fighters.

OAI has never settled for providing the same training year after year. We work hard to keep up with the job market and customize our training to meet identified needs so that our trainees have the best possible chance of succeeding. For example, we currently are involved extensively with determining what "green/clean" jobs are really going to mean to our business partners and trainees. Members of our staff are actively participating in both local and national groups that are researching the burgeoning green jobs market and how our programs can be adapted to effectively respond to this demand.

In the following pages, you will read more about OAI's current training programs. We hope you feel as positive about our achievements and our future as we do.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tipawan T-Q Reed', written over a light-colored rectangular background.

Tipawan T-Q Reed
President

Table of Contents

3	History
4	Mission
5-6	Greencorps Chicago
7-8	Brownfields / Minority Worker Training
9-10	Pathways to Apprenticeships in Construction Trades
11-12	Hazardous Waste Worker Training
13-14	Workforce Development
15-16	Community Technology Center
17	Financials
18	Board of Directors / Funding Agencies



History



OAI, inc. – Innovative Workforce Development, is a non-profit training and education agency founded 32 years ago by current president Tipawan T-Q Reed.

Since its inception, OAI has helped thousands of individuals to improve their lives through its programs. We have accomplished this by effectively and responsibly managing more than \$55 million in federal, state, city and foundation grants.

Headquartered in downtown Chicago, OAI's programs provide training for both currently employed workers and unemployed or underemployed individuals who are in need of job skills and critical worker health & safety awareness.

In addition to its work in Chicago, OAI currently delivers training services to traditionally underserved populations as well as to fire and medical emergency first responders through its programs and affiliates in New York City, NY; Kansas City, KS; Dallas, TX; Savannah, GA; New Orleans, LA; and throughout the states of Maine and Kentucky.

With an annual budget of approximately \$3.5 million, OAI employs 21 full-time diverse and seasoned professionals and support staff who, along with our cadre of consultants, bring a broad range of expertise, including: Industrial Hygiene, Occupational Health & Safety, Environmental Justice, Job Skills, Life Skills and Critical Thinking, Adult Education, ESL, Curriculum Design and Development.

OAI annually serves about 2,500 clients throughout the United States.

Mission



Greencorps Chicago/EPA
Graduating Class of 2007

OAI's Mission is to create an environment in which all people can access education, training, and employment that will allow them to sustain and enjoy safe, secure, and fulfilling lives.

OAI values innovation, respect for all people and their cultures, a passion for quality, dedication to hard work, and commitment to success.

Greencorps Chicago

The City of Chicago Department of Environment (CDOE)'s Greencorps program is a paid job training and community-greening program launched by the Chicago Department of Environment in 1994. In partnership with WRD Environmental, Greencorps hires 40 Chicagoans each spring to participate in a 9-month program designed to prepare residents for a variety of environmentally related jobs including landscaping, environmental remediation and demolition, redevelopment and construction, recycling, and warehousing of toxic and/or potentially hazardous products.

During the program, trainees receive:

- Hands-on work experience in horticulture and landscaping with community gardens, public parks and schools
- Hands-on work experience in electronics recycling and disposal of household chemicals at the Goose Island Household Chemical and Computer Recycling Facility (HCCRF)
- Professional Development, Life Skills and Academic Training
- Environmental Health and Safety Training

In January 2007, OAI, Inc. solidified its relationship with CDOE by becoming a partner with WRD Environmental for the Greencorps program. Through the new relationship, OAI receives funding to provide Academic, Professional Development, and Life Skills training to Greencorps trainees. In addition, OAI is able to bring US EPA-funded environmental remediation and health and safety training to the Greencorps program.



GREEN job training at work...



Greencorps students participate in many of the City of Chicago Department of Environment's Resource Initiatives. For example, participants use their training to perform energy audits for community residents and department of aging facilities. Through the City's weatherization initiative, trainees identify areas where energy loss could be reduced or eliminated. The installation of recycled denim insulation, caulking and covering drafty windows and filling of floorboard gaps save both energy and money for the affected Chicago residents.



The Greencorps crews provide much needed assistance in the community while working on green projects that include:

- Energy audits and weatherization
- Household chemical recycling
- Computer and electronics recycling
- Rain garden and water management installation
- Native landscape gardening



"I'm glad I know about lead and asbestos. Working in old homes, we come across different types of environmental hazards every day."

– Virgil Roddy

Brownfields / Minority Worker Training



The B/MWT program goals are to: foster economic self-sufficiency, create sustainable community partnerships, promote environmental justice and environmental restoration, and contribute to community revitalization. The intensive 12-week program is designed to improve basic academic skills, life skills, safety and health awareness, and provide occupational skills training in environmental remediation, construction, and related fields. Ongoing mentoring, case management and follow-up support after completion of the B/MWT Program are built into the plan.

“Education, training, and job placement provide a way out of poverty.”

Graduates are able to obtain licenses and certifications including:

- Hazardous Waste Operations and Emergency Response (HAZWOPER) Certificate
- Lead Abatement Worker/Supervisor Certificate and Illinois Department of Public Health (IDPH) License
- Asbestos Abatement Worker Certificate and IDPH License
- 10-hour OSHA General/Construction Industry Standards Certificate
- Mold Awareness Certificate
- Confined Space Certificate
- Lock-out / Tag-out Certificate
- First Aid/CPR Certificate

Funded by the National Institute of Environmental Health Sciences (NIEHS), the tuition-free program also covers the cost of licensing, testing fees, lunch and transportation.

“I knew working with hazardous materials was dangerous, but now I am not afraid to work with them. The hands-on training helped me realize that they need people out there who are trained like we are to make our communities safer”

- MWTP participant



SUCCESS Story



Jay Pulphus, a graduate of the 2006-2007 MWT-Chicago program came to OAI with a conviction for manufacturing and conspiracy to deliver a controlled substance. After completing 6 months of incarceration and 2 years of parole, he was unable to find viable employment. Mr. Pulphus relocated to Chicago, Illinois, where he became employed as a live-in home care aide. After six months in and out of employment, Mr. Pulphus lost his residence and became homeless, finding shelter in abandoned buildings and on porches. One day he was introduced to Elder Tina Scott of Total Resource, a non-profit staffing agency.

Minister Scott suggested that Mr. Pulphus apply to enter OAI's MWT program, and he was chosen from a group of 40 finalists to participate in MWT training. Mr. Pulphus applied himself in the MWT program, graduated December 15, 2006, and was immediately employed by Aerotek Corporation in Ohio. Mr. Pulphus left this temporary position after one month for a full-time position with Environmental Protection Industries making approximately \$1500 per week.



OBJECTIVE

To prepare students for positions within the environmental and construction industries, and to encourage them to become knowledgeable community advocates and stewards.

LOCATIONS

Chicago, IL
New York, NY
Kansas City, MO
Dallas, TX

RESULTS

Over the last 5 program years, the B/MWT program has enrolled 742 students. 88% (651) of the students have completed the program and 76% of those completing the program have been placed in employment.

Pathways to Apprenticeships



The goal of the OAI Pathways to Apprenticeships in the Construction Trades (PACT) Program is to successfully place women and minority residents of our partnering communities in construction trades apprenticeship programs.

Housed in the Riverdale (IL) Resource Center, OAI provides an intensive 120-hour academic and industry-specific training and guidance program that prepares participants to be highly competitive when applying for apprenticeship and work positions. This program is funded by the Illinois Department of Commerce and Economic Opportunity (DCEO) through May 2009. Daytime and evening courses are offered throughout the year.

The PACT community partnership works aggressively on behalf of its students to secure the cooperation of developers and contractors working on public and private development projects in the nine collaborating communities. The intention is to secure employment for residents on construction projects in their own and neighboring communities while pursuing journey level construction trade status.

The PACT Program will prepare over 135 residents for apprenticeship testing.

"In the construction Industry, apprenticeship is the pathway to jobs paying as much as \$70,000-plus a year. But more than 40 years after the U.S. government took steps to end the systematic exclusion of minorities and women from coveted trade union apprenticeship training programs, the highest-paying unions are still overwhelmingly white and male."

**- The Pathways to Apprenticeships,
March 2006**



in the Construction Trades



SUCCESS Story

Herman Pounds was a former Minority Worker Training (MWT) student at OAI. He graduated in December 2007 eager to enter the Brick Layers union. He enrolled in the first cycle of PACT training held at OAI in January 2008. His test scores improved dramatically throughout the course, due primarily to his clear dedication and drive for success. During the PACT course he submitted his application to the Brick Layers Local 21. They allowed him to test in February 2008 and within a month he had been invited to interview and undergo the physical testing component. By March Mr. Pounds successfully passed all screening components and was asked to participate in the Bricklayers apprenticeship program. He was ecstatic! During the first twelve weeks

of the Local 21 program, students are required to attend unpaid daily classes. OAI is supporting Mr. Pounds through this potential barrier with a small weekly stipend of \$100. Every week he visits the OAI Riverdale office showing the staff his exemplary test scores. Once the twelve-week component is completed, Mr. Pounds will be earning \$18.22 per hour. The full apprenticeship lasts five years, after which he will earn his journeyman status and be making \$36.44 per hour. Mr. Pounds recently said to OAI staff, "I am so grateful for this program! OAI taught me exactly what I needed to know to score well on the Brick Layers test. I couldn't have done it without you. I love this trade and am finally, at age 41, achieving my dreams."



"I am hopeful that the PACT program will lead me and other participants into the Green Building and Renewable Energy Trades. These are the Trades of the future."

- Stephens Chima, Riverdale, IL

OBJECTIVE

To increase the number of women and minorities entering the construction trades.

PARTNERING ILLINOIS COMMUNITIES

Village of Riverdale

City of Blue Island

Village of Calumet Park

Village of Dixmoor

Village of Dolton

City of Harvey

Village of Robbins

Chicago – 34th Ward

Chicago – 9th Ward

Learn more about the **OAI PACT** program at www.oaipact.org

Hazardous Waste Worker Training



The long-term objective of OAI's HWWT program, now in its 14th year, is to prevent job-related harm to workers by training them how to best protect themselves, their communities and the environment.

Consistent with OSHA regulation 29 CFR 1910.120, the HWWT program offers various combinations of technical and awareness courses to emergency first responders and workers who handle or are exposed to hazardous materials. This program is funded by the National Institute of Environmental Health Sciences (NIEHS) and is currently conducted in ten states across the United States.

"This is the best HAZMAT course I have ever taken. In my position as chief officer, this class will affect many members under my command. The training I have received will go directly into the field. Thanks very much."

OAI, Inc. has applied lessons learned and best practices gleaned since the inception of the HWWT program in 1995. The overarching aim of the program is to:

- Continue direct delivery of quality training to existing groups and reach out to new target populations*
- Foster cooperation while building capacity and resource sharing among Consortium members and other NIEHS awardees*
- Nurture exemplary partnerships that have contributed to success while forging new collaborations*



SUCCESS STORY Kentucky Firefighters



OAI has partnered with Kentucky firefighters across the state to create a successful and sustainable capacity-building training program. In the spring of 2007, OAI's Hazardous Waste Operations and Emergency Response (HAZWOPER) curriculum received statewide approval by the Kentucky State Fire Commission. This approval allows all firefighters who attend the course to receive continuing education hours (an annual requirement) and particularly benefits first responders from smaller communities across the state with limited time and resources for training.

This accomplishment was due largely to the diligent work of Captain Jeff Garris (seen in photo), OAI's master trainer and Kentucky liaison. To secure accreditation, Captain Garris met several times with the State Fire Commissioner, the Kentucky Director of Homeland Security, and the head of the Kentucky Department of Environment among others.

Other accomplishments include expanding training delivery to western Kentucky. Of note has been the training of the entire Madisonville, KY Fire Department. Over a period of three months OAI provided Madisonville's 58 firefighters with HAZMAT training courses that were offered separately during each of the three shifts, while they were on duty.

An anhydrous ammonia chemical facility under construction in Madisonville was scheduled for completion by late summer 2007. The fire department asked OAI to customize a HAZWOPER Technician course for first responders. One trainee noted that this was the best class he had experienced through the fire department in a long time. The trainees especially enjoyed the final hands-on scenario, which was a mock response to a spill at the new chemical facility.

OBJECTIVE

Prevent work-related harm by teaching workers how to best protect themselves, their communities and the environment.

LOCATIONS

Illinois, Kentucky, Maine, Virginia, Maryland, New Mexico, Georgia, Ohio, Alabama.

RESULTS

Since 1996, OAI's HWWT program has offered 1,292 courses, helping to protect 20,483 workers.



Workforce Development



"This class helped me understand so many things about my job that I was afraid to ask about..."

Targeting primarily the lower-skilled incumbent worker population, OAI's *Worker Education & Training (WET)* division offers an extensive menu of training programs that respond to the dynamics of evolving employer and worker needs.

WET collaborates with company management and frontline employees to design training programs that benefit companies and provide low-wage/low-skill workers with critical skills that help them move up within their companies or help them retain their jobs. When necessary, we leverage key strategic partnerships that expand our capacity to address employer-identified skill gaps.

- OAI's *Step Up* training programs have provided skills training to over 2,500 individuals in the manufacturing, environmental, hospitality, horticulture and medical sectors.
- Training addresses skills gaps in critical areas such as workplace reading and comprehension, writing, math, English as a Second Language, computer literacy, customer service, and technical manufacturing skills. Over 80% of *Step Up* participants have received wage gains or bonuses as a result of this training.
- Some of the positive impacts of training, as documented by employers through training impact surveys, include: increased productivity, reduced scrap, improved morale, reduced accident rates, better communication and reduced absenteeism.



OAI's STEP UP Training Program

Helping workers and businesses become more competitive.

OAI's Step Up program, an outcrop of our earlier workplace literacy programs that began in the early nineties, has grown into a comprehensive worker education and training program that covers a broad range of sector-driven topics.

Step Up's expansion is largely due to funding and support provided by the state of Illinois' Job Training and Economic Development (JTED) program and the city of Chicago's Mayor's Office of Workforce Development TIFworks program.

CASE STUDY Kehoe Designs



Training its staff on job-related functions was a challenge at Kehoe Designs, an event planning and design company where many employees did not speak English. Leveraging City of Chicago TifWorks and State of Illinois funding, OAI's English-as-a-Second-Language (ESL) training proved to be an ideal solution, opening the lines of communication and inspiring employees who were excited and eager to learn. OAI's role as an adjunct training department



has helped this growing company focus on its core business while allowing them to provide employees with critical ESL and safety training programs.



"The training funded by TIFWorks has dramatically improved our employee relations. They are pleased with the willingness of our company to invest in them with real usable skills."

- Kevin Kehoe, VP of Operations
- Anna Marie Ocasio, Director of HR
(Kehoe Designs)



OBJECTIVE

Provide needed training in safety and ESL, and demonstrate the company's commitment to its employees.

RESULTS

Employee morale has never been better. Response to the training (120 employees were trained) was extremely positive throughout the process and employees have already requested future training sessions.

Community Technology Center



“Providing access to technology and relevant training to bridge the digital divide”

OAI, inc. has been committed to teaching computer and technology skills to individuals since 1998. OAI expanded its technology vision in May of 2002 when the OAI Community Technology Center (CTC) was opened to the public with 18 new computers made possible through a grant from the “Eliminate the Digital Divide” initiative of the Illinois Department of Commerce and Economic Opportunity (DCEO). OAI has with DCEO’s continuing help, expanded it’s capacity to over 40 computers (including a mobile lab with 14 laptops) to provide training and computer access to at least 400 individuals annually. We believe in building strong individuals and communities through technology resources and education. OAI believes that technology can be used to advance social causes and the human spirit.

OBJECTIVE

To advocate and promote equal access to technology and computer training for all.

RESULTS

From 02/01/07 to 03/31/08 the CTC provided technology education and public access to 620 non-duplicative students including 469 new users.

STATISTICS

According to our Community Needs Assessment of OAI’s recently registered lab users:

- 90% of students’ household incomes are 25% below the federal poverty level.
- 88% of OAI CTC members do not have home internet access
- 38% have never used a computer before
- 39% do not have their H.S. Diploma/GED

Many of our students come from communities that suffer from the consequences of the digital divide, lack of educational resources, a growing skills gap, fewer livable-wage jobs, and lack of internet resources. Access to engaging and practical computer instruction can lead to more confident, competent, self-determined individuals better prepared to face the challenges of our changing world.



CASE STUDY

Since 2005, through funding from the Illinois Department of Commerce & Economic Opportunity's Bridging the Digital Divide Grant Program, OAI CTC has become an integral part of rehabilitation, reintegration, and self-empowerment for many female offenders under the jurisdiction of the Cook County (IL) Jail.

Working with dedicated partners like the Cook County Jail's Department of Women's Justice Services (DWJS) and the Haymarket Center, a residential facility that provides rehabilitative services to furloughed and incarcerated women, OAI provides a 3-week, 37.5 hour Technology and Office Skills class in a hands-on, interactive classroom setting. This basic computer training class covers the essentials of computer concepts and provides instruction and exercises for using the Internet, sending professional e-mails, and using productivity software to create and edit documents.

Since the program's inception, OAI has trained over 300 women from the Cook County Sheriff's Female Furlough Program. In collaboration with the DWJS and Haymarket Center, we have had the opportunity to steadily expand the technology education programs for incarcerated women. Initially, our training classes were held at the DWJS's computer lab in the Cook County Jail. In 2008, the Haymarket Center provided additional computer facilities at its downtown center to ensure that OAI could more directly address the needs of incarcerated women. We used this additional capacity to increase our outreach to include the Haymarket Center's MOMS program, which is for pregnant incarcerated women living at the Haymarket Center.

For many of our students, OAI's Technology and Office Skills classes serve as a "bridge", connecting incarcerated and furloughed women to technology, skills, information, ideas and other empowering resources.

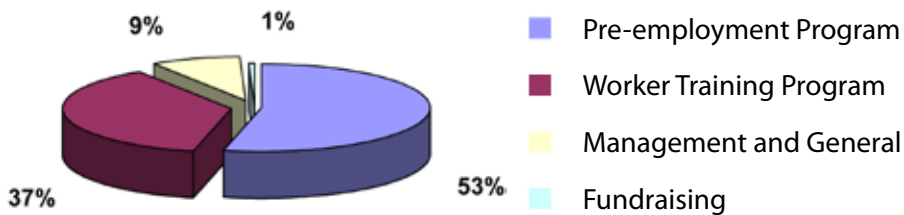


After taking our computer literacy class, Marnice Gaston enrolled in our Law Office project, which trained students in the administrative functions they would find working in a Law office. After obtaining a job with a law firm and building her work experience, Marnice left to pursue other opportunities. Because of her demonstrated skills and work ethic, Marnice is currently employed at OAI as a program assistant in our PACT program.



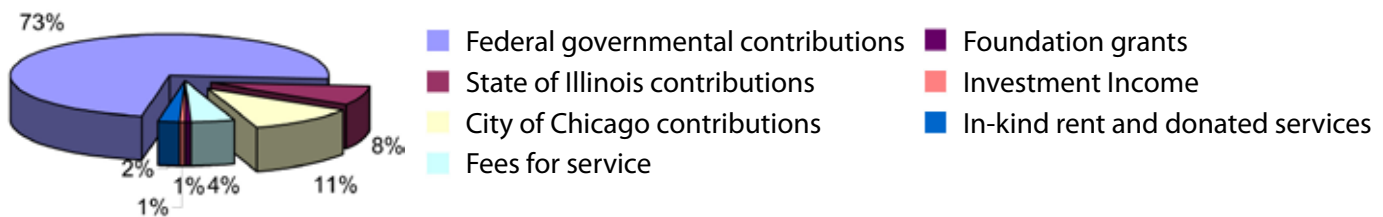
Financials

Expenses by Program (FY07)



Ninety percent of OAI's funding goes directly to Worker Training and Pre-Employment Programs

Public Support and Revenue (FY07)



Statement of Activities Year ending June 30, 2007

PUBLIC SUPPORT AND REVENUE

Grant Income:	
Federal	2,707,633
State of Illinois	281,150
City of Chicago	408,288
Fees for service	161,893
Foundation grants	20,000
Investment Income	23,596
In-kind rent and donated services	\$78,614
Total Public Support and Revenue	3,681,174

EXPENSES

Program Services:	
Pre-employment Training Program	1,808,581
Worker Training Program	1,248,576
Total Program Services	3,057,157
Management and General	289,277
Fundraising	19,390
Total Expenses	3,365,824
NET ASSETS	
Beginning of the Year	553,053
End of the Year	868,403
CHANGE IN NET ASSETS	315,350

To access OAI's full audit report, visit www.oaiinc.org

Board of Directors

The OAI Inc. Board of Directors is involved in all of OAI's major financial decisions and is a useful source of knowledge and experience of non-profit management, procurement, and success. OAI's Directors have backgrounds in a variety of industries such as banking, healthcare, HR, law, and environmental health & safety. The following is a brief introduction to each board member.

Ms. Cheryl Valdez Barsanti

Account Manager - Corporate Sales
Chairman's Club
(BAI) Bank Administration Institute
cbarsanti@bai.org

William H. Thornton

Senior Associate
Resources Connection

Pedro Martinez, CPA

Budget Director
Chicago Public Schools

Layton Olson

Counsel
Howe & Hutton

Glenn Paulson

President
Paulson & Cooper, Inc.

Tina Marie Hauri

Director, Information Security
Discover Financial Services, Inc

Funding Agencies



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