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City of Providence

Memorandum

Providence Department of
Planning and Development

400 Westminster Street
Providence, Rhode Island 02903

401 351 4300 OFFICE
401 351 9533 FAX

Thomas E. Deller AICP
Director

www.providenceri.com
www.providenceplanning.org

To: Council President
From: Thomas E. Deller, AICP, Director

CC: City Council Members; City Clerk; Mayor Cicilline; Deb Brayton

Date: March 5, 2009

Re: First Source

Please find attached the First Source report for the fourth quarter of calendar year 2008, October-December, 2008.

Additionally, copies of previously submitted reports are included with transmittal as it is our understanding not all members of the Council may have received these as was our expectation.

IN CITY COUNCIL
APR 2 2009

READ
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECORDED
[Signature] CLERK

PROVIDENCE THE CREATIVE CAPITAL

David N. Cicilline, Mayor

First Source Report –October 1, -December 31, 2008

1. Names of employers that are required to sign First Source Agreements, and whether of not they have signed them:

(a.) The following list indicates who has signed a first source agreement (or has an agreement or contract with first source language)

Employers receiving grants-in-aid:

AIDS Care Ocean State /FACTS, Amos House , Capital City (Smith Hill) Community Center , Cathedral of Life Christian Assembly, Chad Brown Community Health Center, CHISPA , Crossroads Rhode Island, DARE , DaVinci Center, Dominican - American Assoc, Dorcas Place, Elmwood Foundation, Family Services of RI, Federal Hill House, Fox Point Senior Center, Goodwill Industries, Greater Elmwood Neighborhood Services, Hartford Park Community Center, Hmong United Assoc, Inst for the Study and Practice of Nonviolence, International Institute , Joslin Community Center, Living History , Meeting Street Center, Mt. Hope Learning Center, Mt. Hope Neighborhood Assoc , Nickerson Community Center, Oasis International, Olneyville Housing, Omni Development Corporation , People to End Homelessness, PPS Revolving Fund , PROCAP, Providence Black Repertory Co. , Providence City Arts for Youth , Providence Performing Arts Center , RI Donation Exchange Program , RI Tax Clinic , RI Family Life Center , RI Indian Council , RI Vietnam Veteran's Association, Roger Williams Day Care , Saving Sight Rhode Island , Silver Lake Community Center, Smith Hill CDC, Socio-Economic Development For Southeast Asians , Sophia Academy, South Providence Tutorial, South Side Community Land Trust , SPDC (includes Cleanscape), SWAP, The Center, The Groden Center, Trinity Repertory Co., Urban League of RI, Washington Park Community Center, West Elmwood Housing Development, West End Community Center, Women's Development Corporation, Youth Build Providence, Youth Pride.

Employers with Special Tax Considerations

Capitol Cove, Firehouse 13 , G-Tech , Hotel Providence (**pending**) , Intercontinental Developers, Masonic Renaissance Hotel, Monhasset Mills, Promenade Associates, Steelyard , Streuver Brothers, Eccles and Rouse (SBER) in connection with 60 Valley Street , The 903 (formally Jefferson Place) (**pending**).

Employers with Economic Development Loans

111 Realty Partners/Durkee Brown, Cathers & Coyne Inc, Cuban Revolution, Creative Product Works, El Portal, Item New Products Develop Ltd, KO Shoes/Geller's, Lily Pad, Maria Ruggieri, Olneyville Housing Corp., OSP Security Inc., Perishable Theater, Providence Black Rep., Rhegos Group/Davin Inc., ROM Deli Inc., TOC Wheels, LLC Trinity Mortgage Solutions, Tina's Caribbean Restaurant,

Blades Blend & Beyond LLC, Laxmi Sarah Sundaram (d/b/a Eastside Ice cream).(*First Source language is in loan documents*).

Other Employers:

Brown University (in connection with the Thayer Street Improvement Program – applies to any contracts let in regards to this project), High Tech and Doylan general contractors (in connection with Blackstone on the Southside), Streuver Brothers Eccles and Rouse (in connection with American Locomotive). Gilbane and associated contractors (in connection with the school modernization projects)

2. Number of current potential employers 10/1/08-12/31/08

- Cleanscape Inc. –
- Andera Inc. -
- Crossroads RI-
- Dorcas Place-
- GTECH-
- Hotel Providence-
- The Elmwood Foundation-
- Erenia's Hair Salon-
- Pro-CAP -
- Providence Black Repertory Co.-
- Renaissance Hotel-
- Socio-Econ. Devlp Cntr –
- South Side Land Trust-
- Trinity Rep. Co.-
- White Electric Coffee-
- Aids Care Ocean State
- Armory Rivival Co.
- SWAP
- RI Donation Exchange Program
- CHISPA
- Masonic Temple
- International Institute
- Capital City Community Center
- DARE
- GENS
- Nickerson House
- Blue Cross Blue Shield

- New First Source Applicants this Quarter.
- 311 new applications
- 30 from BCBS
- 13 Job Vacancies
- 11 Jobs Filled

- 35 First Source Quarterly Reports were received
- 14 Agencies had activity to report
- 21 Agencies had zero activity
- There are approximately 3,130 on the First Source List

3. Job training programs for the people established through the funds allocated by this Ordinance:

- **Dorcas Place** – Training scheduled
- **Groundwork Providence** – Training for green building
- **Stepping UP** – health care industry training - contract in process
- **Retail Skills Center** – customer service training – contract in process
- **CAPCO** – steel fabrication training – contract in process
- **Building Futures** – Construction Apprenticeship program (verification of trainees in process)

4. Challenges in ensuring compliance from employers and any information on employers who are non-compliant

- There is a disconnect between job skills and employer needs – continued funding and funneling of residents into training programs is necessary
- The Department of Planning and Development has refined reporting mechanisms and annual monitoring to better determine non-compliance issues.

First Source Report –January 1, -September 30, 2008

1. Names of employers that are required to sign First Source Agreements, and whether of not they have signed them:

(a.) The following list indicates who has signed a first source agreement (or has an agreement or contract with first source language)

Employers receiving grants-in-aid:

AIDS Care Ocean State /FACTS, Amos House , Capital City (Smith Hill) Community Center , Cathedral of Life Christian Assembly, Chad Brown Community Health Center, CHISPA , Crossroads Rhode Island, DARE , DaVinci Center, Dominican - American Assoc, Dorcas Place, Elmwood Foundation, Family Services of RI, Federal Hill House, Fox Point Senior Center, Goodwill Industries, Greater Elmwood Neighborhood Services, Hartford Park Community Center, Hmong United Assoc, Inst for the Study and Practice of Nonviolence, International Institute , Joslin Community Center, Living History , Meeting Street Center, Mt. Hope Learning Center, Mt. Hope Neighborhood Assoc , Nickerson Community Center, Oasis International, Olneyville Housing, Omni Development Corporation , People to End Homelessness, PPS Revolving Fund , PROCAP, Providence Black Repertory Co. , Providence City Arts for Youth , Providence Performing Arts Center , RI Donation Exchange Program , RI Tax Clinic , RI Family Life Center , RI Indian Council , RI Vietnam Veteran's Association, Roger Williams Day Care , Saving Sight Rhode Island , Silver Lake Community Center, Smith Hill CDC, Socio-Economic Development For Southeast Asians , Sophia Academy, South Providence Tutorial, South Side Community Land Trust , SPDC (includes Cleanscape), SWAP, The Center, The Groden Center, Trinity Repertory Co., Urban League of RI, Washington Park Community Center, West Elmwood Housing Development, West End Community Center, Women's Development Corporation, Youth Build Providence, Youth Pride.

Employers with Special Tax Considerations

Capitol Cove, Firehouse 13 , G-Tech , Hotel Providence (**pending**) , Intercontinental Developers, Masonic Renaissance Hotel, Monhasset Mills, Promenade Associates, Steelyard , Streuver Brothers, Eccles and Rouse (SBER) in connection with 60 Valley Street , The 903 (formally Jefferson Place) (**pending**).

Employers with Economic Development Loans

111 Realty Partners/Durkee Brown, Cathers & Coyne Inc, Cuban Revolution, Creative Product Works, El Portal, Item New Products Develop Ltd, KO Shoes/Geller's, Lily Pad, Maria Ruggieri, Olneyville Housing Corp., OSP Security Inc., Perishable Theater, Providence Black Rep., Rhegos Group/Davin Inc., ROM Deli Inc., TOC Wheels, LLC Trinity Mortgage Solutions, Tina's Caribbean Restaurant,

Blades Blend & Beyond LLC, Laxmi Sarah Sundaram (d/b/a Eastside Ice cream). (*First Source language is in loan documents*).

Other Employers:

Brown University (in connection with the Thayer Street Improvement Program – applies to any contracts let in regards to this project), High Tech and Doylan general contractors (in connection with Blackstone on the Southside), Streuver Brothers Eccles and Rouse (in connection with American Locomotive). Gilbane and associated contractors (in connection with the school modernization projects)

2. Number of job vacancies for each employer 1/1/08-9/30/08

- Cleanscape Inc. – 2
- Andera Inc. -19
- Crossroads RI- 19
- Dorcas Place- 13
- GTECH- 37
- Hotel Providence-2
- The Elmwood Foundation- 1
- Erenia's Hair Salon-2
- Pro-CAP - 2
- Providence Black Repertory Co.-2
- Renaissance Hotel- 25
- Socio-Econ. Devlp Cntr – 3
- Sophia Academy- 1
- South Side Land Trust-1
- Trinity Rep. Co.-6
- White Electric Coffee- 1

3. Whether or not the employer has hired from the First Source List 1/1/08-9/30/08

- Cleanscape Inc. – 2
- Crossroads RI-
- Andera Inc.- 2
- Dorcas Place- 3
- The Elmwood Foundation- 1
- Erenia's Hair Salon-1
- Pro-Cap –2
- Renaissance- 16
- Providence Black Repertory Co.-2
- Trinity Rep. Co- 3
- White Electric Coffee-1

4. Number of people the DPD has referred to employers from the First Source List:

There have been over 25 referrals made to First Source vacancies. (There are over 3000 persons on list.)

5. Total number of people hired off the First Source List, % of people of color, women and people with disabilities:

30 persons hired off of the First Source List, 20 women, 22 people of color

6. Job training programs for the people established through the funds allocated by this Ordinance:

- **Dorcas Place** – Training scheduled for May 14, 2008
- **Groundwork Providence** – Training for green building scheduled for May 12, Oct 27, 2008
- **Stepping UP** – health care industry training - contract in process
- **Retail Skills Center** – customer service training – contract in process
- **CAPCO** – steel fabrication training – contract in process
- **Building Futures** – Construction Apprenticeship program (verification of trainees in process)

7. Challenges in ensuring compliance from employers and any information on employers who are non-compliant

- Vacancy forms are faxed to the First Source Coordinator who is then expected to sift through a list of names and refer potential employees – this creates a cumbersome and unreliable method to get Providence residents into jobs
- There is a disconnect between job skills and employer needs – continued funding and funneling of residents into training programs is necessary
- The Department of Planning and Development has refined reporting mechanisms and annual monitoring to better determine non-compliance issues.



Department of Planning and Development

DAVID N. CICILLINE
Mayor

Memorandum

To: Council President Peter S. Mancini

From: ~~Thomas E. Deller~~, AICP, Director

Cc: City Council members, Mayor Cicilline, Deb Brayton, Steve Vadnais

Date: January 14, 2008

Re: First Source Report

Please find attached a First Source report as required by the First Source Ordinance as amended. This document reports out on the progress of the First Source program over the last two years. Hereafter this report will be updated on a quarterly basis. If you have any questions feel free to contact Stephen Vadnais of my staff at ext 624.

Cc: City Clerk

First Source Report – 12/31/07

1. Names of employers that are required to sign First Source Agreements, and whether or not they have signed them:

(a.) The following list indicates who has signed a first source agreement (or has an agreement or contract with first source language)

Employers receiving grants-in-aid:

AIDS Care Ocean State /FACTS, Amos House , Capital City (Smith Hill) Community Center , Cathedral of Life Christian Assembly, Chad Brown Community Health Center, CHISPA , Crossroads Rhode Island, DARE , DaVinci Center, Dominican - American Assoc, Dorcas Place, Elmwood Foundation, Family Services of RI, Federal Hill House, Fox Point Senior Center, Goodwill Industries, Greater Elmwood Neighborhood Services, Hartford Park Community Center, Hmong United Assoc, Inst for the Study and Practice of Nonviolence, International Institute , Joslin Community Center, Living History , Meeting Street Center, Mt. Hope Learning Center, Mt. Hope Neighborhood Assoc , Nickerson Community Center, Oasis International, Olneyville Housing, Omni Development Corporation , People to End Homelessness, PPS Revolving Fund , PROCAP, Providence Black Repertory Co. , Providence City Arts for Youth , Providence Performing Arts Center , RI Donation Exchange Program , RI Tax Clinic , RI Family Life Center , RI Indian Council , RI Vietnam Veteran's Association, Roger Williams Day Care , Saving Sight Rhode Island , Silver Lake Community Center, Smith Hill CDC, Socio-Economic Development For Southeast Asians , Sophia Academy, South Providence Tutorial, South Side Community Land Trust , SPDC (includes Cleanscape), SWAP, The Center, The Groden Center, Trinity Repertory Co., Urban League of RI, Washington Park Community Center, West Elmwood Housing Development, West End Community Center, Women's Development Corporation, Youth Build Providence, Youth Pride.

Employers with Special Tax Considerations

Capitol Cove, Firehouse 13 , G-Tech , Hotel Providence (**pending**) , Intercontinental Developers, Masonic Renaissance Hotel, Monhasset Mills, Promenade Associates, Steelyard , Streuver Brothers, Eccles and Rouse (SBER) in connection with 60 Valley Street , The 903 (formally Jefferson Place) (**pending**).

Employers with Economic Development Loans

111 Realty Partners/Durkee Brown, Cathers & Coyne Inc, Cuban Revolution, Creative Product Works, El Portal, Item New Products Develop Ltd, KO Shoes/Geller's, Lily Pad, Maria Ruggieri, Olneyville Housing Corp., OSP Security Inc., Perishable Theater, Providence Black Rep., Rhegos Group/Davin Inc., ROM Deli Inc., TOC Wheels, LLC Trinity Mortgage Solutions, Tina's Caribbean Restaurant,

Blades Blend & Beyond LLC, Laxmi Sarah Sundaram (d/b/a Eastside Ice cream). (*First Source language is in loan documents*).

Other Employers:

Brown University (in connection with the Thayer Street Improvement Program – applies to any contracts let in regards to this project), High Tech and Doylan general contractors (in connection with Blackstone on the Southside), Streuver Brothers Eccles and Rouse (in connection with American Locomotive). Gilbane and associated contractors (in connection with the school modernization projects)

2. Number of job vacancies for each employer

- Aids Care Ocean State - 5
- Armory Revival Co. - 5
- Capitol City Center - 1
- CHISPA - 1
- Cleanscape Inc. - 4
- Cross Roads - 15
- DARE - 1
- GENS - 1
- GTECH - over 50 vacancies (at headquarters & call center)
- Hotel Providence - 15
- International Inst.- 3
- Masonic Renaissance Hotel (restaurant) between 100-120
- Masonic Renaissance Hotel (Hotel) between 100 -120
- Pro-CAP - 3
- Prov Plan - 2
- Puentes - 1
- RI Donation Exchang - 2
- Socio-Econ. Devlp Cntr - 5
- South Side Land Trust - 1
- Smith Hill Early Lrn Cnt - 1
- Streuver Brothers (Green Envir, Inc.) - 6
- SWAP - 2

3. Whether or not the employer has hired from the First Source List

- Aids Care Ocean State- 5 hires
- Armory Revival Co.– 4 hires
- C.H.I.S.P.A – 1 hire
- Cleanscape Inc. – 4 hires
- Crossroads –15 hires
- G.E.N.S 1 hire
- G-Tech Call Center 14 hires
- Hotel Providence – 15 hires

- International Institute – 3 hires
- Masonic Renaissance Hotel (restaurant) 70 hires
- Masonic Renaissance Hotel (hotel) 77 hires
- Pro-Cap –3 hires
- RI Donation Exchange Program – 2 hires
- Socio-Economic Development 5 hires
- Southside Community Land Trust 1 hire
- Streuver Brothers Eccles &Rouse (SBER) – 5 hires
- SWAP - 2 hires

4. Number of people the DPD has referred to employers from the First Source List:

There have been over 500 referrals made to First Source vacancies. (There are over 2000 persons on list.)

5. Total number of people hired off the First Source List, % of people of color, women and people with disabilities:

232 persons hired off of the First Source List, 42% women, 12% person's of color (this number is understated as we do not have accurate information on this – we are trying to correct reporting of people's ethnicity and race)

6. Job training programs for the people established through the funds allocated by this Ordinance:

- Dorcas Place - hospitality training 17 trainees 8 of them women
- Groundwork Providence - sustainable landscape, green building technology training 10 trainees 1 of them women.
- Stepping UP – health care industry training - contract in process
- Retail Skills Center – customer service training – contract in process
- CAPCO – steel fabrication training – contract in process
- Building Futures – Construction Apprenticeship program (verification of trainees in process)

Also using First Source list to do outreach for Earned Income Tax Credit Program

7. Challenges in ensuring compliance from employers and any information on employers who are non-compliant

- Vacancy forms are faxed to the First Source Coordinator who is then expected to sift through a list of names and refer potential employees – this creates a cumbersome and unreliable method to get Providence residents into jobs
- There is a disconnect between job skills and employer needs – continued funding and funneling of residents into training programs is necessary
- The Department of Planning and Development is refining reporting mechanisms and annual monitoring to better determine non-compliance issues.

First Source Quarterly Report for FY 2006-2007

1. Names of employers that are required to sign First Source Agreements, and whether or not they have signed them:

(a.) The following list indicates who has signed a first source agreement (or has an agreement or contract with first source language)

Employers receiving grants-in-aid:

AIDS Care Ocean State /FACTS- **yes**, Amos House – **yes**, Capital City (Smith Hill) Community Center- **yes**, Cathedral of Life Christian Assembly, Chad Brown Community Health Center, CHISPA - **yes**, Crossroads Rhode Island- **yes**, DARE - **yes**, DaVinci Center, Dominican - American Assoc - **yes**, Dorcas Place, East Side / Mt. Hope YMCAs, Elmwood Community Center- **yes** Elmwood Foundation, Family Services of RI, Federal Hill House, Fox Point Senior Center-**yes**, Goodwill Industries - **yes**, Greater Elmwood Neighborhood Services - **yes**, Hartford Park Community Center, Hmong United Assoc - **yes**, Inst for the Study and Practice of Nonviolence-**yes**, International Institute - **yes**, Joslin Community Center, Living History – **yes**, Meeting Street Center, Mt. Hope Learning Center, Mt. Hope Neighborhood Assoc – **yes**, Nickerson Community Center - **yes**, Oasis International, Olneyville Housing, Omni Development Corporation - **yes**, People to End Homelessness, PPS Revolving Fund - **yes**, PROCAP - **yes**, Providence Black Repertory Co.- **yes**, Providence City Arts for Youth - **yes**, Providence Performing Arts Center – **yes**, RI Donation Exchange Program - **yes**, RI Tax Clinic – **yes**, RI Family Life Center - **yes**, RI Indian Council -**yes**, RI Vietnam Veteran's Association- **yes**, Roger Williams Day Care - **yes**, Saving Sight Rhode Island - **yes**, Silver Lake Community Center, Smith Hill CDC, Socio-Economic Development For Southeast Asians - **yes**, Sophia Academy, South Providence Tutorial - **yes**, South Side Community Land Trust -**yes**, SPDC (includes Cleanscape)- **yes**, SWAP - **yes**, The Center, The Groden Center, The Hive Archive, Inc - **yes**, Trinity Repertory Co. – **yes** Urban League of RI – **yes**, Washington Park Community Center – **yes**, West Elmwood Housing Development – **yes**, West End Community Center - **yes**, Women's Development Corporation, Youth Build Providence - **yes**, Youth Pride

Capitol Cove (**pending – development has not commenced**), Firehouse 13 (**signed**), G-Tech (**pending legal review – has agreed to sign & is participating voluntarily for call center**), Hotel Providence (**not signed but participating**) Intercontinental (**in process**), Masonic Renaissance Hotel (**pending legal review – participating**), Monohassett Mills (**signed**), Promenade Associates (**signed**), Steelyard (**TSA in process – will be First Source language**), Streuver Brothers, Eccles and Rouse (SBER) in connection with 60 Valley Street (**First Source language in TSA ordinance**), The 903 (formally Jefferson Place) (**pending**).

Other Employers:

Brown University (in connection with the Thayer Street Improvement Program – applies to any contracts let in regards to this project) **Signed agreement.**

High Tech and Doylan general contractors (in connection with Blackstone on the Southside) **yes – first source language in bid document.**

Streuver Brothers Eccles and Rouse (in connection with American Locomotive) **yes - first source language in preliminary master plan approval.**

2. Number of job vacancies for each employer

- Aids Care Ocean State **1 vacancy**
- Armory Revival Co. **2 vacancies**
- Capitol City Center **1 vacancy**
- CHISPA **1 vacancy**
- Cleanscape Inc. **3 vacancies**
- Cross Roads **3 vacancies**
- DARE **1 vacancy**
- GENS **1 vacancy**
- GTECH **8 vacancies**
- Hotel Providence **3 vacancies**
- International Inst. **3 vacancies**
- Masonic Renaissance Hotel (restaurant)
- Masonic Renaissance Hotel (Hotel)
- Pro-CAP **1 vacancy**
- Prov Plan **2 vacancies**
- Puentes **1 vacancy**
- RI Donation Exchange **1 vacancy**
- Socio-Econ. Devlp Cntr **1 vacancy**
- Streuver Brothers (Green Envir, Inc.) **6 vacancies**
- Smith Hill Early Lrn Cntr **1 vacancy**
- South Side Land Trust **1 vacancy**
- SWAP **1 vacancy**

3. Whether or not the employer has hired from the First Source List

- Aids Care Ocean State- **36 hires**
- C.H.I.S.P.A – **1 hire**
- Armory Revival Co. (affiliated with SBER on Rising Sun project) – **4 hires**
- RI Donation Exchange Program – **2 hire**
- Hotel Providence – **10 hires**
- Capital City Community Center (**in process**)

- Crossroads –23 hires
- Cleanscape Inc. – 3 hires
- Streuver Brothers Eccles &Rouse (SBER) – 5 hires
- G.E.N.S 1 hire
- Pro-Cap – 2 hires
- Masonic Renaissance Hotel (restaurant) 70 hires
- Masonic Renaissance Hotel (hotel) 77 hires

4. Number of people the DPD has referred to employers from the First Source List:

There have been 67 referrals made to First Source vacancies.

5. Total number of people hired off the First Source List, % of people of color, women and people with disabilities:

234 persons hired off of the First Source List, 42% women, 12% person's of color

6. Job training programs for the people established through the funds allocated by this Ordinance:

Dorcas Place hospitality training 17 trainees 8 of them women, Ground Work Providence sustainable landscape training 10 trainees 1 of them women.