



# OVERVIEW OF **PROP 39** PRE-APPRENTICESHIP TRAINING PILOTS

**In 2016**, the California Workforce Development Board (CWDB) released close to \$5 Million of Proposition 39 Clean Energy Job Creation funds to build on the success and momentum of the first cadre of construction pre-apprenticeship pilots. The State Board’s investments are designed to develop, implement and advance energy efficiency focused job-training and placement programs targeting disadvantaged Californians.

In addition to continuing to fund the initial six (6) training implementation projects, Prop 39 2.0 launched five (5) new projects that build additional regional pipelines for at-risk youth, veterans and disadvantaged job seekers into joint-labor management Registered Apprenticeship Programs. Graduates of the Prop 39 pilot programs are earning an industry-valued pre-apprenticeship credential. Utilizing National Building Trades Multi-Craft Core Curriculum (MC3) while partnering with local Building Trades Councils (BTCs) and the registered union apprenticeship community, the Prop 39 pilots are helping to create the critical direct link between pre-apprenticeship and apprenticeship programs.

PROP 39 GOALS	PROP 39 PERFORMANCE MEASURES
<ul style="list-style-type: none"> <li>✓ <b>Train at risk youth, women, veterans, and other disadvantaged job seekers in clean energy job skills</b></li> <li>✓ <b>Create structured pathways to apprenticeship to build the energy-efficiency workforce</b></li> <li>✓ <b>Align systems and leverage funding to optimize results and reduce service duplication</b></li> <li>✓ <b>Implement, replicate, and/or scale successful innovations that emerged from Prop 39 1.0 projects</b></li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Attainment of Industry-Valued Credentials (North American Building Trades MC3 Certificate)</b></li> <li>✓ <b>Placement in State-Certified Apprenticeship Program (DAS approved)</b></li> <li>✓ <b>Placement in Continuing Education</b></li> <li>✓ <b>Placement in Construction/Energy Efficiency Employment</b></li> <li>✓ <b>Retention in Employment/State-Certified Apprenticeship</b></li> <li>✓ <b>Increased Income</b></li> </ul>



## \* PROP 39 1.0 PERFORMANCE SNAPSHOT 12.31.16 \*

PROJECT	ENROLLMENT (% OF TARGET)	COMPLETION (% OF ENROLLED)	PLACEMENT (% OF TRAINED)
<b>Central Valley</b>	<b>85%</b>	<b>73%</b>	<b>81%</b>
<b>East Bay</b>	<b>104%</b>	<b>98%</b>	<b>71%</b>
<b>Los Angeles</b>	<b>74%</b>	<b>42%</b>	<b>100%</b>
<b>Sacramento</b>	<b>98%</b>	<b>64%</b>	<b>100%</b>
<b>San Francisco</b>	<b>96%</b>	<b>64%</b>	<b>54%</b>
<b>South Bay</b>	<b>88%</b>	<b>98%</b>	<b>73%</b>
<b>Total</b>	<b>88%</b>	<b>73%</b>	<b>78%</b>

## \* PROP 39 1.0 PROJECT SUMMARIES \*

\* **CENTRAL VALLEY REGIONAL PILOT.** The Valley Building Multi-Craft Program was originally developed by the Fresno-Madera-Tulare-Kings Counties Building Trades Council in partnership of the Fresno Workforce Development Board (WDB), and has become a national example of apprenticeship-preparation. In 2016, this program worked to expand throughout the Central Valley and to cover the region between Kern and San Joaquin counties.

\* **EAST BAY PILOT.** (Contra Costa & Alameda Counties) In 2016, opportunities for disadvantaged communities continued to expand through the work of this robust partnership that includes two area Building Trades Councils (Alameda and Contra Costa), three Workforce Development Boards (Alameda, Contra Costa, Richmond), and three Community-Based Training Organizations (RichmondBUILD, Future Build, and Cypress Mandela).

\* **LOS ANGELES COUNTY PILOT.** The Los Angeles pilot is the only community college-led program. Building on a strong history of energy-efficiency education and a core partnership with Los Angeles & Orange Counties Building Trades Council, Los Angeles Trade Technical College brought on new partners in 2016, including the Los Angeles Labor Federation and the Anti-Recidivism Coalition. The pilot provides ex-offenders with opportunities to enter life-changing careers in union construction trades.

\* **SACRAMENTO CAPITOL REGION PILOT.** 2016 saw the expansion and refinement of the Sacramento Region's MC3 pre-apprenticeship program. This pilot helped to build the talent pipeline for the Golden 1 Arena in the City of Sacramento. Leveraging that success, The capitol region's Prop 39 project is expanding employment opportunities for underserved local residents on other major construction projects.

\* **SAN FRANCISCO PILOT.** The San Francisco Pilot is the first Prop 39 project led by a chapter of the Conservation Corps. The San Francisco Conservation Corps (SFCC) offers young people opportunities to develop themselves, expand their academic abilities and marketable skills, and address community needs through service work. In 2016, after integrating the MC3, the SFCC is evolving into a national model for Conservation Corps chapters interested in building pathways into union construction trades for disadvantaged youth.

\* **SOUTH BAY PILOT.** In 2016, Prop 39 funding advanced the work of this successful labor-driven, labor-operated apprenticeship preparation program. The Bay Area Apprenticeship Coordinators Association (BAACA), representing all of the region's trades, first envisioned the San Mateo Trades Introduction Program (TIP). TIP is operated in partnership with the San Mateo Building Trades Council and the San Mateo County Union Community Alliance. BAACA also partners on a sister program in Santa Clara County – the Trades Orientation Program (TOP) partnership – with the Santa Clara-San Benito Building Trades Council, and Working Partnerships, USA.

✨ **PROP 39 2.0** ✨  
**PROJECT SUMMARIES**  
 (Launched July 2016)

GRANTEES	PARTNERS	REGION
<b>FLINTRIDGE CENTER</b>	<b>Building Trades Council:</b> <ul style="list-style-type: none"> <li>■ Los Angeles/Orange County BTC</li> </ul> <b>Workforce Development Board:</b> <ul style="list-style-type: none"> <li>■ Foothill WDB</li> </ul> <b>Community-Based Organization:</b> <ul style="list-style-type: none"> <li>■ Flintridge Center (LEAD)</li> </ul>	<b>Greater Los Angeles</b>
<b>MARIN BUILDING TRADES COUNCIL</b>	<b>Building Trades Council:</b> <ul style="list-style-type: none"> <li>■ Marin County BTC (LEAD)</li> </ul> <b>Workforce Development Boards:</b> <ul style="list-style-type: none"> <li>■ Marin County WDB, Sonoma County WDB, Napa-Lake WDB, Mendocino WDB, Solano WDB</li> </ul> <b>Community Colleges:</b> <ul style="list-style-type: none"> <li>■ College of Marin, Napa Valley College</li> </ul>	<b>North Bay Region (Marin, Napa, Sonoma, Solano, Lake, Mendocino counties)</b>
<b>MONTEREY WORKFORCE DEVELOPMENT BOARD</b>	<b>Building Trades Council:</b> <ul style="list-style-type: none"> <li>■ Monterey/Santa Cruz BTC</li> </ul> <b>Workforce Development Boards:</b> <ul style="list-style-type: none"> <li>■ Monterey WDB (LEAD), Santa Cruz WDB, San Benito WDB</li> </ul> <b>Additional Key Partners:</b> <ul style="list-style-type: none"> <li>■ IBEW 234</li> </ul>	<b>Monterey Bay Region (Monterey, Santa Cruz, San Benito counties)</b>
<b>RISING SUN ENERGY CENTER</b>	<b>Building Trades Council:</b> <ul style="list-style-type: none"> <li>■ Alameda BTC</li> </ul> <b>Workforce Development Boards:</b> <ul style="list-style-type: none"> <li>■ Alameda County BTC, Oakland WDB, Contra Costa WDB</li> </ul> <b>Community-Based Organizations:</b> <ul style="list-style-type: none"> <li>■ Rising Sun Energy Center (LEAD)</li> <li>■ Tradeswomen Inc.</li> </ul>	<b>Alameda County</b>
<b>URBAN CORPS OF SAN DIEGO</b>	<b>Building Trades Council:</b> <ul style="list-style-type: none"> <li>■ San Diego BTC</li> </ul> <b>Workforce Development Boards:</b> <ul style="list-style-type: none"> <li>■ San Diego Partnership WDB</li> </ul> <b>Community-Based Organization:</b> <ul style="list-style-type: none"> <li>■ Urban Corps of San Diego (LEAD)</li> </ul>	<b>San Diego</b>



## ✧ LESSONS LEARNED ✧

### ✧ **LESSON 1** ✧ **Active Involvement with the Local Building Trades is KEY to Apprenticeship Placement**

Participation by the local apprenticeship community has gone far beyond sitting on the Prop 39 Industry Advisory Committees, to include: Presentations by individual crafts, providing tours and hands-on instruction at apprenticeship training facilities, and giving weight to the MC3 certificate to give a leg-up to graduates applying for apprenticeship (ranging from waiving required testing to direct-to-interview access).

Working with MC3 programs is valuable to local apprenticeship programs, which invest up to \$20,000 on apprentices in the first several years of apprenticeship. The risk of losing their investment and an apprentice is a hardship for the apprenticeship programs, and it is beneficial to know a participant is passionate and dedicated to the trade they are learning. Participation in MC3 programs allows the Joint Apprenticeship and Training Committees (JATCs) to help grow their own workforce and increase first year apprentice retention by identifying career-interested, prepared apprentice applicants.

### ✧ **LESSON 2** ✧ **Placement into Registered Apprenticeship is NOT an Overnight Process**

Placement from a pre-apprenticeship program into registered apprenticeship is neither guaranteed nor instantaneous. JATCs accept new apprentices based on projected local construction demand, and on schedules that vary by trade. The time from graduation to placement averages between 3-6 months. One solution to this delay is placing graduates into construction helper positions with union trades. Most crafts have a classification that falls below the first-year apprentice, and these interim “helper” positions allow MC3 graduates to work in a trade, immersing them in the construction industry until they can be hired as an apprentice.

Another solution is to bolster demand – to create more opportunity for pre-apprentice graduates – by directly linking MC3 programs to regional Project Labor and/ or Community Workforce Agreements. The Prop 39 pilots are improving placement by explicitly positioning themselves as the “go-to” pipeline for local hire agreements – providing major construction projects with a high-quality local supply of apprenticeship-ready workers.

### ✧ **LESSON 3** ✧ **A Successful Program Provides More than Just Curriculum**

Prop 39 funds are intended to assist job-seekers with multiple barriers to employment, making quality supportive services a critical “must” for participant success. These may range from financial literacy and benefits coordination (e.g. childcare and housing issues) to case-management, mentoring, and peer support. In addition, the 11 pilot programs address prerequisites to apprenticeship, from passing a drug test to getting a GED (and in some cases testing out of 2 years of high school Algebra). Construction apprenticeships require a valid driver’s license, and many pilots now deploy ticket amnesty programs for MC3 students, along with record expungement for ex-offenders.

Strategies for participant support evolve as the grantees share promising practices with one another. All Prop 39 projects participate in a quarterly, in-person Community of Practice (CoP). Because while the pilots work with a wide range of participants, from the rural counties of the Central Valley to the urban core of Los Angeles, the goals of program partners are everywhere the same: to create pathways for individuals from disadvantaged and underserved communities into middle-class careers in the union building trades.



*Report prepared with assistance from:*



**WED**

Workforce & Economic Development

A PROGRAM OF California LABOR Federation

# **CENTRAL VALLEY REGIONAL PROJECT**

## **PROGRAM OVERVIEW**

The Valley Build Multi-Craft Pre-Apprenticeship Program (Valley Build) began ten years ago when the Fresno-Madera-Tulare-Kings Counties Building Trades Council received a small grant from their local Housing Authority. Working in partnership with the Fresno Workforce Development Board, it has become a national example of a successful apprenticeship-preparation program. Through trial and error and a variety of community partnerships, this MC3 program is expanding throughout the Central Valley, laying the training foundation for California’s High Speed Rail system.

Valley Build’s unique screening and intake process assesses both academic and fitness levels. Committed to preparing participants for the physical demands of construction work – a common barrier to employment in the trades – the program was the first to include a substantial fitness regime, developed in partnership with the local police academy.

<b>PARTNERS</b>	<b>TRAINING PROVIDERS</b>	<b>TARGET TRADES</b>
<p><b>Building Trades Councils:</b></p> <ul style="list-style-type: none"> <li>• Fresno-Madera-Tulare-Kings Counties BTC</li> <li>• Stanislaus-Merced-Tuolumne BTC</li> </ul> <p><b>Workforce Development Boards:</b></p> <ul style="list-style-type: none"> <li>• Fresno WDB (LEAD)</li> <li>• Madera WDB</li> <li>• Stanislaus WDB</li> <li>• Merced WDB</li> </ul>	<ul style="list-style-type: none"> <li>• Fresno-Madera-Tulare-Kings Counties Building Trades</li> <li>• Stanislaus-Merced-Tuolumne Building Trades</li> <li>• Kern, Inyo, Mono Building Trades</li> <li>• San Joaquin, Calaveras, Amador, and Alpine Building Trades</li> </ul>	<ul style="list-style-type: none"> <li>• Electricians</li> <li>• Sheet Metal</li> <li>• Ironworkers</li> <li>• Plumbers &amp; Pipefitters</li> <li>• Operating Engineers</li> <li>• Laborers</li> <li>• Cement Masons</li> <li>• Concrete Finishers</li> <li>• Teamsters</li> <li>• Roofers &amp; Waterproofers</li> <li>• Insulators</li> <li>• Carpenters</li> </ul>



**PROP 39 PRE-APPRENTICESHIP TRAINING PILOTS**  
**CENTRAL VALLEY REGIONAL PILOT, CONT'D**

**STRATEGY FOR SUCCESS:  
INSTITUTIONALIZING TRAINING WINS**

Valley Build has evolved into a seamless operation model, with a shared language of success. Communities benefit when candid partners from different worlds – the construction trades and the workforce system – work toward a common vision. The local Building Trades apprenticeship community conducts the training – at *their* facilities – allowing students to get a true understanding of the construction industry directly from their potential future employers. At the same time, workforce development boards provide participants with the support they need to be successful in this program, in their careers, and in their communities.

The success of Valley Build broadened its community impact by aiding the the Fresno-Madera-Tulare-Kings Counties Building Trades Council in securing a National Target Hire Initiative with the City of Fresno. This new public works policy will better enable community members to advance into middle-class construction careers by mandating the use of registered apprentices and/or Valley Build graduates on all city projects.



**PARTICIPANT PROGRESS**

Rigoberto M. was unemployed when he applied for services with the Madera County Workforce Investment Corporation. Staff steered him to the Valley Build orientation, and he enrolled. In addition to classroom and hands-on training, the program provided an introduction to a variety of trades, including Plumbers & Pipefitters, Sheet Metal, Teamsters, Ironworkers, Painters & Allied Trades, and the International Brotherhood of Electrical Workers. Rigoberto graduated from the program with an industry-recognized credential as well as recognition certificates from Congressman Jim Costa and Assembly Member Frank Bigelow. He was hired by the Laborers, earning union wages and grateful for the opportunity to begin a new career.

*Rigoberto M., Northern California Laborers Apprentice*

**EAST BAY PILOT  
(ALAMEDA AND CONTRA COSTA COUNTIES)**

**PROGRAM OVERVIEW**

The East Bay Prop 39 pilot covers the two-county region of Alameda and Contra Costa. The three community-based training partners have been providing apprenticeship-preparation programs for years. In 2014, they integrated the Multi-Craft Core Curriculum (MC3) relatively seamlessly. Having deep roots in their respective communities (Richmond Build and Future Build in Contra Costa, Cypress Mandela in Oakland), outreach to the local communities to build their Prop 39 cohorts is an easier process. The three training entities also have long-standing working relationships with their local Building Trades Councils and area Building Trades unions. Future Build and RichmondBUILD have placement-related MOUs with both the Carpenters and Laborers unions.

The East Bay Prop 39 Program is a place where local residents can receive free job training that opens doors to middle-class careers in the Building Trades. It is a remarkably effective apprenticeship preparation program that boasts a strong demand-side strategy: with a track record of preparing disadvantaged populations for careers in construction, the partner training programs of the East Bay have been written into multiple Project Labor Agreements and regional building polices that mandate local hire. The Building Trades Councils serve as program advisors, and the community based organizations (CBOs) deliver job readiness, MC3 training and supportive services.

PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p><b>Building Trades Councils:</b></p> <ul style="list-style-type: none"> <li>• Alameda BTC</li> <li>• Contra Costa BTC</li> </ul> <p><b>Workforce Development Boards:</b></p> <ul style="list-style-type: none"> <li>• Richmond Works WDB (LEAD)</li> <li>• Alameda WDB</li> <li>• Contra Costa WDB</li> </ul> <p><b>Community-Based Organizations:</b></p> <ul style="list-style-type: none"> <li>• RichmondBUILD</li> <li>• Future Build</li> <li>• Cypress Mandela</li> </ul> <p><b>Additional Partners:</b></p> <ul style="list-style-type: none"> <li>• Northern California Laborers</li> </ul>	<ul style="list-style-type: none"> <li>• RichmondBUILD</li> <li>• Future Build</li> <li>• Cypress Mandela</li> </ul>	<ul style="list-style-type: none"> <li>• Plumbers &amp; Pipefitters</li> <li>• Electricians</li> <li>• Sheet Metal</li> <li>• Shipbuilders</li> <li>• Rail Workers</li> <li>• Laborers</li> <li>• Ironworkers</li> <li>• Cement Masons</li> </ul>

**PROP 39 PRE-APPRENTICESHIP TRAINING PILOTS**  
**EAST BAY PILOT, CONT'D**

**STRATEGY FOR SUCCESS:**  
**DEDICATED STAFF & DEEP UNION PARTNERSHIPS**

The key to the success of the East Bay pilot remains their dedicated staff. MC3 Instructors for the programs are in-house, having gone through the programs they are now teaching. In addition, there are instructors from the Laborers and Carpenters unions, with high-level knowledge of their crafts, commitment to their community, and the desire to teach their skills. They earnestly want their students to succeed and do not allow their students past barriers to employment continue to stop their personal successes.

Additionally, the pilot has negotiated direct entry into the Carpenters, Laborers, Dry Wall/Lathers and Ironworkers unions. Graduates can enter these trades with a great starting wage and more importantly a career.



**PARTICIPANT PROGRESS**

Yesenia P. is a first generation Mexican American. She overcame many obstacles from her neighborhood environment to graduate from high school. Although she was accepted to San Francisco State University, she could not afford the tuition. Through word-of-mouth, she found RichmondBUILD. Yesenia wanted a career in the union Building Trades where she could earn a good wage and have a career where she was constantly learning. She graduated in great standing, took the Operating Engineers apprenticeship tests, and passed at the top of her class.

*Yesenia P., Operating Engineer Apprentice*



## LOS ANGELES COUNTY PILOT

### PROGRAM OVERVIEW

The Los Angeles project is the only Prop 39 pilot led by a community college. Los Angeles Trade Technical College (LATTC) boasts a robust construction department with an Associate’s Degree, and a long-held relationship with the local Building Trades Council. The Multi-Craft Core Curriculum (MC3) was a perfect match for their Energy Efficiency and Construction Bootcamp.

The LATTC bootcamp prepares participants to enter either an apprenticeship or a post-secondary degree program. It incorporates the MC3 curriculum, a 120-hour base program that combines learning prerequisites to all Building Trades apprenticeships. This is supplemented with 40 hours of advanced, contextualized preparation in math and computation. Finally, a 160-hour career exploration module encourages students to thoroughly explore a craft of their choice through work-based learning projects, onsite visits, and guest lectures.

PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p><b>Building Trades Council:</b></p> <ul style="list-style-type: none"> <li>• Los Angeles - Orange BTC</li> </ul> <p><b>Community College:</b></p> <ul style="list-style-type: none"> <li>• LA Trade Technical College (LEAD)</li> </ul> <p><b>Community-Based Organizations:</b></p> <ul style="list-style-type: none"> <li>• Los Angeles Conservation Corps</li> <li>• Anti-Recidivism Coalition</li> </ul> <p><b>Central Labor Council:</b></p> <ul style="list-style-type: none"> <li>• Los Angeles County Federation of Labor</li> </ul> <p><b>Additional Partners:</b></p> <ul style="list-style-type: none"> <li>• LA Metro</li> </ul>	<ul style="list-style-type: none"> <li>• LATTC</li> </ul>	<ul style="list-style-type: none"> <li>• Electricians</li> <li>• Sheet Metal</li> <li>• Shipbuilders</li> <li>• Rail Workers</li> <li>• Laborers</li> <li>• Ironworkers</li> <li>• Cement Masons</li> </ul>

OVER

## PROP 39 PRE-APPRENTICESHIP TRAINING PILOTS LOS ANGELES COUNTY PILOT, CONT'D

### STRATEGY FOR SUCCESS: EXPANDING CAREER PATHWAYS

Collaborative work is critical to the LATTC program's success and expansion. As grant lead, the college works closely with labor and community partners to recruit participants and create placement opportunities. In 2016, Working with the Anti-Recidivism Coalition (ARC) and the Los Angeles County Labor Federation, the Prop 39 pilot expanded to create pipelines to quality construction careers for ex-offenders. LATTC also developed a partnership with Los Angeles County Metropolitan Transportation Authority (MTA) to train women for job opportunities the MTA construction department and with its subcontractors. In addition to building solid apprenticeship pathways, the LATTC pilot guides participants – through career counseling and a Student Education Plan – up and across post-secondary on-ramps to construction degree programs.

### PARTICIPANT PROGRESS

*"Today I feel that being in a union, I have security. I have something I can come home to and offer my wife, health and dental (insurance) to where it's something substantial."* – Thomas R.

When Thomas R. was 15 years old, he made a poor decision that led to an 18-years-to-life sentence. He was released after 17.5 years and needed to get his life on track. Construction work kept him and his family afloat, but it did not provide benefits or job security.



He found a chance at a better life with the Los Angeles Reentry Workforce Collaborative, which trains the formerly incarcerated for union jobs in construction. The Collaborative is a 12-week program that starts with life skills classes provided by the ARC and moves to MC3 construction-based instruction at LATTC. Upon graduation, each participant is placed in a union job. Thomas was a member of the inaugural class of 20, which graduated in October 2016. He is now an apprentice with the International Brotherhood of Electrical Workers (IBEW) Local 11, earning benefits including a pension.

*Thomas R., IBEW Local 11 Apprentice*

## **SACRAMENTO CAPTIOL REGION PILOT**

### **PROGRAM OVERVIEW**

**The Sacramento Employment and Training Agency (SETA) leads the Capitol Region Prop 39 pilot, coordinating recruitment, screening, case management, job placement, follow-up and retention. Joining the Workforce development board are the local Sacramento-Sierra Building Trades Council and apprenticeship coordinators, which serve the partnership in an advisory role, and the American River College, Sierra College, and North California Construction Training, which deliver the Multi-Craft Core Curriculum (MC3) and additional apprenticeship-preparation training.**

2016 saw the distillation and refinement of the region’s MC3 pre-apprenticeship program, launched in part to help build a talent pipeline for the Golden 1 Arena in the City of Sacramento. Leveraging the success of the Priority Worker Program – the Arena’s local hire provision – the Prop 39 partners are working to connect underserved local residents to other major construction projects, including downtown revitalization, state building retrofits, and Regional Transit expansion.

<b>PARTNERS</b>	<b>TRAINING PROVIDERS</b>	<b>TARGET TRADES</b>
<p><b>Building Trades Councils:</b></p> <ul style="list-style-type: none"> <li>• Sacramento-Sierra BTC</li> </ul> <p><b>Workforce Development Boards:</b></p> <ul style="list-style-type: none"> <li>• Sacramento Employment and Training Agency (SETA)</li> <li>• Golden Sierra Job Training Agency (GSJTA)</li> </ul> <p><b>Community-Based Organization:</b></p> <ul style="list-style-type: none"> <li>• Conservation Corps</li> </ul>	<ul style="list-style-type: none"> <li>• North California Construction Training</li> <li>• American River College - STRIPE Program</li> <li>• Sierra College</li> </ul>	<ul style="list-style-type: none"> <li>• Carpenters</li> <li>• Laborers,</li> <li>• Electricians</li> <li>• Ironworkers</li> <li>• Plumbers</li> <li>• Sheet Metal</li> </ul>

**OVER**

**STRATEGY FOR SUCCESS:  
FOCUSING ON PARTNERSHIP**

The Prop 39 pilot focused in 2016 on strengthening the partnership between the Sacramento Workforce Development Board, local union apprenticeship programs, and key training providers. What began with the Priority Worker Program is now evolving into a permanent pipeline for regional building trade apprenticeship programs as the Sacramento Employment and Training Agency (SETA) and the Building Trades Council (BTC) work together to identify opportunities that will transform this apprenticeship-preparation pilot into a bold regional model. The goal: meet target hire demands on energy and infrastructure projects while creating upward mobility for disadvantaged communities.



*Clifford Rowh, IBEW 340 Apprentice*

**PARTICIPANT PROGRESS**

*“I never could have reached my career goal without the Sacramento Employment Training Agency and the Prop 39 program. I will forever be grateful.” – Clifford R.*

At 30, Clifford R. was a disadvantaged worker, working for minimum wage and part-time hours; his earnings fell well below the self-sufficiency standard. Clifford wanted to be an electrician but was discouraged by what he thought was a late start for a long-term career goal. After speaking with SETA career counselors, Clifford enrolled in the MC3 Pre-Apprenticeship Program at American River College and successfully graduated in May 2016. Upon graduation, Clifford continued to work closely with SETA and the Prop 39 program for support during his job search. Clifford is now working as an apprentice with International Brotherhood of Electrical Workers Local 340, making \$18.81 per hour.

## SAN FRANCISCO CONSERVATION CORPS

### PROGRAM OVERVIEW

The San Francisco Pilot is the first Prop 39 project led by a chapter from the Conservation Corps. The San Francisco Conservation Corps (SFCC) offers young people opportunities to develop themselves, their academic abilities and marketable job skills, while addressing community needs through service work. Prop 39 gave the SFCC the opportunity to evolve their program by integrating the Multi-Craft Core Curriculum (MC3), which provides a model for Conservation Corps chapters on how to build pathways for disadvantaged youth, into the union construction trades.

With a focus on serving disadvantaged youth, the SFCC MC3 program provides additional academic support and remediation, including the attainment of a high school diploma via their integrated charter school. Building upon the MC3 as an introductory trades education program, graduates can attain additional certification trainings provided after MC3 – including Operational Safety and Health Administration 10 hour training (OSHA-10), Traffic Control and Confined Space, as well as training possibilities in 40-hr Hazwoper, and other energy efficiency training. Additional certification trainings are provided by the Laborers Community Training Foundation partners.

PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p><b>Building Trades Councils:</b></p> <ul style="list-style-type: none"> <li>San Francisco BTC</li> </ul> <p><b>Community-Based Organization:</b></p> <ul style="list-style-type: none"> <li>San Francisco Conservation Corps (LEAD)</li> </ul> <p><b>Additional Partner:</b></p> <ul style="list-style-type: none"> <li>Laborers Community Training Fund</li> </ul>	<ul style="list-style-type: none"> <li>San Francisco Conservation Corps (LEAD)</li> </ul>	<ul style="list-style-type: none"> <li>Laborers</li> <li>Carpenters</li> <li>Electricians</li> <li>Painters</li> <li>Glaziers</li> <li>Operating Engineers</li> </ul>

OVER



**STRATEGY FOR SUCCESS:  
KNOWING HOW TO WORK WITH YOUTH**

The mission of the SFCC is to offer young people opportunities to development themselves, their academic abilities and marketable job skills while addressing community needs through service work. This program has adopted the MC3 to provide an opportunity for at-risk-youth with significant barriers to overcome obstacles and find career pathways by participating in union construction apprenticeship programs. The program provides focused instruction, certifications and case management so trainees can focus on preparing for trades-based careers that offer sustainable futures for themselves and for their families.

SFCC is continuing to build on its recruitment and enrollment strategies to engage job ready participants, as well as expand their partnerships to include mentors and job-readiness by conducting mock interviews and facilitating employer meet and greets. In addition, SFCC recently connected with John O'Connell High School which has a Building Trades program in partnership with Jewish Vocational Services, which may result in the expansion of the SFCC program and an introduction to new participants.



**PARTICIPANT PROGRESS**

Nichelle H. came to the SFCC Pre-Apprentice Program a single mother, underemployed in a dead-end job. Nichelle was raised in foster care for much of her life and was seeking stability and financial security for herself and her daughter. Soon after completing the program she was indentured into Laborers Local 261 and has been working on the San Francisco General Hospital project.

*Nichelle H., Apprentice with  
Laborers Local 261*

## SOUTH BAY PILOT (SANTA CLARA AND SAN MATEO COUNTIES)

### PROGRAM OVERVIEW

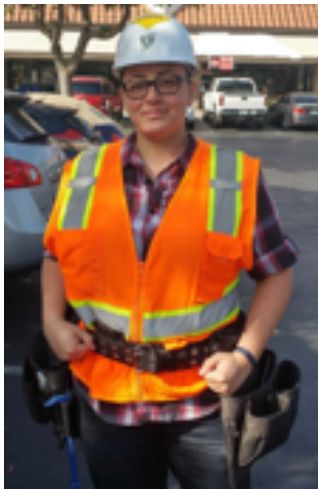
**The South Bay Prop 39 project is a labor-driven, labor-operated apprenticeship preparation program, that works in partnership with a variety of regional workforce entities. The San Mateo Program, also known as the Trades Introduction Program (TIP), is the vision of the Bay Area Apprenticeship Coordinators Association (BAACA), a regional group of union trades. TIP is operated in partnership with the San Mateo Building Trades Council, the San Mateo County Union Community Alliance, and the BAACA.**

A sister program in Santa Clara County, the Trades Orientation Program (TOP), is part of the Construction Careers Initiative: a collaborative effort by industry, community and the public workforce development system to create a Community Workforce Pipeline into construction apprenticeships. Emphasizing partnership, coordination and integration of training and job placement services between local Workforce Development Boards (WDBs), Joint Apprenticeship Training Committees (JATCs) and community-based organizations, these programs are creating a pathway for low-income and disadvantaged workers into middle-class construction careers.

PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p><b>Building Trades Councils:</b></p> <ul style="list-style-type: none"> <li>• Santa Clara – San Benito BTC</li> <li>• San Mateo BTC</li> </ul> <p><b>Regional Apprenticeship Group:</b></p> <ul style="list-style-type: none"> <li>• Bay Area Apprenticeship Coordinators Association (BAACA)</li> <li>• South Bay Apprenticeship Coordinators Association (SBACA)</li> </ul> <p><b>Workforce Development Boards:</b></p> <ul style="list-style-type: none"> <li>• Work2Future (San Jose WDB)</li> <li>• NOVA (San Mateo WDB)</li> </ul> <p><b>Community Based Organizations:</b></p> <ul style="list-style-type: none"> <li>• San Mateo County Union Community Alliance</li> <li>• Working Partnerships, USA</li> </ul>	<ul style="list-style-type: none"> <li>• South Bay Building Trades</li> </ul>	<ul style="list-style-type: none"> <li>• Bricklayers and Tile</li> <li>• Cement Masons</li> <li>• Electricians</li> <li>• Floor Covering</li> <li>• Glaziers</li> <li>• Ironworkers</li> <li>• Laborers</li> <li>• Operating Engineers</li> <li>• Painters and Tapers</li> <li>• Plasterers</li> <li>• Plumbers and Steamfitters</li> <li>• Roofers</li> <li>• Sheet Metal</li> <li>• Sprinkler Fitters</li> <li>• Sign and Display</li> <li>• Carpenters</li> <li>• Sprinkler Fitters</li> <li>• Construction Inspectors</li> <li>• Surveyors</li> </ul>

**STRATEGY FOR SUCCESS:  
EMPHASIZE RELATIONSHIPS WITH JATCS**

In 2016, TIP and TOP built on a track record of Prop 39 success to refine and strengthen critical partnerships. Some partnering JATCs have amended their apprenticeship standards to give preference to Multi-Craft Core Curriculum (MC3) graduates, while others have gone through the process with the Division of Apprenticeship Standards (DAS) and Department of Labor (DOL) to waive introductory testing requirements, allowing graduates to go directly to the interview phase of the apprentice indenturing process. The more apprenticeship coordinators participate in the training and build relationships with TIP and TOP students, the more they believe in the quality of the MC3 training. This has helped the partnering apprenticeship coordinators to become advocates for these students, championing their success and helping MC3 graduates to achieve their goal of careers in union construction.



*Melissa N.,  
Carpenters Apprentice*

**PARTICIPANT PROGRESS**

Melissa N. had worked in retail for nine years. Even though she moved up to a management position, her pay was still very low, and her work schedule was never consistent, making it impossible to plan the steps that she wanted to take for her future. Finally, she got fed up with the point system that kept raises low, and quit her job.

Her grandpa had been a carpenter and when she was young she enjoyed helping him as a material handler. However, she always thought that people in the trades were paid very little for their hard work. The TOP class opened her eyes to the realities of a career in the trades and she became a Carpenters apprentice. Melissa now makes \$26.64 an hour and gets paid to learn, which she loves.