

Direct Referral

The International Union of Bricklayers and Allied Craftworkers and the Mason Contractors Association of America recognized very early, that an active partnership in Job Corps Training Programs with the Departments of Labor and Interior was necessary to achieve acceptable standards in the training of corps members in the masonry crafts who would enter the industry via union apprenticeship. In 1970, the BAC joined with the United Brotherhood of Carpenters and Joiners, the International Brotherhood of Painters and Allied Trades, the International Union of Operating Engineers and the International Association of Operative Plasterers and Cement Masons as an active participant in Job Corps training. The building trades recognized their obligation to help America's disadvantaged youth lay claim on their future.

With centers in operation from coast to coast in both the city and the country, Job Corps is a working and earning experience providing young people with an opportunity, but not guarantees. Its legislatively mandated purpose is to assist young people who need and can benefit from intensive programs of education, vocational skills training and other services in both residential and non-residential settings. The aim is to help them become responsible adults, prepared to obtain and to hold productive jobs.

The vocational skills training program is designed to provide corps members with structured training that will prepare them for apprenticeship in our industry.

All the crafts offered in IMI's programs, whether bricklaying, tiling, plastering, cement masonry or pointing, cleaning, caulking, are taught by experienced BAC Journeymen. The corps members learn how to do a job correctly and what will be demanded of them on a real job.

As with all worthwhile efforts, IMI's Job Corps Program does not claim to have all winners. Some will never make it, but a lot more will.

We are sure, however, time will show that the masonry industry's support to the young people in Job Corps will help to give them a future as proud members in our family of skilled trowel trades.

We would urge all JATCs, local unions and MCAA chapters to review this brochure and join us in supporting the Job Corps effort.

IMI Board of Trustees

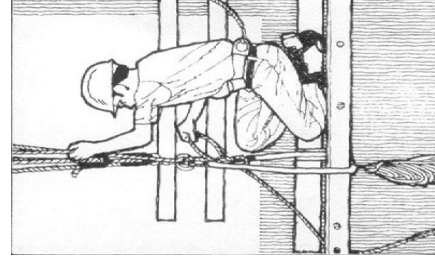
Job Corps Training Centers & Locations

Arkansas: Cass, Ouachita
California: Inland Empire, San Diego
Florida: Gainesville, Homestead
Georgia: Brunswick, Turner
Illinois: Chicago, Joliet, Golconda
Indiana: Atterbury
Iowa: Denison
Kentucky: Earl C. Great Onyx, Frenchburg, Pine Knot, Whitney Young, Westover
Massachusetts: Westover
Michigan: Flint-Genesee
Missouri: Mingo, St. Louis
Montana: Anaconda
Nebraska: Pine Ridge
New Jersey: Edison
New York: Iroquois, Oneonta
North Carolina: Lyndon B. Johnson
Oklahoma: Treasure Lake
Oregon: Angell
Pennsylvania: Keystone
South Dakota: Boxelder
Tennessee: Jacobs Creek
Texas: Gary, North Texas
Utah: Clearfield
Washington: Curlew, Ft. Simcoe
West Virginia: Harpers Ferry
Wisconsin: Blackwell

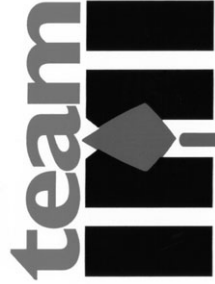
Job Corps Direct Referral

Trowel Trades

Crafts that Build Nations



**INTERNATIONAL MASONRY INSTITUTE
APPRENTICESHIP AND TRAINING**



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What is Direct Referral?

Direct Referral is a system that permits local JATCs to interview, screen and approve candidates for pre-apprentice training in Job Corps before they enter. Just as the name implies, candidates are referred directly to the Job Corps by the committee.

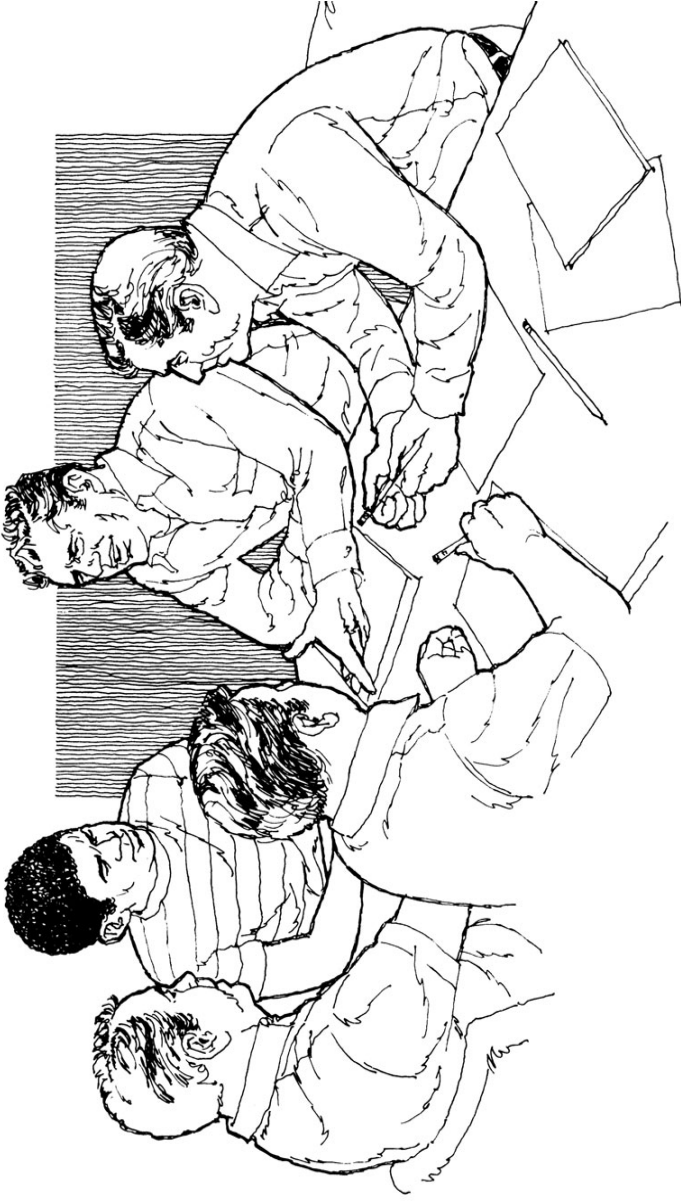
II. Who Can Participate?

All recognized JATCs may use the Direct Referral system. The candidates accepted into Job Corps must be between the ages of 16 and 24; unqualified for the skilled job market; show an interest and aptitude for the trowel trades; and meet the disadvantaged criteria for entry as established by the Job Corps.

III. How Does Direct Referral Work?

- A young person wishing to enter apprenticeship in a trowel trade craft makes application with the local JATC.
- After making application, the young person fails to meet the JATCs entrance requirement, but still wishes to enter the trowel trades.
- The committee, having screened the young person, feels he/she would be a good apprentice candidate if qualified, offers the applicant the opportunity to enter a Job Corps pre-job training program.
- If the applicant agrees to enter Job Corps, the JATC completes a "direct referral" card and directs the applicant to present the card to the local Employment Service for processing to Job Corps.
- If the applicant meets the criteria for entry into Job Corps, he/she will be accepted for training and assigned to a center as near as possible to home having an IMI sponsored masonry program offering the appropriate craft selection.
- The Job Corps screener will notify the JATC of the disposition of the application. If the applicant is accepted the committee can add him/her to their roles.
- Upon completion of the Job Corps pre-job program, the young person is returned home for placement by the JATC.

Throughout the entire process, the only paperwork required of the JATC is the "direct referral" card. The rest is handled by the employment service and the Job Corps.



IV. What are the Benefits?

Direct Referral will benefit the applicant, the JATC and the employer.

To the Applicant:

- The applicant will be highly motivated because the training will qualify him/her for employment as a union apprentice trowel trades worker.
- The applicant knows that upon successful completion of the training program he/she will be placed in his/her home area (dependent on job openings available).

To the Committee:

- The applicant has demonstrated a definite interest in the masonry industry by entering the program.
- The JATC has screened and approved the applicant.
- The graduate of IMI's Job Corps Training will have priority and will not be subject to additional testing and placement restrictions, allowing direct entry into the apprenticeship program.
- The Referral adds a desirable dimension the JATC affirmative action program.

To the Employer:

- The employer will be hiring an apprentice who, having completed an IMI pre-job training program, has been thoroughly introduced to the various facets of the industry and the duties and obligations of an apprentice.

Affirmative Action

"Direct Referral" has been approved by the Bureau of Apprenticeship and Training of the U.S. Department of Labor. Local JATCs can implement this program by inserting the following language into their affirmative action program under Selection Procedures in the Local Standards.

Suggested Model Clause

"Graduates of the IMI Apprenticeship and Training Job Corps Program shall be utilized as a source for available apprenticeship openings. These candidates may be selected directly into available apprenticeship openings without regard to existing eligibility lists or the necessity of passing written tests."