

community members, but that training ended for lack of funding at the federal, state, or municipal level. EDGE attempted to marry the two and bring about a rare partnership between public and private sponsors working to assist and aid a community and its work force.

EDGE attempted to identify and recruit individuals who (1) were available for work but could not find employment, (2) were willing to work for the prevailing wage rate, (3) were new entrants into the labor force, and (4) had or were willing to develop, an academic skill level sufficient enough to obtain and hold an entry-level position. Recognizing that there were certain characteristics of the population that might mitigate against success, the EDGE program chose not to focus on possible participants who were fractionally employed, or who had a severe lack of motivation (those who had never had a job for an extended period of time due to conditions they controlled or those who expressed an unwillingness to work at prevailing wages).

It was against this backdrop that the EDGE program was developed and that the following purpose and set of goals were established.

PURPOSE

The purpose of the EDGE program as stated in the original proposal was: Fort Custer Industrial Park employers will design and implement an educational and training process that will (1) meet the annual and long-range needs of the companies and employees within the Fort Custer Industrial Park and (2) provide gainful employment for unemployed Battle Creek residents.

workers are allowed to work 89 days, then laid off & hired by another Toy abated factory.

No Native American, Blacks or women on ADC ever even get that chance. They get trained & retained over & over but the training never leads to employment.