



the SUMMIT

Fall 2010

“the best social program in the world is a job” - Ronald Reagan

THE NEW FACE OF CONSTRUCTION

*“You can’t do today’s job with yesterday’s methods and be in business tomorrow”
-ANONYMOUS*

Driving by a construction site, it is hard not to notice the overwhelming majority of faces are male. That is changing. The new reality of the construction industry is that it is expanding its demographics and seeking female workers.

What is causing this change? Historically, hiring goals were not taken as seriously. Now there is growing recognition for contractors to be accountable. Pressure is not only coming from organizations such as Summit but federal, state and local government agencies. In addition, fewer of the traditional workforce demographics are entering the field, which will continue to open up opportunities for a new and more diverse construction workforce.



Gwendolyn Cook - Carpentry Student

Summit is already seeing a consistent demand for female workers from its hiring partners. One area especially thriving is horizontal construction, which has recovered from the pre-2006 level. This is good news for women graduates like Mari Simmons, heavy equipment operator. “I step in and do the work that is required of me,” said Simmons. “Even though there are next to no women working with me, being a woman is not an excuse.”

One big upcoming construction project is the Central Corridor Light Rail Transit (CCLRT). This \$900 million dollar project is projecting 800 jobs and has a six percent female hiring goal.

“For women this is an opportunity for a career that is in-demand and has fantastic pay,” said Louis King, Summit’s president and CEO. “In this changing environment, we will continue to work with the industry in the adaptations that need to be made in order to stay competitive and attract women. You can not have a competitive workforce if it is single gendered.”

By educating women about industry opportunities, training them to be highly-skilled employees and assisting contractors to adjust to the demographic shift, Summit plans to make a direct impact on the new face of construction.

CONSTRUCTION 25, LLC.

Summit is fortunate to have a wealth of solid hiring partnerships in the community that is continually growing. One of our most recent partner’s is also new to the community—Construction 25, LLC.

Formed in August 2010 and partnering with Summit since September 2010, Construction 25 has already hired three of our graduates.

“We became a hiring partner because it gives back to the community,” said Kristen Marsella, project manager. “Summit creates workers that are safe and productive, and this fits with our mission of helping our community while staying profitable.”

Certainly Construction 25 can have their pick of the litter in these tough economic times, but they choose Summit. Why? Summit graduates are “tenacious, have diverse backgrounds and are problem solvers,” said Marsella. “People who have something to prove, like the students, are more likely to perform and grow. This brings enthusiasm to our careers. We think this helps people while increasing our company’s competitive advantage by being able to fulfill goals set forth in jobs.”

Summit welcomes Construction 25 to our community of partners and are thankful they have provided Summit graduates with an opportunity to prove their skills and dedication.



Welcome Bonnie Braun Padilla

Summit Academy OIC's development committee plays a vital role in its successes. The committee, made up of a group of eight unique individuals, exists to improve Summit's fundraising strategy and ultimately connect Summit with like-minded community-based individuals and institutions.

"The group is composed of business leaders, community volunteers and Summit Board members," said Alicia Phillips, Redwood Philanthropic Advisors. "These people truly help match Summit with individuals and institutions who would find a connection with our work."

One of those people is Bonnie Braun Padilla of Wipfli, LLC. Padilla is the committee's newest member and is equally as talented. "I have always had a passion for being an advocate for people," she said. "I grew up as part of a large community, so I think that the advocacy role in my profession lends itself to that same role in the community."

Padilla's involvement in Summit could be called "happenstance," but her philosophy and Summit's are so in-line that it is hard to believe that meeting Summit's President and CEO Louis King was a chance circumstance.

"After meeting Louis for lunch, I was so impressed and intrigued by Summit's mission and purpose in the community," said Padilla. "I am a believer in the words 'the best social-service program in the world is a living-wage job,' and helping people find jobs is the best way because it has exponential benefits."

Padilla's passion for helping others realize their potential stemmed from her personal experience. Getting to where she is now was no easy task, but Padilla found her own story mirrored in her philosophy about giving back. Having good female role models and working with many encouraging people was crucial in her own growth.

Like Padilla, each member of the development committee lends his or her own knowledge and expertise to Summit—this allows the organization to grow and is representative of its successes.

(from left to right): Jeff Tate, Bonnie Braun Padilla, Larry Hendrickson, Cheryl Commers, Steve Beck and David Dayton.

(Not pictured): Jim Beck, Lee Rainey and Doug Ruth)



Thank You

To our Advisory Board,

Thank you for your voluntary leadership, insight and strategic direction.

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Summit Advocacy

Golf Classic Sponsorships Opportunities Available

Join other leading companies by sponsoring our annual Golf Classic being held June 13, 2011. This high-profile event has a direct impact on lives. Your support will have a ripple effect that the whole community feels.

Thank you to the companies below who have already generously pledged their support as a 2011 corporate sponsor:

PERISCOPE



Specialty Contracting & Waste Management

To learn about available sponsorship opportunities, contact slesch@saoic.org.



Be our fan on Facebook; just search "Summit Academy OIC" on your Facebook home page.



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You can also connect to us on both Facebook and Twitter through our home page: www.saoic.org

Matching dollar-for-dollar: Otto Bremer Foundation

Recently, the Saint Paul-based Otto Bremer Foundation awarded Summit Academy OIC a \$50,000 direct grant. Additionally, they generously offered an \$50,000 one-to-one grant. The direct grant is to support Summit in growing its outreach in Saint Paul and the East Metro-area. The "matching" grant is to provide an added incentive for other Summit supporters to give with the knowledge that the Otto Bremer Foundation will match each donation up to the \$50,000.

What does this mean for our donors? This is the perfect opportunity to show your support for Summit through a financial donation. Your donation will be matched dollar-for-dollar, effectively doubling your impact!

Summit is greatly appreciative for the support provided by the Otto Bremer Foundation. With that support, we look forward to assisting more individuals from St. Paul and the East Metro with the opportunity to become skilled, employed, contributing members of the community.



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New Light Rail Transit Project Prompts Construction Skills Expo



Prospective students gather in the Activity Center before union presentations.

The new light rail expansion project has been big news in the Twin Cities—especially for institutions like Summit. Why? Summit is in the results business, and this project directly relates to Summit's training and job placement.

Recently, Summit held a Construction Skills Expo where more than 70 prospective students came to hear union reps speak about their trade and

our union-supported training, in connection with the upcoming Central Corridor Light Rail Transit project (CCLRT). Specialized classes starting November 29 include cement masonry, electrician, heavy equipment operator and carpentry. This class will be graduating at peak hiring season with the skills that provide them an opportunity to be a part of building a new Twin Cities and earn a living that will let them take care of their families.

What is the New CHW Appeal?

Recently, Summit's Community Health Worker (CHW) program has gotten a well-deserved amount of media attention, making it more in demand than ever. In fact, our current class is almost double the size of any other. What is the appeal?

In addition to the health care's growing need for community-based resources, Summit's has added a certified nursing assistant (CNA) component into its 20-week program. This gives graduates a dual certification making them stronger job candidates for job placement and career growth as they enter the health care industry.

"Dual certification is very helpful, because the CHW and CNA training focus on different aspects of the health care industry. Community Health Workers do more interviewing with patients, provide basic health care services and break down medical information; while the CNA provides more assistance with lifting clients, bathing clients and giving medications. Both programs coupled together provide a well-rounded graduate who is more marketable in the field."

-Amanda Wasielewski, Community Health Worker Instructor

Stay up-to-date on all Summit-related information.
Visit the Summit blog on our Web site!

Students Speak!

"What is your perspective on being a woman preparing to enter the construction field?"

Gwendolyn Cook
Hundred Hard Hats Program



"There are more challenges for women, but I love what I do; I am not scared to ask for help, because I like to do the job right the first time."

Maria Brevig
Hundred Hard Hats Program



"I have always worked as a laborer; everyone working in construction has different skill levels, so we work together—I don't feel like an outsider."

Kim Walker
Hundred Hard Hats Program



"I am definitely interested in how things are made and crafted. Being in the construction industry is no more challenging as a female—I have to be just as capable as my fellow counterpart."

Student Success

Around the World with Sameya Osman



Sameya Osman

Somalia, Kenya, Belgium and the United States—these are just some of the places that twenty-seven-year-old Summit Student Sameya Osman has called home, not by choice but by circumstance.

In 1991, when the Somali Civil War broke out, Osman's day started with excitement about attending her very first day of school. That joy was soon interrupted by an unforgettable noise.

"A bomb had dropped on my school," she said. "The next thing I remember, rebels flooded into my classroom and shot my teacher; all the kids were scrambling."

Osman's survival instinct kicked in—she escaped the school with her best friend and they made their way to her home. However, upon entering Osman's home, she discovered it had been ransacked. "Everyone was gone, so I figured they were dead," she said. "I knew I had to keep moving forward, if I wanted to survive."

After months of traveling with nothing but the clothes on her back and the kindness of a woman and her children, Osman found her family alive in Kenya. Despite the situation and living conditions, Osman recalls being happy in the Kenyan refugee camps, where "adjustment" was all the family could do.

"I lived in the city so this was all new to me...the animals and outdoors, it was like an African safari you see on television," she said. "Even with all of the terrible things I had seen, I was trying to adjust and just be a kid."

Osman's family were the first refugee family in Kenya and moved their way through different camps, in hopes that they may one day get to America. After "playing house" in tent after tent, the Osman family was finally alerted of their departure to America.

"Life was difficult after arriving in America," said Osman. "I couldn't forget the horrible things I had seen and experienced—that made the transition and home-life challenging."

After moving through New York, Dallas and San Diego, the Osman family finally settled in Minnesota, where Sameya now attends Summit's Community Health Worker program. She is discovering how to use her childhood experiences and international perspective as a tool instead of a barrier.

"I want to be a community health worker so that I can give back," she said. "There are still people in refugee camps, and I can be an advocate for those diverse populations of people. I want to help."

SUMMIT FACTS

Job Placement Success

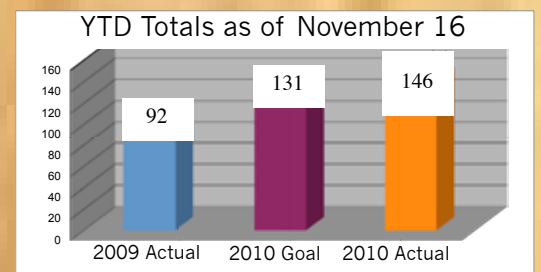
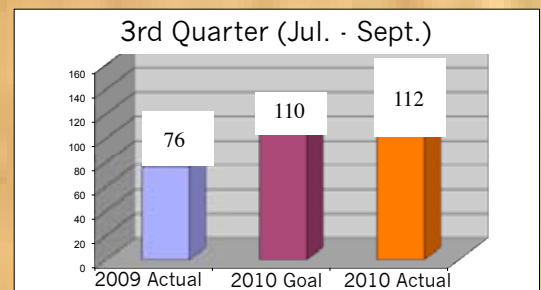
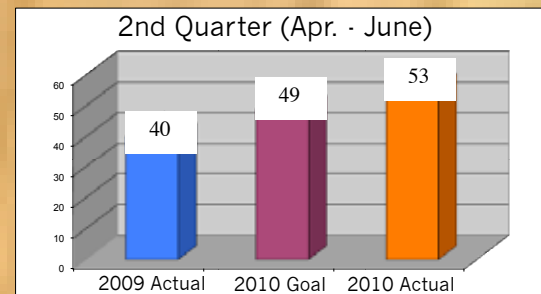
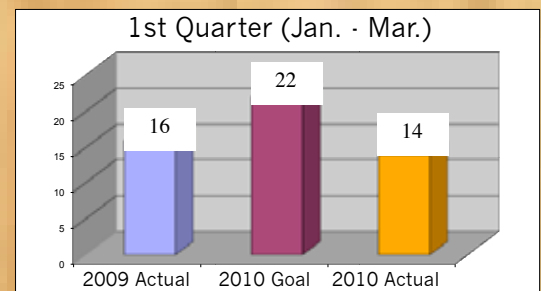
(based on calendar year)

2010 Job Placement Goal (Jan. 1 - Dec. 31):

141 Graduates

2010 Job Placements (Jan. 1 - Nov. 16):

146 Graduates



Not only have we surpassed our goal ahead of schedule, but 79% of placements are specific to the industry the student was trained in.

Insider Perspective

In this issue, former founding members Doctor George and Lillian Martin of the Twin Cities Opportunities Industrialization Center (TCOIC) stop by Summit and share their experiences with the "OIC." They give us a history lesson we will never forget!



(from left to right): Grandson Charlie, George and Lillian Martin

Founded in 1964 by Reverend Doctor Leon Howard Sullivan, the Opportunities Industrialization Centers of America, Inc. (OICA) has a rich history both locally and nationally. As its original intent, the OIC was created to help the disadvantaged realize their true potential.

"The first OIC training center was in an old abandoned jailhouse in Philadelphia," said Lillian. "Doctor Sullivan turned that jailhouse into a training center for the disadvantaged."

Sullivan and the OIC's philosophy was of "self-help" and the system of developing the "whole person." This enabled individuals to become self-sufficient and productive workers. Sullivan's message was strong enough to reach national venues thus attracting other localities—one of those was the Twin Cities.

"A group of ministers went to Doctor Leon Sullivan's conference in Philadelphia," said Lillian. "They were so impressed with his message, that they brought it back to the Twin Cities."

In 1965, a small group of OIC believers met at Saint Thomas Episcopal Church to discuss Doctor Sullivan and the OIC mission. From there, it was decided that every Saturday morning this group would invite community members to attend these meetings to discuss the OIC story.

"At that time, people couldn't get jobs because they didn't have the training," said Lillian. "This was the selling-point of the OIC mission; people really clung on to that."

Eventually, the Twin Cities-based group turned their Saturday morning discussions into reality. The first TCOIC training program got its start downtown at the old First National Bank building in 1966.

"Lillian left her job to be a part of this organization," said George. "I joined and convinced my doctor chord to come on board, and we eventually raised over \$40,000...I was so impressed by the fact that graduates not only got the training they needed but job placement."

Fortunately, that philosophy remained strong throughout the years of change and growth. In 1996, TCOIC and Two or More merged into Summit Academy OIC.

Clearly, whether the tag-line is "self-help" or "training for life," the OIC philosophy works. Giving disadvantaged individuals the skills they need for employment has a total impact. Summit changes lives and the proof is in the longevity and reach of the program.

After more than 40 years, George and Lillian are back at their beloved OIC, except this time with their grandson Charlie. Seeing their goals for the organization remain in-tact and even flourish was more than the couple could hope for. They were so impressed with the new Summit Academy OIC that their grandson Charlie is applying after completing high school.

"We really do believe in this organization," said Lillian. "That is why it remains strong more than 40 years later."