



# Home Builders Institute

The Workforce Development Arm of the National Association of Home Builders

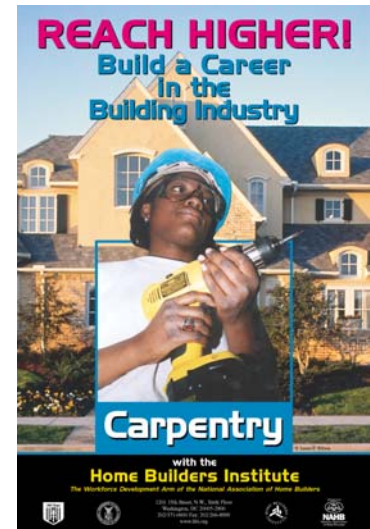


Home Builders Institute, the workforce development arm of the National Association of Home Builders (NAHB), has trained Job Corps students in the construction trades for careers in the building industry since 1974. Job Corps is the nation's oldest and largest residential, education and job training program for at-risk youth celebrating its 40<sup>th</sup> anniversary.

## Industry Training

Each year, HBI's vocational programs train the nation's most economically disadvantaged youth in seven construction crafts at 66 Job Corps centers in 39 states and the District of Columbia:

- Brick Masonry
- Carpentry
- Electrical Wiring
- Facilities Maintenance
- Landscaping
- Painting
- Plumbing



HBI's Job Corps students receive hands-on training from professionals in the industry, for professionals in the industry. Sometimes NAHB members working through their local home builders association, provide input to the curriculum, mentor students, provide work based learning opportunities or serve on Job Corps Industry Advisory or Community Relations Councils. On average, HBI's programs in Job Corps training take 12 months to complete.



## Job Placement and Transition Assistance

HBI students meet with their HBI regional placement coordinator during their training. If needed, the placement coordinator helps students in the transition from the Job Corps campus to real life and the workplace. Students sometimes need help:

- Finding a job
- Relocating to another town or state
- Finding an adequate place to live
- Securing transportation to the job site

When additional funds are needed to make this final transition to the working world, qualified graduates receive support from the HBI/Lowe's Building Careers Scholarship program. Established

with a \$50,000 donation from NAHB member Lowe's Home Improvement, awards are limited to \$1,000 and used to cover the graduate's initial rent, purchase car insurance or viable transportation to get to the job site. The program is now in its second year and also helps graduates cover the cost of tuition, books or work clothes when they graduate.

## Results

In Program Year 2003 (July 1, 2003-June 30, 2004) HBI placed 2,754 youths, a 92 percent rate. The average starting wage for students entering jobs in the building industry ranges between \$8.00 and \$10.00 an hour, although hourly rates of \$15 and above are not unusual.

## Community Service

During their training, HBI students complete millions of dollars in community construction and service projects. Often, HBI students work alongside trade contractors on actual job sites. Following are samples of these activities:

- Design and build playground equipment for local schools
- Build and refurbish homes with Habitat for Humanity and Rebuilding Together
- Refurbish and landscape United Way and Big Brother/Big Sister facilities
- Work with local governments and home builder associations in community projects ranging from clean-up and planting local parks, to helping senior citizens with home repairs.
- Participate annually in NAHB's Family Build, National Youth Service Day and Make a Difference Day
- Shadow NAHB members on Groundhog Job Shadow Day



Through their work in the community, HBI students receive hands-on experience and help showcase the industry.

## Recognition and Support



In addition to the HBI/Lowe's Building Careers program and NAHB members nationwide that support HBI's Job Corps students, the nation's home builders recognize Job Corps success annually at the industry's largest event, the International Builders Show (IBS). The NAHB President's Award and the Shirley Wiseman Lach Award for Exceptional Promise are presented to two outstanding HBI Job Corps graduates nominated by their instructors.

Job Corps students in HBI classes also attend the IBS and showcase their training at the HBI Skills and employment booth where they meet some of the more than 100,000 NAHB members visiting the exhibits. The young ambassadors represent HBI's Job Corps programs around the country, they and their classmates striving to start careers in an industry ready to welcome them.



