The Step-Up Apprenticeship Initiative
Annual Report 2010
The Housing Authority of the City of Fort Lauderdale
Awards and Achievements

- National Association of Housing and Redevelopment Officials 1995 National Award of Excellence for “Program Innovation-Economic Impact”

- The City of Fort Lauderdale Community Appearance Board 1995 Outstanding Achievements in Providing Impact on Our City

- Alamo Rent A Car/Broward County Schools Atlantic Vocational Technical Center 1996 Alamo Achievement Award “Exemplary Vocational Program”

- U.S. Department Of Housing And Urban Development 1999 “Best Practice Nominee”

- 1998-99 U.S. Departments of Housing and Urban Development Best Practice Nominee, National Best Practice Symposium, Kansas City, Kansas

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I. Description of Program

The Housing Authority of the City of Fort Lauderdale created the Step-Up Apprenticeship Initiative in 1994 to provide low-income public housing residents access to education, job skills, and employment opportunities, while working to rehabilitate the housing stock in the community. As a registered two-year program with the State of Florida Department of Education and Department of Labor, the Step-Up Apprenticeship Initiative provides a technical curriculum and on-the-job training experience for all participants, preparing them to compete in the public and private job sectors as well as enabling them to become self-employed. All apprentices are required to obtain their GED while in the program.

Since 1994, the Step-Up team has successfully rehabilitated over 1,000 foreclosed, abandoned, and distressed properties in the targeted area. All of the homes have either been sold or rented by the agency as affordable housing. The Step-Up Initiative trains at-risk youth to perform maintenance and upgrades to properties (both buildings and landscape) and teaches the apprentices how to build quality kitchen and bath cabinetry on-site. Step-Up has supplied two-thirds of the cabinetry at the completed Dixie Court development and has been the sole purveyor of the bath and kitchen cabinets for all 100 units of the second phase of the Dixie Court development.
Mission

The mission of the Step-Up Apprenticeship Initiative is to provide a job training program designed to enhance vocational and educational skills and employment opportunities for: residents of public housing; low-income individuals; and at-risk young adults in our community, which includes high school dropouts, those lacking employable job skills, and/or the previously incarcerated. The goal for each apprentice is to graduate from the program with a portfolio of skills and education that increases their potential for permanent employment and economic self-sufficiency.
II. Goals and Accomplishments

Step-Up G.E.D. graduate: Demond Gates

Job Placement: Jewann Smith Completed Urban League; Completed Step-Up Apprenticeship; Began working with Sprinklers and Fire Alarms, Inc. on 10/4/10 as a pipe fitter in their apprenticeship program for the next 4 years & upon completion he will receive a certificate.

Job Placement/Training: Corey Williams & Demond Gates have been hired with Advanced Contractors of FL, Inc. and are receiving further training in the framing & drywall field.

Complete Landscape Rehab: Suncrest Apartments received new sprinklers systems, top soil & grass, 500 plants & 280 pallets of sod.

Volunteer Work: Step-Up participated in three community service events in 2010. Exterior rehab of the historic Avis Shep McSmith house, community cleanup & community garden planting.

Relocation: In 2010, Step-Up helped approximately 85 families from Housing properties that are being demolished and rebuilt.
II. Goals and Accomplishments

- 8 apprentices completed their 4,000 hours (James Wiggins, Cedric Sneed, Nick Sheffield, Demond Gates, Mike Lewis, Layton Hudson, Jewann Smith and Corey Williams)
- The GED class has been expanded to provide the following: an additional 7.5 hours of classroom instruction each week; 2 college student tutors; 25 hours of one-on-one tutoring each week; a minimum requirement of 6 hours of GED for each apprentice; performance bonus of $25 for each apprentice who exceeds 8 hours of GED each week for an entire month and a $50 performance bonus for each apprentice who exceeds 10 hours of GED each week for an entire month.
- A safety program has been expanded and a mandatory safety meeting is held every Monday morning for apprentices, supervisors and maintenance staff.
III. Apprenticeship Program Activities in 2010

a. Step-Up Apprenticeship Program Sustainability and Green Building Expansion

The Housing Authority has expanded the Step-Up Apprenticeship Program to incorporate green building and energy efficiency instruction in order to prepare apprentices for the emerging energy efficient and green building construction and retrofit industry. The expansion provides current and new apprentices with the opportunity to emerge from poverty through training that not only provides instruction in construction and self-sufficiency, but offers instruction in emerging technology that allows the apprentices to apply competitively for positions. Individuals that have energy efficiency and green building knowledge possess a competitive advantage.

The current Step-Up program has been expanded to engage participants in green building and energy efficiency. A total of 500 hours out of the 4,000 hours is dedicated specifically to energy efficiency and green building. The program incorporates the following new modules: (1) Sustainable Sites, (2) Water Efficiency, (3) Energy and Atmosphere, (4) Materials and Resources, and (5) Indoor Air Quality.

The Apprentices that were certified in the National Center for Construction Education and Research (NCCER) Your role in the Green Environment include: Chris Martin, Reginal Saviox Jr. Jerome Thompson, Ivan Mitchell, Nicholas Sheffield, and James Timothy Wiggins.
b. Step-Up Apprenticeship Educational Activities

**Florida Trust for Historic Preservation Conference (Sanibel, Florida) May 2010**

- 2 youthbuilders and 2 apprentices attended the conference

During this conference, apprentices attended workshops on topics related to the types of construction materials appropriate for historic preservation, cultural landscapes, and the techniques required for specific preservation practices, and collaboration and partnership development. The conference program also included a walking tour in the Historic Downtown Fort Myers which has undergone a terrific and exciting revitalization and restoration in recent years. Apprentices also went on architecture and restoration tours at the nearby Edison & Ford Winter Estates, as well as several tours which showcased the rich history of the Lee County area, displaying the balance between growth and development and its impact on the state’s agricultural heritage.
Urban Environmental Pollution Conference
(Boston, MA) July 2010

- 2 apprentices attended

The Urban Environmental Pollution Conference provided apprentices with a forum for knowledge exchange and discussion regarding the latest information about the unique nature of urban environments. During the conference apprentices learned about the assessment of urban environmental pollutants and their effects on the environment, measures that can be taken to overcome obstacles to sustainability, and about ecological integrity and quality of life.

Rashad Harrington and Christopher Martin Jr.
Greenbuild Conference
(Chicago, IL) November 2010

- 2 apprentices attended

Greenbuild is the world's largest conference and expo dedicated to green building. Thousands of building professionals from all over the world come together at Greenbuild for outstanding educational sessions, renowned speakers, green building tours, special seminars, and networking events.

Nicholas Sheffield, an apprentice who attended the Greenbuild conference stated that “The workshops at the Greenbuild conference taught me how to be more considerate of our planet. If we do not help to restore earth’s resources, we will not have a place to live. I learned different and innovative ways to build buildings that will save energy and water. “

James Wiggins, who also attended the conference, stated “The Green build conference offered workshops that showed me ways to improve on my trade with more efficient and up-to-date products.”

James Wiggins Jr. and Nicholas Sheffield
c. Neighborhood Stabilization Program (NSP)

The Neighborhood Stabilization Program (NSP) was established for the purpose of stabilizing communities that have suffered from foreclosures and abandonment. Through the purchase and redevelopment of foreclosed and abandoned homes and residential properties, the goal of the program is being realized.

**NSP Dania**

Total rehab amount: $332,045.00

The Housing Authority of the City of Fort Lauderdale was awarded $2M from Broward County. This property was their first purchase in the program. The Dania project involved the rehabilitation of 20 individual, 2 bedroom units. The anticipated time for completion was 12 months. They ran into additional work (electrical, plumbing) required by the City Building inspectors. Still the project was completed in 14 months.

Objectives and outcomes of the project

1. Read plans, take field measurements and have cabinet shop drawings prepared; field measure and begin cabinetry construction.
2. Demo all old kitchens and bathrooms; remove bad floor tile, baseboard and interior doors. Remove closet shelving and rods.
3. Remove old windows and exterior doors; install new impact resistant windows and exterior doors.

4. Patch drywall as necessary – especially kitchens

5. Install ceramic tile on floors; install new interior doors, door casing and hardware; install baseboard throughout units; install new closet shelving and rods. Paint interior of units – one coat primer, two coats color.

6. Prepare exterior: remove and replace soffit vents; pressure wash exterior walls; paint soffit, walls, doors and front walkway.

Step-Up did all of the above mentioned work – everything that did not require licensed trades (Electrical, Mechanical and Plumbing)

Deputy Secretary (HUD), Ron Sims
d. Cabinet Expansion

Total rehab amount:  $58,873.42

By early 2009, the Step-Up Program had grown to the point where they needed more space. The decision was made to move the shop to the Kelley Building warehouse. Given the intricacies of electrical and fire permitting, it was estimated the project would take six months. The first permit was opened in March; it was operational by May and passed final inspection in October.

Step Up was involved in the layout of the new space, the physical move and set-up of machinery and equipment to the new space, and the connection of pneumatic lines.

Step-Up was awarded two new cabinet contracts in 2010, one for NW Gardens I in the amount of $390,120 and a second contract for NW Gardens III in the amount of $523,855.
IV. Meet the Apprentices

Meet: Chris Martin

Project name: Kitchen Cabinet Construction

Project description: First, I built the cabinet boxes by screwing the pieces together and then got them ready to be laminated – I sanded the boxes with the sander until they were smooth, and then sprayed them with compressed air to remove any dust. When they were clean, I moved them into the spray booth and applied the glue using a spray gun. Then I laid the laminate on. When the glue was dry I used a router to trim off the excess mica. For the finishing touch I filed off any rough edges so the cabinets were clean and ready for installation.

What was your favorite part about the project? My favorite part of the project was building the boxes and putting the laminate on them. There is just something I like about working in the cabinet shop.

What did you learn? I learned that if you rush things, you are going to have to do them over. So it is best that you take your time and have patience the first time, and get the job done the right way without any mistakes.
Meet: Ivan Mitchell

Project name: Sun Crest Irrigation Landscaping

Project description: First I inspected and analyzed the site for potential landscaping opportunities. The next step was to eliminate waste material in order to prepare for irrigation installation. My team and I used a trench digger to clear space for pipe installation. After the pipes were installed, there were two main lines; one from the well to the system pump and the other pumping that well water to the system in order for all the sprinkler zones to function. Once the irrigation system was running, we laid 120 pallets of sod, installed 700 plants and 80 yards of mulch around the homes.

What was your favorite part about the project? My favorite part about the project was going through all of the irrigation zones to make sure everything was functional, (also known as “wet check”). I adjusted the sprinklers if they were not in the correct spot. I enjoyed doing this the most.

What did you learn? I learned how to provide residential irrigation and landscaping installation services.
Meet: James Wiggins

Project name: Sunny Reach Air Conditioner Installation

Project description: There were 104 units that needed new PTAC air conditioners. First, we needed to remove the old air conditioning units. It was pretty easy, until I got to the cutting of drywall. Also, the Sunny Reach installation project required special attention because it is an elderly residential home.

What was your favorite part about the project? My favorite part about the project was cutting through the drywall. For each installation, we had to cut a hole in the adjacent wall and install the extension duct that provides air to the next room. First, I marked the area that needed to be cut and then I used the Sawzall (or reciprocating saw) to cut through the drywall. The Sawzall can cut straight through metal, wood, aluminum, and anything that is behind the wall.

What did you learn? I learned how to remove and install air conditioning units at an elderly residential home. I also learned how to work at an altered pace because sometimes different projects or clients require a slower pace.
Meet: Jerome Thompson

Project name: Suncrest Demolition and Carpentry

Project description: First, I had to go inside each apartment and begin demolition before I could start doing any carpentry work. Throughout the whole project I had to lay tile, replace all the doors, casings, baseboards, window seals, and drywall.

What was your favorite part about the project? My favorite part about the project was seeing the completed apartment and remembering the state it was in before and thinking “I did a great job.”

What did you learn? I learned a lot about carpentry work. I learned how to lay tile, how to put in new drywall, how to hang doors and install baseboards as well as how to fill holes in drywall. The main thing I learned while doing carpentry work was to take pride in what I was doing.
Meet: Nicholas Sheffield

Project name: Fully Rehab Housing Project

Project description: The first thing we did was inspect the exterior of the apartment building for problems. We found there was minor patch work that needed to be done. The next step was going inside to look at what else needed to be done. The condition inside the apartment was unbearable. We knew we had a lot of work to do, but we made it a goal that we were determined to reach.

What was your favorite part about the project? My favorite part about the project was seeing the result of what over four months of hard work produced. I love looking back on this project and seeing what the apartment looked like, and comparing that to how it looked once completed. By installing baseboards, door casings, drywall, and tile, we rehabilitated an apartment, and that gave me pride.

What did you learn? I learned new skills and what the definition of teamwork truly meant. Helping out my teammates was a rewarding experience. It feels good to be engaged in a profession where you help others.
Meet: Reginal Saviox

Project name: Dania Drywall, Tile, and Baseboard Project

Project description: Before we could start the installation process we had to clean all ten units. Then we installed new floors in all of the units. After that we measured and cut drywall for the ceilings in the laundry rooms. Once that was complete we started the finishing touches, which were mud drywall with 2 layers of Easy Sand 45. We let the mud dry for a couple of hours then sand it down to a smooth surface. A week later our shipment of baseboards arrives. All we do is cut, measure, and install.

What was your favorite part about the project? My favorite part about the project was learning how to measure, cut, and hang drywall. I felt proud knowing I could do all of that.

What did you learn? I learned that I can learn from others, and vice versa. I also learned to show initiative, and how to be a responsible leader.
V. 2010 Participant Roster

Stanley Ace Jr.
Jennese Black
Anthony Blake
Steven Brinson Jr.
John Davis
Dominic Ellis
Matthew Everett
Darius Fletcher
Latorrance Garrett
Demond Gates
Rashad Harrington
Curtis Harris Jr.
Layton Hudson
Khimary Jackson
Anthony Jones
Bobby Jones
Anthony Jararis Jones
Tarri La Favor
Micheal Lewis
Christopher Martin Jr.
Stanley McCray Jr.
Ivan Mitchell
Jason Moore
Tony Pinkney
Reginal Saviox
Nicholas Sheffield
Jason Smith
Cedrick Sneed
John Strigles III
Jerome Thompson
Krystal Whitt
James Wiggins Jr.
Corey Williams
Timothy Yancey Jr.
Stacey Young
VI. Apprenticeship Program Staff

Scott Strawbridge- Director of Development and Facilities
Anthony Moten- Director of Maintenance
Melissa King- Operations Manager
Mylton Palmer- Assistant Director
Sharon Furtado- Construction Administrator
Robert Evans- Facility Management Specialist
Lacelles Blackwood-Supervisor
Lisa Coachman-Supervisor
Carlos Garcia- Cabinet Maker
Timothy Harmon- Cabinet Maker
Herman Lewis- Supervisor
Harvey Medelson- Plumber
Romelo Perez- Maintenance Mechanic
Rene Ricardo- Supervisor
Patrick Wells- Electrician
Samuel Woollery- Supervisor
Timothy Yancey-Supervisor
Tawonia Yancey- Maintenance Aide
Cory Roberts-Maintenance Tech
Sylvester McKinnie-Maintenance Tech
Hilton Cordoba Aguilera-Tutor
Danelle Lowe- Tutor
Barbara Tinsley-Small- Receptionist/Inventory Specialist
VII. Recognition of Step-Up by National and Local News Media, the City of Fort Lauderdale and Professional Organizations

AMERICAN EXPRESS AND URBAN LEAGUE YOUTHBUILDERS PREPARE HOME FOR HISTORIC LANDMARK DESIGNATION

Urban League of Broward County, FORT LAUDERDALE (April 7, 2010)—On Saturday, April 10, the Urban League of Broward County’s YouthBuild participants will join volunteers from American Express for a CLEAN & GREEN project to restore the home of 98-year-old Mrs. Avis Shep McSmith before being honored with an historical landmark designation. This project will be in conjunction with a neighborhood clean-up day hosted by the Housing Authority of the City of Fort Lauderdale Step Up Apprenticeship and the City of Fort Lauderdale Citizens Volunteer Corps.

Located in Fort Lauderdale’s Sistrunk neighborhood, the McSmith home has been recorded as the first indoor nursery school in the community. The nursery school was founded in the 1940’s and attended by many prominent African Americans. The City of Fort Lauderdale has nominated the McSmith home as a historical site. As a part of the rehabilitation, YouthBuild participants will refurbish the exterior of the home and original nursery school. The project will include high pressure cleaning, painting, and lawn restoration. The volunteers will also lay topsoil, plant trees and install a flower bed as a part of the beautification process.

In addition to the commitment of substantial financial resources, American Express has developed an employee volunteer program that encourages community service and civic participation. This event is one of two upcoming collaborations between American Express and the Urban League. “We are delighted to partner with American Express on this project,” said Urban League of Broward County’s president and CEO, Dr. Germaine Smith-Baugh. “The historic landmark designation is a boon to community pride and allows our YouthBuilders to be engaged in the ultimate service-learning experience.”

The Urban League of Broward County’s YouthBuild program provides young adults between the ages of 18-24, most of whom have not completed high school, the opportunity to transform their lives and roles in society by building and rehabilitating affordable housing for low income families. In addition, the program offers GED instruction and pre-apprenticeship training through successful partnerships with program funders including Department of Labor, Habitat for Humanity, the Housing Authority of the City of Fort Lauderdale, the Minority Builders Coalition of Broward County, Children Services Council of Broward, Atlantic Technical Center, JM Family Foundation, American Express and Workforce One.
HOUSING AUTHORITY OF THE CITY OF FORT LAUDERDALE, THE STEP-UP APPRENTICESHIP INITIATIVE AND CARLISLE DEVELOPMENT GROUP LAUNCH A COMMUNITY GARDEN AT DIXIE COURT APARTMENTS

CARLISLE DEVELOPMENT, Miami, FL - Friday, September 17 - Affordable housing developer, Carlisle Development Group, in partnership with the Housing Authority of the City of Fort Lauderdale, and its Step-Up Apprenticeship Initiative, hosted the inaugural planting of a Community Garden today at Dixie Court Apartments, a 254-unit affordable housing community.

The Community Garden at Dixie Court was built by the Housing Authority of the City of Fort Lauderdale’s Step-Up apprentices and features 18 raised garden beds and trellises designed to be multi-level to accommodate adults, children and residents needing wheelchair access. Resident volunteers planted heirloom tomatoes, squash, and okra among other vegetables and will maintain the garden throughout the year. All aspects of the project are self-governed by local residents including watering, fertilizing, maintaining the beds and selecting the vegetables to be grown in the upcoming season. Oversight will be provided by a local, urban sustainable food producer to ensure proper care and maintenance as well as the long-term success of the program.

The purpose of the Community Garden is to provide residents with the numerous physical and social benefits of local food production. Community Gardens improve the quality of life for those who participate by stimulating social interaction, encouraging self-reliance, providing nutritious food, reducing family food budgets, and fostering opportunities for inter-generational and cross-cultural connections.

As co-developers of Dixie Court, Carlisle Development Group and the Housing Authority of the City of Fort Lauderdale have launched this initiative as a pilot program. The project will serve as a model for future, larger-scale Community Gardens planned for other communities built and managed by the joint development team.

Cont...
HACFL provides low-income residents access to education, job skills, and employment opportunities while working to rehabilitate the community’s housing stock. Many of the apprentices are between the ages of 18 to 30 years of age. For more information, visit [www.hacfl.com](http://www.hacfl.com). Carlisle Development Group is the largest affordable housing real estate developer in Florida and the sixth largest in the nation. Founded in 1998, Carlisle Development Group is a fully integrated real estate company that has developed, leased and managed developments throughout Florida totaling over 7,000 residential units and more than half a billion dollars in total development costs.
Pompano Beach, FL (PRWEB) June 11, 2010 -- The Step-Up Apprenticeship Initiative of the Housing Authority of the City of Fort Lauderdale (HACFL) has teamed up with All American Windows and Doors to add window installation to the many skills it teaches its apprentices. Given HACFL’s current focus on transitioning homes to include impact windows and doors, both for hurricane preparedness and energy conservation, it is imperative that these young apprentices are trained to install windows effectively. In addition, adding this skill set will make these young apprentices more marketable allowing participants to be competitive in today’s difficult job environment.

The Step-Up Apprenticeship Initiative is a state certified apprenticeship program that prepares participants to receive state certification in Building Maintenance and Repair, as well as GEDs if necessary. The program was created in 1995 to provide low-income public housing residents access to education, job skills, and employment opportunities while working to rehabilitate the housing stock of their community. In 1997, the Step-Up Apprenticeship expanded its recruitment to include low-income residents of the city of Fort Lauderdale. All Step-Up Apprentices are registered with the State of Florida Department of Education, Apprenticeship Division.

All American's involvement will give Step-Up the training and supervision needed to ensure the apprentices are given first-class training. All American's partnership with ES Windows ensures the program will be able to provide the highest-quality products at the most attractive price points. The program has already begun and current jobs are underway.

All American Windows and Doors is a fully licensed, bonded and insured, premium impact window and door company based out of Pompano Beach, Florida. The company prides itself on being a one-source solution for energy efficient and high impact ES Window and Tecnoglass products. All American Windows and Doors distributes and installs impact resistant glass products for residential and commercial projects throughout the United States and the Caribbean.