

BACKGROUND

CARLISLE'S URBAN REDEVELOPMENT PLAN

Between 2008 and 2012, three major industrial sites in Carlisle, the International Automotive Components factory, Carlisle Tire & Wheel, and Tyco Electronics, shut down. These closures left close to 65 acres of vacant property in the northwest quadrant of the Borough. This quadrant is the most economically depressed area of the borough and home to the highest concentration of low-income families and minorities. In the years since, Carlisle has been formulating an Urban Redevelopment Plan that will revitalize the area and, once development is underway, provide many jobs in the construction industry.



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MY BROTHER'S KEEPER INITIATIVE

In September 2014, President Obama challenged cities and towns across the nation to become MBK or My Brother's Keeper Communities. The initiative is structured around 6 milestones that are designed to improve life outcomes for young people. The six milestones are:

1. Ensuring all children enter school cognitively, physically, socially and emotionally ready
2. Ensuring all children read at grade level by 3rd grade
3. Ensuring all youth graduate from high school
4. Ensuring all youth complete post-secondary education or training
5. Ensuring all youth out of school are employed
6. Ensuring all youth remain safe from violent crime

MBK focuses particularly on providing opportunities for boys and young men of color so they can reach their full potential.

Carlisle Mayor, Tim Scott, accepted the challenge. Carlisle is one of eight MBK communities in Pennsylvania.

The Basic Carpentry Pilot is designed to support Milestone 5 by providing job training opportunities to young men and women of color.

Carlisle, PA



THE NEED FOR JOB SKILLS

In today's competitive job market, it is more important than ever to have marketable job skills beyond a high school diploma. Many young minority adults in Carlisle have not had the opportunity to develop vocational skills after leaving high school. With the redevelopment of the northwest quadrant of Carlisle, there will be many local job opportunities in the construction field over the next several years. By helping young adults develop basic workplace skills and carpentry skills, we will be providing a career path to potential workers while developing the local workforce.

In addition, the construction workforce is aging and in need of young people to take up the trades. Jobs are waiting for young people willing and ready to learn.

As Carlisle Borough applies for state and federal funding for the Urban Redevelopment Plan, they are committing to meeting a required percentage of low income hires from the northwest quadrant of the Borough to ensure that residents of the neighborhood can participate in the rebuilding of their community.

PRE-TRAINING AT EMPLOYMENT SKILLS CENTER

The curriculum is designed to provide young adults with marketable job skills. Students attend two 6-hour Saturday sessions of Pre-Carpentry Training at Employment Skills Center. The curriculum includes job exploration in the Architecture and Construction career sector; work-based math, reading, and critical thinking skills; job readiness and professionalism; and resume writing. Guest speakers from the construction industry are invited to speak to the class.

Participants are also given the opportunity to complete a 10-hour OSHA Construction Safety certificate course online.

PARTICIPANTS

The program is targeted to young men and women of color, aged 18 to 27, who reside in Carlisle Borough. Nine participants were recruited through outreach in the neighborhoods in the northwest area of Carlisle.

FUNDING

The Basic Carpentry Pilot Program is funded with Carlisle Borough's Community Development Block Grant secured by the Elm Street Program. Additional funds to cover supplies were provided by the Partnership for Better Health.

PARTNERS

The Basic Carpentry Pilot is a collaborative project of the Employment Skills Center, CodyZ Academy, and Carlisle's Elm Street Program.

The **Employment Skills Center** is a non-profit agency that has provided adult education and training to the greater Carlisle area for over 48 years. ESC offers classes in Adult Literacy, Adult Basic Education, English as a Second Language (ESL), GED® Preparation, Nurse Aide Pre-Clinical training, and Work Readiness training.

CodyZ Academy provides carpentry skills training in a mobile trailer that is outfitted as a functioning woodworking workshop. The enclosed trailer is designed to provide hands-on carpentry skills training on-site for participants at all skill levels and ages. Cody Ebersole is the owner and instructor.

Carlisle's **Elm Street Program** utilizes state funding to support the safety, appearance, and revitalization of residential neighborhoods surrounding commercial areas. Elm Street is actively working to improve the northwest quadrant of Carlisle, including long-term economic growth and job creation.

COURSE CURRICULUM

HANDS-ON CARPENTRY TRAINING

Following the Pre-Carpentry Training, students attend five Saturdays of Basic Carpentry Training provided by CodyZ Academy held at Heberlig Palmer Park. This park, located in the northwest quadrant of the borough, has been underused and neglected for many years. Plans are underway to revitalize the park to reduce crime and provide a safe, well-lit space for healthy outdoor activity.

Participants receive instruction in the use of tools, workplace safety, measurement, following and implementing plans, teamwork, and professionalism.

As their culminating project, students will work in pairs to construct 5 raised beds which will be used for a community garden.

At the end of the course, students will receive certificates of completion and have the opportunity to meet local contractors who are looking for entry-level employees.

The program partners hope this program will grow in order to prepare the local workforce for the implementation of Carlisle's Urban Redevelopment Plan.