



Hope Community Development Association Construction Jobs Training Program

Important Deadline: Applications must be received by July 1, 2016

More information and applications are available on our website at HopeCDA.life

Mail applications to: Hope Community Development Association
5925 Council St NE, Suite 110
Cedar Rapids, Iowa 52402

The Hope Community Development Association (Hope CDA) construction jobs training program focuses on skills needed to not only be successful in the construction industry, but in all of life. The goal of this holistic training is to help men become financially self-sufficient and to mold them into leaders in their workplace, their neighborhoods and their families.

What is the program?

This 12 months training program includes:

1. Full time employment building and refurbishing houses.
2. Classroom instruction. This 2 hours of paid worktime per week covers various aspects of residential construction.
3. Personal file available to future potential employers. This detailed file will reflect your attendance and performance in both the classroom and on the worksite. It will reflect both the hard skills and the soft skills demonstrated. This file will be a valuable tool for prospective employers to understand your actual knowledge and performance.
4. Life skills classes. Life outside of work affects work. Positive relationships and lifestyles enhance success at work. A key component of the jobs training program is life skills training. The following are some of the life skills topics: financial management (budgeting, saving, debt and credit), relationship with others, relationship with God, a proper view of self, a proper view of work and noble manhood. The classroom portion of this training is 2 hours per week and will include Bible study as well as Biblical principles reflected in other materials.
5. Coaching/mentoring. A coach will meet with you weekly to encourage and support you and to help you incorporate these life skills into your daily life.
6. Matched savings program.

Who is eligible to apply?

Hope CDA desires to specifically provide opportunities for men who have a barrier to employment. This barrier could be a disadvantaged home background or baggage from a bad choice or choices. We desire to help men who want to take a new path forward to financial self-sufficiency and successful living. Our primary target participant is 18-24 years, but older candidates may be accepted.

What does it take to be part of this program?

This program is only for a select few men who have a very strong desire to:

- Learn basic carpentry and construction skills
- Gain work experience in this field
- Become self-supporting financially
- Work hard to achieve success
- Learn from others
- Seek to become a noble man in their workplace, community and families

Pay

Hope CDA will provide classroom instruction and job-site experience. Pay will be \$9.15 per hour, even during the construction classroom training. Based on performance, pay may increase after 4 months. Participants are expected to invest in themselves by participating in the 2 hours per week life skills training without pay.

What can the future look like after this program?

Hope CDA will assist participants in seeking employment with a local contractor or construction firm. Generally starting salaries for these jobs are \$8-12 per hour. If you have strong desires and abilities, participation in a local trade apprenticeship may be possible. These intensive programs can result in significantly higher future wages.

Final thought

This is an intensive, disciplined program. Initial and random drug testing may be required. To be successful, full participation in all aspects of the program are required. You will be expected to be on time, all the time. Absences must be granted ahead of time. Our goal is to help you be successful; but you hold the key to making this happen. If you are not willing to follow the disciplines, this program is not for you. If you are, we believe this program will be a great first step toward leading a productive, fulfilled life.