

CONSTRUCTION TRADES VOCATIONAL TRAINING PROGRAM
CARLSBAD COMMUNITY DEVELOPMENT CORPORATION
PROGRESS REPORT JUNE 2007 TO SEPTEMBER 2010

The mission of the Carlsbad Community Development Corporation (CCDC) is the promotion of community development, educational and charitable activities within the scope of a 501(c)(3) non-profit agency. The CCDC was created in June 2007.

The CCDC is comprised of community leaders and supported by professionals in planning and community development, administration and accounting with expertise in administering federal, state and foundation grant funds. The CCDC utilizes generally accepted accounting practices and has contracted with a part-time retired Certified Public Accountant. Contributions to Carlsbad Community Development Corporation are tax deductible.

To-date, CCDC has:

- Received State Public Regulation Commission approval of the Articles of Incorporation on June 14, 2007.
- Received IRS designation as a 501(c)(3) corporation on December 18, 2007.
- Registered with the Office of the New Mexico Attorney General on September 14, 2007.
- Entered into an agreement with the City of Carlsbad to accept and administer \$380,000 in WIPP Acceleration Funds to complete the Construction Trades Vocational Training Program.
- Entered into a Memorandum of Understanding with New Mexico State University-Carlsbad for the Construction Trades Vocational Training Program instructional services.
- Created a website at carlsbadcommunitydevelopment.com. The web site offers information on our Mission, Board of Directors, Construction Trades Vocational Training Program Phases I & II, Membership and Contribution Opportunities and News.

CCDC activities accomplished to-date includes:

- On September 17, 2007, a groundbreaking event was held at 2409 Mountain View for the first affordable housing unit. In the 2007-2008 school year, 119 students were enrolled in the building trades program, a cooperative effort of the City of Carlsbad, CCDC, New Mexico State University-Carlsbad and Carlsbad and Loving School Districts.

- Prepared the required documentation for qualifying CCDC as an eligible applicant for affordable housing land donation. The City of Carlsbad submitted the prepared request to the New Mexico Mortgage Finance Authority resulting in approval and subsequent transfer of up to 12+ lots to the CCDC on October 9, 2007, by Carlsbad City Council.
- New Mexico State University-Carlsbad prepared an application and received a \$500,000 grant on March 12, 2008, to create the Construction Trades Vocational Training Program-Phase II. Awarded through the U.S. Department of Labor, Employment and Training Administration, Phase II will build upon the Phase I project by seeking alternative labor pools including at-risk youth, women, dislocated workers, displaced home-makers, underemployed workers and criminal justice system opportunities and creation of an Associate in Applied Science Building Trades Technology Degree. The CTVTP-Phases I and II will create a continuum of education that supports long term career growth. From as early as 9th Grade to displaced and underemployed adults, participants will be provided opportunities for secondary, vocational technical classes, post-secondary certificate programs, apprenticeships, and an Associate of Applied Science in Building Trades Technology Degree. Project impacts include new jobs, real property expansion and creation of a sustainable program.
- In the Spring of 2008, CCDC successfully secured a three year, \$30,000 grant from Washington Group Foundation to further the Construction Trades Vocational Training Program.
- In May, 2008, CCDC received approval by the NM Department of Labor to create the Southeast New Mexico Multi-Trade Apprenticeship Program. In recognition of the need for skilled construction craftsmen in Chaves, Eddy and Lea Counties, CCDC established the Multi-Trade Apprenticeship Standards to be used by all of its members including participating contractors, manufacturers and businesses that have appropriate occupations and that wish to employ apprentices. These Standards have as their objective the training of Millwright, Electrician, Carpenter, Plumber-Pipe Fitter, and Welder-Combination skilled in all phases of the industry. They were developed in accordance with the basic standards required by the New Mexico State Apprenticeship Council and recommended by the U.S. Department of Labor, Bureau of Apprenticeship and Training, as a basis for which an apprenticeship program will be established in order to meet our continuing goals of training.
- Have solicited and received cash contributions, grants and memberships totaling \$39,018.72, non-cash contributions totaling \$4,436.39 and project in-kind contributions of \$62,205.69 from local businesses and individuals for a grand total of \$105,660.80 in foundation and private support.

- Itemized expenditures of the \$380,000 City of Carlsbad grant included: Construction Building Materials & Supplies at 42%; Instructor Salary & Fringe Benefits at 27%; Non-Capitalized Equipment & Supplies at 21%; Course Instruction Materials & Supplies at 4%; Public Awareness at 2%; and Accounting at 4% of total costs.
- To-date, three affordable homes have been constructed with a fourth home underway and 870 students have attended one or more CTVTP classes.
- Reached self-sufficiency through the sale of the first home build. The sale resulted in the recoup of material costs plus the provision of a minimum of \$20,000 for future new home builds and/or housing rehabilitation projects. Future home sales will insure a successful long term Construction Trades Vocational Training Program and the continued provision of affordable housing for the Carlsbad community.

CONSTRUCTION TRADES VOCATIONAL TRAINING PROGRAM HISTORY

Over a dozen public meetings were held in 2007-2008 with stakeholders from every sector of the Carlsbad community to identify and address affordable housing issues. One of the greatest problems identified was a shortage of workers in the construction industry which affects the skilled labor force used to build, rehabilitate, and eventually remedy the housing shortage in Carlsbad. The need to train and establish a new construction skilled labor force is critical to local and surrounding communities.

Carlsbad Community Development Corporation, a 501(c)(3) corporation, as fiscal agent in partnership with New Mexico State University-Carlsbad with support by the City of Carlsbad, Carlsbad High School and Loving High School proposed to develop a sustainable Construction Trades Vocational Training Program and construct one to three affordable homes each year.

The goal of the Construction Trades Vocational Training Program is to develop a trained workforce for the construction industry, provide affordable housing for low-moderate income residents on in-fill City vacant lots and improve the community's quality of life.

Project impacts include real property expansion, expanded tax base, new jobs and creation of a sustainable program. A minimum of 11 new homes will be constructed and 360 new construction industry professionals trained over ten years.

A one-time award of \$380,000 was requested from WIPP Acceleration Funds to support the over \$9 million project impact. The request met the requirements of the City of Carlsbad Economic Development Plan Ordinance No. 2000-08. Carlsbad City Council unanimously approved the award in the amount of \$380,000 on June 12, 2007. The New Mexico State University-Carlsbad Building Trades Program serves Carlsbad High School and Loving High School, both supported by separate funding sources.

I. FIRST HOME BUILD COMPLETE/SALE FINALIZED– 2409 MOUNTAIN VIEW
SELF-SUSTAINABILITY REACHED

The home build at 2409 Mountain View was completed in November, 2008. The 1344 sq. ft. home includes four bedrooms and two bathrooms. An application process designed to insure purchase and long term affordability of the home was conducted with media advertising and qualified applicant assistance review by the Southeast New Mexico Community Action Corporation. The application process mirrors New Mexico Mortgage Finance Authority qualifications and requirements. The sale of 2409 Mountain View to Ann Duran, a qualified income applicant, was closed on December 19, 2008 though an FHA loan processed at Pioneer Bank. The affordable home was sold for \$80,000 with an appraised value of \$125,000. The sale resulted in the recoup of material costs plus the provision of a minimum of \$20,000 for future new home builds and/or housing rehabilitation projects. The real estate resale clauses will assure future affordability of this and future properties.

NMSU-C held tuition free summer classes through the CTVTP for the first home build finishing and to begin site preparation for the second home build. Living Desert State Park personnel completed a landscape plan using indigenous species for the Mountain View property.



2409 Mountain View, Carlsbad, New Mexico – CTVTP First Home Build

II. SECOND HOME BUILD – 2512 WEST WYOMING STREET

The second home build was held at 2512 West Wyoming Street. City transfer of the second lot ownership to CCDC was approved by the Carlsbad City Council on June 24, 2008.

A groundbreaking ceremony hosted by New Mexico State University-Carlsbad was held on September 5th, 2008, on-site with approximately 50 participants and well-wishers in attendance.

The Wyoming home was completed on October 15th, 2009 and was made available for sale following the City of Carlsbad issuance of a Certificate of Occupancy. The home provides 1230 sq. ft. of living space including three bedrooms and two bathrooms. This affordable home has been made available for sale at a price ranging from \$70,000 to \$90,000 to an income eligible applicant. Appraised value is estimated at \$106,000 according to Wanda Welch, real estate professional at Century 21. Applicant processing and sale procedures were previously established to insure long term home affordability.



2512 West Wyoming Street, Carlsbad, NM – CTVTP Second Home Build

III. THIRD HOME BUILD - 712/714 WEST MCKAY STREET

The third home build began in August, 2009, at the donated City-owned lot at 712/714 West McKay Street. Request for lot transfer with Carlsbad City Council was approved in July, 2009. The 2010 Fall term students will resume home construction with final completion anticipated by October, 2010.

An additional training was provided by Instructor Ken Burke in fabricating and installing Granitecrete counter tops using cement composite.

This 1300 sq. ft. home includes an additional 500 sq. ft. garage, three bedrooms and two bathrooms. The home will be made available for sale in the \$85,000 to \$135,000 price range to income eligible applicants. Appraised value is estimated at \$135,000.



712/714 West McKay Street, Carlsbad, NM – CTVTP Third Home Build

IV. FOURTH HOME BUILD - 2413 WYOMING STREET

The fourth home build will begin at 2413 Wyoming Street in Fall 2010. Located across the street from the CCDC second home build on Wyoming Street, neighborhood revitalization will be encouraged. This 1174 sq. ft. home will offer two bedrooms and one bathroom to an income eligible family.



Plan R1023-70-T

V. SOUTHEAST NEW MEXICO COMMUNITY ACTION CORPORATION PARTNERSHIP

The Southeast New Mexico Community Action Corporation and the CCDC have entered into a partnership to insure home buyer applicant eligibility. The SENMCAC provides marketing assistance and applicant intake through interviews and application completion. CeCe Gallagher, Housing Coordinator, serves as the point of contact. Appreciation is sincerely expressed to Ms. Gallagher, Ms Elisa Davis, Director, and the SENMCAC staff and board for their assistance in furthering the availability of affordable housing in the Carlsbad area.

VI. NMSU-C BUILDING TRADES PROGRAM
 ENROLLMENT NUMBERS FOR 2007, 2008, 2009, 2010

School	Semester	Enrollment	DualEnroll	At-Risk
CHS	Fall 2007	74	60	14
LHS	Fall 2007	27	27	0
NMSU Carlsbad	Fall 2007	0	0	0
CHS	Spring 2008	74	28	46
LHS	Spring 2008	22	22	0
NMSU Carlsbad	Spring 2008	0	0	0
High School NMSU Carlsbad	Summer 2008	11	10	1
CHS	Fall 2008	44	18	26
LHS	Fall 2008	43	24	19
NMSU Carlsbad	Fall 2008	2	0	0
Eddy County		8	0	0
CHS	Spring 2009	70	24	46
LHS	Spring 2009	23	15	7
NMSU Carlsbad	Spring 2009	10	0	0
NMSU Carlsbad	Summer 2009	9	0	0
CHS	Fall 2009	103	21	82
LHS	Fall 2009	21	6	15
NMSU Carlsbad	Fall 2009	23	0	0
CHS	Spring 2010	103	41	62
LHS	Spring 2010	24	22	2
NMSU Carlsbad	Spring 2010	29	0	0
NMSU Carlsbad	Summer 2010	10	1	5
CHS	Fall 2010	91	22	69
LHS	Fall 2010	22	22	0
NMSU Carlsbad	Fall 2010	25	0	0
Unduplicated Head Count		870	363	394

Students must complete the 33 credit hours classes to obtain a Certificate in Building Trades and their vocational scholarship.

TECHNICAL REQUIREMENTS – 33-40 credits

OEBT 100	Building Trades I	8
OEBT 104	Woodworking Skills I	3
OEBT 110	Blueprint Reading for Building Trades	4
OEBT 200	Building Trades II	8
OEBT 225	Special Topics	1-6
*OEBT 290	Special Problems in Building Technology	1-4

From August 18, 2007 through September 10, 2010, the CTVTP program has trained 870 students. To-date, seven students have graduated with three women completing their certificate.



Elba Farrell and Tess Gadbury - Class of 2009

VII. WASHINGTON GROUP FOUNDATION CHECK PRESENTATION

On July 10, 2008, Mr. Mike Weimers, Manager, Washington Group, Engineered Products Division presented a check in the amount of \$15,000 to CCDC as the first installment of the total \$30,000 grant award from the Washington Group Foundation. In Spring, 2008, CCDC successfully secured a three year, \$30,000 grant from Washington Group Foundation to further the Construction Trades Vocational Training Program. The remaining \$15,000 was presented to CCDC in June 2009. CCDC expresses our strong appreciation to the Washington Group Foundation for their support of the CTVTP project.

VIII. CCDC COMMUNITY SUPPORT

From July 1, 2007 to June 30, 2009, CCDC has solicited and received cash contributions, grants and memberships totaling \$39,018.72, non-cash contributions totaling \$4,436.39 and project in-kind contributions of \$62,205.69 from local businesses and individuals for a grand total of \$105,660.80 in foundation and private support.

IX. APPRENTICESHIP PROGRAM

CCDC is serving as sponsor of the Southeast New Mexico Multi-Trade Apprenticeship Program in partnership with NMSU-C. In November, 2008, the Board of Directors of the Apprenticeship Program was formed with representatives of business and industry, education, CCDC and government.

The Carlsbad Community Development Corporation, in recognition of the need for skilled construction craftsmen in Chaves, Eddy and Lea Counties has established Multi-Trade Apprenticeship Standards to be used by all of its members including, participating contractors, manufacturers and businesses that have apprenticeable occupations and that wish to employ apprentices. The standards were developed in accordance with the basic standards required by the New Mexico State Apprenticeship Council and recommended by the U.S. Department of Labor, Bureau of Apprenticeship and Training, as a basis from which an apprenticeship program will be established in order to meet our continuing goals of training. Apprenticeship training is provided in:

- Millwright
- Electrician
- Carpenter
- Plumber-Pipe Fitter

· Welder, Combination

Apprenticeships have continually addressed industry training needs and technological changes that occur rapidly. They have produced many of America's skilled workers over the centuries in many apprenticeable occupations. Evolving workforce requirements and continual technological advancements have presented opportunities to expand apprenticeship programs into a vast range of rewarding, new and challenging occupations.

Registered apprenticeships are formalized career training programs that offer a combination of structured on-the-job training and related technical instruction to employees to train them in occupations that demand a high level of skill. Apprenticeship training standards are industry-driven; an industry or program sponsor determines the skill requirements needed to build and sustain a quality workforce.

Apprenticeships can last from three to four years depending on the occupation. During this time, apprentices work and learn under the direction of experienced journey workers. Over time, apprentices are provided the diversity and complexity of training that leads to becoming highly skilled in their chosen occupations. As they gain skill, they are compensated through an increase in wages.

Benefits to the sponsor include:

1. Decreases employee turnover.
2. Enhances problem-solving capabilities and versatility of the workforce.
3. Increases productivity by cultivating a highly-skilled & knowledgeable workforce.
4. Enhances employee relations by developing a collaborative commitment to achievement.
5. Attracts high-quality applicants who are motivated to succeed.
6. Provides National and State recognition.

Accomplishments to-date includes:

To-date, 12 apprenticeships have been established at Mosaic Potash, Intrepid Mining NM and Washington Group International, Engineered Products Department, and Hutchins Electric for five millwrights, five electricians and two welders. Apprentices have commenced KeyTrain assessment completion. Elton Hernandez, employed at URS, was the first welding apprenticeship graduate in May 2010. He is currently undertaking a millwright apprenticeship.

X. CCDC PROMOTIONAL ACTIVITIES

1. CCDC held an Open House on October 30, 2008, at 2409 Mountain View. Invitees included the Carlsbad City Council, Eddy County Board of Commissioners, State Legislators, the Congressional delegation, CCDC members and all home build participants and donors. The Open House was held to celebrate the completion of the first CCDC home-build and to allow a final view prior to sale.
2. CCDC sponsored a Chamber of Commerce Friday Focus event in December, 2008. Joe Epstein, CCDC President, Jeff Diamond, former CCDC Vice-President, Russell Hardy, CCDC Secretary/Treasurer, John Hernandez, NMSU-C Construction Trades Project Manager, and Logan Shores, the first CTVTP graduate, were in attendance. The participants gave a presentation on CCDC mission and accomplishments to-date.
3. On behalf of CCDC, Joe Epstein, President, attended the Governor's Housing Summit in Albuquerque, NM on November 5-7, 2008. Presentation topics included public and private financing mechanisms to address new housing development, housing rehabilitation, tax credits, green building technology, owner-occupied and first-time homebuyer incentives, and affordable housing development methodologies. Jeff Diamond, former CCDC Vice-President and City Council member also attended on behalf of the City of Carlsbad.
4. CCDC held an Open House on November 19, 2009 at 2512 Wyoming Street, our second home build. With approximately 50 attendees including guests, students and families and instructors, speakers included John Hernandez, Director of the Manufacturing Sector Development Program NMSU-C, Jeff Diamond, former City Councilor and former CCDC Vice-President, Sonia Rafferty on behalf of US Senator Jeff Bingaman and Ken Burke, Carlsbad High School CTVTP instructor. A tour of the house and refreshments were provided.

XI. CTVTP SUCCESS STORIES IN WORKFORCE DEVELOPMENT

The Construction Trades Vocational Training Program has produced the following workforce graduates:

Logan Shores: Logan received the first CTVTP Building Trades Certificate in December, 2008, as an NMSU-C student. He is currently completing course requirements for an Associate Degree in Building Technologies. As part of his core requirements, Logan participated in an internship at Constructor's Inc. This career path was established through the creation of the CTVTP and the receipt of a Department of Labor grant targeting alternative labor pools for the construction industry.

Don Owen: Don also received a CTVTP Building Trades Certificate as an NMSU-C student in December, 2008, and is currently completing a Co-operative Internship with the various Directors of Operations at Loving, Hobbs and Dexter High Schools.

Ryan Garcia: Ryan was the first Carlsbad Municipal Schools graduate in May, 2010, to receive the CTVTP Building Trades Certificate. Ryan intends to enter the CCDC/NMSU-C sponsored Southeast New Mexico Multi-Trade Apprenticeship Program as a carpenter apprentice.



Logan Shores – Class of 08



Don Owens – Class of 08



Andres Garcia – Class of 09



Tess Gadbury, Elba Farrell - Class of 09



Israel Jaure – Class of 2010 Ryan Garcia – Class of 2010 Juan Gomez – Class of 2010

XII. CONSTRUCTION TRADES VOCATIONAL TRAINING PROGRAM-PHASE II

The Construction Trades Vocational Training Program-Phase II, funded by the U.S. Department of Labor, Employment and Training Administration through a \$500,000 award to NMSU-Carlsbad has commenced. To-date, 17 students including four women have registered with NMSU-C to receive free tuition as they work toward completion of a Building Trades Certificate, Associates Degree or Apprenticeship standing.

The Construction Trades Vocational Training Program-Phase II (CTVTP-Phase II) will build upon the innovative grass roots program sponsored by the City of Carlsbad, which will train a new generation workforce for the construction industry while providing affordable housing for low-to-moderate income residents. The City of Carlsbad is currently addressing high school students with the opportunity to obtain a Building Trades Certificate through the CTVTP-Phase I. The CTVTP-Phase II will promote entry of alternative labor pools including at-risk youth, women, dislocated workers, displaced home-makers, underemployed workers, and criminal justice system opportunities, and creation of an Associate in Applied Science Building Trades Technology Degree. Through inner-city lots that have been donated by the City of Carlsbad, students will experience hands-on instruction through new home builds. Completed homes will be sold to low-to-moderate income families, with sale proceeds recycled, providing long term educational project sustainability of CTVTP-Phase II.

The CTVTP-Phase II will create a continuum of education that supports long term career growth. From as early as 9th Grade to displaced and underemployed adults, participants will be provided opportunities for secondary, vocational technical classes, post-secondary certificate programs, apprenticeships, and an Associate of Applied Science in Building Trades Technology Degree. Financial support will be made available to the alternative labor pool as needed through the New Mexico Workforce Connection and through grant assistance, with 50% of the Department of Labor grant budget designated for tuition and related training costs. Project impacts include new jobs, real property expansion, and creation of a sustainable program.

XIII. SKILLS USA NMSU-CARLSBAD CHAPTER COMPETES AT STATE AND NATIONAL EVENTS.

In April, 2009, CTVTP and CMS/NMSU-C students competed in the New Mexico Skills USA conference and placed in the following events earning a total of 19 medals including six gold. The CTVTP students took 1st place at NM Skills USA in Construction TeamWorks, Plumbing and Welding Tech Job Interview. The gold medalists competed in June, 2009, in Kansas City, Missouri, at the national Skills USA conference.

NAME	SKILL	PLACEMENT	SKILL CATEGORY
Matt Cartwright	Extemporaneous Speech	3	Auto Collision
Juan Ramirez	Auto Collision	3	Auto Collision
Charlie Davis	Carpentry	3	Construction Trades
Justin Box	Auto Service Tech.	2	Auto Tech
Eric Guerin	Auto Maintenance	2	Auto Tech
Armondo Corona	Auto Collision	2	Auto Collision
Juan Benavidez Cory Robinson Chris Cook Cory Robinson	Weld Fab	2	Welding Tech
Ivan Lunsford	Auto Maintenance Tech.	1	Auto Tech
Kyle Cooper	Plumbing	1	Construction Trades
Aaron Acosta James Cass J.D. Gonzalez Matt Judy	Construction TeamWorks	1	Construction Trades
Jasmine Carrasco	Auto Collision	1	Auto Collision
Juan Benavidez Cory Roberson	Job Interview	1 2	Welding Tech



Welding



Construction and Welding



Construction TeamWorks



Construction Skills Competition



Wyoming Shed Build



Wyoming Open House

CCDC Board of Directors - 2010

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The Carlsbad Community Development Corporation would like to recognize and thank Jeff Diamond, former CCDC President and former City Councilor, for his vision and assistance provided to the CCDC in its inception and accomplishments.



SUPPORT STAFF 2007-2010

CCDC extends our appreciation to the staff from NMSU Carlsbad's Manufacturing Sector and Development Program who have supported the CTVTP. Staff listed below provided exceptional service at various times throughout the program. Mr. John Hernandez, MSDP Director, has served as an outstanding leader of the CTVTP.

- ❖ John Hernandez, Director, MSDP
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jhernandez@cavern.nmsu.edu 575-234-9470

- ❖ Lori Byers, Records Technician I

- ❖ Mary Jump, Records Technician I

- ❖ Theresa Bartock, Records Specialist

- ❖ Dennis Williams, NMSU Instructor, NCCER Certified Trainer, GB98

- ❖ Israel Figueroa, NMSU Instructor, NCCER Certified Trainer, GB98

- ❖ Doug Santos, Loving High School Instructor, NCCER Certified Trainer

- ❖ Brigidio Garcia, Loving High School Instructor, NCCER Certified Trainer, GB98

- ❖ Ken Burke, Carlsbad High School Instructor,
NCCER Certified Trainer, Granitecrete Certified Trainer

- ❖ William Acosta, Instructor's Aide

- ❖ Rochelle Biscaino, Instructor's Aide

- ❖ Nathan Perkins, Instructor's Aide