

NextStep-Work is a social business enterprise; not a social program. It operates as a revenue-generating business with specific social objectives. Funding includes grants, donations, contributions and business profits.

NextStep-Work / Social Objectives

- Train, equip and support men and women with employment barriers such as; struggling military veterans, individuals with a prior criminal history, and graduates of approved addiction recovery programs (IE: *Minnesota Adult and Teen Challenge*).
- Provide hands-on and attitudinal development that prepares graduates for entry level work in the construction and all other labor-intensive industries.
- Help satisfy a continuing and growing demand within the construction and labor industries for sober, hard-working, motivated workers.*



* There is general industry optimism for a slightly improved or continuing stable market for construction and construction services in 2018 over 2017 demand. Tempering this optimism is the impact the industry is experiencing from a severe shortage of available workforce. The worker shortage extends to both field craft labor and professional front office personnel and is cited as **the most significant recurring concern** across all survey responses and all market segments.

Additionally, responses indicate a growing decline in the level of **workforce readiness and technical skills mastery**. This is a developing concern that when combined with the workforce shortage is viewed as a significant drag on construction business productivity and profitability.

AGC – Associated General Contractors of Minnesota Industry Assessment 2017 -2018

The success of *NextStep-Work* depends on our ability to produce successful participants with skill sets needed throughout the labor industry. That requires a collaborative (charitable / profit-based) business model as depicted below.

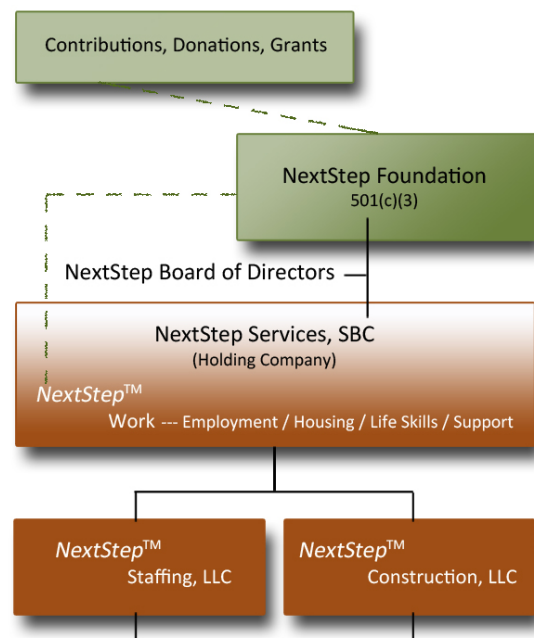
NextStep Foundation receives charitable / profit-based support which, in turn, funds the training and development efforts of *NextStep-Work*. Successful graduates are then able to utilize the (profit generating) services of *NextStep Staffing* and *NextStep Construction* to gain on-the-job experience before field placement with a *NextStep partner company*.

Work for Success

This is the **attitude** our graduates bring to the worksite every day, but that doesn't happen without significant commitment and effort.

The *NextStep-Work* training and development process addresses the unique needs of the construction and labor-intensive industries and it is not for everyone.

The program is designed to identify and eliminate those not up to the physical rigors of construction and labor-intensive work as well as those who may be clinging to an "entitlement" view of the world. However, those that are ready to make the commitment and put forth the effort will receive our proven curriculum of instruction, support, empowerment and success.



Step for Success

This is our tiered 30/60/90 day program designed to promote on-time performance as well as healthy lifestyle behaviors and readiness for hard physical work. Along the way, participants also receive education in construction industry standards and best practices.

Mental readiness is also a key component of the training. *Step for Success* utilizes a variety of “circle” techniques to equip participants and strengthen their coping skills.



- Circle Success Model
- Circle of Support utilizing Restorative Justice Circle processes

30-day program – all applicants are screened (by panel) for basic personality traits, attitude and perceived motivation for success. Those selected will receive:

- Soft skills training and equipping
 - Work ethics, interviewing, preparation
- OSHA 10 training and additional work-site safety training
- Work placement with demolition and construction-site clean-up crews
- Circle of Success, Support with Restorative Justice processes as a base of encouragement
- Individual goal planning and coaching for success

The program consists of two and a half days in the field working, two and a half days in the classroom and support circles. Upon completion, participants will receive an OSHA-10 certificate of completion and the opportunity to interview for the 60-day program.

60-day program – all applicants will have completed the 30-day program and must pass a panel interview that includes field supervisors. Those selected will receive:

- A weekly stipend of \$150.00
- Additional soft skills training and support
- Financial and budgeting classes
- Individual goal planning for success
- Construction industry specific introductory training
- Circle of Success, Support with Restorative Justice processes as a base of encouragement

The program consists of three and half days in the field working, one and a half in the classroom and support circles. Upon completion, participants will receive priority placement with *NextStep-Staffing* and an employer shield designation* along with certificates of completion. Participants may then apply and interview for the 90-day program.



* A guarantee that any *NextStep Employee* with an employer shield on their résumé will not “no call / no show”, or we will refund the previous week’s staffing fee!

90-day program – all applicants will have completed the 30 and 60-day programs and will be interviewed again by a panel including field supervisors. Those selected will receive:

- Full-time position on the demolition and construction crew at \$15.00 per hour
 - Leadership training
 - On-going classes for success
 - Advanced introduction to the construction trades requirements
 - Circle of Success, Support with Restorative Justice processes as a base of encouragement
 - Option to participate in evening classes for OSHA 30 certification
 - Priority placement and recruitment / job coaching with NextStep-Staffing
 - An employer shield designation for their résumé
 - Certificates of completion
 - Interviews with collaborative employer partners in the construction trades
 - On-going support in the community with referrals for three years after graduation
 - Employment, housing, finance and others
 - Priority with application for micro-financing and guaranteed loans (when employed) through *NextStep-Foundation*
 - One-time loans for housing deposit, transportation, other essential needs
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Partnership for Success – we need you!

We are seeking help from construction industry leaders as well as mission-driven partners of all backgrounds to assist in the launch and ongoing support of *NextStep-Work*. Any individual or enterprise wishing to join in this effort will be welcomed.

We need you, your knowledge and your commitment to help train, equip and support men and women with employment barriers – people with past difficulties trying to return to a normal, productive life.

- Struggling military veterans
- Individuals with a prior criminal history
- Graduates of approved addiction recovery programs

There are many ways to partner with *NextStep-Work* including volunteering, sharing of industry knowledge, and donation of tools or equipment, as well as financial support.

Immediate needs – to establish an operational base of support for our 1st year launch

- Partnerships – both business and philanthropy related
 - Construction industry
 - Any individual(s) and/or organization(s) with a heart for struggling people in the workforce
- Interior demolition and construction site clean-up contracts to develop the initial leadership team
- On-going construction contracts in the framing, and interior / remodeling industry to maintain crews as well as a resource for continued training and employment for program participants
- Safety training and curriculum of partner organizations
- Two vans or other multi-seat vehicles to provide transportation
 - Any condition is acceptable – auto repair partner is available

- Access to a job-site trailer to provide on-site training (or donated one)
- Bobcat with trailer
- Miscellaneous tools and equipment

Expectations

Our goal will be to scale and grow in accordance with financial contributions, profitability and support from contractors (contracts). Our goal will be to develop and train men and women with a hard-work ethic and present them to our participating contractor partners for advanced training and employment.

- Initial launch 1st Qtr 2019
- 1st class of 10 participants in training by end of 1st Qtr.
- 2nd Qtr 2019 graduates with ongoing graduation after 90 day program of between 5-10 graduates monthly by 3rd quarter
- Financially sustainable by end of 4th Qtr. of 2019
- Scale the model into 2020 with growth and 120-200 employees moved into the construction/private sector with ongoing community support.

NextStep-Assets – our “ready to go” capabilities

- Multiple workforce sources to tap for “hard-working” employees
- An existing foundation in place with *NextStep-Staffing*, *NextStep-Foundation* and *NextStep-Construction*
- Passionate and experienced staff in place
- A scalable model that can be built slowly or quickly depending upon available resources

Challenges

- Sustainability for the first 60 days for the participants in the program – primarily housing and food.
 - Possible solutions
 - Partnerships with halfway houses and work release programs
 - Partner with Freedom Works for a floor of their new building / partnership contract with the DOC or GRH funding
- Funding for launch
 - Possible solutions
 - Program related investments through foundations
 - Angel partners with local union investments
 - Local contractor support – tax deductible donations through *Next Step Foundation*
 - Long term investor notes with no call back on payment for 1–3 years to establish company
- Equipment and tools
 - Possible solutions
 - Used equipment donated
 - Purchase if initial funding secured