

**Mission Statement:**

To provide individuals the opportunity to achieve personal goals of employment and independence at a family sustaining wage in the Building and Construction Skilled Trades.

# Human Capital Development Corp., Inc.

US Conference of Mayors  
Named Program "Model  
for other Cities to Follow"

## Program Overview

Human Capital Development Corp., Inc. (HCDC), a non-profit 501 c(3) organization through the First Choice Pre-Apprenticeship and Wisconsin Department of Transportation's (WisDOT) Transportation Alliance for New Solutions (TRANS) training has successfully placed graduates in construction and road building skilled trades.

Training is provided to assist trainees for the Apprenticeship Qualifying Test (AQT) in the career of their choice:

- Laborer Craft
- Construction Electrical
- Masonry/Bricklaying
- Carpentry
- Sheet Metal
- Manufacturing
- Ironworker
- Plumbing



First Choice will link you to the appropriate Apprentice Sponsor or Joint Apprenticeship Committee to ensure a seamless transition from job readiness training to Apprenticeship.

## Why should you consider HCDC for your recruitment needs?

*"We have relied on First Choice to help screen and prepare candidates to work for us. Not only does this assist in our ongoing affirmative action efforts but saves our company time and money in recruitment."*

Dawn Pratt  
Human Resources Manager / EEO Officer  
Payne & Dolan, Inc.

*"It was a pleasure working with First Choice, they were very helpful."*

Shawn Hoffman  
Project Manager, Hoffman Construction Co.

*"Whether it's through training, skill enhancement or job placement, this program helps motivated people improve their job opportunities."*

Kelly M. Semrau  
Vice President of Global Public Affairs and Communication for S. C. Johnson, a Family Company

U.S. Conference of Mayors Best Practices Clearinghouse designated HCDC program as a "Model" for other cities to follow as a valuable resource for mayors, city staff and green jobs training developers



## Why hiring a HCDC graduate is a great choice for your company...

- HCDC provides candidates with basic construction training, as well as the appropriate interpersonal skills for your corporation.
- WisDOT through HCDC's TrANS training provides an incentive for you to hire a HCDC graduate.
- Hiring a HCDC graduate provides opportunities to candidates that are trained and have successfully passed the AQT at the level of competency in their field of choice.



## What former graduates say about HCDC/First Choice...

*"I owe it all to First Choice. I recommend the program to anyone because it pushed me, first to become a better person and second to develop good work habits."*

Gregory Pitt  
Journeyman Laborer and Graduate

*"Enrolling in First Choice was one of the best decisions I ever made. This training steered me in a better career direction. I am now a journeyman/foreman."*

Philip Allen  
Journeyman Ironworker/  
Foreman and Graduate

*"The culture exchange in the classroom, learning how to deal with challenging people and the hands-on training provided by First Choice was beneficial to me in my employment preparation."*

Antonio Ramos  
Apprentice Laborer and Graduate

## Contractors that have hired our graduates

- AW Oakes & Son
- Bane-Nelson, Inc.
- Bechtel Corporation
- Hoffman Construction
- J.F. Ahern
- JM Brennan Inc.
- KBS Construction Inc.
- Milwaukee Ironworks
- Payne & Dolan
- Pieper Electric Inc.
- Vista Design & Construction
- Walsh Construction

## For recruitment needs contact us at:

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