

CAM and EDSI Partner to Launch Construction Training and Internship Program for Detroit Students



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Over the past 3 years, [The Construction Association of Michigan \(CAM\)](#) has been approached by several of its member companies about the lack of young people entering the construction industry. During a series of roundtable discussions, workforce development continued to be a trending topic. To address this growing concern, CAM joined forces with [EDSI](#) to develop a pilot program called “3D.” 3D stands for develop, design and deliver.

The 3D Program is designed to introduce high school juniors to the construction industry. Once enrolled in the program, students learn about various career options including building development and finance, architecture, construction management and skilled trades. Students attended a five day training program (Phase I) during the last week of June 2016, and are now progressing into a seven week internship (Phase II). Internships started on July 11, 2016, and students will earn \$12/hour throughout Phase II. After the internship, students will enter into Phase III where they will gain skills to prepare for the workforce as they focus on one specific career.

In order to meet the program’s eligibility requirements, students had to complete an online application and satisfy specific requirements – a current student and resident in Detroit with a GPA of 2.7 or higher. Over 70 students were interviewed, and 20 students were selected to participate in this summer’s program. During Phase I training, students learned about basic construction industry terminology and processes as well as decision making, time management, how to work with a team, planning and much more.

CAM and EDSI partnered with 17 employers, and funding for the 3D program is supported by CAM, EDSI, The Brinker Group, UAW Ford, the Community Foundation for Southeast Michigan and The Roxbury Group. EDSI completed several job task analyses at each company to understand what skills and expectations the students needed to meet prior to beginning their internship. All internships will take place in the city of Detroit.

On the last day of Phase I training, students displayed and presented final construction projects, a garage for two matchbox cars, to participating employers. The graduation ceremony was set up like a “mock NFL draft pick” where students learned which employer they would be joining for their internship in Phase II.

Reflecting on the program thus far, EDSI’s Michelle Knierim shares, “The Phase I training boot camp was definitely a rewarding experience, not only for the students, but also for those of us that were a part of the process. It is exciting to see the students starting their first job with an internship through the 3D program, and the students were very appreciative of the opportunities. We look forward to making this an annual training and sharing it with others throughout the country.”

