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Planning Committee

Carole Woodward, Lexington Area Chamber of Commerce

Catherine Lambeth and Pamela Caviness, Davidson County Dept. of Social
Services

Daniel Williams and Jerry Long, Employment Security Commission of NC

Barbara Jean Baremore, Lexington Housing Authority

Pat Everhart, Davidson County Job Training and Employment Center

Brad Turner, Goodwill Industries of Northwest North Carolina, Inc.,
Winston-Salem

Curt Coomes, North Carolina Low Income Housing Coalition, Raleigh

S.H.E. RESIDENT MANAGEMENT CORP

Connie Russell
President
P.O. Box 2064
Lexington, North Carolina 27293-2064

Telephone (704) 243-7382
Fax (704)-243-7450

"BUILDING A SOUND, HEALTHY ENVIRONMENT"

August 5, 1996

Name
Company
Address
City, State & Zip

Dear (personalized):

Many local businesses share a problem--recruiting qualified employees. The unemployment rate in the local labor market is a low 2.9%, causing many businesses to experience difficulty in meeting their hiring requirements.

S.H.E. Resident Management Corporation, a community-based, resident organization is committed to helping residents and businesses of Lexington and Davidson County communities with their employment and training needs (see attached fact sheet for more information on S.H.E.). Because so many residents are looking for employment and because so many businesses are looking for employees, S.H.E. is coordinating a Community Economic Development Job Fair as one of its 1996 projects. Our "Opportunities '96" Job Fair offers employers the opportunity to meet potential employees and share information about their company with potential employees (as well as potential customers).

We would like for your organization to participate in the in the Opportunities'96 Job Fair. The Fair will be held on October 5, 1996, from 10 am- 4 pm, at Lexington Senior High School Gymnasium, 18 Henry Drive, Lexington, NC. Many of the local agencies and organizations who work with people looking for employment--the Department of Social Services, Vocational Rehabilitation, Davidson County Employment & Training, and the Employment Security Commission of NC will have job seekers attending the Fair. Lexington/Davidson County Schools and Davidson County Community College have received information on the Fair to Share with their students.

Vondra Hairston, Secretary • Minnie Smith, Treasurer • Majorie Williams, Chairperson

Small business consultants such as: S.C.O.R.E. and Davidson County Black Business Council will have representatives available to answer questions for persons who are interested in starting small businesses or who are already in business but need assistance. The Fair will also be opened to the general public.

We have designed the Fair so that there is no fee for attendees and have arranged a light breakfast and lunch for participating companies. We are, however, offering companies the opportunity to co-sponsor this event (and the continuing work of S.H.E.) through the purchase of Ads. S.H.E. plans to recognize Job Fair sponsors through advertisement in the Fair booklet that will be distributed throughout the City of Lexington and the surrounding counties. Sponsors will also be recognized by signage and prominent display during the Fair, recognition and acknowledgement in all Fair materials including but not limited to brochures and flyers, press releases, and media events, and an opportunity to provide materials for display at the Fair as well as offer items to be included in the registration packet for all attendees. Each Sponsor will have the opportunity to enter a drawing for A color T.V./VCR combination, a compact disk player, and a Supernintendo game.

The Fair will be an annual event and the beginning of a job bank. It is the goal of S.H.E. to work collectively with the Employment Security Commission of North Carolina to have employment information at S.H.E. headquarters to serve as a job search base.

Registration and additional information is attached; please mail or fax your registration by September 5, 1996. If you have any questions, please contact Connie Russell (243-7382). We look forward to seeing you at the Opportunities '96 Job Fair on October 5, 1996.

Because of limited space, we are asking you to respond as quickly as possible to reserve you space. We will set up covered tables (6'x3") for your display; however we are asking you to provide your own backdrop. Please let us know how many tables you will need.

Sincerely,

Connie Russell
President

OPPORTUNITIES '96

COMMUNITY ECONOMIC DEVELOPMENT JOB FAIR

INFORMATION SHEET

The Basics:

1. Date: October 5, 1996
2. Location: Lexington Senior High School Gymnasium
3. Time: 10:00am- 4:00pm

The Overview:

1. The Fair is to be a forum for local companies in need of employees and local job seekers to connect with one another; for leveraging resources for small business ventures; career opportunities alternative for graduating seniors who are not attending college.
2. **S.H.E. Resident Management Corp.** is sponsoring the event. Agencies participating in the event's organization and development: The Lexington Area Chamber of Commerce, Division of Vocational Rehabilitation, The Work First Program of Davidson County Department of Social Services, Lexington/Davidson County Schools, Davidson County Community College, Davidson County Employment & Training, N.C. Low Income Housing Coalition, Employment Security Commission of NC, The B.O.N.D. Program, S.C.O.R.E.
3. The Fair will be designed for recruitment, career exploration, and micro-enterprise development.
4. The Fair will be opened to the general public as well as designated groups.
5. Job seekers will complete an "admission application" to enter the Fair, to be used as a reference source for employers and job seekers as they dialogue.
6. Micro-enterprise developers will complete a "business profile," to be presented to business consultants as they dialogue.

The Specifics:

1. Registration Closing Date: **September 5, 1996**
2. Cost for Participation: **\$0.00**
3. Food Service: A light breakfast and lunch will be provided for participating companies.
4. Set Up Times: October 4th, at 7pm & 8 am on October 5th
5. Child Care: Provided on site (Prior arrangements preferred. Please call 243-7382).
6. Information Packets: Provided on October 5, 1996.
7. Available Table Size: 6 ft.

Registration Information:

Please complete the form below and return it to: Connie Russell
Opportunities '96 Fair Registration
P.O. Box 2064
Lexington, NC 27293

You may also fax in your registration at (704) 243-7450.

Company Name: _____

Contact Name: _____

Address: _____

Telephone Number: _____ Fax Number _____

Type of Business: _____

Number of possible positions available: _____

My presentation will need to have access to an electrical source:

_____ Yes _____ No

OPPORTUNITIES '96

PROPOSAL

PRESENTED TO LEXINGTON HOUSING AUTHORITY

**SUBMITTED BY S.H.E. RESIDENT MANAGEMENT
CORPORATION (S.H.E.)**

Opportunities '96

Community Economic Development Job Fair

PROBLEM STATEMENT (NEED)	57% of the residents in Lexington public housing are living on subsidized income. We need to reverse the cycle of poverty in the public housing community.
GOAL (AIM/MISSION)	To help our residents become economically self-sufficient
OBJECTIVE	To promote a job fair that fosters employment and business opportunities, and career exploration
METHOD	Seek local employers who have need for employees to provide the number and kinds of jobs that are available; job seekers will present an admissions application to the employers for review. Local employers and local job seekers will collaborate with each other at on site interviews.
EVALUATION	The employers will recruit job seekers based on their skills, or experience, or both and will work with the "Work First" program to recruit additional employees. Employers will provide an on-the-job training program for new recruits.
FUNDING	Funding for this program will be \$25,000. Of that, we will raise \$11,600 from tee shirt and raffle ticket sales and \$6,700 from the sale of ads. This leaves \$6,700.00 to raise from new foundation sources. We are asking you for \$6,700.

Summary

Opportunities '96 Job Fair is a forum for local employers in need of employees and local job seekers to connect with one another; for leveraging resources for small business ventures; and career opportunities alternative for graduating seniors who are not attending college. The job fair will provide information on professional dress and interviewing skills and employers will be there who have actual jobs that participants can interview for on site.

Davidson County's workforce is changing, and much of this change is due to the reforms in North Carolina's policies concerning Aid to Families with Dependent Children. Governor Hunt's "Work First" program has changed these policies to where AFDC recipients are moved towards employment much more quickly than ever before. These changes have impacted the number and type of job seekers in our community. Many local businesses share a problem--recruiting qualified employees. The unemployment rate in the labor market is a low 2.8% (May, 1996), causing many businesses to experience difficulty in meeting their hiring requirements.

S.H.E. Resident Management Corporation (S.H.E.), a community-based, resident organization is committed to helping residents and businesses of Lexington and Davidson County communities with their employment and training needs. Because of the U.S. Department of Housing and Urban Development's (HUD) mandate for public housing authorities to promote economic development programs, and because so many residents are looking for employment and so many businesses are looking for employees, S.H.E. is coordinating a community economic development job fair as one of its 1996 projects. "Our Opportunities '96 Job Fair offers employers the opportunity to meet and share information with potential employees as well as potential customers.

There are approximately 1100 residents living in public housing (including children). Of these, 252 are head-of-households, 67 are wage earners, 24 have no income, and 139 are on subsidized income. 57% receive some form of financial subsidy, 10% have no income, and 33% are working. As the residents increase their income, the housing authority will generate revenue by increasing the rent amount.

The job fair will be an annual event and the beginning of a job bank. S.H.E. will work collectively with the Employment Security Commission of North Carolina who will allow employment information to be housed at S.H.E. headquarters. Eventually employment information will be housed at the other two public housing sites. Serving as a job search base, residents of Lexington public housing communities will not have to leave the community to look for work. Transportation to the job bank will be furnished by S.H.E. for residents who live outside of S.H.E. headquarters until other job banks are established in their communities. S.H.E. will work in conjunction with Lexington Housing Authority in a partnership agreement for the over all success of the program and in recruiting residents for participation in future job fairs and job banks.

BUDGET

**Lexington Senior High School Gymnasium 8 hours = \$100.00
(use of facility)**

4 Custodians 8 hours @ \$7.00/hr == \$56.00 x 4 = \$224.00

6 Servers 6 hours @ \$7.00/hr == \$42.00 x 6 = \$252.00

2 Clerks (Tee-shirt table monitors; raffle ticket sales) 6 hours @ \$7.00/hr x 2= \$84.00

**2 Registrars (hand out job fair materials and assist 6 hours @ \$7.00/hr x 2= \$84.00
job seekers with admissions application)**

Printing (Ad booklets, raffle tickets, tee shirts, and other fair materials) = \$1000.00

Tee shirts purchased @ 2.00 per tee shirt x 1,000 = \$2,000

Continental Breakfast for 300 (job fair exhibitors and workers) \$600.00

Lunch for 300 (job fair exhibitors and workers) \$1500.00

Advertisement of job fair (flyers, etc.) = \$500.00

Filming 4 hours @ \$75.00/hr = \$350.00

Total Cost of Job Fair \$6,694.00

**Request for Funding for Tenant Participation Activities
(Opportunities '96 Community Economic Development Job Fair)**

She is requesting \$6,700.00 from Lexington Housing Authority in support of the job fair to be held October 5, 1996. S.H.E. makes this request based on the provisions set forth in the Codes of Federal Regulations (24 CFR 964.150) Funding Tenant Participation. A copy of the code has been included for your convenience.

well as funds provided in conjunction with services rendered for resident participation in public housing.

(c) IAs shall monitor the resident council election process and shall establish a procedure to appeal any adverse decision relating to failure to satisfy HUD minimum standards. Such appeal shall be submitted to a jointly selected third-party arbitrator at the local level. If costs are incurred by using a third-party arbitrator, then such costs should be paid from the IAs resident services funds pursuant to § 964.150.

§ 964.135 Resident involvement in HA management operations.

Residents shall be involved and participate in the overall policy development and direction of Public Housing operations.

(a) Resident management corporations (RMCs) may contract with IAs to perform one or more management functions provided the resident entity has received sufficient training and/or has staff with the necessary expertise to perform the management functions and provided the RMC meets bonding and licensing requirements.

(b) Residents shall be actively involved in a HA's decision-making process and give advice on matters such as modernization, security, maintenance, resident screening and selection, and recreation.

(c) While a HA has responsibility for management operations, it shall ensure strong resident participation in all issues and facets of its operations through the duly elected resident councils at public housing developments, and with jurisdiction-wide resident councils.

(d) A HA shall work in partnership with the duly elected resident councils.

(e) IAs, upon request from the duly elected resident council, shall ensure that the duly elected resident council officers as defined in subpart B of this part, and other residents in the development are fully trained and involved in developing and implementing Federal programs including but not limited to Comprehensive Improvement Assistance Program (CIAP), Comprehensive Grant Program, Urban Revitalization Demonstration, Drug Elimination, and FIC.

(f) IAs shall involve resident council officers and other interested residents at the development through education and direct participation in all phases of the budgetary process.

(g) Resident council officers shall be encouraged to become involved in the resident screening and selection process for prospective residents at the

development. Those selected to perform resident screening and selection functions must be trained by the HA in resident screening and selection and must sign a legal document committing to confidentiality.

§ 964.140 Resident training.

(a) *Resident training opportunities.* HUD encourages a partnership between the residents, the HA and HUD, as well as with the public and non-profit sectors to provide training opportunities for public housing residents. The categories in which training could occur include, but are not limited to:

(1) Community organization and leadership training;

(2) Organizational development training for Resident Management Corporations and duly elected Resident Councils;

(3) Public housing policies, programs, rights and responsibilities training; and

(4) Business entrepreneurial training, planning and job skills.

(b) *Local training resources.* HUD encourages the use of local training resources to ensure the ongoing accessibility and availability of persons to provide training and technical assistance. Possible training resources may include:

(1) Resident organizations;

(2) Housing authorities;

(3) Local community colleges, vocational schools; and

(4) HUD and other Federal agencies and other local public, private and non-profit organizations.

§ 964.145 Conflict of interest.

Resident council officers can not serve as contractors or employees if they are in policy making or supervisory positions at the HA.

§ 964.150 Funding tenant participation.

(a) *Funding duly elected resident councils and jurisdiction wide resident councils.* (1) The HA shall provide funds it receives for this purpose to the duly elected resident council at each development and/or those jurisdiction-wide councils eligible to receive the resident portion of the tenant services account to use for resident participation activities. This shall be an addition to the Performance Funding System (PFS), as provided by 24 CFR part 990, to permit IAs to fund \$25 per unit per year for units represented by duly elected resident councils for resident services, subject to the availability of appropriations. Of this amount, \$15 per unit per year would be provided to fund tenant participation activities under subpart B of this part for duly elected resident councils and/or jurisdiction-

wide councils and \$10 per unit per year would be used by the HA to pay for costs incurred in carrying out tenant participation activities under subpart B of this part, including the expenses for conducting elections, recalls or arbitration required under § 964.130 in subpart B. This will guarantee the resources necessary to create a bona fide partnership among the duly elected resident councils, the HA and HUD. Where both local and jurisdiction-wide councils exist, the distribution will be agreed upon by the HA and the respective councils.

(2) If funds are available through appropriations, the HA must provide tenant services funding to the duly elected resident councils regardless of the HA's financial status. The resident council funds shall not be impacted or restricted by the HA financial status and all said funds must be used for the purpose set forth in subparts B and C of this part.

(3) The HA and the duly elected resident council at each development and/or those jurisdiction-wide councils shall collaborate on how the funds will be distributed for tenant participation activities. If disputes regarding funding decisions arise between the parties, the matter shall be referred to the Field Office for intervention. HUD Field Office shall require the parties to undertake further negotiations to resolve the dispute. If no resolution is achieved within 90 days from the date of the Field Office intervention, the Field Office shall refer the matter to HUD Headquarters for final resolution.

(b) *Stipends.* (1) HUD encourages IAs to provide stipends to resident council officers who serve as volunteers in their public housing developments. The amount of the stipend, up to \$200 per month/per officer, shall be decided locally by the resident council and the HA. Subject to appropriations, the stipends will be funded from the resident council's portion of the operating subsidy funding for resident council expenses (\$15.00 per unit per year).

(2) Pursuant to § 913.106, stipends are not to be construed as salaries and should not be included as income for calculation of rents, and are not subject to conflict of interest requirements.

(3) Funding provided by a HA to a duly elected resident council may be made only under a written agreement between the HA and a resident council, which includes a resident council budget and assurance that all resident council expenditures will not contravene provisions of law and will promote serviceability, efficiency, economy and stability in the operation

REVISED BUDGET

With the exception of police/sheriffs, the positions listed below will employ residents of Lexington Public Housing

**Lexington Senior High School Gymnasium \$120.00
use of facility = \$75/1st 3 hrs. and \$15/hr. for each additional hour**

School provides custodians and servers (included in the facility use price)

3 Clerks (Tee shirt table monitors; raffle ticket sales) 6 hours @ \$7/hr x 3 = \$126.00

**6 registrars/assist job seekers
8 hrs. x \$7/hr = \$336.00**

3 Childcare Providers (babysitting for job seekers) 6 hours @ \$7/hr. x 3 = \$126.00

7 Van drivers @ \$7.00/hr x 8 hrs. = \$392.00

1 police officer @ \$15/hr x 6 hrs = \$90.00

1 interpreter (Spanish) @ 7.00/hr x 6 hrs. = \$42.00

1 interpreter (sign Language) @ \$7.00/hr. x 6 hrs. = \$42.00

4 assistants to help exhibitors @ \$7.00/hr x 8 hrs. = \$224.00

Plain tee shirts purchased @ \$2.00/shirt x 1,000 = \$2,000

Continental Breakfast for 150 workers and exhibitors @ \$.75 x 150 = \$112.50

Lunch for 150 workers and exhibitors @ \$3.25 x 150 = \$487.50

Food prepared by Lexington City Schools

Filming, editing, etc. = \$2,517.50

Filming by TKV Communications, Troutman, NC

Sign printer for fair and vans @ \$8.00/sign x 20 signs = \$160.00

Gas for each van 1 full tank x \$36.00 = \$252

Total Cost for Job Fair w/tee-shirt purchase = \$7,027.50

Total Cost for Job Fair w/out tee-shirt purchase = \$ 5,027.50

October 5, 1996

Dear Co-sponsor (personalized):

Thank you for your participation in S.H.E. Resident Management Corporation's first job fair. Special thanks to all of our co-sponsors for making this event possible.

As most of you know, many employers and job seekers are faced with difficult issues in meeting the needs of today's labor market. We hope that today's job fair will be one avenue to assist both employers and job seekers in finding the right job match.

We have enclosed in this packet tickets for your meals, a program/advertisement booklet, a raffle ticket for prizes, an evaluation, a survey, name tags, note pad and pen. Please refer to the program booklet's announcement page for meal times and raffle drawings.

Again, we appreciate your participation in making this a successful event. Our Volunteers are here to assist you, please feel free to call on them.

Enclosures:

Meal Tickets

Raffle Ticket

Program/Advertisement Booklet

Employer Survey

Job Fair Evaluation Form

Ball Point Pen

Note Pad

Name Tags

Employer Survey

Davidson County's work force is changing. Much of this change is due to the reforms in North Carolina's policies concerning Aid to Families with Dependent Children. Governor Hunt's "Work First" program has changed these policies to where AFDC recipients are moved towards employment much more quickly than ever before. These changes have impacted the number and type of job seekers in our community. The following questions focus on the effect of Work First in Davidson County , and how our business community is responding to this change.

Has your company been noticeably effected by Work First? If not, does it anticipate an impact or not and why? If so, what have those effects been?

What is the minimum of training that your employees need?

Has there been a noticeable trend in the hiring market to adjust standards to get employees?

What methods have you used to reduce turnover at your company?

What can training facilities provide to help with that problem?

YES **NO**

Job fair set for the fall

By **WILLIAM KEESLER**

The Dispatch

Lexington job seekers and employers will have a chance to meet each other informally this fall at a job fair being organized by residents of public housing.

The Opportunities '96 Job Fair, scheduled Oct. 5 at Lexington Senior High School and open to the public, also will offer workshops for people wanting to start small businesses and career information for high school students.

The fair is "a tool...to open up economic opportunities," said Connie Russell, president of SHE Resident Management Corp. "We believe that it will be effective and a lot of people will benefit from it."

SHE is a tenants' organization whose mission is helping create economic opportunities for residents of the Lexington Housing Authority's three public housing developments.

The organization has invited more than 200 local businesses to participate in the fair.

Because Davidson County's unemployment rate is low, many businesses have trouble filling vacancies, Russell said. "I think this would be a good way to help them meet their hiring requirements."

Participating businesses will be able to set up displays at 6-foot tables. Job seekers will complete a fair "admission application" giving information about themselves, their experience and their capabilities.

FOR MORE DETAILS

Call SHE
Resident
Management
Corp. at 243-
7382.

MRS. Curry was born August 1, 1911.

Job Fair is planned

Continued from page 1A

SHE hopes the fair will make it "easier for job-seekers and employers to meet and discuss the possibilities of jobs," Russell said. They can actually conduct interviews that day in the high school gymnasium or schedule meetings for another time and place.

The fair will come just three months after the start of North Carolina's Work First program, which requires recipients of what previously was called Aid to Families with Dependent Children to seek work or obtain job training. Many Lexington public housing residents have jobs, but not all do, Russell said.

She said she would like to see local employers view public housing residents as prospective employees more often.

"These people are definitely going to have to have some source of income under the Work First program," she said.

SHE wants its office to become a job bank site where people can come to check on local vacancies listed with the state Employment Security Commission, Russell said. Many public housing residents lack transportation to the commission's Lex-

ington office, she said.

Aspiring entrepreneurs coming to the job fair will be asked to complete a "business profile" that they can present to business consultants who will be available, Russell said. Representatives of the U.S. Small Business Administration office in Charlotte and the Service Corps of Retired Executives (SCORE) will attend and offer advice.

The new Black Business Council, started with the help of the Davidson County Council of Chambers to foster development of black-owned businesses, will conduct workshops during the day.

Career information will be available for students in grades 10-12.

Admission to the fair is free. Employers wishing to participate must register by Sept. 5.

SHE is seeking \$6,700 from LHA — \$25 for each of the city's 268 public housing apartments — to help pay for the fair.

The organization also will sell T-shirts and publish a fair booklet containing ads. Drawings will be held for a color television-videocassette recorder combination, a compact disc player and a Super Nintendo game.

AFTERNOON BRIEFING

LEXINGTON

LHA takes no action on job fair funding

The Lexington Housing Authority Board of Commissioners balked Monday at a request for \$7,000 to support a job fair being organized by public housing residents.

SHE Resident Management Corp.,

a tenants' organization whose mission is helping create economic opportunities for residents, is planning a job fair Oct. 5 at Lexington Senior High School to help local employers and job applicants make contact with each other.

SHE asked LHA for \$7,027.50 for up-front expenses, but promised to reimburse half of that amount by selling advertisements and chances on a television and other prizes.

But LHA Chairman Wayne Bratby and Interim Executive Director Ken Martin both said the job fair budget appeared too high.

Martin said the money might better be spent on job training for residents. The discussion ended without any board member making a motion to approve or deny the request.

"I just think it's sad the Housing

Authority won't support the residents," SHE President Connie Russell said. The job fair will still be held, she said.

Opportunities '96

***A Community Economic
Development Job Fair***

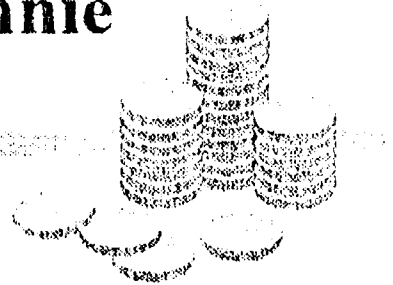
Saturday, October 5, 1996

10:00 am until 4 pm

**Lexington Senior High School
Gymnasium**

**For details, please contact Connie
Russell at 243-7382**

**There will be workshops,
informational stations, and
employers with actual job
openings at the fair.**



Oportunidades '96

Un Económico Suceso Empleo

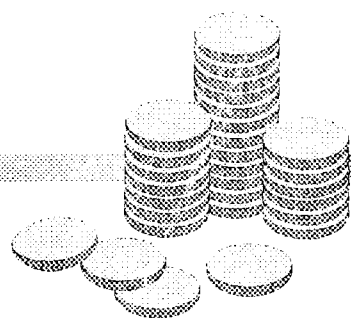
Exposición Feria de su Comunidad

Sabado, el 5 de Octubre, 1996

**a las 10 en la mañana hasta a las
4 en la tarde**

**El gimnasio de la escuela
secundaria Lexington Senior
High School**

**Por information, ponerse en
contacto con Connie Russell en
243-7382**



**Se va a estar talleres,
estaciones de
information, y
empleadores que
necesitan gente.**

S.H.E. RMC

Name: _____

Address: _____

Home #: _____

Work #: _____

No.

S. H. E. RMC

Southside Village, Helen Caple Village, Eastview Terrace

Opportunities '96 Fundraising Raffle

First Prize - Color T.V./V.C.R. Combination

Second Prize - Compact C.D. Player

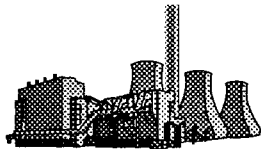
Third Prize - Super Nintendo

Drawing: October 5, 1996 (First Annual Job Fair)

Place: Lexington Senior High School Gymnasium

Donation \$1.00 - Winner Need Not Be Present to Win

No.



DAVIDSON COUNTY JOB FAIR



The Work First Family Assistance Program in Davidson County is working with the S. H. E. Management Corporation and other agencies to provide an annual Job Fair on **October 5, 1996**. The Job Fair will be held at the Lexington Senior High School for Work First Family Assistance participants to attend. There will be workshops, informational booths, and employers with actual job openings at the Job Fair. Transportation to the Job Fair will be provided. Call 243-7382 for more information or to arrange a ride.

MEMO

To: Connie Russell
From: Pam Caviness
Subject: JOB FAIR ADVERTISEMENT
Date: August 5, 1996

Post-It Fax Note 7671		Date 08/05/96	Pages 1
To: Connie Russell	From: Pam Caviness		
Company: DSS	City: Davidson		
Phone #: 243-7382	Phone #: 242-2552		
Fax #: 243-7450	Fax #: 242-1924		

Inserts or Information about the Job Fair can be mailed to some of our target population through the following mechanisms:

1. FOOD STAMPS - Inserts can be mailed for September Food Stamp mailings

Need 2800 inserts with message on no larger than 3x5 cards. (This is the size the carousel can accommodate.)

These must be mailed to CCI and received no later than August 30, 1996.

CCI
P. O. Box 679
Garner, NC 27529

2. COMMODITIES FOOD DISTRIBUTION - September 18, 1996

A very small amount of information may be able to be typed directly on the card that will be mailed from Raleigh in the beginning of September. This will be entered into the computer system around August 15, 1996. I will let you know exactly what message we will be able to squeeze on this card, space permitting.

3. WORK FIRST FAMILY ASSISTANCE

I have talked to people and left messages to find out if county specific inserts can be included in the WFFA checks. So far, the answers given have been unknown or no. However, I will keep trying and let you know.

I hope you will find this information useful. Please let me know if I can be of further assistance in this matter.

CC: Catherine Lambeth



*Southside Village, Helen Caple Village, Eastview Terrace
Resident Management Corp*

PO Box 2064

Lexington, NC 27292-2064

704-243-7382

Fax 704-243-7450

Chairperson

Jarjoie Williams

President

Connie Russell



The Work First Family Assistance Program in Davidson County is working with the S. H. E. Management Corporation and other agencies to provide an annual Job Fair on October 5, 1996. The Job Fair will be held at the Lexington Senior High for Work First Family Assistance participants to attend. There will be workshops, informational booths, and employers with actual job openings at the Job Fair. Transportation to the Job Fair will be provided. Call 243-7382 for more information or to arrange a ride.

*Should be changed to
Southside Village, Helen (Laple) Village
and Eastview Terrace (S. H. E.) Resident
Management Corporation.*

Post-It® Fax Note 7671		Date	08/22/96	# of pages	1
To:	Donnie Russell II	From:	Team Cawiness		
Co./Dept:	SHE Management Corp	Co:	Davidson		
Phone #	243-7382	Phone #	242-2552		
Fax #	243-7450	Fax #			

From: Connie Russell CR
S.H.E. Resident Management Corp.
Telephone Number: 243-7382
Fax: 243-7450

To: Carole Woodard
Lexington Area Chamber of Commerce
Telephone Number: 248-5929
Fax: 248-2161

Please print 3,000 raffle tickets. We really need to get these circulating as soon as possible. A copy of the raffle ticket is attached.
We appreciate your support in helping us make the Job Fair a success.

REMINDER!!!!

OPPORTUNITIES '96

***COMMUNITY ECONOMIC
DEVELOPMENT***

JOB FAIR

SATURDAY, OCTOBER 5TH

***LEXINGTON SENIOR HIGH
SCHOOL CAFETERIA***

SPACIOUS PARKING

I'LL SEE YOU THERE

THANKS,

CONNIE RUSSELL

S.H.E. RESIDENT MANAGEMENT CORPORATION

S.H.E. RESIDENT MANAGEMENT CORPORATION

MISSION

S.H.E. is a grassroots organization working to give residents a hand in controlling their own environment through resident initiative opportunities that promote self-sufficiency and self-esteem building for public housing residents.

ACTIVITIES

S.H.E. provides leadership, expertise, and support to develop resident initiatives programs and strategies for the people of public housing. It serves as an advocate and repository of information about resident initiative programs for public officials, the business community, nonprofits, public housing authorities, and public housing residents.

Public Service, Advocacy, and Education-- S.H.E.'s outreach efforts touch people's lives in communities from Chapel Hill to Monroe:

Sponsored an AIDS HIV Awareness Workshop to educate the Lexington and surrounding population about AIDS, its care and prevention

Provides technical assistance and training to public housing residents

Serves as the primary advocate for community needs by developing and monitoring housing policies and programs on the national, state, and local levels

Acts as the driving force to secure resources for the development and rehabilitation of public housing residents, resulting in business development, homeownership, and drug elimination and prevention programs

Offers information and assistance to public housing organizations throughout the state

Funding for S.H.E. is provided by the U.S. Department of Housing & Urban Development's Tenant Opportunities Program (TOP).

P.O. Box 2064, Lexington, NC 27293 * 910 243-7382

to: Connie Russell



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INTERPRETERS

LEXINGTON:	MARY W. CRUMP	910-249-3722 800-578-7243 EXT. 20319
	DAVID JOHNSON (NIGHT)	910-248-8813
THOMASVILLE:	JULIA SHULER	910-476-1190
SALISBURY:	GLENDA SHERRILL	704-933-9832
MOORESVILLE:	DEBBIE HARWELL	704-663-1470
WINSTON-SALEM:	TAMI RHYNE CHERI SNOW	910-723-0333 910-768-0502
	COMMUNICATION ACCESS	910-722-2274
	INTERPRETING ETC.	910-993-8242
GREENSBORO:	MARY THUMANN NANCY BETTINI MARCY MAURY	910-282-2544 910-855-9044 910-274-2008

ADMISSION APPLICATION

PERSONAL INFORMATION

NAME LAST FIRST MIDDLE SOCIAL SECURITY NUMBER - -

PRESENT ADDRESS STREET CITY STATE ZIP

PHONE NUMBER () - DO YOU HAVE A VALID NC DRIVER'S LICENSE Yes No

ARE YOU EITHER A U.S. CITIZEN OR AN ALIEN AUTHORIZED TO WORK IN THE UNITED STATES Yes No

EMPLOYMENT DESIRED

POSITION DATE YOU CAN START SALARY DESIRED

ARE YOU EMPLOYED NOW? IF SO, MAY WE INQUIRE OF YOUR PRESENT EMPLOYER?

REFERRED BY

EDUCATION	NAME AND LOCATION OF SCHOOL	NUMBER OF YEARS ATTENDED	DID YOU GRADUATE	SUBJECTS STUDIED
HIGH SCHOOL				
COLLEGE				
COLLEGE				
OTHER				

GENERAL SPECIAL SKILLS

COMPUTER SKILLS: SOFTWARE

TYPING SPEED: WPM | DATA ENTRY: TEN KEY: KSH, NUMERIC: KSH, ALPHA: KSH
U.S. MILITARY OR NAVAL SERVICE RANK

ACTIVITIES: (CIVIC, ATHLETIC, ETC.)

WORK EXPERIENCE: Provide a complete description. BE SPECIFIC. Start with your most recent job. Be certain to include service in the Armed Forces. For part-time work show the average number of hours per month. Indicate any changes in job title under the same employer as a separate position.

Employer	Kind of Business	Street Address
Your Title	Reason for Leaving	City, State, Zip Code
Your Duties:	Name of Supervisor	
	Total Time Employed Full Time _____ Part Time _____	
	From (Month & Year)	To (Month & Year)
	Check One _____ Monthly Salary Beginning \$ _____ Hourly Salary Ending \$	

Employer	Kind of Business	Street Address
Your Title	Reason for Leaving	City, State, Zip Code
Your Duties:	Name of Supervisor	
	Total Time Employed Full Time _____ Part Time _____	
	From (Month & Year)	To (Month & Year)
	Check One _____ Monthly Salary Beginning \$ _____ Hourly Salary Ending \$	

Employer	Kind of Business	Street Address
Your Title	Reason for Leaving	City, State, Zip Code
Your Duties:	Name of Supervisor	
	Total Time Employed Full Time _____ Part Time _____	
	From (Month & Year)	To (Month & Year)
	Check One _____ Monthly Salary Beginning \$ _____ Hourly Salary Ending \$	

May we communicate with your present employer? ____ Yes ____ No

REFERENCES

Name	Address	Telephone Number
Name	Address	Telephone Number
Name	Address	Telephone Number

Where Do I Go From Here?
(Starting a Business)

What is your business idea?

Have you ever been in business before? If yes, what type of business was it?

Why is the business not operating now?

Do you have experience in the type of business you want to start?

What is your business type? Product___ Service___

--Give a description of business product or service

Do you have funds to successfully start your business? ___yes ___no

If no, what method will you use to leverage funds?

Bank loan(s)___

Government assistance___

Borrow from friends/family___

Other (explain)_____

Do you have a business or action plan?

Are you enrolled in a business development program? ___yes ___no

If no, do you plan to enter into a business development program?

Do you know anyone who is in business?

If yes, have you spent time with them sharing the full concepts of your business strategies?

Are any of these people family members?

Do you know anyone who has the same type of business you want to start?

Have you identified your market (the people who you will serve)?

Have you identified your competition?

What makes your product or service unique from that of your competitors? Please explain in detail.

Where Do I Go From Here?
(Business Profile of an Existing Business)

Business Name _____

Type of business: Sole Proprietorship___

Partnership___

Corporation___

Date business opened _____

Does your business provide products or services?

--Description of product

--Description of service

How many years have you been in business?

0-5___ 5-10___ 10-15___ over 15___

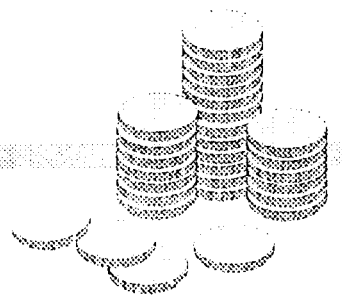
- **How would you rate your business growth on a scale from 0-100% _____?**

Do you have or have you ever had a business plan or action plan? If yes, are you following it? If no, when do you plan to complete a business/action plan?

- **Is your business location convenient for your constituents?**
- **Do you have proper financial records?**
personal financial records___ income statements___ balance sheets___ payroll records___ tax reports___ audit reports___
- **Do you have an attorney? ___yes ___no An accountant? ___yes no___**
- **What are the impediments to your business growth?**
Lack of capital___
Wrong location___
Wrong product or service___
Other (explain)_____

Opportunities '96 Community Economic Development Job Fair

**Sponsored By: S.H.E. Resident Management
Corporation, P.O. Box 2064, Lexington, NC 27293**



S.H.E. RESIDENT MANAGEMENT CORPORATION HISTORY

Southside Village, Helen Caple Village, and Eastview Terrace are public housing communities located in Lexington, North Carolina. The three communities received a Tenants Opportunities Program Grant from the Department of Housing and Urban Development (HUD) to design a resident management training program and other programs geared toward resident initiatives. The two year, technical assistance grant, allows grantees to select qualified consultants to assist them in bringing in programs that are conducive to the organization's mission. The RMC's goals include dual management training to give residents the opportunity to manage their own properties, economic development to provide employment (resident-owned businesses/contracting opportunities with local housing authority), and to promote within the residents a spirit of self-sufficiency and empowerment versus dependency upon the federal government and subsidized income.

S.H.E. RMC, incorporated November, 1994, is the first resident management organization for the Lexington community. Uniting the three communities (268 units and over 1100 residents) together under the umbrella of S.H.E., creates an atmosphere of solidarity among the different members of the housing developments. S.H.E. is an acronym which spells out the first letters of the three communities it represents (Southside Village, Helen Caple Village, and Eastview Terrace).

On September 14, 1994, S.H.E. hosted a Public Forum at the Edward C. Smith Civic Center to introduce its officers and members to city officials, the press, the residents, and other interested citizens. S.H.E. received its 501 (c) (3) federal tax-exempt status in April; applications for funding have been sent to over twenty-five foundations serving North and South Carolina, and to local foundations to leverage funds for different programs (e.g., microenterprise development, anti-drug campaign, and basic life skills education, etc).

MISSION

S.H.E. is a grassroots organization working to give residents a hand in controlling their own environment through resident management and resident initiative opportunities that promote self-sufficiency and self-esteem building.

Oppportunities '96

Planning Committee

Carole Woodward, Lexington Area Chamber of Commerce
Catherine Lambeth & Pamela Caviness, Davidson County Dept. of Social Services
Daniel Williams & Jerry Long, Employment Security Commission of NC
Barbara Jean Baremore, Lexington Housing Authority
Pat Everhart, Job Training & Employment Center
Brad Turner, Goodwill Industries of Northwest North Carolina, Inc.
Curt Coomes, North Carolina Low Income Housing Coalition

OPPORTUNITIES '96

Co-Sponsors

(In Alphabetical Order)

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Davidson County Community Action, Lexington, NC
Davidson County Dept. of Social Services, Lexington, NC
Davidson County Job Training & Employment Center, Lexington, NC
Duracell, USA, Lexington, NC
Excell Telecommunication, Lexington, NC
Koonts Office Products, Lexington, NC
Lacy J. Miller Machine Company, Welcome, NC
Lexington Area Chamber of Commerce, Lexington, NC
Lexington Furniture Industries, Lexington, NC
M & L Motors, Lexington, NC
Managing Your Intra-Conversation (MYIC), Winston-Salem, NC
NC Low Income Housing Coalition, Raleigh, NC
Pawn City, Lexington, NC
Plaza Ford, Lincoln, Mercury, Lexington, NC
R.B.T.D. Construction & Remodeling, Mooresville, NC
The Dispatch Newspaper, Lexington, NC

Opportunities '96 Job Fair Exhibitors

Automotive Motors, Thomasville, NC
B & W Metal Fabrications, Inc., Welcome, NC
Davidson County Job Ready (School to Work) Partnership Program
Davidson County Job Training & Employment Center
Excell Telecommunication
Griffin Staffing Services
I H Services, Linwood, NC
Lacy J. Miller Machine Co., Welcome, NC
Lexington Furniture Industries
Lexington Police Department
NC Low Income Housing Coalition, Raleigh, NC
Service Corps of Retired Executives (S.C.O.R.E.)
Vocational Rehabilitation
Wachovia

ANNOUNCEMENTS

To job fair exhibitors and volunteers:

1. A continental breakfast will be served from 8 am until 9:45 am.
2. A light lunch will be served from 1 pm until 2:30 pm.

******For each meal, please present your meal tickets to the cashier at the end of the food line. Your meal tickets are enclosed in your fair packet.***

*****Please DO NOT take any food or drink from the cafeteria.**

*The Future Business Leaders of America
and*

*The Distributive Education Club of America
have on display in the cafeteria a variety of goodies for sale.
Please support them with your presence and donations.*

RAFFLE DRAWINGS

Drawing #1 Supernintendo Game. 11:30 am

Drawing #2 Compact Disk Player. 1:30 pm

Drawing #3 Color-TV/VCR Combination. . . . 3:30 pm

Tickets may be purchased for \$1.00 at the raffle ticket table. You do not have to be present to win.

All donations are used to support the continuing work of S.H.E. and to help subsidize the cost of the job fair. THANK YOU FOR YOUR SUPPORT!

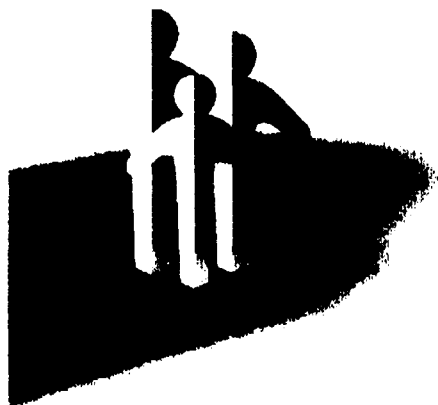
Job Training & Employment Center Workshop Schedule

10:30-11:00	<i>Interviewing Skills</i>
11:30-12:00	<i>Taking Control</i>
1:00- 1:30	<i>Developing a Resume</i>
2:00- 2:30	<i>Communication</i>
3:00- 3:30	<i>Interviewing Skills</i>

Join the *Campaign for Housing*

Did you know that one in five
North Carolina households lives in
substandard or unaffordable housing?

Want to help change this?
You can by becoming a part of the
Campaign for Housing.



North Carolina Low Income Housing Coalition

3901 Barrett Drive, Suite 200

Raleigh, NC 27609

(919) 881-0707

Fax (919) 881-0350

e-mail hn0152@handsnet.org

The North Carolina Low Income Housing Coalition is embarking on an intensive broad-based campaign to elevate housing in the public arena and secure significant resources for affordable housing. The vision of the campaign is that, in 10 years, every North Carolinian will have access to a decent, safe and affordable place to live.

Primary short term goals are to secure \$2.5 million to help support nonprofit housing organizations and \$19 million for the NC Housing Trust Fund, as well as other parts of a collaborative housing package, in the 1997 General Assembly which convenes in January. Long term goals are to secure a dedicated source of revenue for the Housing Trust Fund and to present a comprehensive housing bill to address a myriad of North Carolina's affordable housing needs.

The Coalition needs **your** help to educate our elected, business and community leaders about the importance of decent, safe and affordable housing. They need to know that **"Housing Is Key for Jobs, Families and Communities."**

The North Carolina Low Income Housing Coalition is a statewide membership organization working for decent, safe and affordable housing opportunities that promote self-determination and stable communities for low-income North Carolinians. The Coalition provides leadership to develop responsive and effective affordable housing programs through advocacy, education and support to its members.

To learn more about the Campaign for Housing or how to become a Coalition member, contact us or drop by our information table.

Goodwill Industries of Northwest North Carolina, Inc.

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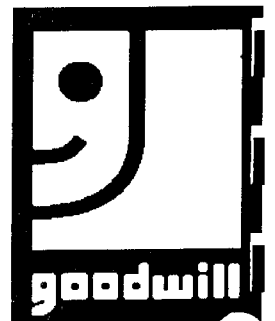


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I prefer the challenge of life to the guaranteed existence;

the thrill of fulfillment to the stale calm utopia.

I will not trade freedom for beneficence

nor dignity for a handout.

I will never cower before my master

nor bend to any threat.

It is my heritage to stand erect, proud and unafraid;

to think and act for myself, enjoy the benefit

of my creations and face the world

boldly and say, this I have done

All this is what it means to be

a Job Seeker at the Opportunities '96

Community Economic Development Job Fair

Adapted from "My Creed" by Dean Alfange

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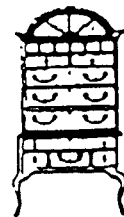
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Love them

Start with what they know

Build on what they have

But of the best leaders

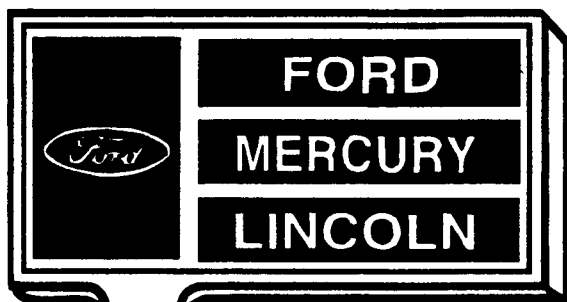
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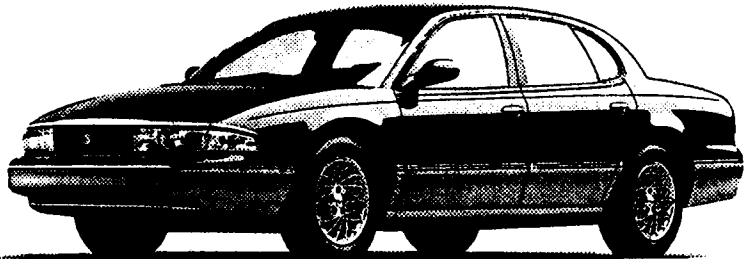


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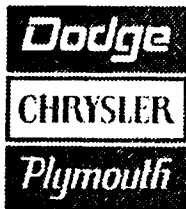


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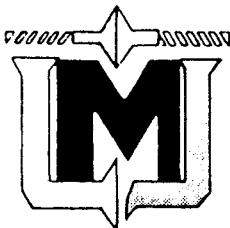
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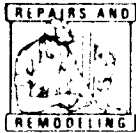
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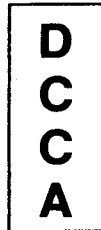
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PUBLICATIONS

"Chamber Topics" Mo. Newsletter
Who's Who Membership Directory
Governmental Directory
Directory of Manufacturers
Community Statistical Profile
Civic Club Directory
Davidson County Maps
Newcomer's Packet

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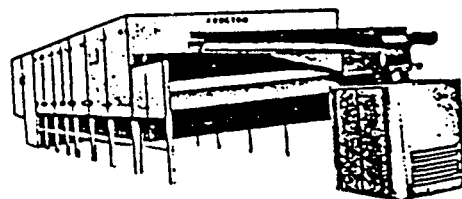
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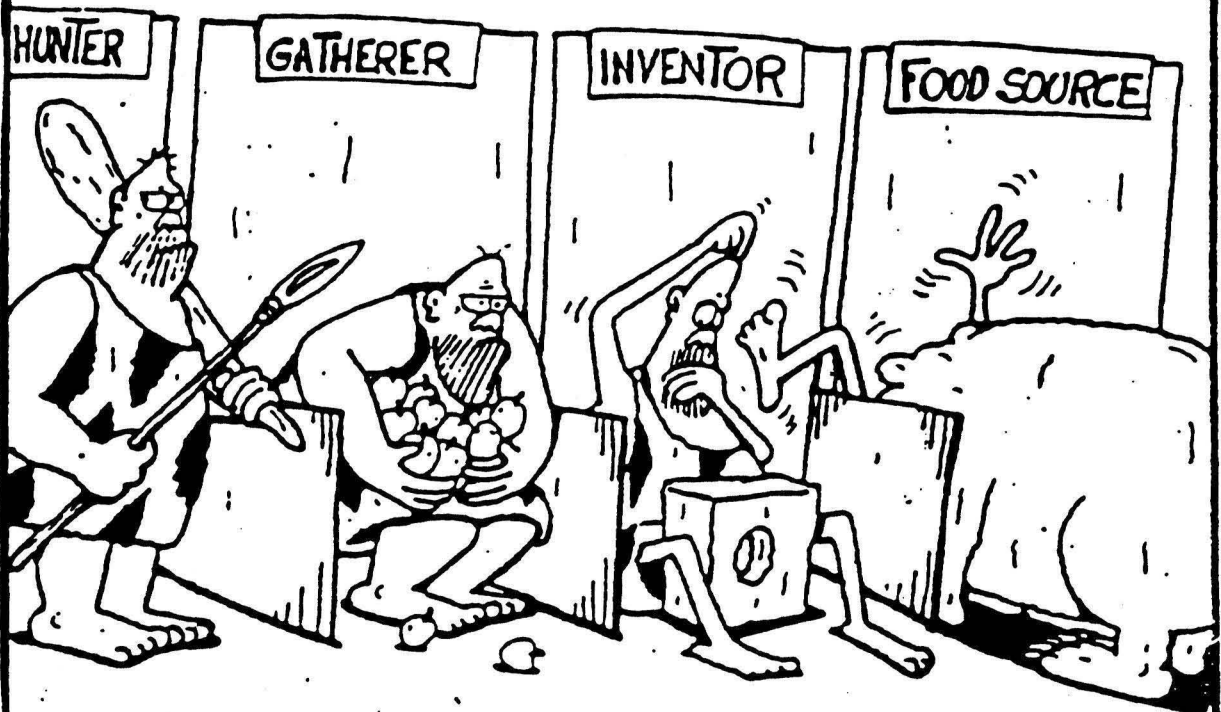
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P.O. BOX 21253
WINSTON-SALEM, NC 27120-1253**

*Every morning in Africa
a gazelle wakes up.*

*It knows that it must run
faster than the fastest lion
or it will be killed.*

*Every morning a lion wakes up.
it knows that it must outrun
the slowest gazelle or it will
starve to death.*

*It doesn't matter whether you
are a lion or a gazelle:*

**WHEN THE SUN
COMES UP
YOU HAD BETTER
BE RUNNING...**

Author: Unknown

*Compliments of:
The American Collegiate Company
Box 206- Spinnerstown, PA 18968*

Section 3

Information

Section 3

Legislative History

Section 3 of the Housing and Urban Development Act of 1968

Background:

Secretary of HUD in 1968: Robert C. Weaver

Mr. Sparkman introduced the Bill May 15, 1968.
Bill enacted August 1, 1968.

Senators who drafted the Bill including Section 3:

Mr. Sparkman, Alabama, Chairman of Banking & Currency Committee and Housing and Urban Affairs Subcommittee; Mr. Mondale, Minnesota; Mr. Tower, Texas; Mr. Bennett, Utah; Mr. Percy, Illinois; Mr. Hickenlooper, Iowa; Mr. Brooke, Massachusetts; Mr. Proxmire, Wisconsin; Mr. Williams, Jr., New Jersey; Mr. Muskie, Maine; Mr. Long, Missouri; Mr. McIntyre, New Hampshire; Gale McGee, Wyoming; Mr. Spong, Jr., Virginia.

Introduction:

The Kerner Commission (United States Advisory Commission on Civil Disorders) did a study that recommended that housing programs be reoriented to serve the needs of lower income families. The study was done during a time of civil unrest in poor urban areas, leading up to and following the assassination of Dr. Martin Luther King, Jr. Mr. Proxmire proposed six amendments addressing the recommendations of the Kerner Commission. One Amendment became Section 3.

Excerpts from the Congressional Record:

May 24, 1968

Mr. Percy addressing the Senate, "... We must therefore consider the need of the "whole man", and to provide programs which are comprehensive in scope so as to provide homes, not just housing. I believe that the Housing and Urban development Act of 1968 reflects an understanding of this concept in that it calls for a coordination and integration of programs related to housing".

"... Basic to any new program which purports to assist low-income persons must be the twin concepts of local decision-making and self-help. ... several provisions in this bill give priority to projects which involve local citizen participation. This is as it should be, for projects, however well designed, that do not involve local citizen participation will be resented and often rejected by the community. Self-help must also be made an ingredient of more of our housing programs. To be truly successful, a housing program ought to offer an opportunity to better oneself through one's own efforts".

Mr. Proxmire addressing the Senate, "... Senator Percy and I introduced an amendment, accepted by the committee, which requires that to the greatest extent feasible, opportunities for employment arising in connection with the construction or rehabilitation of housing existing under the low and moderate income housing programs should be given to lower income persons residing in the area of such housing. I believe this provision will serve to reduce the high rate of unemployment in the ghetto which is currently two or three times higher than the national average rate of unemployment".

Publications:

Housing and Urban Development Act of 1968, Report of the Committee on Banking and Currency, United States Senate

House of Representatives Conference Report

Report of the Committee on Banking and Currency, House of Representatives, 90th Session

Congressional Record

APPENDIX A: EXECUTIVE ORDER 11365,
ESTABLISHING THE COMMISSION, JULY 29, 1967

ESTABLISHING A NATIONAL ADVISORY COMMISSION
ON CIVIL DISORDERS

By virtue of the authority vested in me as President of the United States, it is ordered as follows:

SECTION 1. Establishment of the Commission. (a) There is hereby established a National Advisory Commission on Civil Disorders (hereinafter referred to as the "Commission").

(b) The Commission shall be composed of

The Honorable Otto Kerner, *Chairman*
The Honorable John V. Lindsay, *Vice Chairman*
Senator Fred R. Harris
Senator Edward W. Brooke
Congressman James C. Corman
Congressman William M. McCulloch
I. W. Abel
Charles B. Thornton
Roy Wilkins
The Honorable Katherine Graham Peden
Herbert Jenkins

The President from time to time may appoint additional members to the Commission.

SECTION 2. Functions of the Commission. (a) The Commission shall investigate and make recommendations with respect to:

(1) The origins of the recent major civil disorders in our cities, including the basic causes and factors leading to such disorders and the influence, if any, of organizations or individuals dedicated to the incitement or encouragement of violence.

(2) The development of methods and techniques for averting or controlling such disorders, including the improvement of communications between local authorities and community groups, the training of state and local law enforcement and National Guard personnel in dealing with potential or actual riot situations, and the coordination of efforts of the various law enforcement and governmental units which may become involved in such situations;

(3) The appropriate role of the local, state and Federal authorities in dealing with civil disorders; and

(4) Such other matters as the President may place before the Commission.

SECTION 3. Cooperation by Executive Departments and Agencies. The Commission is authorized to request, at the direction of the Chairman, from any executive department or agency any information and assistance deemed necessary to carry out its functions under this order. Each department or agency is au-

thorized, to the extent permitted by law and within the limits of available funds, to furnish information and assistance to the Commission. The Federal Bureau of Investigation, in particular, shall provide investigative information and assistance.

SECTION 4. Compensation, Personnel, and Finance. (a) Members of the Commission who are Members of Congress shall receive no additional compensation by virtue of membership on the Commission, but, as permitted by law, may be reimbursed for travel, subsistence and other necessary expenses incurred by them in the performance of the duties vested in the Commission. Other members of the Commission shall receive \$100 per day when engaged in the performance of duties pursuant to this order, and shall be allowed travel expenses and per diem in lieu of subsistence as authorized by law (5 U.S.C. 5703) for persons intermittently employed.

(b) The Commission shall have an Executive Director who shall be designated by the President and shall receive such compensation as may hereafter be specified. The Commission is authorized to appoint and fix the compensation of such other personnel as may be necessary to enable it to carry out its functions, and is authorized to obtain services in accordance with the provisions of 5 U.S.C. 3109.

(c) All necessary expenses incurred in connection with the work of the Commission shall be paid from the "Emergency Fund for the President" or such other appropriated funds as may be available for the purposes of the Commission.

SECTION 6. Administrative Services. The General Services Administration shall provide administrative services for the Commission on a reimbursable basis.

SECTION 7. Reports and Termination. The Commission shall make an interim report as to its findings of fact not later than March 1, 1968, and shall present its final report and recommendations not later than one year from the date of this order. It shall terminate upon presenting its final report and recommendations.

/s/
Lyndon B. Johnson

THE WHITE HOUSE
July 29, 1967

The following are excerpts from the Kerner Commission Report:

One of the first witnesses to be invited to appear before this Commission was Dr. Kenneth B. Clark, a distinguished and perceptive scholar. Referring to the reports of earlier riot commissions, he said:

I read the report...of the 1919 riot in Chicago, and it is as if I were reading the report of the investigating committee of the Harlem riot of '35, the report of the investigating committee on the Harlem riot of '43, the report of the McCone Commission of the Watts riot. I must again in candor say to you members of this commission --it is a kind of Alice in Wonderland--with the same moving picture re-shown over and over again, the same analysis, the same recommendations, and the same inaction.

Our investigations of the 1967 riot cities establishes that:

Virtually every major episode of urban violence in the summer of 1967 was foreshadowed by an accumulation of unresolved grievances by ghetto residents against local authorities (often, but not always, the police). So high was the resulting underlying tension, that routine and random events, tolerated or ignored under most circumstances (such as the raid on the "Blind Pig" in Detroit and the arrest of a cab driver in Newark) became the triggers of sudden violence.

Coinciding with this high level of dissatisfaction, confidence in the willingness and ability of local government to respond to Negro grievances was low. Evidence presented to this Commission in hearings, field reports and research analyses of the 1967 riot cities, establishes that a substantial number of Negroes were disturbed and angry about local governments' failures to solve their problems.

Throughout the 18th century, the danger of Negro revolts obsessed many white Americans, Slave plots of considerable scope were uncovered in New York in 1712 and 1714, and they resulted in bloodshed--whites and Negroes were slain.

In 1829, white residents invaded Cincinnati "Little Africa," killed Negroes, burned their property, and ultimately drove half the colored population from the city.

Violent rioting occurred in Cincinnati in 1862, when Negro and Irish hands competed for work on the riverboats. Lesser riots took place in Newark, New Jersey, and in Buffalo and Troy, New York, the result of combined hostility to the war and fear that Negroes would take white jobs.

The most violent of the troubles took place in New York City Draft Riots in July 1863, when white workers, mainly Irish-born, embarked on a three-day rampage.

Their first target was the office of the provost-marshal in charge of conscription, and 700 people quickly ransacked the building and set it on fire. The crowd refused to permit firemen into the area, and the whole block was gutted. Then the mob spilled into the Negro area, where many Negroes were slain and thousands forced to flee town. The police were helpless until Federal troops arrived on the third day and restored control.

Federal troops restored order. But 34 Negroes and four whites were reported dead and over 200 people were injured.

Major riots occurred in Memphis, Tennessee, where 46 Negroes were reported killed and 75 wounded, and in the Louisiana centers of Colfax and Coushatta, more than 100 Negro and white Republican were massacred.

The Supreme Court, in 1883, declared the Civil Rights Act of 1875 unconstitutional. Southern states began to enact laws to segregate the races.

In 1896, the Supreme Court in Plessy v. Ferguson approved "separate but equal" facilities.

Northern whites would resort to violence was made clear in anti-Negro riots in New York City, 1900; Springfield, Ohio, 1904; Greensburg, Ind., 1906; Springfield, Ill., 1908.

The latter was a three-day riot, initiated by a white woman's charge of rape by a Negro, inflamed by newspapers, intensified by crowds of whites gathered around the jail demanding that the Negro, arrested and imprisoned, be lynched. When the sheriff transferred the accused and another Negro to a jail in a nearby town, rioters headed for the Negro section and attacked homes and businesses owned by or catering to Negroes. White owners who showed handkerchiefs in their windows averted harm to their stores. One Negro was summarily lynched, others were dragged from houses and streetcars and beaten. By the time National Guardsmen could reach the scene, six persons were dead--four whites and two Negroes; property damage was extensive. Many Negroes left Springfield, hoping to find better conditions elsewhere, especially in Chicago.

In July 1917, in East St. Louis, a riot claimed the lives of 39 Negroes and nine whites, as a result of fear by white working men that Negro advances in economic, political and social status were threatening their own security and status.

The Negro section was in flames and Negroes were fleeing the city. There were 48 dead, hundreds injured, and more than 300 buildings destroyed.

Violence took the form of lynchings and riots, and major riots by whites against Negroes took place in 1917 in Chester, Pennsylvania, and Philadelphia; in 1919 in Washington, D.C., Omaha, Charleston, Longview, Texas, Chicago, and Knoxville; in 1921 in Tulsa.

The Chicago riot of 1919 flared from the increase in Negro population, which had more than doubled in 10 years. Jobs were plentiful, but housing was not. Black neighborhoods expanded into white sections of the city, and trouble developed. Between July 1917 and March 1921, 58 Negro houses were bombed, and recreational areas were sites of racial conflict.

The riot itself started on Sunday, July 27, with stone throwing and sporadic fighting at adjoining white and Negro beaches.

White and Negro groups clashed in the streets, two persons died, and 50 were wounded. On Monday, Negroes coming home from work were attacked; later, when whites drove cars through Negro neighborhoods and fired weapons, Negroes retaliated. Twenty more were killed and hundreds wounded. On Tuesday, a handful more were dead, 129 injured. Rain began to fall; the mayor finally called in the state militia. After nearly a week of violence the city quieted down.

One of the major recommendations was:

Encouraging Business Ownership In The Ghetto:

We believe it is important to give special encouragement to Negro ownership of business in ghetto areas. The disadvantaged need help in obtaining managerial experience and in creating for themselves a stake in the economic community. The advantages of Negro entrepreneurship also include self-employment and jobs for others.

HOUSING RECOMMENDATION:

AN EXPANDED MODEL CITIES PROGRAM

The Model Cities Program is potentially the most effective weapon in the federal arsenal for a long-term, comprehensive attack on the problems of American cities. It offers a unique means of developing local priorities, coordinating all applicable government programs--including those relating to social development as well as physical development-- and encouraging innovative plans and techniques. Its "block grant" multi-purpose

funding feature allows the city to deploy program funds with much greater flexibility than is possible under typical categorical grant programs. The statutory requirement that there be widespread citizen participation and maximum employment of area residents in all phases of the program promises to involve community residents in a way we think most important.

Under the Urban Renewal Program it is interesting to note:

A reorienting of the program is necessary to avoid past deficiencies. The Department of Housing and Urban Development has recognized this and has promulgated policies giving top priority to urban renewal projects that directly assist low-income households in obtaining adequate housing. Projects aimed primarily at bolstering the economic strength of downtown areas, or at creating housing for upper-income groups while reducing the supply of low-cost housing, will have low-priority, unless they are part of balanced programs including a strong focus on needs of low-income groups.

LEGISLATIVE HISTORY

P.L. 96-399

HOUSING AND COMMUNITY DEVELOPMENT ACT OF 1980

P.L. 96-399, see page 94 Stat. 1614

Senate Report (Banking, Housing, and Urban Affairs Committee)
No. 96-736, May 15, 1980 [To accompany S. 2719]

Senate Report (Banking, Housing, and Urban Affairs Committee)
No. 96-724, May 15, 1980 [To accompany S. 2711]

Senate Report (Banking, Housing, and Urban Affairs Committee)
No. 96-716, May 15, 1980 [To accompany S. 2716]

House Report (Banking, Finance and Urban Affairs Committee)
No. 96-979, May 15, 19, 29, 1980 [To accompany H.R. 7262]

House Conference Report No. 96-1420, Sept. 26, 1980
[To accompany S. 2719]

Cong. Record Vol. 126 (1980)

DATES OF CONSIDERATION AND PASSAGE

Senate June 21, September 30, 1980

House August 22, September 30, 1980

The Senate Reports (this page, page 3607, page 3615) and the
House Conference Report (page 3617) are set out.

SENATE REPORT NO. 96-736

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ing economic life does not necessarily mean that the value of the property is declining. Indeed, expiration of remaining economic life generally means an increase in the value of the property because the value of the land for its new use is appreciating rapidly.

The bill would delete references to the use of remaining economic life as an underwriting criterion in the National Housing Act. Provisions specifying that the maturity must be satisfactory to the Secretary, and specifying a fixed maximum number of years for the term, would be retained.

PARTICIPATION BY LOWER INCOME PERSONS AND SOCIALLY AND ECONOMICALLY DISADVANTAGED FIRMS IN ASSISTED PROJECTS

Section 313 of the bill would amend Section 3 of the Housing and Urban Development Act of 1968 to eliminate that provision's requirement that, in order to be given priority for training and employment in connection with projects receiving direct financial assistance from the Department of Housing and Urban Development, ~~lower income persons must reside in the area of such projects~~. Lower income persons would continue to be entitled to training and employment priority under the amendment, but the requirement related to such persons' place of residence is no longer considered useful, since many HUD-funded programs either do not have a specific situs or include entire cities within their ambit.

Similarly, the provision would drop the present law's requirement that, to the greatest extent feasible, work contracts to be performed in connection with HUD-assisted projects be awarded to business concerns "located in or owned in substantial part by persons residing in the area [of HUD-owned assisted projects]". As amended, this portion of Section 3 would require instead that, to the greatest extent feasible, such work contracts should be awarded to socially and economically disadvantaged individuals, and to firms owned and controlled by such individuals.

The legislative history of Section 3 indicates that one of the primary purposes for addressing the provision of increased business enterprise opportunities in the locality of HUD projects was to remedy the lack of participation in project work by disadvantaged persons, especially minorities, and businesses owned by such persons. Under this provision, the Committee intends that all socially and economically disadvantaged businesses would be provided increased opportunities in connection with HUD projects, not just those located in the area of the HUD project, in a manner similar to the provisions in the Small Business Act.

RELIEF OF THE CITY OF SPRINGFIELD, ILLINOIS

Section 314 of the Committee bill would provide that, notwithstanding the provisions of title VII of the Housing Act of 1961 (Open-Space Land) or any other law, the transactions under which land acquired by the city of Springfield, Illinois (in connection with Open-Space Projects No. Ill.-OSC-171 (DL) and No. Ill.-OCS-246 (DL)) was transferred by the city to the United States Department of the Interior for the Lincoln Home National Historic Site shall be deemed to have been made in accordance with all provisions of title VII of that

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HOUSING AND COMMUNITY
P.L. 96-399

REGULATORY IMPACT

In compliance with paragraph 5 of rule XXIX of the Standing Rules of the Senate, the committee reports that no increase in regulatory activity is expected to result from this bill.

HOUSE CONFERENCE REPORT NO. 96-1420

[page 73]

JOINT EXPLANATORY STATEMENT OF THE COMMITTEE OF
CONFERENCE

The managers on the part of the House and the Senate at the conference on the disagreeing votes of the two Houses on the amendment of the House to the bill (S. 2719) to amend and extend certain Federal laws relating to housing, community and neighborhood development and preservation, and related programs, and for other purposes, submit the following joint statement to the House and the Senate in explanation of the effect of the action agreed upon by the managers and recommended in the accompanying conference report:

TITLE I—COMMUNITY DEVELOPMENT

COMMUNITY DEVELOPMENT BLOCK GRANT AMENDMENTS

Urban county programs

Three-year qualification.—The Senate bill contained a provision that with respect to program years beginning with the program year for which grants are made available from amounts appropriated for fiscal year 1982 under section 103(a)(1), the population of any unit of general local government which is included in that of an urban county as provided in subsection (a)(6)(B) shall be included in the population of such urban county for three program years beginning with the program year in which its population was first so included and shall not otherwise be eligible as a separate entity, unless the grant to the urban county is disapproved or withdrawn prior to or during such three-year period. The Senate provision also provided that during any such three-year period, the population of any unit of general local government which is not included in that of the urban county for the first year shall not be eligible for such inclusion in the second or third year. The House amendment contained a provision that with respect to program years beginning with the program year in which grants are made to urban counties from fiscal year 1981 appropriations, the population of any unit of general local government included in that of an urban county shall

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HOUSING AND COMMUNITY

P.L. 96-399

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HUD Act of 1965, or the Housing Act of 1949. Such study shall at least include (1) the number of persons over the age of 60 who are living in federally-assisted housing; (2) an analysis of the income characteristics and housing expenses and other costs of such persons; (3) an analysis of the income characteristics and housing expenses and other costs of elderly persons receiving such pensions who are not living in federally-assisted housing; and (4) the impact of excluding cost-of-living increases (or any portion thereof) provided under such pensions on the cost and administration of these federally-assisted housing programs.

DELETION OF REFERENCES TO REMAINING ECONOMIC LIFE

The Senate bill contained a provision not contained in the House amendment to delete the requirement under sections 203(b), 220(h), 221(d)(2), 221(i)(2)(iv), 234(c), and 240 of the National Housing Act which provides that insured loans under those sections have a maturity not exceeding three-quarters of the Secretary's estimate of the remaining economic life of the building improvements.

The conference report contains the Senate provision. The conferees note that FHA has determined that as a practical matter, it is extremely difficult to predict remaining economic life, and thus in practice it affects the terms of an FHA loan only in extremely limited circumstances.

In striking these references to remaining economic life from the National Housing Act, the conference report only affects procedures relating to the setting of mortgage terms, and is not related to the appraisal of fair market value. In addition, the conferees wish to emphasize that striking references to "remaining economic life" in no way diminishes the responsibility of HUD to underwrite loans on a sound basis. Clearly, in order for a loan to be sound, the value of the property should at all times exceed the outstanding balance of the loan. In applying this concept, the conferees believe that the key is evaluating the risk of value decline during the early years of the mortgage term. It is extremely difficult to project value trends beyond the early years of the mortgage. Moreover, studies indicate, that on a long-term basis, value trends are almost universally up. On the other hand, on a short-term basis, values sometimes go down. Thus, the relevant risk that should be evaluated is the risk of a value decline during the early years of the mortgage when the cushion between loan balance and value may already be small.

PARTICIPATION IN HUD-ASSISTED PROJECTS

The Senate bill included a provision not contained in the House amendment to eliminate the requirement under section 3 of the Housing and Urban Development Act of 1968 that, in order to be given priority for training and employment in connection with projects receiving direct financial assistance from HUD, lower income persons must reside in the area of such projects. It also replaced the requirement under section 3 that, to the greatest extent feasible, work contracts to be performed in connection with HUD-assisted projects be awarded to business concerns located in or owned in substantial part by persons residing in the area of such

LEGISLATIVE HISTORY

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HUD-assisted projects with the requirement that, to the greatest extent feasible, such work contracts should be awarded to socially and economically disadvantaged individuals, and to firms owned and controlled by such individuals. The conference report contains a substitute provision (1) to amend section 3(1) of the HUD Act of 1968 to specify that opportunities for training and employment arising in connection with the planning and carrying out of any HUD-assisted project be given to lower-income persons residing within the boundaries of the unit of local government or metropolitan area (or nonmetropolitan county) in which the project is located; and (2) to amend section 3(2) of the HUD Act of 1968 to specify that to the greatest extent feasible contracts for work to be performed in connection with any HUD-assisted project be given to business concerns located in or in substantial part owned by persons residing in the same metropolitan area (or nonmetropolitan county) as the project.

The conferees believe that (with the exception of being more specific with regard to the locale in which the priorities are to be given), section 3, as it is presently constituted, is adequate. The conferees believe that training and employment opportunities should be provided to the maximum extent feasible to those persons residing closest to the project. In addition, although the conferees have provided that business contracts may be awarded on a metropolitan-wide basis, the conferees expect that in larger SMSAs, the Secretary should utilize his discretionary authority to provide that the advertisement of contracts and other such requirements be kept to a manageable market area.

MODERATE REHABILITATION OF FACILITIES FOR THE HANDICAPPED

The Senate bill contained a provision not contained in the House amendment to amend section 202 of the Housing Act of 1959 to provide that amounts set aside under the section 202 program of housing for the elderly and handicapped for use by nonprofit sponsors of housing for primarily non-elderly handicapped people may be used to acquire existing structures and for the rehabilitation, alteration, conversion, or improvement of such housing to meet the needs of handicapped (primarily non-elderly) persons; and to include in the definition of "development cost" for such housing the cost of acquiring existing housing and related facilities, the cost of rehabilitation, alteration, conversion or improvement, include the moderate rehabilitation thereof, and the cost of the land on which the housing and related facilities are located. The conference report includes the Senate provision amended to delete the references to funding. It is the intent of the conferees that the improvements to be made include bringing the property up to general standards of habitability, in addition to meeting the special needs of the handicapped.

RENTAL HOUSING PRESERVATION

Findings

The Senate bill but not the House amendment included a provision stating congressional findings for the need to conserve existing

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The conference report contains the Senate provision. The conferees note that FHA has determined that as a practical matter, it is extremely difficult to predict remaining economic life, and thus in practice it affects the terms of an FHA loan only in extremely limited circumstances.

In striking these references to remaining economic life from the National Housing Act, the conference report only affects procedures relating to the setting of mortgage terms, and is not related to the appraisal of fair market value. In addition, the conferees wish to emphasize that striking references to "remaining economic life" in no way diminishes the responsibility of HUD to underwrite loans on a sound basis. Clearly, in order for a loan to be sound, the value of the property should at all times exceed the outstanding balance of the loan. In applying this concept, the conferees believe that the key is evaluating the risk of value decline during the early years of the mortgage term. It is extremely difficult to project value trends beyond the early years of the mortgage. Moreover, studies indicate, that on a long-term basis, value trends are almost universally up. On the other hand, on a short-term basis, values sometimes go down. Thus, the relevant risk that should be evaluated is the risk of a value decline during the early years of the mortgage when the cushion between loan balance and value may already be small.

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RENTAL HOUSING PRESERVATION

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HR Rep No 96-1420

Section 3

Statue

ECONOMIC OPPORTUNITIES THROUGH HUD PROGRAMS

Following is an excerpt from the Housing and Community Development Act of 1992

SEC. 915 ECONOMIC OPPORTUNITIES FOR LOW-AND VERY LOW-INCOME PERSONS

Section 3 of the Housing and Urban Development Act of 1968 (12 U.S.C. 170 lu) is amended to read as follows:

"Sec. 3 ECONOMIC OPPORTUNITIES FOR LOW-AND VERY LOW-INCOME PERSONS"

"(a) Findings--The Congress finds that--

"(1) Federal housing and community development programs provide state and local governments and other recipients for federal financial assistance with substantial funds for projects and activities that produce significant employment and other economic opportunities;

"(2) low- and very low-income persons, especially recipients of government assistance for housing, often have restricted access to employment and other economic opportunities;

"(3) the employment and other economic opportunities generated by projects and activities that receive federal housing and community development assistance offer an effective means of empowering low- and very low-income persons particularly persons who are recipients of government assistance for housing; and

"(4) prior federal efforts to direct employment and other economic opportunities generated by federal housing and community development programs to low- and very low-income persons have not been fully effective and should be intensified.

"(b) Policy-- It is the policy of the Congress and the purpose of this section to ensure that employment and other economic opportunities generated by federal financial assistance for housing and community development programs shall, to the greatest extent feasible, be directed toward low- and very low-income persons, particularly those who are recipients of government assistance for housing.

"(c) Employment--

"(1) Public and Indian Housing Programs--

"(A) In General-- The Secretary shall require that public and Indian housing agencies, and their contractors and subcontractors, make best efforts, consistent with existing federal, state, and local laws and regulations, to give to low- and very low-income persons the training and employment opportunities generated by development assistance provided pursuant to section 5 of the United States Housing Act of 1937, operating assistance provided pursuant to section 9 of that Act, and modernization grants provided pursuant to section 14 of that Act.

"(B) Priority-- The efforts required under subparagraph (A) shall be directed in the following order of priority:

"(i) To residents of the housing developments for which the assistance is expended.

"(ii) To residents of other developments managed by the public or Indian housing agency that is expending the assistance.

"(iii) To participants in Youth Build programs receiving assistance under Subtitle D of Title IV of the Cranston-Gonzalez National Affordable Act.

"(iv) To other low- and very low-income persons residing within the metropolitan area (or non-metropolitan county) in which the assistance is expended.

"(2) Other Programs--

"(A) In General-- In other programs that provide housing and community development assistance, the Secretary shall ensure that, to the greatest extent feasible, and consistent with existing federal, state, and local laws and regulations, opportunities for training and employment arising in connection with a housing rehabilitation (including reduction and abatement of lead-based paint hazards), housing construction, or other public construction project are given to low- and very low-income persons residing within the metropolitan area (or non-metropolitan county) in which the project is located.

"(B) Priority-- Where feasible, priority should be given to low- and very low-income persons residing within the service area of the project or the neighborhood in which the project is located and to participants in Youth Build programs receiving assistance under Subtitle D of Title IV of the Cranston-Gonzalez National Affordable Housing Act.

"(d) Contracting--

"(1) Public and Indian Housing Programs--

"(A) In General-- The Secretary shall require that public and Indian housing agencies, and their contractors and subcontractors, make their best efforts, consistent with existing federal, state, and local laws and regulations, to award contracts for work to be performed in connection with development assistance provided pursuant to section 14 of that Act, to business concerns that provide economic opportunities for low- and very low-income persons.

"(B) Priority-- The efforts required under subparagraph (A) shall be directed in the following order of priority:

"(i) To business concerns that provide economic opportunities to residents of the housing development for which the assistance is provided.

"(ii) To business concerns that provide economic opportunities for residents of other housing developments operated by the public and Indian housing agency that is providing the assistance.

"(iii) To Youthbuild programs receiving assistance under Subtitle D of Title IV of the Cranston-Gonzalez National Affordable Housing Act.

"(iv) To business concerns that provide economic opportunities for low- and very low-income persons residing in the metropolitan area (or non-metropolitan county) in which the assistance is provided.

"(2) Other Programs--

"(A) In General-- In providing housing and community development assistance pursuant to other programs, the Secretary shall ensure to the greatest extent feasible, and consistent with existing federal, state, and local laws and regulations, contracts awarded for work to be performed in connection with a housing rehabilitation (including reduction and abatement of lead-based paint hazards), housing construction, or other public construction project are given to business concerns that provide economic opportunities for low- and very low-income persons residing within the metropolitan area (or non-metropolitan county) in which the assistance is expended.

"(B) Priority-- Where feasible, priority should be given to business concerns which provide economic opportunities for low- and very low-income persons residing within the service area of the project or the neighborhood in which the project is located and the Youthbuild programs receiving assistance under Subtitle D and Title IV of the Cranston-Gonzalez National Affordable Housing Act.

"(e) Definitions-- For the purpose of this section the following definitions shall apply:

"(1) Low- and Very Low-Income Persons-- The terms "low-income persons" and "very low-income persons" have the same meanings given the terms "low-income families" and "very low-income families", respectively, in section 3 (b) (2) of the United States Housing Act of 1937.

"(2) Business Concern That Provides Economic Opportunities-- The term "a business concern that provides economic opportunities" means a business concern that--

"(A) provides economic opportunities for a class of persons that has a majority controlling interest in the business;

"(B) employs a substantial number of such persons or

"(C) meets such other criteria as the Secretary may establish.

"(f) Coordination With Other Federal Agencies-- The Secretary shall consult with the Secretary of Labor, the Secretary of Health and Human Services, the Secretary of Commerce, the Administrator of the Small Business Administration, and such other federal agencies as the Secretary determines are necessary to carry out this section.

"(g) Regulations-- Not later than 180 days after the date of enactment of the National Affordable Housing Act Amendments of 1992, the Secretary shall promulgate regulations to implement this section".

SEC. 916 STUDY OF THE EFFECTIVENESS OF SECTION 3 OF THE HOUSING AND URBAN DEVELOPMENT ACT OF 1968

(a) In General-- The Secretary of Housing and Urban Development shall submit to the Congress, not later than 1 year after the date of the enactment of this Act, a report describing--

- (1) the Secretary's efforts to enforce section 3 of the Housing and Urban Development Act of 1968;
- (2) the barriers to full implementation of section 3 of the Housing and Urban Development Act of 1968;
- (3) the anticipated costs and benefits of full implementation of section 3 of the Housing and Urban Development Act of 1968; and
- (4) recommendations for legislative changes to enhance the effectiveness of section 3 of the Housing and Urban Development Act of 1968.

(b) Contents--

(1) Enforcement-- The description under subsection (a) (1) of the Secretary's enforcement efforts shall include, at a minimum--

- (A) a discussion of how responsibility for implementing section 3 of the Housing and Urban Development Act of 1968 is allocated within the Department of Housing and Urban Development;
- (B) a discussion of the status of existing regulations implementing section 3;
- (C) a discussion of ongoing efforts to enforce current regulations;
- (D) a list of the programs under the responsibility of the Secretary with respect to which the Secretary is enforcing section 3; and
- (E) a separate description of the activities carried out under section 3 with respect to each of these programs.

(2) Impediments-- The discussion under subsection (a) (2) of the external impediments to effective enforcement of section 3 of the Housing and Urban Development Act of 1968 shall include, at a minimum, a discussion of --

- (A) any lack of necessary training for targeted employees and technical assistance to targeted businesses;
- (B) any barriers created by federal, state, or local procurement regulations or other laws;
- (C) any difficulties in coordination with labor unions;
- (D) any difficulties in coordination with other implicated federal agencies; and
- (E) any lack of resources on the part of recipients of assistance who are responsible for carrying out section 3 of the Housing and Urban Development Act of 1968.

(c) Consultation-- In preparing the report under this subsection, the Secretary shall consult with the Secretary of Labor, the Secretary of Commerce, the Secretary of Health and Human Services, the Administrator of the Small Business Administration, other appropriate federal officials, and recipients of federal housing and community development assistance who are responsible for executing section 3 of the Housing and Urban Development Act of 1968.

Part 135

PIH Section #3, 24 CFR 135 activities:

- o In proposing the establishment of an Economic Development Division with the Office of Public and Indian Housing, Section #3 was cited has justification.
- o In formulating the task for the Office of Resident Initiatives (ORI) in the Original Plan submitted to the Secretary's Principle Staff as a member of the Thomas Humbert's Economic Development Work Group on the Six Priority Initiatives of the Secretary. Section #3 was cited.
- o In the drafting of the MOU between the Small Business Administration, Section #3 was utilized as the basis for carrying out joint activities.
- o The MOU signed between the Department of Labor and HUD, cited Section #3 as authorized in the Acts.
- o The MOU between NAHRO and Bureau of Apprenticeship and Training (BAT) Department of Labor cited Section #3.
- o \ ORI has issued over 24 manuals, memorandums, and publications which cited Section #3 as a part of Resident Initiatives, and a tool for achieving residents towards economic empowerment and self-sufficiency.
- o In 1991, ORI conducted 10 regional conferences to train HUD regional, field staff, public housing authorities and resident councils, managers, and leaders, on the implementations of the Secretary's Priority Initiatives. Copies of 24 CFR 135 was provided at each workshop and the purpose and intent of Section #3 was explained. Suggestions and models for implementing Section #3 were provided to the participants.
- o Currently, the Public Housing Authorities Director's Association (PHADA) and ORI are conducting 14 Regional Resident Initiatives Training Workshops--Section #3 and 24 CFR Part 135 is being explained in terms of how it can facilitate economic development within public and Indian housing communities.
- o ORI has participated in the National Fair Housing Assistance Program (FHAP) Policy Conferences in 1991 and 1992 to increase the awareness of Section #3 within the state and local Civil Rights and Human Rights agencies responsible for enforcement and monitoring of compliance.

- o ORI has awarded 13 grants to self-employment training providers who will assist residents in acquiring the necessary skills for becoming business owners. This will provide the local housing authorities with a pool of small business owners who can assist the PHAs, contractors and subcontractors in complying with Section #3 requirements, in addition to stimulating community revitalization.
- o ORI has drafted a Proposed Rule 24 CFR 963 resolute in increase procurement with resident-owned businesses. The Proposed Rule received 132 favorable public comments. It is currently at OMB proceeding through the clearance process. Once the Final Rule has been completed through clearance, it will be placed in the Federal Register for 30 days, after which it will become an administrative procedure.
- o Included in the Comprehensive Improvement Assistance Program (CIAP) is a description of eligible activities under CIAP; a revolving loan fund and other business and employment initiatives have been emphasized and given preference points, to encourage PHAs to promote and implement training, employment, and business programs for residents. The CIAP Handbook 7485.1 REV-4, issued December 20, 1989; Chapter #6, "Other Program Requirements; 6-1 Civil Rights Compliance" states that "The PHA shall comply with: c. Section #3 of the HUD Act of 1968.
- o The Comprehensive Grant Program Handbook 7485.3, issued March 3, 1992, "Civil Rights Compliance." Section #3 of HUD Act of 1968, also listed Section #3 as a requirement.
- o ORI participated in the creation of the Office of Economic Development within the Office of Community Planning and Development (CPD). Part of that office's charge is to assist in the coordination of economic development activities in low and moderate income communities.
- o ORI participated in the inter-departmental taskforce to develop the Step-Up Program to promote better coordination of job training between the Department of Labor, PHAs, and HUD. Specific concentration was given to wage determination as the impact job opportunities and business expansion for residents in conjunction with CIAP and COMP Grant programs.

Section 3
Job Training,
Employment,
and
Contracting
Opportunities

What is Section 3?

It is a means by which HUD fosters local economic development, neighborhood economic improvement and individual self-sufficiency.

Section 3 is the legal basis for providing jobs for residents and awarding contracts to businesses in areas receiving certain types of HUD financial assistance.

Under Section 3 of the HUD Act of 1968, wherever HUD financial assistance is given for housing or community development, to the greatest extent feasible, **economic opportunities** will be given to residents and businesses in that area.

What kinds of economic opportunities?

- job training
- employment
- contracts

What if it appears an entity is not complying with Section 3?

There is a complaint process. Section 3 residents and business concerns may file complaints if they think a violation of Section 3 requirements has occurred where a HUD-funded project is planned or underway. Complaints will be investigated; if appropriate, voluntary resolutions will be sought. A complaint that cannot be resolved voluntarily can result in an administrative hearing.

Will HUD require compliance?

Yes. HUD investigates complaints and monitors the performance of recipients and contractors. HUD examines employment and contract records for evidence of actions taken to train and employ Section 3 residents and to award contracts to Section 3 businesses.

How can Section 3 businesses or residents complain about a violation of Section 3 requirements?

They can file a complaint in writing to the local HUD Office or to:

The Assistant Secretary for Fair Housing and Equal Opportunity,
U.S. Department of Housing and Urban Development
451 Seventh Street, SW, Rm. 5100
Washington, DC 20410-2000.

A written complaint should contain:

1. Name and address of the person filing the complaint;
2. Name and address of subject of complaint (HUD recipient or contractor);
3. Description of acts or omissions in alleged violation of Section 3;
4. Statement of corrective action sought.

SECTION 3



Jobs for Residents



U.S. Department of
Housing and
Urban Development





Section 3 Policy

It is the policy of the Congress and the purpose of this Section 3 policy to ensure that the employment and other economic opportunities generated by Federal financial assistance for housing and community development programs shall, to the greatest extent feasible, be directed toward low and very low income persons, particularly those who are recipients of government assistance for housing.



Who are Section 3 residents?

Residents of public housing and low income persons who live in the area in which a HUD-assisted project is located.



What is a Section 3 business?

A business that:

- is owned by Section 3 residents; or
- employs Section 3 residents in full-time positions; or
- subcontracts with businesses which provide economic opportunities to low income persons.



What types of economic opportunities are available under Section 3?

Examples Include:

Administrative/Management:

- accounting
- bookkeeping
- payroll
- purchasing
- research
- word processing

Services:

- appliance repair
- carpet installation
- catering
- computer/information
- florists
- janitorial
- landscaping
- manufacturing
- marketing
- photography
- printing
- transportation

Construction:

- architecture
- bricklaying
- carpentry
- cement/masonry
- demolition
- drywall
- electrical
- elevator construction
- engineering
- fencing
- heating
- iron works
- machine operation
- painting
- plastering
- plumbing
- surveying
- tile setting



Who will award the economic opportunities?

Recipients of HUD financial assistance and their contractors and subcontractors are required to provide economic opportunities to the greatest extent feasible, consistent with existing Federal, State and local laws and regulations.



Who receives priority under Section 3?

For training and employment:

- persons in public and assisted housing;
- persons in the neighborhood;
- participants in HUD Youthbuild programs;
- homeless persons.

For contracting:

- businesses which fit the definition of a Section 3 business.



How can businesses find Section 3 residents to work for them?

By recruiting in the neighborhood and public housing developments to tell about available training and job opportunities. Distributing flyers, posting signs, placing ads, and contacting resident organizations and local community development and employment agencies to find potential workers are a few effective ways of getting jobs and people together.



How can businesses and low income persons find out more about Section 3?

Contact the Fair Housing and Equal Opportunity representative at your nearest HUD Office.



SECTION 3

Jobs for Residents

Providing job training, economic opportunities, and self-sufficiency to businesses and residents of neighborhoods receiving HUD funding for housing and community development.



U.S. Department of
Housing and
Urban Development

For more information, contact your nearest HUD Office and ask for the
Fair Housing and Equal Opportunity representative



EQUAL HOUSING
OPPORTUNITY

The publication "Section 3: Job Training, Employment, and Contracting Opportunities for Low-Income Persons" published by the U.S. Department of Housing and Urban Development (HUD-1517-FHEO, copyright date 1995) is available as part of the hard copy of this project at the Shapiro Library, Southern New Hampshire University.