



CEA works to create meaningful inclusion for people of color and women in the construction industry in Northeast Ohio through a variety of programs for students, adults, and contractors.

Training

- CEA provides small, minority- and female-owned contractor members with the business education and construction training necessary for success and to increase capacity.

Construction Workforce Initiatives

- [Work Now](#) in partnership with the Urban League seeks to create a sustained workforce through employer partnerships, soft skills training, industry immersion and case management support. In 2019, 89% of the cohort identified as African American with 89% of the graduates obtaining employment upon completion of the program, with the majority working in construction.
- [Latino Construction Program](#) in partnership with the Spanish American Committee over 50 Latinos have been placed in union construction jobs in less than three years.
- [Cleveland Builds](#) exists to connect motivated Clevelanders with career opportunities in construction. Providing assessments, development of action plans, preparation and placement.

Contractors Assistance Association

- In 2008, CEA supported the establishment of the Contractors Assistance Association (CAA) to advance the inclusion of women and minorities in the Northeast Ohio Construction Industry.
- CAA focuses on creating and sharing solution-oriented approaches.
- CAA partners with organized labor to promote careers in construction trades and encourage application for joint apprenticeship programs among diverse populations.
- CAA currently has 25 diverse members.

ACE Mentor Program

- Since its inception in 2008, the Cleveland affiliate of the ACE Mentor Program has partnered with the Cleveland Metropolitan School District (CMSD) and now features ten CMSD schools as well as Warrensville Heights High School totaling nearly 200 students.
- Approximately 150 volunteers from more than 70 local firms from the design, engineering, and construction industry participate in the program.
- ACE has supported over 1600 high school students and awarded over \$1.1 million in scholarships

Construction Career Awareness, Opportunities in Construction and Diverse Worker Programs

- Provides Cleveland Metropolitan School District (CMSD) middle and high school students as well as adults with insights into the wide range of careers in construction.
- Advances the industry's ability to recruit, develop and maintain a more diverse workforce.
- Connects CEA contractors seeking diverse candidates for construction employment with qualified talent through community workforce partners.