

The Labor Compliance Managers

Section 3

Workforce & Small Business Development

Classroom and Job Site Trainings

Recipes for Success

Outreach Responsibilities

- Notify Section 3 residents about the availability of training and/or employment opportunities
- Notify Section 3 businesses about the availability of training and contracting opportunities
- Notify all contractors bidding on applicable HUD-funded projects about Section 3 requirements

Documentation Responsibilities

- Advertise when Section 3 opportunities are available
- Document actions taken to comply with outreach and recruitment efforts
- **Incorporate Section 3 clause into covered solicitations for bids and contracts**
- Report online performance tracking results whenever possible

Minimum Goals

- 30% of new hires annually
- 10% of the total dollar amount of the covered construction contract
- 3% of the total dollar amount of covered non-construction contracts

Example Training: Professional Services

- ***Economic Empowerment***

Provide Training in Financial Management, Accounts Payable/Receivable, Financial Reporting, and Budgeting

- ***Educational Advancement***

Introduce industry specific training, Internships, Microsoft Office Applications, Online Certified Payroll Reporting Options, Construction Management and Administration Concepts

- ***Health and Wellness***

Emotional Intelligence, Case Management, Other Support Services

- ***Character and Leadership***

Continuously apply the learning process to real life situations and experiences, as well as small group sizes to allow for one on one hands on training that tune in to individual needs.

Foster “Pre-Apprenticeships”

- Prepare trainees for On The Job Paid Internships through Public/Private partnerships including with:
 - Local Community Colleges
 - OJT Training with Private or Public Agencies
- Long-term Career Opportunities that promote socio-economic advancement & self sufficiency
- USDOL Recognition and/or Certification also to reinforce Permanent Job Placement and Long Term Business Opportunities.

Workforce & Small Business Training Project Examples

- <https://www.hud.gov/programdescription/bridges> (HUD Bridges to Work Program)
- [Goodwill Training Programs | Goodwill Job & Career Training Programs](#)
- [Job Training Opportunity Program \(JTOP\) - YouTube](#)
- [San Francisco Women's Business Center at Renaissance Entrepreneurship Center Program](#)

Cohort 1

- <https://www.youtube.com/watch?v=jzVFX6IPFvE>

The Alice Griffith Project – A Success Story

<https://www.youtube.com/watch?v=ws70QQLFy5s>

Small Group Presentations

Using Implementation Procedures Checklist

- Provide an Example of Small Business Development Opportunities for Section 3 Vendors
- Provide an Example of Workforce Development Opportunities for Section 3 Residents (Low & Very Low Income Communities)
- Discussions during 20 Minute Dialog Forum

Final Food for Thought

- Speech by Kevin Williams – Local Community Leadership Development for Outreach and Rebuilding Communities.
- Wrap Up

Q&A and Contact Information

- Send additional questions if needed to:

Lin Robertson, MPA

Owner & Executive Director

The **L**abor **C**ompliance **M**anagers

SBE, DBE, WBE & MBE Certified

A Section 3 Vendor

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