

OAI

OPPORTUNITY
ADVANCEMENT
INNOVATION

in **WORKFORCE DEVELOPMENT**

ANNUAL REPORT

2010

oaiinc.org

Letter from the President

The past year was challenging for all workforce development programs, and OAI was no exception. In the face of double digit average unemployment and 30%-60% unemployment within our target communities, OAI not only continued to train people and successfully place them in jobs but voluntarily took on four additional job training and placement programs funded by the American Recovery and Reinvestment Act (ARRA) through the National Institute of Environmental Health Sciences (NIEHS) and the U.S. Environmental Protection Agency (USEPA). With ARRA funding we are able to provide worker health & safety and job preparedness training to 2,078 people nationwide.

OAI's newest major program—YouthBuild—completed its first year of training in June of 2010 and began the second year of the two-year grant in September. OAI's YouthBuild program, a 32-week program for 18-24 year olds who didn't complete high school, is preparing 66 youth over two years to obtain GED certificates while they also learn construction skills and work on affordable housing projects in their community. The first year was a success, the second year is underway, and we have submitted a proposal to the U.S. Department of Labor to fund the program for two additional years.*

OAI in partnership with Cob Connection, an agriculture and agroforestry community-based organization, participated in the Chicago Neighborhood Job Start program during the summer and fall of 2010. Job Start was a one-time foundation- and state-funded jobs program designed to provide participants with up to 16 weeks of employment. The OAI/Cob collaboration hired 30 unemployed Chicago residents.

We continue to be responsive to the emerging green economy by adding "green" curriculum modules to all of our workforce development programs. We are close to completing a new weatherization training curriculum, which will be offered as an add-on to our other environmental remediation programs, providing OAI trainees with yet another marketable job skill.

We continue to offer a wide variety of skills training from English as a Second Language, math and customer service to high end hazardous response courses for incumbent workers and first responders. Our Community Technology Center (CTC) continues to serve both our students and walk-in clients who couldn't otherwise access computers and the Internet for conducting job searches, preparing resumes, and completing job applications.

It has been another busy but rewarding year for us. I hope you will take a few minutes to read more about our exciting programs in the following pages.

Sincerely,



Tipawan T-Q Reed
President

*P.S. As we were finalizing the OAI 2010 Annual Report, we were privileged to be visited by U.S. Labor Secretary Hilda Solis, who used the occasion to announce new two-year YouthBuild funding for OAI and 75 other programs nationwide.

OAI, inc. is a non-profit training and education agency founded in 1977 by current president Tipawan Reed.

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 and the Chicago Southern Suburbs, OAI delivers training services to traditionally underserved populations and to fire and medical emergency first responders through its programs and affiliates nationwide, and through primary partnerships in Kansas City, KS/MO; Dallas, TX; New Orleans, LA; and the states of Minnesota, Kentucky and Indiana.

With a budget of \$3.7 million in FY 2010, OAI employed 30 full-time diverse and seasoned professionals and support staff who, along with our cadre of consultants, brought a broad range of expertise, including: Industrial Hygiene, Occupational Health & Safety, Environmental Justice, Job Skills, Life Skills and Critical Thinking, Adult Education, English as a Second Language, Curriculum Design and Community Development.

OAI served more than 3,900 clients throughout the United States in 2010.

Mission

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.



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Pre-Employment Education and Training

Minority Worker Training Program (MWT) - Job Seeker Environmental Technician Program

The vision and mission of the National Institute of Environmental Health Sciences (NIEHS) Worker Education and Training Program have been to provide model health and safety training designed to protect workers and communities from exposure to hazardous materials and waste. As an NIEHS Minority Worker Training (MWT) Program awardee since 1995, OAI Inc. provides quality training and new program components and curricula to meet changes in training needs and employment opportunities for disadvantaged populations.

During the 2009/2010 program year, OAI's MWT Consortium offered training in Chicago, IL; Kansas City, MO; Dallas, TX and the Bronx, NY. The intensive 6-12 week programs were adapted to each target population and designed to improve basic academic skills, life skills, safety and health awareness, and provide occupational skills training in environmental remediation, construction, emerging green industries and related fields. Graduates were able to obtain licenses and certifications in the following technical courses:

- Hazardous Waste Operations & Emergency Response (HAZWOPER)
- Lead Abatement Worker/Supervisor
- Lead Renovation, Repair and Painting
- Mold Awareness
- Basic Construction Skills
- Green Construction Skills
- Environmental Literacy
- 10-hr. OSHA General/Construction Industry Standards
- Asbestos Abatement Worker/Supervisor
- Air Monitoring Technician
- Lock-out/Tag-out
- First Aid/CPR
- Forklift Operator
- Confined Space

Minority Worker Training Program Results

Objective

Train 125 underserved community residents who face multiple barriers to employment, graduate 100, and place at least 88 in employment.

Results

134 unemployed/underemployed community residents were trained, 125 completed the program and 82 were placed in employment.

MWT-American Recovery and Reinvestment Act Supplemental



The OAI Consortium's Minority Worker Training ARRA Supplemental grant is providing unemployed/underemployed minority residents of Dallas, TX and Chicago, IL with the requisite skills to secure sustainable employment in green jobs, environmental remediation, green construction and transportation, while fostering economic improvement, environmental awareness and stewardship among participants and their communities. Funding for the program created 2.25 FTE new positions and allows 1.4 FTE positions to be retained.

In Dallas, City Square, in partnership with the Construction Education Foundation, enrolled 10 trainees in an 8-week Build4Success training program focused on training for employment opportunities in green construction and transportation. Trainees received OSHA 30-hr for Construction, First Aid/CPR, basic and green construction, carpentry, blue print reading and transportation training. These technical skills were combined with workplace employability skills. This comprehensive training opened the doors for underserved people and allowed them an opportunity to participate in the job surge created by ARRA funding. All 10 trainees completed training in December 2009 and eight graduates were placed in jobs within three months of graduation. Seventy-five percent (75%) of those placed are working with construction, electrical, and equipment installation contractors earning an average of \$12.00 per hour.





Greencorps Chicago - City of Chicago Green Job Training Program

The City of Chicago Department of Environment'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 hired 63 Chicagoans to participate in an 11-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 2010 program, trainees received hands-on work experience and training in:

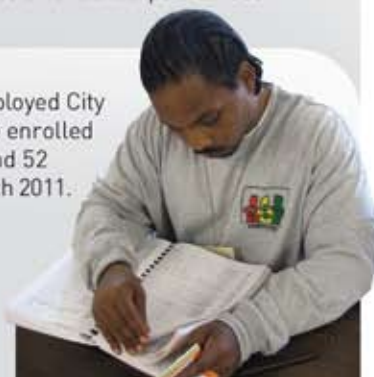
- Horticulture and landscaping with community gardens, public parks and schools
- Electronics recycling and disposal of household hazardous waste at the Goose Island Hazardous and Household Waste Recycling Facility
- Home Energy Efficiency
- Environmental Health and Safety Training
- Professional Development, Life Skills and Academic training

OAI has partnered with the Greencorps program since 2007 to provide outreach and recruitment, professional development training, environmental health and safety training and job placement assistance. OAI leveraged funding from the US EPA, Illinois Department of Commerce and Economic Opportunity, the US Conference of Mayors and Wal-Mart Foundation, Lloyd A. Fry Foundation, and McCormick-Tribune Foundation.

Greencorps Chicago Program Results

During the 2010 program year, 216 homes received weatherization assistance and 68 received attic insulation, 8,000 weatherization kits were prepared and distributed, 350 community gardens received assistance, 90 trees were planted and 600 garden groups received plant materials - all through the assistance of Greencorps trainees.

63 unemployed/underemployed City of Chicago residents were enrolled in Greencorps Chicago and 52 trainees graduated in March 2011.



Pre-Employment Education and Training Highlights:

- OAI completed its 15th year as an NIEHS awardee for Minority Worker Training Programs.
- With funding from the US Conference of Mayors and Wal-Mart Foundation we were able to increase the number of trainees in Greencorps Chicago, implement a third-party evaluation, add Tree Care Training with curriculum designed by Care of Trees, and expand the variety and type of equipment in use with the program.
- We piloted training for Introductory Spanish and Polish for the Construction Industry for MWT-Chicago program.
- With funding from the McCormick Foundation, we continued our Basic Shop Construction course for MWT-Chicago.

SUCCESS STORY

Londell Goodloe



HARD WORK PAYS OFF

When he applied for the Minority Worker Program Londell Goodloe was out of a job, strong on desire but in need of the skills to make his dream of working in Environmental Remediation a reality. After putting forth an exceptional effort at Try-outs, Londell was unanimously voted into the Minority Worker Training Program by the Try-outs evaluators. Even his peers were impressed by his performance during try-outs as many of them later commented on his never-say-die effort that, in turn, inspired them to give 100% at Try-outs as well. During Londell's transition into the MWT fifteen week program, he continued to display his strong work ethic. He was a natural at blending his leadership qualities with a strong desire to learn. The true personification of humility, he was always willing to both teach and learn from his fellow trainees and the instructors.

Londell didn't give 100% effort in vain. All of his hard work paid off, as he excelled to become one of the class leaders. On his way to graduating with eleven licenses and certifications from the Minority Worker Training Program, Londell received most improved math score honors, perfect attendance award, and the award for 100% work ethic. Today, Londell is putting his HAZWOPER certification to use as an Environmental Technician at AKJ industries, one of the industry leaders in providing services and products for Dust control, hazardous waste to fuel conversion, and alternative steel industries fuels. Londell is one of the many MWT graduates who have turned their career dreams into a tangible reality. Londell Goodloe continues to be a shining example that hard work pays off.

OAI Chicago Southland

Chicago Southland YouthBuild

The core YouthBuild program objectives are:

1. To enable disadvantaged young adults who are high school dropouts to obtain the education and employment skills necessary to achieve self-sufficiency.
2. To provide opportunities for meaningful work and service to community.
3. To foster the development of employment and leadership skills.
4. To expand the supply of permanent affordable housing for low-income families.

The Chicago Southland YouthBuild (CSYB) program recruits and trains young adults living in south Cook County communities including: Riverdale, Blue Island, Dixmoor, Dolton, Harvey, Calumet Park, Robbins, and Chicago's 9th and 34th Wards.

In this 32-week program, low-income high school dropouts between ages 18 and 24 work toward their high school equivalency certificates (GED) and learn job skills while building green affordable housing in their communities. Strong emphasis is placed on leadership development, community service, health & safety and environmental literacy.

For its YouthBuild initiative, OAI has partnered with South Suburban College (SSC), located in South Holland, Illinois, and Habitat for Humanity Chicago South Suburbs, located in Chicago Heights, Illinois, to provide YouthBuild students with requisite preparatory instruction for the attainment of a GED certificate, construction training leading to the Home Builders Institute certificate in *PACT: Pre Apprenticeship Certificate Training*, and hands-on work constructing affordable housing. OAI is also partnering with Bethlehem Temple Community Development Corporation of Harvey, Illinois, The Gloria Taylor Foundation of Harvey, Illinois and The Chicago Wisdom Project of Chicago.

Increasing Our Capacity to Offer Green Training

Through ARRA funding from the Department of Labor, OAI's curriculum and training helps prepare CSYB participants for green collar jobs by providing instruction in:

- Green Building Techniques
- Eco Landscaping
- Energy Efficiency
- Environmental Justice
- Conservation



Chicago Southland YouthBuild offers me a once in a lifetime opportunity to create my future and transform my life for the better. I am advancing my education, learning vocational skills, rebuilding my community and becoming a leader, which opens unlimited possibilities for my life. I am inspired, I will persevere, I am committed to becoming a responsible citizen of our world. We are success. We are one.

We are Chicago Southland YouthBuild!



Veolia Foundation

Veolia Foundation awarded OAI, Inc. a grant for \$33,000 to purchase a 12-passenger van to benefit the Chicago Southland YouthBuild program. This van allows OAI to transport students for training, college visits, community service activities and field trips. This is the first workforce development grant award that has been made by the Veolia Foundation in the United States.

Pictured (l to r): Jim Bell (President & CEO, Veolia ES Technical Solutions, L.L.C.), Tipawan Reed (President, OAI inc.), Marguerite Ulrich (Vice President Human Resources, Veolia ES Technical Solutions, L.L.C.) and Richard Burke (President & CEO, Veolia Environmental Services North America).

Chicago Southland Brownfield Job Training Program

The Chicago Southland Brownfield Job Training Program will provide trainees with the requisite skills to secure sustainable green job employment in home weatherization, environmental remediation and related green jobs, while concomitantly fostering economic improvement, environmental awareness and stewardship among participants and their communities. The program will train a minimum of 80 unemployed/underemployed residents living in south Chicago and in southern Cook County communities impacted by Brownfields. The initiative will also act as a vehicle to build local workforce and training capacity as demand for skilled environmental and energy conservation workers increases. Recruitment began in 2010 and training will occur in 2011.

Overall Project Objectives:

- Train a minimum of 80 area residents in six three-week training cycles over 24 months to meet weatherization market demand.
- Place, at minimum, 75% of trainees (60) in training-related green jobs within the first 24 months.
- Develop and implement a worker level weatherization curriculum that can be replicated and utilized by any interested training provider and lay the foundation for establishing a state and federal standard.
- Provide graduates with necessary placement support, i.e., physicals, FIT tests, drug testing, licensing fees, work gear, and hand tools as needed, to ensure job placement, retention and sustainable employment.

OAI formed a programmatic partnership with the Delta Institute for this training initiative. The Delta Institute is a non-profit organization formed in 1998 that is working to facilitate transformation to the green economy in the Great Lakes region. For the past 4 years Delta has implemented the Delta Weatherization Program (WP), funded by the City of Chicago Department of Environment and the State of Illinois Attorney General's Office. This program's goal is to weatherize 100-140 homes per year in the cities of Chicago and North Chicago (both in Cook County).

Through the Weatherization Project initiative, Delta has established extensive and substantive working partnerships with construction and weatherization contractors, which combined with their involvement in economic development in the South Suburbs, positions Delta to be uniquely qualified to assist OAI inc. in the implementation of the CSBJTP project.



SUCCESS STORY

Renee Smith

Renee Smith graduated from CSYB in June 2010 having earned her GED, the Home Builders Institute: Pre Apprenticeship Certificate, OSHA 10-hr Certificate, HAZWOPER Certificate, Lead Worker Certificate and Illinois state license, First-Aid/CPR Certification, Confined Space Certification, Mold Awareness Certification and Forklift Operation Certification. After graduation Ms. Smith enrolled in the Dawson Technical Institute where she studies Plumbing and Fire Protection. She has consistently earned high grades in the program and has been offered a position in Local 130, the Chicago area Plumbers Union apprenticeship program. She aims to utilize her various certifications and education towards her career in the construction trades.

"I appreciate the opportunity that OAI has given me through the YouthBuild program. I want to become a Journeyman Plumber and a business owner and am on my way thanks to the training and support of the staff and instructors of CSYB."

Business & Worker Training

Hazardous Waste Worker Training

Funded by the National Institute of Environmental Health Sciences (NIEHS) since 1995, OAI's HWWT program has provided health and safety training to thousands of workers nationwide. The long-term objective of OAI's HWWT program is to teach workers how to avoid health risks and job-related harm by providing them with requisite knowledge and training on how to best protect themselves, their communities and the environment from hazard exposure.

Consistent with OSHA regulations 29 CFR 1910.120, OAI's HWWT program offers various combinations of technical and awareness courses to emergency first responders and workers who handle or are exposed to hazardous materials. Some highlighted initiatives include:

- **Methamphetamine training for law enforcement and responders:** OAI's cadre of meth-specialist hazmat responders trains other responders and law enforcement to safely and properly decontaminate toxins in newly discovered meth labs. There is an increased demand for this training due to federal funding cuts at a time when there is a significant surge in mobile "one-pot" meth labs. These labs pose a particularly significant hazard since the process involves combining all ingredients into a single container, creating a highly volatile, toxic mix.
- **HazMatIQ training nationwide:** HazMatIQ is a popular and effective emergency response training system developed by International Association of Fire Fighters (IAFF) master trainers Chris Aguirre and Joe Gorman, both veteran firemen. The HazMatIQ team is part of the OAI Consortium, bringing training expertise to emergency response trainees across the country. Their 8-hour Refresher course prepares participants with requisite skills to rapidly respond systematically and safely to HAZMAT and WMD emergencies.
- **"Death by HazMat" training courses in Minnesota:** This awareness training illustrates problems associated with chemical assisted suicides and examines the hazards correlated with chemicals used to prepare hydrogen sulfide. The course emphasizes proper use of monitoring equipment to determine chemical exposure risks and offers safety recommendations when responding to chemically induced suicides.

Results

Since 1995, OAI's HWWT program has offered 2,059 courses helping to protect 32,395 workers.



"All the instructors were very good at what they do. I've been working here 34 years and this was the best class ever taught at this department."

- Kentucky Firefighter



STEP UP Training Program

Helping workers and businesses become more competitive.

Since 2000, OAI's STEP UP training programs have provided skills training to over 3,500 workers employed in the manufacturing, environmental, restaurant, hospitality, horticulture and medical sectors.

The program's success is based on OAI's collaboration with local businesses, managers and frontline workers to design customized training programs that increase productivity for employers and provide low-wage/low-skill workers with critical skills training that can help them retain, advance, or secure a better job.

Training addresses employer-identified skills gaps which range broadly from writing, math or English as a Second Language to technical manufacturing skills, customized machine operation or horticulture. OAI draws upon a diverse cadre of seasoned training professionals whose broad range of experience helps address companies' specific



training needs. Over 80% of STEP UP participants have received wage gains or bonuses as a result of this training, which has contributed hundreds of thousands of additional dollars in taxable income to the state of Illinois.

Some of the positive impacts of training, as documented by employers in training impact surveys, include: increased productivity, reduced waste, improved morale, reduced accident rates, better communication and reduced absenteeism.

OAI's STEP UP programs are primarily funded and supported by the state of Illinois's Job Training and Economic Development (JTED) program and the City of Chicago's Department of Housing and Economic Development - TIFWorks program.

SUCCESS STORY

Justin Quinones

Justin has come a long way from the days when he thought the only way to make money was to sell drugs or physically assault someone and take their possessions. A few years ago, Justin chose the latter and ended up in prison charged with armed robbery.

Luckily for Justin he was selected for an internal work release program, where he worked on a farm learning how to grow food and take care of plants. This experience had a profound effect on Justin and sparked an interest which would eventually change his life. Following his release in 2008 Justin looked for employment, but with no success. He finally found a training program, offered by Association House in Chicago, that allowed him to work on his past thought and behavior patterns. While attending a session on moral cognitive therapy, Justin learned about a job opportunity with CommuniTree - an urban agroforestry project operated by Cob Connection in partnership with OAI.

At the end of 2009, Justin was invited to Try-Outs to compete for a position with Cob Connection to work on the CommuniTree project. Try-Outs is a competitive process during which applicants are evaluated based on skills testing, observed interactions with others during team exercises and demonstrated motivation to complete assigned tasks. The process was very competitive, but the evaluators saw the tenacity and enthusiasm Justin displayed and he was selected as a member of the CommuniTree team beginning in January, 2010.

This was Justin's opportunity to show his commitment to creating a different life for himself than the one he lived before prison. That's all it took. Since January, with the help of JTED funded on-the-job-training, Justin has excelled and gained skills in:

- Advanced horticultural techniques, including companion planting and natural pesticides production
- Grafting
- Seed starting and soil biology
- Tree planting and pruning
- Agriculture harvesting and production
- Developing marketing strategy to sell vegetables
- Understanding the local food market
- Advanced packaging
- Customer relationship training
- Tree planting and care
- Environmental Literacy

Justin, along with four other CommuniTree team members, has also become an environmental steward in his community on Chicago's West Side, conducting informational sessions to other community residents on the benefits of locally grown food and planting trees.

After demonstrating skill gains and an ability to supervise others, Justin and his four CommuniTree colleagues were given promotions to crew leaders to supervise a new cohort of interns at the beginning of the growing season. They were each in charge of 10 other interns and were given a pay increase in recognition of their increased skills and responsibilities.

Justin has also learned to carry out tasks independently while also delegating tasks to others. As an example of his resilience and sound judgment, Justin - who had to leave his home while working on the CommuniTree project - found himself homeless for a short period at the beginning of the year. Rather than going back to the streets, Justin reached out to his new network for help and, with a sense of empowerment, found himself an apartment to move into.

Today, Justin is still living in that apartment, is engaged, and grows great vegetables. Justin wants to start his own farming business after he leaves Cob Connection. Thanks to the skills and confidence he has gained through working at Cob Connection, we have no doubt that Justin will make that dream happen.



CommuniTree interns Angelo Alvelo (l) and Justin (r) pictured at a rooftop garden they helped create on the 16th floor of the Trump Tower in Chicago.

Community Technology Center



OAI, Inc. has been committed to teaching computer and technology skills to individuals since 1998. OAI expanded its technology vision in May, 2002 when the OAI Community Technology Center (CTC) was opened to the public with 18 computers made possible through a grant from the Illinois Department of Commerce and Economic Opportunity (DCEO) "Eliminate the Digital Divide" initiative.

OAI has since expanded its community outreach and collaborates with community-based organizations and agencies to provide training and computer access. With continued DCEO support, OAI has increased its CTC capacity to 39 computers (including a mobile lab with 13 laptops).

OAI believes that the use of technology can advance social causes and promote economic independence of individuals and families.

Highlights

OAI's Community Technology Center (CTC) offered year-round technology training to female offenders under the jurisdiction of the Cook County Sheriff's Women's Justice Programs, and men and women at the Haymarket Center, which provides substance-abuse treatment programs. Technology training is part of comprehensive and rehabilitative services that provide over 100 clients annually with computer and Internet skills. Over 20 formerly homeless male and female clients of the Single Room Housing Assistance Corporation received technology training as part of a comprehensive workforce/life skills training program.

Over 70 YouthBuild, Greencorps Chicago and Minority Worker Training program participants received technology training that was used to prepare resumes and cover letters, conduct online job searches, research colleges and universities.

Many of our students come from communities that suffer from the consequences of the digital divide: lack of access to quality educational resources, a growing skills gap, few 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 take on the changing world.

Objective

To advocate and provide equal access to technology and computer training to low income individuals to promote achievement of their economic and educational goals.

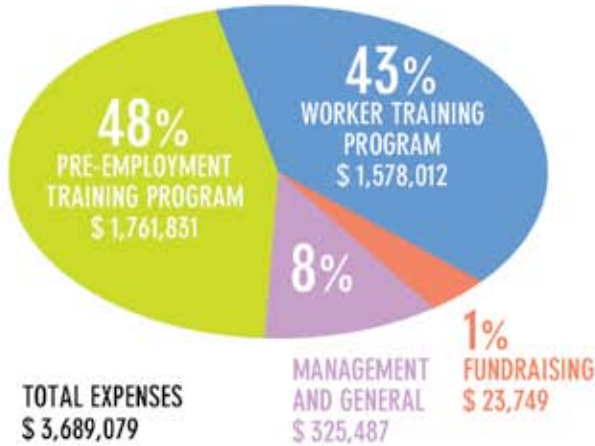
Results

In 2010, the CTC provided public access to computers and the Internet for over 700 individuals. We trained over 200 students to use technology, including the Internet, professional e-mailing and workplace productivity software.

OAI partnered with Literacy Chicago and provided over 140 ABE, GED and ESL students with access to the Internet and technology assisted instruction, which helped them meet their learning goals.

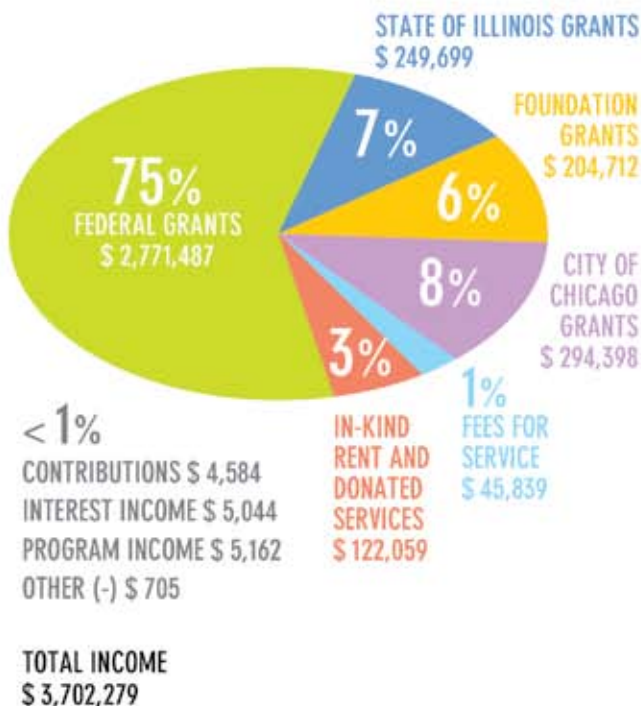
Financials

Expenses by Program FY10



91% OF OAI'S FUNDING GOES DIRECTLY TO WORKER TRAINING AND PRE-EMPLOYMENT PROGRAMS

Public Support and Revenue FY10



Statement of Activities

YEAR ENDING JUNE 30, 2010

EXPENSES	
PRE-EMPLOYMENT TRAINING PROGRAMS	\$ 1,761,831
WORKER TRAINING PROGRAMS	\$ 1,578,012
TOTAL PROGRAM SERVICES	\$ 3,339,843
MANAGEMENT AND GENERAL	\$ 325,487
FUNDRAISING	\$ 23,749
TOTAL EXPENSES	\$ 3,689,079
CHANGE IN NET ASSETS	\$ 13,200

PUBLIC SUPPORT AND REVENUE	
FEDERAL GRANTS	\$ 2,771,487
STATE OF ILLINOIS GRANTS	\$ 249,699
CITY OF CHICAGO GRANTS	\$ 294,398
PROGRAM INCOME	\$ 5,162
FEES FOR SERVICE	\$ 45,839
FOUNDATION GRANTS	\$ 204,712
CONTRIBUTIONS	\$ 4,584
INTEREST INCOME	\$ 5,044
IN-KIND RENT AND DONATED SERVICES	\$ 122,059
OTHER	\$ (-) 705
TOTAL PUBLIC SUPPORT AND REVENUE	\$ 3,702,279

OAI Staff

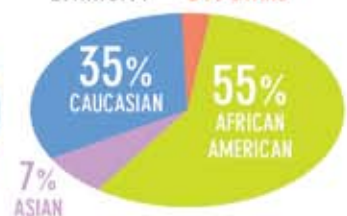
For much of OAI's staff, civic participation and community involvement – "connectiveness" – is not only a professional priority but a personal commitment as well. Staff members live and breathe the mission of OAI through their leadership and involvement with such diverse groups as:

- Chicago Green Collar Jobs Initiative
- Roots – a national environmental literacy project
- Illinois' State Energy Sector Partnership
- Chicago Jobs Council
- Society for Intercultural Education, Training and Research (SIETAR)
- Green for All Green Academy
- Beyondmedia Education
- American Industrial Hygiene Association
- Consortium America Board of Advisors

GENDER



ETHNICITY



OAI Board of Directors

The OAI Inc. Board of Directors is involved in all of OAI's major financial decisions and is a useful resource for knowledge and experience with non-profit management, procurement, and success. OAI's Directors have backgrounds in various industries such as community and public relations, education, finance, human resources, law, and environmental health & safety.

Cheryl Valdez Barsanti BOARD CHAIR
Community Relations Director
Simpatico Restaurants, Inc.

Layton Olson BOARD MEMBER
Attorney-at-Law
Howe & Hutton

William H. Thornton BOARD MEMBER
Retired
Former HR Manager

Glenn Paulson BOARD MEMBER
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