



JOURNEYS

Soaring impact

Supporting Dreams. Changing Lives; One Student at a time!

2024



Pre-Apprenticeship Program Packet

VISION

Our vision is for all youth, regardless of economic status, to become responsible members and contributors to their communities as they utilize their gifts and talents navigating towards their best life in the field of Ironworking.

MISSION

Our mission is to provide low-income, inner-city youth in the Greater Cincinnati area, with access to ironworking skills, knowledge and abilities that will catapult them into a career that changes their community, lives and generations to come.



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“Education is a gift that none can take away”
American Proverb

Program Overview-----

I. History

Journey Steel Inc. partners Barb Smith and Tom Garten, founded the non-profit arm "Journeys Soaring Impact" a Pre-Apprenticeship Program in 2016, as a means to introduce youth to life changing careers in the field of ironworking.

II. Purpose

The program gives back to the community by providing career opportunities for disadvantaged inner-city youth, while also addressing the growing concern of diversity and youth in the aging and non-diverse world of construction.

III. Objective

Journey Steel will provide mentorship, job training and offer apprenticeship opportunities to disadvantage or low-income individuals.

IV. Partners

- Union Ironworkers Local 44, Cincinnati, Ohio (Dave Baker)
- Union Ironworkers Local 290, Dayton, Ohio (Jeff Bush)
- International Apprentice Coordinator (Lee Worley)
- Union Ironworkers IMPACT CEO (Kevin Hilton)
- International Ironworkers – (General President Eric Dean)
- Building Trades Director for the State of Ohio-Larry Oberding
- Journey Steel Inc. Leadership- Barb Smith, President and Tom Garten, Vice President
- State Farm Insurance – Sheila Garten
- U READY LLC

V. Apprenticeship Program Approval



- Journeys Soaring Impact Ironworking Pre-Apprenticeship program is approved by the Ohio State Apprenticeship Council (OSAC). The OSAC is an advisory board appointed by the director of the **Ohio Department of Job and Family Services**. It was established in the Ohio Revised Code Section 4139.02

Participation Details-----

I. Criteria

High School students completing their junior year are eligible to participate in the apprenticeship program. Participant must be at least 17 years of age and passing to senior status. Participants must have a parent or legal guardian permission/or sign off on their participation. Students should have a minimum cumulative grade point average of 2.0. and minimal to no curricula recovery tasks.

II. Job Details

Job Title	Journeys Soaring Impact Youth Program Participant
Reports to	Barb Smith, President of Journey Steel Inc. Tom Garten, Vice President of Journey Steel Inc. Ric Tibbits, Program Manager Ingrid A. Ross, Executive Director

III. Job Purpose

The Journeys Soaring Impact Program is designed to involve and inspire young adults in technical and vocational studies by introducing them to real world construction in the Ironworking and Steel Fabrication trade. The Training Participants are expected to participate on a limited and educational level with the actual fabrication and assembly of structural and ornamental Ironworking. The participants will work under constant supervision and will be assigned a supervisor/mentor that will guide them with their responsibilities.

IV. Learning Objectives and Job Responsibilities

- **Fabrication**

- Work with an assigned mentor to identify and learn the use of the tools, materials, blueprints and hardware used for steel fabrication and assembly.
- Participate in the lay out, cutting, drilling, fit up, bolting and welding of miscellaneous components used for the overall fabrication process.
- Recognize the components of the structure, organize material and hardware for shipping.
- Watch and assist on a limited basis the loading and unloading of materials for shipping.

- **Steel Erection**

- Work with mentor to understand the difference in erection drawings and fabrication drawings for the project and be able to identifying the tools, material and hardware used for steel erection and assembly.
- Visit a working construction site and complete a hazard awareness assessment of the project.
- Safely Shadow the work of an individual mentor to see what their daily tasks are made of and how they are affecting the progress of the overall work being done.
- Identify from the erection blueprints the location of the work in a plan view of the project and be able to locate the assembled structure both in the drawings and in real space.
- Be able to verbally communicate the steps that will need to go on in order to move material, hoist material, identify connections, identify the needed equipment and propose a general plan of erection.
- Assist, on a limited basis, the installation of structural and/or ornamental steel.

• Compensation and Requirements for Participation of 12 months

- Participants volunteer for the training program of their own free-will and have the right to terminate their participation within 90 days if they do not feel comfortable, safe or intimidated by the requirements of the learning program. Participant forfeits apprenticeship placement.
- Participants will agree and understand that although this is a learning program it is also a job with compensation and it is therefore a **work atmosphere**. They are to adhere to office protocol and shop safety rules and regulations.
- Participant must be at least 17 years of age and a senior. Participants must have a parent or legal guardian permission/or sign off on their participation.
- Participant's legal guardian will be required to sign provided release form for the participant's school to release, grade reports, mid-term reports, behavior report and attendance reports. JSIP requires student to be on time for school and attend each day unless participant is ill. JSIP reserves the right to inquire about student with school staff.
- JSIP will provide appropriate PPE (personal protection equipment) for each participant.
- Each participant will be required to take 3 assessment tests. On the first day, six-month mark and twelve-month mark of the JSIP.
- All participants must maintain a high school grade point average of 2.0 or above. Anyone with a gpa below a 2.0 will be required to participate in tutoring sessions provided by JSIP.
- Participants will receive a schedule of days and hours that they will be required to attend class/work.
- Compensation for this program will be set at 40% of the current Journeyman Union wage rate only for the Ironworkers Local in the area of work.
- Participants will be required to participate in random drug testing by JSIP Staff.

- Participants will be required to attend events outside of normal training hours. This is the JSIP holistic approach to assuring the participants have real world experiences, life- skills and training.

- **10 goals for each participant to work towards achieving!**

- Healthy (Mind Body Spirit)
- Safety Awareness
- Enjoying your Successes
- Make a Positive Contribution
- Economic and Financial Well-Being
- Self-Respect
- Respecting of Others
- Academic Accomplishments
- Faith and Inner Strength
- Self-Confidence



Program Rules-----

Journeys Soaring Impact Program Facebook account may be used to contact your son/ daughter about events related to Journeys Soaring Impact Program. This account is not used after 10pm and all conversations on it are logged. If you **do not** give permission for us to use ***please check the boxes to the left.**

Initial here_____

- I agree to my son/daughter participating in Journeys Soar Impact Program and the activities run by the team. I understand that every care will be taken to ensure the health, safety and welfare of my child. I realize and accept that in the event of my child's behavior adversely affecting the safety of the activity, the staff or organizers reserve the right to return my child home or call parents to pick up their child.

Initial here_____

- I agree that my son or daughter may be photographed or videoed by Journeys Soaring Impact Staff. All pictures or videos will be used on our publications or social media in promotion of the program

Initial here_____

- I agree to sign an information release form granting the identified staff of Journeys Soaring Impact permission to contact the participant's current school and receive the following information at any time.
 - Attendance reports
 - Behavior reports
 - Mid-term grades reports
 - Final Grade report
 - Attend parent/ teacher meetings with parent and child participant at school

Initial here_____

COMMUNICATION METHODS

- The use of text messages will generally be used to send out group text reminders for particular events, other texts may be sent as replies to texts from your son/daughter or to find out information about group-related events, cancellations or changes.

Initial here_____

- The use of E-mails will be generally used to advertise certain events, it may also be used to arrange meetings or find out information regarding interests to a particular event. Most e-mails will also be sent to an adult so that appropriate use of e-mail is maintained and monitored.

Initial here_____

Participant Signature_____ **Date**_____

Parent/Guardian Signature_____ **Date**_____



Participant and Parent/Guardian Agreements-----

For Parent/Guardian

- I, _____, the parent /guardian have read and understand the **Journeys Soaring Impact Program Job Title, Job Purpose, Duties and Responsibilities, Compensation and Program Requirements.**

- I, _____, parent/guardian of _____, agree to do all that is necessary to ensure they are in attendance at the appropriate times and locations.

- I, _____, parent/guardian of _____, confirm our full participation.

- I, _____, parent/guardian of _____, confirm my full support to the program, staff, agencies involved in the Journeys Soaring Impact Pre-Apprenticeship program.

- I, _____, parent/guardian of _____, understand the importance of transporting my child/participant, _____ to the program, program activities and work*.

I agree to all of the terms and requirements.

Parent /Guardian Signature_____ **Date**_____

*Please complete the Transportation Request Form if you need assistance.



For Applicant

- I _____ the participant has fully read and understand the Journeys Soaring Impact Program Job Title, Job Purpose, Duties and responsibilities, Compensation and Program Requirements.

I agree to **all** of the terms and requirements and confirm my full participation and dedication to the program, staff, and with the agencies involved in the Journeys Soaring Impact program.

- I _____ understand the importance of respect for self and staff, and commit to the following standards:

- Good behavior and good attitude
- Consistent school and work attendance; on time to school and work
- Adherence to all safety standards and protocols
- Consistently give 100% effort to school and the Journeys Soaring Impact Program.

Applicant Signature _____ **Date** _____



PROGRAM APPLICATION

Please note that the information on this form is for the use of Journeys Soaring Impact staff and leadership and is not available to any other individuals or groups. This means that we will not disclose your e-mail address, mobile number or any other details to another individual without your permission.

FOR THE PARENT/GUARDIAN

Parent/Guardian Name: _____

Parent/Guardian Address _____

City _____ State _____ Zip Code _____

Parent/ Guardian Primary Phone: _____ (Mobile/Home/Office)

Parent/ Guardian Secondary Phone: _____ (Mobile/Home/Office)

Parent/Guardian Email _____ (Required for communication)

How many in the household? Adults: _____ Children: _____

Age range of children in household ___0-5___5-15___16-18___20-25___25-35___35-50___50-up

Household Income ___\$10,000-\$20,000___\$25,000-\$30,000___\$35,000-\$45,000

Does the applicant have an **IEP** or other school supports? _____no _____yes

✓ Please list _____

✓ Please list _____

✓ Please list _____

FOR THE APPLICANT

Applicant Legal Name _____

Applicant Preferred Name: _____

Sex: Male / Female (Circle Appropriate)

Date of Birth ____/____/____

Last grade level completed _____

Age of participant _____

Check Race/Ethnicity: Asian African American White Hispanic Other

Weight _____ Height _____

Phone: _____ (Mobile/Home)

Email _____ (Required for communication)

Hobbies: _____

Extracurricular Activity Involvement: _____

In addition to the completed packet and forms, the applicant is required to complete 2 additional required assignments.

- ✓ Please provide a 250-word essay answering the following question:
Why do you want to participate and complete the Journeys Soaring Impact Ironworking Pre-Apprenticeship Program?

Note: The typed essay must be turned in with the completed Journeys Soaring Impact applicant Packet.

- ✓ Participant should include a typed list of their top 5 personal life goals.
Note: The typed essay must be turned in with the completed Journeys Soaring Impact applicant Packet.