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## Private Industry Council Training Center Surpasses First Quarter Goals Northeast Portland's Unemployed Landing Jobs Averaging 500 Percent Above Oregon's New Minimum Wage

The Private Industry Council's Northeast Employment and Training Center opened in July of 1989 to serve Northeast Portland's unemployed by providing counseling, job training, job referral and basic skills improvement. During the first three months of operations, the center enrolled 90 adults in its job training program, assisting more than half of its projected yearly total of 150 Northeast-area residents. A first-year goal of 20 job placements was also achieved in record time. Through Sept., 25 participants obtained jobs paying an average of \$5.78 per hour, with several individuals earning more than \$9.00 per hour.

The Northeast Employment and Training Center is unique in its approach to assisting persons with multiple barriers to productive employment. These barriers include little or no work experience, drug addiction, alcoholism, prostitution and mental health problems. Many participants are high school dropouts with poor math and reading skills, and low self-esteem.

The center was established to provide a holistic approach to employability, and partnerships allow staff to address a variety of needs. Oregon's Employment Division has a staff member on site to refer center participants to available jobs. Adult and Family Services is also an active partner, with a part-time representative available at the center to coordinate services. In addition, The Private Industry Council has contracted with Portland Community College to offer classes on the premises for math and reading improvement, and high school completion.

Dennis Cole, President of The Private Industry Council, stated, "The early success of the Northeast Center demonstrates the effectiveness of offering services specifically tailored for needy populations. It takes more than a band-aid to put our city's hard-core unemployed to work. The Private Industry Council is responding to the challenge of aiding the hard-to-serve. We aren't just helping people find jobs. We're changing lives."

Job placements in October equalled the total achieved during the first quarter of operation, and job retention is outstanding. Nearly 60 Northeast-area residents have found jobs through the center since it opened more than 90 percent are still on the job. The Northeast Employment and Training Center has exceeded all goals for assisting target populations, including women on welfare and African-American men. To date, people of color account for nearly 40 percent of all hires. Examples of employers hiring center participants include Griggs-Anderson Research, Farmers Insurance, Wacker Siltronic Corporation and The Urban League of Portland.

Together with job training and job placement assistance, the Northeast Employment and Training Center offers individualized counseling and case management. Staff works with local agencies to coordinate services to participants needing drug and alcohol assistance programs, mental health services, vocational training, housing and other aid to remove barriers to successfully holding a job. Positive word-of-mouth is the center's only form of advertising.

Because the center was established to work with a particularly challenging group of Portland's unemployed, services are expected to be longer-term and more comprehensive than traditional public-funded training programs. A representative case history illustrates the need for extensive interaction with participants.

An African-American man who obtained one of the highest-paying jobs after attending the center's job training course, found that the income he was receiving in his present position provided too great a temptation for returning to a life of drug use. After missing a day of work due to a

cocaine relapse, he returned to the center to seek help. The Northeast Employment and Training Center's assistant director personally escorted this participant to enroll in a community-based drug treatment program and encouraged him to agree to a weekend lock-down for detoxification. The program participant returned to work the following Monday and has been on the job since August. Center staff are working with the drug treatment center to help this man fight his addiction and remain employed. He has volunteered to return to the center and share his experience with other class participants.

The Northeast Employment and Training Center is located at 3034 N.E. Martin Luther King Blvd. (241-4644). It is an operation of The Private Industry Council, a non-profit organization primarily funded with federal Job Training Partnership Act (JTPA) dollars. Headquartered in Portland, The Private Industry Council serves adults at its downtown location (241-4600) and young people at its Youth Employment Institute (280-1058). The Private Industry Council funds additional locations throughout Multnomah and Washington counties.

## Metropolitan Human Relations Commission Holds Community Speakout

On Thurs., Dec. 14 at 7:30 p.m. the Metropolitan Human Relations Commission will be holding a community speakout in inner Northeast Portland. The event will be held at the King Neighborhood Facility, located at 4815 NE 17th.

The community Speakouts are a part of the Commission's VISION INITIATIVE and are designed to provide information for the development of a list of priority human and civil rights needs. This list of priority needs will provide direction to the Commission as it seeks to effectively meet the needs of the region. These needs will be translated into program goals, research topics, budget requests etc.

Jeannette Pai the new Executive Director for the Commission has a very strong background in community organization and empowerment. As Staff Liaison for the Salem Human Rights Commission, Ms. Pai was able to assist individuals and organizations in building coalitions that has empowered many diverse communities within the Salem/Marion County proper. In turn, these coalitions were able to impact city

policies and state legislation. Stated Ms. Pai, "the VISION INITIATIVE is grounded in the belief that empowerment, accountability and connecting with the community are central to efforts toward meeting challenges facing the community today."

Although Ms. Pai is new to the Commission, she is keenly aware of the issues and problems facing our communities. "I see what lies ahead, given the increase in incidents of violence and harassment, and more importantly, I feel a sense of what is happening in our communities: the frustration, the anger, and the dissatisfaction. I think we can turn the situation around, but we all have a choice to make. We can come together and speak in one empowered voice, or we can allow the system to continue to divide and conquer us."

The Commission is committed to a new vision of community empowerment, advocacy, and coalition building. But this can not be accomplished without all of us together working towards a united front. The Commission encourages you to come and participate; your voice, opinions and perspectives are essential.

## Multnomah's Ervin To Serve On Panel Of Election

WASHINGTON, D.C.—The National Center for Policy Alternatives (NCPA) is pleased to announce the appointment of Vicki Ervin, Director of Elections for Multnomah County, to serve on the advisory board of its Voter Participation program. NCPA is a non-profit non-partisan public policy center that specializes in innovation at the state level. Since 1984 NCPA has been committed to reforming the nation's patchwork quilt of voter registration laws in the states, a key effort in addressing the ever-declining rate of voter participation in the United States.

The advisory board will bring together two dozen nationally respected election authorities to develop an "action agenda" for increasing democratic participation throughout the states. The dynamic group of secretaries of state, state legislators, election technicians, legal scholars and advocates provides the board with a wide range of experience and perspectives. The advisory board's first meeting will take place in Washington D.C., beginning on Nov. 30. The highlight of the two-day event will be a panel discussion entitled "High Tech Democracy," a look at how computer technology can be integrated with registration practices to increase participation and system integrity.

Vicki Ervin has been working in election administration since 1974. She is Treasurer and Legislative Committee Chair of

the Oregon County Clerks' Association. During the past five years Ms. Ervin has worked with the World Affairs Council of Oregon, meeting with representatives of

more than 25 foreign countries to explain the election process in Oregon and the United States.

## Statement By Commissioner Dick Bogle

First, I want to make it very clear that the City of Portland has a dismal record on affirmative action. There is no excuse. I share the blame.



My office has been taking extraordinary steps to improve the hiring record of the bureaus in my portfolio. My bureau managers share my resolve.

In order to achieve affirmative action goals, leaders must set the right kind of example. In government, that example should come from the elected official's own office. By that, I mean his personal staff.

I have emphasized strongly to Mayor Clark that he needs a black liaison drawn from the African-American community.

This makes good sense because every major problem faced by the city as a whole is concentrated in inner Northeast Portland, where most Black citizens live.

By dragging his feet on the matter of hiring a minority liaison, the Mayor is casting a cloud over his office, and making his own job, and the jobs of his staff, more difficult.

## Black United Front Seeks "Block" Of City Grant Funds From HUD -- Mayor Clark Replies

by Professor McKinley Burt

An accumulation of complaints against Portland Mayor Bud Clark and his treatment of minorities came to a head at a 9:30 a.m., Tuesday press conference sponsored by the Black United Front at the Martin Luther King Center. There was extensive coverage by television and the print media as Mr. Ron Herndon, co-chairman of the Northeast community's most visible organization, laid down a gauntlet to a city administration described as "racist and lacking credibility."



Ron Herndon

Flanked by his co-chairman, The Rev. John H. Jackson and representatives of other community organizations, Herndon quickly and forcefully spelled out the major areas of concern:

"Mayor Clark did not hire a Black administrative assistant, nor develop a hiring process as of December 1, 1989.

The mayor's response to the city's affirmative action deficiencies is woefully inadequate. He has failed miserably to provide the leadership needed for rapidly moving the city toward a workforce reflective of its ethnic diversity."

This scathing indictment was immediately followed on by a declaration of intent on the part of the "Front" and cooperating community organizations to bring the Neighborhood Revitalization Programs to a screeching halt until major deficiencies are rectified:

"Because of the mayor's five years of callously ignoring affirmative action, we are asking the Department of Housing and Urban Development to withhold all future block grant funds designated for the City of Portland. We will ask that funds not be released until the city implements an affirmative action plan that seriously addresses the current hiring practice that translates into "white only."

The mayor's response through a spokesperson was as follows:

"As I have said before, I agree with Ron; we want the city to have a workforce that is representative of this community. This means a workforce that is representative of all minorities.

Also, as I have said before, we are not there yet, but we are working very hard on both the planning and implementation of an improved affirmative action plan. We will see results."

"What I find curious is that Ron is demanding that HUD hold up over \$7 million in funds. These funds are the core of neighborhood revitalization efforts. Our good work so far has been recognized by HUD to the point that we have attracted additional funds. \$3.75 million in Nehemiah funds alone."

"What I also find curious is that Ron wants to create so much conflict when he and I share the goal of neighborhood revitalization and equal employment opportunities.

These actions that Ron wants. If implemented, will completely destroy our neighborhood revitalization program and job outreach program."



Mayor Bud Clark

This very heated exchange does not at all clear the air nor does it present the public with any structured process where by a resolution of the issues can be projected and acted upon. It would seem at this point that our lot is to adopt a wait and see attitude—unless there are other actors waiting in the wings to come forward and resolve a very distressing situation. Those who are unemployed and are under represented in the Northeast community are not going to be very amenable at all to accepting what must seem to them an interminable struggle to gain an equality which should be assured to them under a valid affirmative action plan. The Black United Front is demanding in no uncertain terms that such action be immediately forthcoming.

## NECDC Host Public Meeting, Dec. 14th

Northeast Community Development Corporation (NECDC) is hosting a public meeting at 7 p.m., on Dec. 14, at the King Neighborhood Facility, 4815 NE 7th. The purpose of the meeting will be to update and to receive input from the community on the work being done to develop the Portland Nehemiah Housing Program.

On Sept. 29, 1989, NECDC received confirmation it had been selected by the Department of Housing and Urban Development to receive a 3.75 million dollar Nehemiah Housing Opportunities Grant. Portland's award was the second largest in the country, the only award west of the Mississippi, and the only grant funded at 100% of the request. Nehemiah provides a 0% second mortgage of \$15,000 for the construction of 100 new houses and the rehabilitation of 150 homes in the Boise, King, Humboldt and Vernon neighborhoods. Construction will begin in the Spring of 1990.

Every buyer is eligible for a \$15,000 Nehemiah second mortgage, but the Nehemiah money provides only a small portion of the total development package for a house. The City of Portland has agreed to waive all development and permit fees for the 250 homes and Multnomah County is donating its foreclosed properties in the targeted neighborhoods. A consortium of lending institutions and the State Housing Council will furnish the construction and

first mortgage loans at below market interest rates. The combination of financing will allow NECDC to sell homes to people who are ordinarily shut out of the home ownership market.

Northeast Community Development Corporation has been working with staff from the Portland Development Commission, the Bureau of Community Development and the Housing Authority of Portland to develop some of the technical aspects of the program. The public meeting on Dec. 14 will be geared to provide NECDC

with valuable input from the community in North/Northeast Portland as to the design of the Portland Nehemiah Program. Representatives from community groups and agencies are invited, as well as any interested citizens.

Special guests at the meeting will be officials from Enterprise Nehemiah Development, Inc. in Baltimore, Maryland. The Enterprise Group received the largest Nehemiah Grant in the country, and is in town sharing information on the program with NECDC.

## Low Income Energy Assistance Program To Begin

On Dec. 4th, agencies responsible for delivering LIEAP services in Multnomah County will begin making appointments and accepting applications from the general public.

Low-income households who need financial help to pay their winter heating bills will be able to apply for energy assistance during the next 2-3 months at local helping agencies. Households must have demonstrated energy costs to be eligible for this one-time only payment.

A household must have a total gross income at or below 125% of the poverty level to receive an energy assistance payment. This guideline is established by the Federal Government and is based on income and household size. For example, a household of one would be eligible with an annual income of \$7,475 or less. This would only be \$623 per month. For each additional household member, the income can increase by \$2,550 per year, or \$213 monthly. Actual payments to needy households vary according to income and the primary heating source. Payments vary from \$170 to \$200. Renters and homeowners receive comparable payments. In most cases, payments are made to energy suppliers on behalf of the eligible households. Residents of subsidized housing may be eligible for a limited payment, if their energy costs exceed their utility allowance. They must provide information from their housing authority as well as their heating/energy costs. A different payment schedule is used for qualified subsidized households. Qualified applicants will also be referred to

weatherization services, and those who may need additional assistance will be referred to the various utility fund programs which operate in Oregon.

Due to the large demand for assistance, applicants will experience some delay in the application process. It is hoped that applicants will be patient, as the staff will respond to their call as soon as possible. Listed below are some self-help ideas that may be beneficial to clients as they await their appointments.

- \* Do not stop paying your bills. Try to make at least partial payments. Call the utility to determine a minimum payment.
- \* If you cannot make a payment, contact the utility and arrange for a payment plan.
- \* If anyone in your household is severely ill and a shut-off would endanger their health, talk to the utility about a medical certificate.
- \* If you heat with wood or oil, talk to your dealer about making installment payments.
- \* Try to conserve to keep your bill low. The utilities and the Oregon State extension service have free information on energy conservation.
- \* Sign up for self-help weatherization workshops. You may be able to receive free materials to use in weatherizing your home or apartment.
- The United Way's ENERGY HOTLINE (227-5437) is available to refer people to sources of assistance through Jan. 31, 1989. Hotline hours are: 9 a.m. to 3 p.m., Monday through Friday; December 4, 1989 to January 31, 1990. The hotline will be closed Dec. 22 and 25, and Jan. 1 for holidays.

