



BREAKING DOWN STEREOTYPES AND BARRIERS . BRINGING SMART BUSINESS SOLUTIONS . BUILDING A MORE INCLUSIVE WORKFORCE

MELWOOD'S BUILDING PATHS

A program designed to prepare people with disabilities to enter the construction and skilled trades field.

BUILDING PATHS

In partnership with the College of Southern Maryland, Building Paths consists of both construction pre-apprenticeship credentialing and professional development training. The program is designed to ensure participants are equipped with the technical know-how to enter the construction and skilled trades field through a job or apprenticeship program.

The skilled trades continue to have a high demand for workers, while people with disabilities remain underemployed, pointing to a natural solution – leveraging the untapped potential and talent of people with disabilities while creating an opportunity for meaningful employment.

Since 1996, the Workforce Opportunity Tax Credit (WOTC) has helped millions of Americans find jobs and produced over \$1 billion in tax savings to employers who hire people with disabilities. Through this program, Melwood can help employers maximize this added benefit while working with people with disabilities to launch their careers.



PROGRAM OVERVIEW

Melwood's Building Paths is a 14-week program offered in partnership with the College of Southern Maryland (CSM) through their Workforce Center and the Maryland Center for Environmental Training. Training is held at the Melwood Country Lane campus in Waldorf, Maryland and at the CSM campus in Hughesville. College coursework is delivered online with in-person facilitation. Additionally, there is an in-person Construction Core Lab class designed to develop construction trade application skills. The college training will follow the CSM construction pre-apprenticeship credentialing. A post-instruction career development phase follows the 14-week instruction.

MINIMUM REQUIREMENTS

- Ability to set up and climb/descend an extension ladder, demonstrating proper three-point contact and safe manual lifting techniques
- Ability to inspect, don, fit, and remove the PPE clothing/items
- Ability to use construction tools, such as: hammer or demolition tool; chisel or punch; torque wrench; pliers; wire cutters; file; utility knife; shovel or other earth tool; crosscut saw. and chain fall or hoist
- Ability to make a straight, square cut in framing lumber using a crosscut saw
- Ability to use safely the following construction tools, such as electric drill; hammer drill or rotary hammer; circular saw; reciprocating saw; portable band saw; miter or cutoff saw; portable or bench grinder; pneumatic nail gun; and a pavement breaker
- Ability to interpret a set of instructions for properly donning a safety harness and then orally instruct another person on how to don the harness.
- Ability to inspect a typical power cord and GFCI to ensure their serviceability
- Demonstrate knot tying
- Demonstrate the proper ASME Emergency Stop hand signal
- Ability to read and interpret construction drawings (blueprints) and fill out a work-related form
- Ability to compute and interpret mathematical concepts and diagrams as it relates to course curriculum



OUR PROFESSIONAL DEVELOPMENT TRAINING CURRICULUM OUTCOMES INCLUDE:

Skills Assessment

Networking

Personal Career Plan

Problem Solving and
Critical Thinking on the Job

Disability Disclosure and Documentation
and Accommodation Plan

Resume, Including Cover letter
and References

Teamwork Skills Development

Workplace Conflict Resolution

Interview Preparation

Financial Literacy

Communication

Time Management



Interested in learning more or signing up for our next cohort?
Contact: Elizabeth Foster at efoster@melwood.org