



February 4, 2019

Greetings,

My name is Roman Bronson, and I am the area director for the Indiana Plan for Equal Employment. The Indiana Plan is an organization whose mission is to increase participation in the union trades among underrepresented people with a focus on minorities and women. The Indiana Plan state-wide began in 1970, and we have been in continuous operation in Northwest Indiana since 1995. Our 80 hour (2 week) program goes over a number of topics designed to inform and prepare an individual for the apprenticeship application process of the trade they are interested in pursuing. **A trainee with the Indiana Plan can expect to receive at no cost:**

- An introduction to Construction Math/Spatial Awareness with a focus for passing the various Trades' aptitude test
- Mock interviews tailored for the interview portion of the multi-step apprenticeship application process (supervised and critiqued by a union tradesperson)
- Tours of Apprenticeship facilities w/ presentations by Apprenticeship Coordinators and/or Union officials
- OSHA 10 certification for general construction site safety
- BCRC card proving compliance with the stringent Construction Trades' drug free policy
- Eligibility to be placed on a jobsite with a signatory contractor to receive on the job training for the purpose of building a resume for the apprenticeship application process
 1. *If trainee is selected, that person will be provided with a set of tools for the duration of OJT*
 2. *Assignments are not always available although we strive for everyone to have at least one*
- A year of personal, ongoing mentoring by the Area Director as the trainee embarks on their apprenticeship application process.

We believe all these endeavors create a better candidate for the construction trade of their choice. We have facilitated, with the generous and invaluable assistance of the NWI Building Trades, Apprenticeship Coordinators, and signatory contractors, dozens of on the job training opportunities for underrepresented minorities and women over the past two program years. We also have an ongoing number of trainees formerly accepted into one of the 21 apprenticeships associated with Northwest IN. It's a reason the Indiana Plan is the **only** construction awareness program endorsed by the Indiana State Building Trades! If you have any questions, please don't hesitate to contact me.

Sincerely,

The Indiana Plan for Equal Employment

Roman Bronson, NWI Area Director