



HIGH ROAD CONSTRUCTION CAREERS

Prop 39 Pre-Apprenticeship Training Pilots

Since 2014, the California Workforce Development Board (CWDB) has invested \$13.3M of Proposition 39 Clean Energy Job Creation (Prop 39) funds to build twelve construction pre-apprenticeship partnerships across the state. These pilot projects – the backbone of the CWDB High Road Construction Careers initiative – are creating a coherent system of energy efficiency focused job-training and placement programs serving disadvantaged Californians.

Prop 39 partnerships build regional pipelines to middle class careers for at-risk youth, women, justice-involved, and other disadvantaged or under-represented job seekers. Using the National Building Trades Multi-Craft Core Curriculum (MC3), these pilots have prepared more than 2,000 disadvantaged Californians for a future in construction careers. Partnering with local Building Trades Councils (BTCs) and the state-certified apprenticeship community, Prop 39 programs bring together community, education and workforce organizations to create the critical link between pre-apprenticeship and apprenticeship programs. Graduates earn an industry-valued credential and are connected to joint-labor management State Registered Apprenticeship Programs.

Goals

- **Train at risk youth, women, veterans, and other disadvantaged job seekers in clean energy job skills**
- **Create structured pathways to apprenticeship to build the energy-efficiency workforce**
- **Align systems and leverage resources to reduce service duplication**
- **Replicate and scale innovations across programs as they emerge from individual pilots**

Performance Measures

- **Attainment of Industry-Valued Credentials (North American Building Trades MC3 Certificate)**
- **Placement in State-Certified Apprenticeship Program**
- **Placement in post-secondary Education**
- **Placement in Construction/Energy Efficiency Employment**
- **Increased Income**

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ANNUAL UPDATE

AN INITIATIVE
OF THE
CALIFORNIA
WORKFORCE
DEVELOPMENT
BOARD

Prop 39

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Performance Snapshot (12/31/18)

GRANTEE	ENROLLED (% of target)	TRAINED (% of enrolled)	PLACED (% of trained)
Fresno WDB	88%	92%	61%
LATTC	96%	66%	51%
RichmondBUILD	100%	100%	73%
SETA	115%	82%	60%
SFCC	95%	62%	52%
Santa Clara TOP/ San Mateo TIP	106%	86%	74%
TOTAL	100%	83%	65%

Partnerships

GRANTEE	PARTNERS	
Fresno Regional Workforce Development Board <i>San Joaquin Valley</i>	Building & Construction Trades Councils: Fresno, Madera, Tulare, Kings BCTC; Stanislaus, Merced, Mariposa, Tuolumne BCTC; Kern, Inyo, Mono BCTC; San Joaquin, Calaveras, Alpine BCTC	Workforce Development Boards: Fresno; Kern, Inyo, & Mono; Kings; Madera; Merced; Mother Lode Job Training; San Joaquin; Stanislaus; Tulare
Los Angeles Trade Technical College (LATTC) <i>Los Angeles Basin</i>	Building & Construction Trades Councils: Los Angeles/Orange BCTC Workforce Development Boards Los Angeles City	Additional Partners: L.A. County Federation of Labor; L.A. Conservation Corps; LATTC Vernon-Central WorkSource Center; Anti-Recidivism Coalition; L.A. Metro
RichmondBUILD <i>East Bay</i>	Building & Construction Trades Councils: Alameda BCTC; Contra Costa BCTC Workforce Development Boards: Richmond; Alameda; Contra Costa	Additional Partners: RichmondBUILD; RichmondWORKS; Future Build; Cypress Mandela
Sacramento Employment Training Agency (SETA) <i>Capital</i>	Building & Construction Trades Councils: Sacramento - Sierra BCTC Workforce Development Boards: Sacramento; Golden Sierra	Additional Partners: Northern California Construction Training; American River College; Consumnes River College, Sierra College; CA Conservation Corps, Sacramento Regional Conservation Corps, People Working Together
San Francisco Conservation Corps (SFCC) <i>Bay Peninsula</i>	Building & Construction Trades Councils: San Francisco BCTC Workforce Development Boards: San Francisco	Additional Partners: Laborers Community Training Fund; SF Conservation Corps; SF City College; Skyline Community College; CA Conservation Corps; OEWD/CityBuild
Santa Clara TOP & San Mateo TIP <i>Bay Peninsula</i>	Building & Construction Trades Councils: Santa Clara, San Benito BCTC Workforce Development Boards: Work2Future; NoVa	Additional Partners: Bay Area & South Bay Apprenticeship Coordinators Association; San Mateo Community College District; San Jose City College; San Mateo County Union Community Alliance; Working Partnerships USA

Performance Snapshot (12/31/18)

GRANTEE	ENROLLED (% of target)	TRAINED (% of enrolled)	PLACED (% of trained)
Flintridge Center	90%	73%	77%
Monterey WDB	104%	79%	78%
North Bay TIP	107%	77%	59%
NCCC	103%	79%	73%
Rising Sun	102%	85%	96%
Urban Corps SD	123%	68%	100%
TOTAL	105%	76%	87%

Partnerships

GRANTEE	PARTNERS	
Flintridge Center <i>Los Angeles Basin</i>	Building & Construction Trades Councils: Los Angeles/Orange BCTC Workforce Development Boards: Foothill; South Bay	Additional Partners: Pasadena Unified School District, Police Dept., Public Health Dept., Chamber of Commerce, Parole, & Prosecutor's Office; LA County Probation Dept.; LA Metro; PCL Construction; 2nd Call; Union Homeless Services
Monterey County Workforce Development Board <i>Coastal</i>	Building & Construction Trades Councils: Monterey/Santa Cruz BCTC Workforce Development Boards: Monterey; Santa Cruz; San Benito	Additional Partners: Monterey Bay Center CA Conservation; Central Coast Energy Services; Pacific Grove Adult School
North Bay TIP <i>North Bay</i>	Building & Construction Trades Councils: Marin BCTC; Sonoma, Mendocino, Lake BCTC; Napa, Solano BCTC Workforce Development Board: Workforce Alliance of the North Bay; Solano; Sonoma	Additional Partners: Community Colleges of Marin, Mendocino, Napa Valley, Santa Rosa, & Solano; Vallejo Regional Education Center; Marin Adult ED Consortium; North Bay Employment Connection
North Central Counties Consortium (NCCC) <i>Capital</i>	Building & Construction Trades Councils: Mid Valley, Yuba, Sutter, Glenn, Plumas, Butte, Colusa BCTC Workforce Development Boards: NCCC	Additional Partners: Colusa, Glenn, Sutter, & Yuba County One Stops; Glenn County Community Action Agency; Sutter County Superintendent of Schools; Yuba County Office of Education
Rising Sun Center for Opportunity <i>East Bay</i>	Building & Construction Trades Councils: Alameda BTC Workforce Development Boards: Alameda; Contra Costa; Oakland	Additional Partners: Bay Area Apprenticeship Coordinators Association; Tradeswomen, Inc.; A Squared Ventures; West Oakland Job Resource Center; City of Berkeley; Port of Oakland; Bay Area Rapid Transit; AC Transit; Oakland Housing Authority
Urban Corps of San Diego County <i>Southern Border</i>	Building & Construction Trades Councils: San Diego BCTC Workforce Development Boards: San Diego Workforce Partnership	Additional Partners: Family Health Centers of San Diego; U.S. Green Building Council; San Diego Community College District; Building Principles Institute; American Red Cross

LESSON 1

Active Involvement with the Local Building trades is KEY to Apprenticeship Placement

Participation by the local apprenticeship community must go far beyond sitting on a 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 expand apprenticeship opportunities for graduates (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 Community Workforce Agreements. The Prop 39 pilots are improving placement by explicitly positioning themselves as the “go-to” pipeline for targeted 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

Because Prop 39 funds are intended to assist job-seekers with multiple barriers to employment, quality supportive services are critical 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 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). 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 under-served communities into middle-class careers in the building trades.

Fresno Regional Workforce Development Board

San Joaquin Valley

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 with the incorporation of 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.

Partnerships

Partners		Targeted Trades
Workforce Development Boards <ul style="list-style-type: none">• Fresno County WDB• Kern, Inyo, & Mono County WDB• Kings County WDB• Madera County WDB• Merced County WDB• Mother Lode Job Training (Amador, Calaveras, Mariposa, & Tuolumne Counties)• San Joaquin County WDB• Stanislaus County WDB• Tulare County WDB	Building & Construction Trades Councils <ul style="list-style-type: none">• Fresno, Madera, Tulare, Kings BCTC• Stanislaus, Merced, Mariposa, Tuolumne BCTC• Kern, Inyo, Mono BCTC• San Joaquin, Calaveras, Alpine BCTC	<ul style="list-style-type: none">• Electricians• Sheet Metal• Ironworkers• Plumbers & Pipefitters• Operating Engineers• Laborers• Cement Masons• Concrete Finishers• Teamsters• Roofers & Waterproofers• Insulators• Carpenters



Strategy for Success

Institutionalizing Training Wins

Valley Build has evolved into a seamless operation model, with a common vision 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 Fresno, Madera, Tulare, and 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 Success Story

Kieshon is a single father of one who realized he needed to address several barriers in order to move forward with his life. He was introduced to Valley Build in 2017 through his involvement with Employment Connection in Visalia. At the time, Keishon was working a temporary job and actively looking for full time employment. While enrolled in the program, he encountered several roadblocks including a situation where his car caught on fire. Determined, Keishon found alternative transportation methods to attend class and complete all modules with the exception of one (forklift)—which he later completed through another program (Supervised Population Program). Now, armed with the skills he acquired through the Valley Build and with his Forklift Certificate, Keishon interviewed with the Cement Mason Union and was hired as a Cement Mason on May 23, 2017, earning an hourly wage of \$29.18/hour.

Los Angeles Trade Technical College

Los Angeles Basin

Los Angeles Trade Technical College has an extensive history of work with criminal justice involved students. The nature of the college, its location, and the large number of CTE programs — specifically the robust Construction Department — have led to a culture of inclusion for youth and adults who are system involved. With a long-standing relationship with the local Building & Construction Trades Council and multiple Associate’s Degrees offered within the Construction Pathway, the Multi-Craft Core Curriculum aligned seamlessly with the ongoing recruitment and engagement of re-entry students.

The central component of MC3 incorporates a bootcamp, a 120-hour base program that combines learning prerequisites to all Building Trades apprenticeships, and is further supplemented with 40 hours of advanced, contextualized preparation in math and computation. Enhancements and expansions to the program have been implemented in order to address the needs of the re-entry population. A Construction Pathway Navigator connects students with any tutoring, counseling, and other supportive services within the college. Students receive mentorship, mental health services, substance abuse services, supportive housing, and opportunities to advocate for criminal justice reform through partnership and affiliation with the Anti-Recidivism Coalition (ARC). Curriculum content has been integrated to address the challenges and barriers that are faced by re-entry students, namely issues related to stigma, discrimination and lack of supportive network.

Partnerships

Partners		Targeted Trades
Building & Construction Trade Councils <ul style="list-style-type: none">• Los Angeles/Orange BCTC	Education <ul style="list-style-type: none">• Los Angeles Trade Technical College• LATTC Vernon-Central WorkSource Center	<ul style="list-style-type: none">• Electricians• Sheet Metal• Shipbuilders• Rail Workers• Laborers• Ironworkers• Cement Masons
Workforce Development Boards <ul style="list-style-type: none">• Los Angeles City WDB	Labor <ul style="list-style-type: none">• Los Angeles County Federation of Labor• Los Angeles County Metropolitan Transportation Authority	
Community Based Organizations <ul style="list-style-type: none">• L.A. Conservation Corps• Anti-Recidivism Coalition		



Strategy for Success

Expanding Career Pathways

Collaborative work is critical to the LATTC program's success and expansion. The college works closely with labor and community partners to conduct targeted outreach and create job placement opportunities. LATTC is the lead agency of the South Los Angeles Transit Empowerment Zone (SLATE-Z), a housing and urban development-designated Promise Zone. As the lead agency, LATTC facilitates multidisciplinary and inter-agency collaboration to revitalize South Los Angeles by way of education, workforce development, and violent crime reduction through effective prevention, intervention, re-entry and community engagement. With 54 implementation partners within SLATE-Z, strategies are in place to maximize the effectiveness of the Pre-Apprenticeship Program for Re-Entry. Working with ARC and the Los Angeles County Labor Federation, the collaboration develops and creates pipelines to construction careers for re-entry students.

Participant Success Story

Hard work is **Anthony's** third language. After serving a 16-year term in the justice system and being exposed to construction and demolition work, Anthony knew he wanted to pursue a career in the Construction field. The transition back into the community was difficult as he looked for steady employment while also going through divorce. In 2018, Anthony was connected to ARC and LATTC, and later began the Pre-Apprenticeship Program in June 2018. While taking the required coursework and completing daily rigorous physical bootcamp activities, Anthony also worked part-time at Home Depot. Through hard work, he successfully completed the program in mid-August 2018 and received an apprenticeship with the Iron Workers 433 Union where he will help develop the Los Angeles Rams Stadium. Anthony remains active in the ARC and LATTC community, and serves as a mentor to his peers.

RichmondBUILD

East Bay

The Prop 39 project in the East Bay is led by RichmondBUILD and covers the two county region of Alameda and Contra Costa. RichmondBUILD is a community based training partner that has been providing an apprenticeship-preparation “Academy” program for the past twelve years. The Academy integrates Multi-Craft Core Curriculum (MC3) and offers residents of Richmond free job training that opens doors to middle-class careers in the building trades. They have long-standing robust relationships with the local Building Trades Councils and area building trades unions, including direct entry MOUs with Carpenters and Laborers unions. Additionally, RichmondBUILD works closely with Plumbers & Steamfitters Local 342, Heat & Frost Insulators, and Iron Workers for testing and direct entry into those apprenticeship programs.

Richmond’s Prop 39 project is built upon a strong demand-side engagement strategy, and on the supply-side a proven track record of preparing disadvantaged populations for careers in construction. The training program have been written into multiple project labor agreements and community benefit agreements that mandate local hire. The Building Trades Councils serve as program advisors, with the community-based organizations delivering job readiness services, MC3 training, and supportive services.

Partnerships

Partners		Targeted Trades
Building & Construction Trade Councils <ul style="list-style-type: none">• Alameda BCTC• Contra Costa BCTC	Community Based Organizations <ul style="list-style-type: none">• RichmondBUILD• RichmondWORKS• Future Build• Cypress Mandela	<ul style="list-style-type: none">• Laborers• Carpenters• Weatherization Technicians/ Installers• Insulators• Electricians• Plumbers• Ironworkers• Dry Wall/Lathers
Workforce Development Boards <ul style="list-style-type: none">• Richmond WDB• Alameda County WDB• Contra Costa County WDB	Labor <ul style="list-style-type: none">• Northern California District Council of Laborers	



Strategy for Success

Dedicated Staff & Deep Union Partnerships

One major key to RichmondBUILD's success is their dedicated and experienced staff. MC3 instructors for the program are developed in-house where they have gone through the program themselves and are now teaching job seekers. Their work is supplemented by instructors from the Laborers and Carpenters Unions who come with knowledge of the crafts and a commitment to the community. All staff and instructors believe in their students and never allow a student's history to be a permanent barrier to their success. Additionally, negotiated direct entry into the Carpenters, Laborers, Dry Wall/Lathers, and Iron Workers Unions demonstrate the alignment with and value to local apprentice programs. Graduates know they can enter these trades with a great starting wage, and more importantly – a career.

Participant Success Story

Kelvin W. was released from prison after doing eight years and came directly to RichmondBUILD immediately upon his release. Although he began the program wearing an ankle monitoring bracelet for the first six weeks, he finished the program in great standing and was selected to be interviewed by Marc Lopez from the Plumbers & Steamfitters Local 342. Kelvin is now a proud member of the Plumbers & Steamfitters Local 342 and is working at the Chevron Refinery.

Mary'ah M. held numerous dead-end jobs prior to coming to RichmondBUILD. Her prior convictions prevented her from obtaining a well-paying job or having a career. Mary'ah was picked as a "Top Five" for the Carpenters Union because of her outstanding attendance, great attitude, and sharp math skills. After graduation, she was indentured into the Carpenters Union Local 152 and she now currently works on the new Warriors Arena in San Francisco.

Sacramento Employment & Training Agency

Capital

The Sacramento Employment and Training Agency (SETA) leads the Prop 39 Project in the Capital Region by coordinating recruitment, screening, case management, job placement, follow-up and retention. The pilot project started with the Sacramento-Sierra Building Trades Council and local apprenticeship coordinators (advisors) as well as American River College, Sierra College, and Northern California Construction Training (MC3 training and apprenticeship preparation facilitators). Over time, the partnership has grown to include Cosumnes River College, the Sacramento Regional Conservation Corps, and People Working Together.

The MC3 program was developed in 2016 to build a talent pipeline for the construction of the Golden 1 Center arena in the City of Sacramento. The 2017 and 2018 implementation of the program builds upon the Arena's local hire success to connect underserved residents to upcoming major construction projects using Project Labor Agreements and Community Workforce Agreements. Upcoming projects include the construction of two California state buildings in downtown Sacramento, the revitalization of the City of Sacramento's Convention Center, as well as several public building retrofits, public housing projects, and regional transit expansion.

Partnerships

Partners		Targeted Trades
Building & Construction Trade Councils <ul style="list-style-type: none">• Sacramento-Sierra BCTC	Community Based Organizations <ul style="list-style-type: none">• California Conservation Corps• Sacramento Regional Conservation Corps• People Working Together	<ul style="list-style-type: none">• Sheet Metal Workers• Laborers• Carpenters• Iron Workers• Electricians• Plumbers
Workforce Development Boards <ul style="list-style-type: none">• Sacramento Employment and Training Agency (Lead)• Golden Sierra WDB (Placer, El Dorado, and Alpine Counties)	Education <ul style="list-style-type: none">• American River College• Cosumnes River College• Sierra College	
	Labor <ul style="list-style-type: none">• Northern California Construction Training	



Strategy for Success

Focusing on the Partnership

The Capital Region stakeholders focused on strengthening the partnership between SETA, local union apprenticeship programs, and key training providers. What began as the Priority Worker Program for the Golden 1 Center construction has evolved into a permanent pipeline into regional building trades apprenticeship programs. SETA and the Sacramento Building Trades Council work together to identify linkage opportunities that meet target hire demands for energy and infrastructure projects, and create quality job opportunities for disadvantaged communities. The ultimate goal is to meet target hire demands on energy and infrastructure projects while creating upward mobility for disadvantaged communities.

Participant Success Story

Eddie Sherrod, 35, had been unemployed for over eight years before he came to SETA. He also faced the obstacle of being previously incarcerated. Mr. Sherrod had no previous construction experience prior to hearing about SETA but he had a strong interest in obtaining a construction job because of the promising opportunities it brings to people regardless of background. He enrolled in the MC3 Pre-Apprenticeship Construction Program at Cosumnes River College in January 2018 and successfully completed the program in May 2018. During his MC3 training, he demonstrated the characteristics of a good student and pre-apprentice candidate.

Because of his performance, he was offered a paid position to act as a student ambassador, representing the college to encourage more students to enroll in the college's construction program. While in his ambassador role, he enrolled in additional post-secondary classes to continue to gain additional knowledge and skills in the construction industry.

San Francisco Conservation Corps

Bay Peninsula

The San Francisco Pilot is the first Prop 39 apprenticeship readiness 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 employable job skills, while addressing community needs through service work. Prop 39 funding gave SFCC the opportunity to evolve their program by integrating the Multi-Craft Core Curriculum (MC3) into their work. The MC3 program provided a model for Conservation Corps chapters to build pathways for disadvantaged youth into the union construction trades.

SFCC's MC3 program offers additional academic support and remediation to help disadvantaged youth attain a high school diploma via the integrated John Muir Charter School (JMCS). Building upon the MC3 as an introductory trades education program, graduates can attain additional certification training including Operational Safety and Health Administration 10-hour training (OSHA-10) and Traffic Control and Confined Space certificates. Additional certification trainings are provided by the Laborers Community Training Foundation partners.

Partnerships

Partners		Targeted Trades
Building & Construction Trade Councils <ul style="list-style-type: none">• San Francisco BCTC	Community Based Organizations <ul style="list-style-type: none">• San Francisco Conservation Corps• California Conservation Corps• San Francisco Office of Economic and Workforce Development: CityBuild• New Door Ventures	<ul style="list-style-type: none">• Laborers• Carpenters• Painters• Roofers• Plasterers• Glaziers
Workforce Development Boards <ul style="list-style-type: none">• San Francisco WDB	Labor <ul style="list-style-type: none">• Laborers Community Training Fund	
Education <ul style="list-style-type: none">• San Francisco City College• Skyline Community College		



Strategy for Success

Knowing How to Work with Youth

For over 35 years, SFCC has created a combined sector-based and place-based education and job-readiness program. The sector-based approach targets four key pillars: Construction, SF Tech, Healthcare, and Hospitality. This approach is in keeping with the state of California and the City and County of San Francisco goals and involves working side-by-side with industry leaders and with government support to improve the employability and career path development for low-income, low-skilled workers. Place-based strategies provide paid hands-on training so that Corpsmembers can earn while they learn and gain initial access to the labor market while addressing barriers to employment such as, (a) earning a high school diploma, (b) coping with childcare, (c) overcoming substance abuse, (d) criminal justice system recidivism and/or (e) homelessness. This model is a multifaceted approach that incorporates a strong emphasis on academic support, soft and hard skills training, case management, barrier removal, comprehensive career services, while addressing the multiple challenges young adults facing poverty endure. Lastly, SFCC provides individualized support necessary to help participants cope with barriers and the training unemployed workers need to develop and enhance their skills to enter the labor market.

Participant Success Story

Donja G. came to the SFCC Pre-Apprentice Program as an underserved and unemployed young adult seeking personal and professional growth and success. After expressing interest in the construction trades, he enrolled in the Pre-Apprentice Readiness Program on June 2nd. Soon after completing the 4-week intensive program, he was accepted into the 6-week Treasure Island Construction Program which provides lead abatement services. He is beginning his journey to become a worker in Local 67 Lead Abatement, a specialty local representing member throughout the 46 counties in Northern California

Santa Clara TOP & San Mateo TIP

Bay Peninsula

The South Bay Prop 39 project is a labor-driven, labor-operated apprenticeship preparation program that works in partnership with a variety of regional educational institutions, workforce entities, and community organizations. With the work2future Workforce Development Board as the fiscal agent, the grant supports two “sister” programs: the San Mateo County Trades Introduction Program (TIP) and the Santa Clara County Trades Orientation Program (TOP).

TIP is the vision of the Bay Area Apprenticeship Coordinators Association, operated in partnership with the San Mateo Building Trades Council, the San Mateo County Union Community Alliance, NOVA WDB and College of San Mateo/San Mateo Community College District.

TOP is governed by 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. Through partnerships, coordination, and integration of training and job placement services between local WDBs, California’s community colleges and public adult schools, Joint Apprenticeship Training Committees (JATCs) and community-based organizations, TIP and TOP creates a pathway for low-income and disadvantaged workers into middle-class construction careers.

Partnerships

Partners		Targeted Trades
<p>Building & Construction Trade Councils</p> <ul style="list-style-type: none"> • Santa Clara, San Benito BCTC • San Mateo BCTC 	<p>Community Based Organizations</p> <ul style="list-style-type: none"> • San Mateo County Union Community Alliance • Working Partnerships, USA 	<ul style="list-style-type: none"> • Bricklayers • Cement Masons • Electricians • Glaziers • Ironworkers • Laborers • Operating Engineers • Painters and Tapers • Plasterers • Plumbers • Roofers • Sheet Metal • Carpenters • Sprinkler Fitters • Construction Inspectors
<p>Workforce Development Boards</p> <ul style="list-style-type: none"> • work2future (San Jose/Silicon Valley WDB) (Lead) • North Valley Job Training Consortium (Cities of Cupertino, Los Altos, Milpitas, Mountain View, Palo Alto, Santa Clara, Sunnyvale, & County of San Mateo) 	<p>Education</p> <ul style="list-style-type: none"> • San Mateo Community College District • San Jose Evergreen Community College District • South Bay Adult Education Consortium 	
	<p>Labor</p> <ul style="list-style-type: none"> • Bay Area Apprenticeship Coordinators Association • South Bay Apprenticeship Coordinators Association 	



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 MC3 graduates, while others have gone through the process with the Division of Apprenticeship Standards and Department of Labor 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 become advocates for these students, championing their success and helping MC3 graduates to achieve their goal of careers in union construction.

Participant Success Story

Adolfo identifies as a Mexican American who has lived in San Jose his whole life. Prior to coming to TOP, he worked for 17 years in material handling, semi-conductor and medical devices. Even with many years of experience, he was still making low wages with little opportunity for advancement. He recalls, "I felt that if I didn't make more I would get pushed out of the Valley I grew up in. If I wanted to continue living in the area I needed to do something for myself and my wife."

When Adolfo started TOP he didn't know much about the trades and assumed that all construction work was the same. He was surprised to find out about the variety of options in the trades and the many different pathways available. Another surprise was the math and testing process for many trades, which had him nervous as he hadn't done math since high school. But through construction math classes and coaching in TOP, he conquered his nerves and passed the test for the Sheet Metal apprenticeship and has been working in Sheet Metal ever since.

Flintridge Center

Los Angeles Basin

Flintridge Center is a re-entry service provider that works to break cycles of poverty, violence, and incarceration. For the past 11 years, Flintridge has facilitated the Apprenticeship Preparation Program (APP), a 12-week, 240-hour pre-apprenticeship program that provides a pathway to sustainable union construction careers for formerly incarcerated adults. Program components include MC3, hands-on training, site visits, case management, employment development, life skills, financial literacy, math tutoring, physical fitness, anti-harassment training, and a Know Your Rights and Responsibilities training. Through instruction of the MC3 in tandem with wraparound supportive services, the APP responds directly to re-entry employment barriers.

Flintridge understands that partnerships are critical to program success and works closely with the Los Angeles/Orange Counties Building and Construction Trades Council, local trade unions, general contractors, and community-based organizations. This network of partners assists APP graduates through job placements and additional resources including housing navigation, child support, legal support and counseling.

Partnerships

Partners		Targeted Trades
Building & Construction Trades Councils <ul style="list-style-type: none">• Los Angeles/Orange BCTC	Education <ul style="list-style-type: none">• Pasadena Unified School District• BuildLACCD	<ul style="list-style-type: none">• Electricians• Insulators & Allied Workers• Sheet Metal Workers• Plumbers/Pipefitters• Carpenters
Workforce Development Boards <ul style="list-style-type: none">• Foothill WDB (Communities of Arcadia, Duarte, Monrovia, Sierra Madre, Pasadena, and South Pasadena)• South Bay WDB (Cities of Carson, El Segundo, Gardena, Hawthorne, Hermosa Beach, Inglewood, Lawndale, Manhattan Beach, Redondo Beach, Torrance, & Lomita)	Other <ul style="list-style-type: none">• Pasadena Police Dept.• Pasadena Public Health Dept.• Pasadena Chamber of Commerce• 41st Assembly District• Pasadena Parole• LA County Probation Department• Pasadena City Prosecutor's Office• Parsons Corporation• PCL Construction• Los Angeles County Metropolitan Transportation• Balfour Beatty	
Community Based Organizations <ul style="list-style-type: none">• 2nd Call• Union Station Homeless Services• Lake Avenue Church Board• Pasadena Federal Credit Union		



Strategy for Success

Trauma Informed Care

Flintridge Center focuses on training formerly incarcerated and gang-impacted individuals, ages 17 and older. Program instructors effectively train this population by providing holistic, trauma-informed services that address the needs of the whole person in addition to basic job skills. The program covers life skills that individuals need to retain employment, such as anger management, effective communication, self-esteem, and processing traumatic experiences and emotions.

Program instructors — all of whom are formerly incarcerated themselves — provide case management to each participant to ensure their needs are met and they are set up for success. The program encompasses intensive education in math, financial literacy, and other subjects that incarceration or life circumstances may have prevented them from learning.

Participants also have the opportunity to earn a GED and expunge offenses on their records that can be barriers to employment.

Participant Success Story

Jermil had been in and out of prison most of his life. This year, he knew it was time for a change. After moving to LA from Oakland, he applied for a construction job at LAX, but lacked the needed pre-apprentice training. So, he came to Flintridge Center and committed himself to our Apprenticeship Preparation Program. Through the APP, Jermil learned how a union works, refreshed his memory on key math concepts, and earned him important certifications that gave him an advantage on job applications. Most importantly the APP taught him how to be a productive citizen in society.

Through his commitment to the program and connection with 2nd Call, after graduating Jermil was placed in the IBEW Union where he now works full time. Having a career has been life-changing for not only Jermil but also to those close to him. "It's something I'll do for the rest of my life and not only will I benefit from it, my family and community will benefit too."

North Bay TIP

North Bay

The North Bay Trades Introduction Program (TIP) includes stakeholders and program participants from Marin, Sonoma, Napa, Solano, Mendocino, and Lake Counties. North Bay TIP is sponsored by the North Bay Building and Construction Trades Council and is in partnership with local and regional Workforce Development Boards, local Community Colleges, Adult Education Consortia, and the North Bay Apprenticeship Coordinators Association with affiliated state registered apprenticeship programs for the various construction trades. The California Division of Apprenticeship Standards serves as a partner in an advisory role. North Bay TIP has brought synergy to the area's construction workforce efforts by establishing formal agreements of participation by local construction affiliate unions and joint apprenticeship training programs.

North Bay TIP utilizes the nationally recognized MC3 curriculum to teach students in basic math, blue print reading, First Aid, CPR, and OSHA training. Participants gain insight into the trades careers in the region, where several robust apprenticeship training programs operate. Being sponsored by the Building Trades has directly influenced their program to emphasize labor history and provides participants invaluable connections to the industry partners in their region.

Partnerships

Partners		Targeted Trades
Building & Construction Trades Council <ul style="list-style-type: none">• Marin BCTC• Sonoma, Mendocino, Lake BCTC• Napa-Solano Building & Construction Trades Council	Education <ul style="list-style-type: none">• College of Marin• Santa Rose Junior College• Napa Valley College• Vallejo Regional Education Center• Mendocino College• Solano Community College• Marin Adult ED Consortium Other <ul style="list-style-type: none">• North Bay Trades Introduction Program• North Bay Employment Connection	<ul style="list-style-type: none">• Electricians• Carpenters• Sheet Metal Workers• Laborers• Plumbers• Operating Engineers• Insulators• Ironworkers• Masons



Strategy for Success

Formal and Intensive Industry Engagement

The North Bay TIP program developed and instituted a formal MOU with local unions and state-certified apprenticeship programs, to establish industry support and participation in the program delivery. North Bay TIP holds regular steering committee meetings to discuss implementation strategies, successes and challenges faced. The program also successfully placed graduates by taking advantage of the local hire goals established under a Project Labor Agreement at one of its education sites, the College of Marin. Additionally, the utilization of educational institutions as training sites has been particularly helpful in delivering the program over a broad geographic region. Reaching the diverse populations of the North Bay region is vital to offering residents quality career pathways and providing the construction and building trades with a workforce that is representative of their communities.

Participant Success Story

Ellen Mattesi had previously worked in interior design, and through the TIP program, gained confidence to put tools in her hands as she had been interested to do. Ellen graduated from the North Bay TIP program on April 7, 2018, applied to be an apprentice carpenter, completed preliminary training and is now excited to be working as an indentured carpenter apprentice, currently dispatched in Marin County.

Monterey County Workforce Development Board

Coastal

The Tri-County Apprenticeship Preparation Program (TCAP) was established by five partners - the Monterey/Santa Cruz Building & Construction Trades Council, the Monterey-Santa Cruz Building Trades Training & Education Fund, and the Workforce Development Boards of Monterey, San Benito, and Santa Cruz counties. The TCAP partnership conducted three cohorts during the funding period, one in each county.

Collaboration by the partnership focused on effective outreach to potential program candidates, the provision of mentorship for participants, the establishment of quality, contextualized training, and delivery of retention services. These were not easy tasks when conducting the program in three distinct counties at different times. To date, TCAP has placed 70 participants through Prop 39.

Partnerships

Partners		Targeted Trades
Building & Construction Trades Council <ul style="list-style-type: none">• Monterey/Santa Cruz Building & Construction Trades Council	Community Based Organizations <ul style="list-style-type: none">• The Monterey Bay Center• California Conservation Corps• Central Coast Energy Services	<ul style="list-style-type: none">• Carpenters• Electricians• Operative Plasterers• Cement Masons• Operating Engineers• Plumbers/Pipefitters• Sheet Metal Workers• Painters• Laborers
Workforce Development Boards <ul style="list-style-type: none">• The Monterey Bay Center• California Conservation Corps• Central Coast Energy Services	Education <ul style="list-style-type: none">• Pacific Grove Adult School• Monterey-Santa Cruz Building Trades Training & Education Fund	



Strategy for Success

Leveraging Resources Through Partnerships

What made the TCAP program successful was the collaborative efforts demonstrated by the three local workforce boards, Santa Cruz/Monterey Building & Trades Council, and IBEW Local 234. IBEW Local 234 brought additional resources and industry-expertise to the partnership. The result was strong program delivery and retention services, leading to successful MC3 certificate acquisition and credible apprenticeship readiness preparation by the participants.

Support services were critical to participant success as well. Specifically, participants were given assistance with tool acquisition and transportation. Stipends for successful completion of CPR/First Aid and OSHA 10 were provided as an incentive to complete the MC3 certification too. Strong mentoring was provided by the industry-experienced, classroom instructors, and by the case managers during the full provision of the program.

Participant Success Story

Brian Martinez, Like many of his peers, graduated high school unsure of what his future entailed. He was certain of one aspect though: an academic pursuit was not the path he wanted. Having always enjoyed tinkering on objects with his hands – whether it was building skateboards or operating camera equipment - Brian searched for a career that would incorporate both his creative and mechanical inclinations. This search led him to the Tri-County Apprenticeship Preparation program in Pacific Grove, which he enrolled and successfully completed in April of 2017. Now an apprentice plumber with the UA, Brian not only makes a wage comparable with many college graduates, he also has the security of benefits and retirement and a future that truly is limitless.

North Central Counties Consortium

Capital

The North Central Counties Consortium (NCCC) Prop 39 Construction Pre-Apprenticeship Program covers the counties of Colusa, Glenn, Sutter and Yuba. The apprenticeship readiness program was developed as a partnership between the NCCC WDB, Mid-Valley Building Trades Council, the NCCC Workforce Development Board, and representatives from the Plumbers/Pipefitters #228, Northern California Laborers Joint Apprenticeship, Sheet Metal Workers #104, Operating Engineers #3, the International Brotherhood of Electrical Workers Local #340, Heat & Frost Insulators & Allied Workers Local #16 (these six entities are members of the Mid-Valley Building Trades Council), and the NCCC America's Job Centers of California (AJCC).

The Mid-Valley Building Trades Council developed and coordinated the Pre-Apprenticeship Program in the Construction industry to develop a skilled workforce within the large geographic region comprising the North Central Counties Consortium. The Trades Council is responsible for the delivery of the Multi-Craft (MC3) Core Curriculum and has secured instructors from the industry to deliver the MC3 curriculum.

NCCC's America's Job Centers of California provide the outreach and recruitment activities to targeted populations. Special efforts are made to recruit women, minority populations, underemployed, low income and seasonal workers who qualify for participation. Outreach efforts include recruitment from partner agencies such as EDD, CalWORKs, County Probation Departments, California Human Development, California Conservation Corps and local educational agencies, etc.

Partnerships

Partners		Targeted Trades
<p>Building & Construction Trades Councils</p> <ul style="list-style-type: none"> • Mid-Valley, Yuba, Sutter, Glenn, Plumas, Butte, Colusa, BCTC 	<p>Community Based Organizations</p> <ul style="list-style-type: none"> • Glenn County Community Action Agency • California Conservation Corps • California Human Development 	<ul style="list-style-type: none"> • Plumbers/Pipefitters • Sheet Metal Workers • Laborers • Heat and Frost Insulators • Operating Engineers • Electricians • Ironworkers • Bricklayers • Painters • Plasters • Sprinkler fitters
<p>Workforce Development Boards</p> <ul style="list-style-type: none"> • North Central Counties Consortium (Colusa, Glenn, Sutter, & Yuba Counties) 	<p>Labor</p> <ul style="list-style-type: none"> • Yuba Shasta Joint Apprenticeship and Training Committee 	
<p>Education</p> <ul style="list-style-type: none"> • Sutter County Superintendent of Schools • Yuba County Office of Education 	<p>Other</p> <ul style="list-style-type: none"> • Colusa, Glenn, Sutter & Yuba County One Stops 	



Strategy for Success

Trade Orientation & Partnerships

The NCCC Prop 39 Construction Pre-Apprenticeship program has focused heavily on exposure to the full range of trades in its outreach recruitment, and training. The MC3 instructor is a journeyman trade's person and brings first-hand knowledge of the trades and field experience for the students. The program involves the trades in its orientations for interested individuals, and during the training, exposes students to 10 different trades thru hands-on learning experiences and oral presentations. The variety of trades they learn about enables the students to make informed decisions on which trade may be the best fit for them.

NCCC's American Job Centers within the counties of Colusa, Glenn, Sutter and Yuba provide the outreach/recruitment, screening, assessment, intake, supportive services, payment of union dues, work clothing and provide a Work Readiness Class to prepare the students prior to entry into the Construction Pre-Apprenticeship Program. Once students have successfully completed the program and are accepted into a Registered Apprenticeship Program the AJCC's provide the payment for the initiation fees and union dues.

Participant Success Story

Phillip Keys relocated to Marysville and immediately began looking for employment opportunities. With a work history that included construction he was enrolled into the WIOA program and was offered the opportunity to participate in a pre-apprentice program. Besides general work readiness training, Phillip was able to learn about several local unions and construction principles that prepared him to work within them. The training was informative, inspiring and enjoyable. He completed the program and received a certificate of completion from the North America's Trade Unions Apprenticeship Readiness Program. Shortly after he was accepted into the Local #3 California Bricklayers and Allied Craftworkers Apprenticeship program. Yuba County AJCC continued to provide him assistance with the required union initiation fees and dues, clothing, and supplies. Phillip now works as a Bricklayer Apprentice and is appreciative of all the support and opportunity given to him through NCCC's program.

Rising Sun Center for Opportunity

East Bay

The purpose of Rising Sun's Green Energy Training Program (GETS) is to provide individuals with a pathway out of poverty and into sustainable careers that offer family-sustaining wages and long-term opportunities. GETS delivers construction-related job training, case management, and job placement services to low-income adults experiencing barriers to employment. The program focuses on training and placing women and reentry populations into union construction careers. Since 2017, 40% of its participants are job seekers re-entering the workforce after having been affected by the justice system.

Each year, GETS Core runs three cohort trainings averaging 9-11 weeks in length. Each cohort consist of approximately 20 participants each, one of which serves 100% women participants (Women Building the Bay). The Core program provides certification in the National Building Trades' Multi-Craft Core Curriculum (MC3) apprenticeship preparation program, as well as OSHA 10 and First Aid/CPR certifications. Participants gain the skills they need to begin careers in the building trades, including technical, team-based, and professional skills. During training and for 12 months after initial placement, all participants receive supportive services, including case management, job placement and retention support during training and for 12 months after initial job placement.

Rising Sun is committed to recruiting and serving 65% people of color and 50% female participants to increase access and equity for individuals who have been traditionally underrepresented in the building trades.

Partnerships

Partners		Targeted Trades
Building & Construction Trades Councils <ul style="list-style-type: none">Alameda BCTC	Community Based Organizations <ul style="list-style-type: none">A Squared VenturesWest Oakland Job Resource Center	<ul style="list-style-type: none">IronworkersLaborersSheet Metal WorkersCarpentersGlaziersElectrical WorkersSprinkler Fitter WorkersOperating Engineers
Workforce Development Boards <ul style="list-style-type: none">Alameda WDBContra Costa WDBOakland WDB	Education <ul style="list-style-type: none">JK University	
Labor <ul style="list-style-type: none">Bay Area Apprenticeship Coordinators AssociationEasy Bay Trades Apprenticeship PathwayTradeswomen, Inc.	Other <ul style="list-style-type: none">City of BerkeleyPort of OaklandBay Area Rapid TransitAC TransitOakland Housing AuthorityB.U.I.L.D.Cascade Training ServicesSOJA Mind/Body	



Strategy for Success

Women Wanted in the Trades

Learning from its partnership with Trades Women, Inc., Rising Sun incorporated several best practices to attract, retain and support women in the building and construction trades. For successful outreach, Rising Sun has intentionally targeted women through the participation of program graduates and women in the trades to advertise to, recruit, and mentor potential participants.

To support female program participants effectively, Rising Sun found the most helpful elements of the pre-apprenticeship program are basic training in tools and math, physical education, labor history, understanding their rights in the workplace, and how to conduct themselves on job-sites, especially when confronted with sexual harassment. The all-women cohort proved to be a particularly supportive environment for success as the women motivated each other by organizing carpools, finding day-care, and other means to keep each other accountable to the program.

Participant Success Story

Emmanuel was incarcerated at 22. When Emmanuel completed his sentence he met with his case manager who encouraged him to apply for the GETS program. He graduated the GETS program in the fall of 2017, and shortly thereafter was hired by AC Transit BRT contractor O.C Jones and Sons as a union Laborers apprentice.

“In prison, something changed in me, I knew I didn’t want to do that, I didn’t want to be there, so I decided to change my life and I got out. Part of my parole requirement was to meet with a case manager and I told her the life and career direction I wanted to head towards. I wanted to get into construction because I knew construction contractors were willing to hire people like me. The GETS program taught me a lot. I learned about the construction industry, and through the program, I got a job.”

Urban Corps of San Diego County

Southern Border

Created in July 2016, the Southern Border's Prop 39 pre-apprenticeship program was designed by Urban Corps of San Diego County in coordination with the San Diego Building and Construction Trades Council. Urban Corps assists underserved, low-income young adults that need a second chance at a high school education and paid job. Trainings at Urban Corps are designed to encourage civic engagement, responsibility, and self-sufficiency. Urban Corps is a certified, local Conservation Corps entity and a non-profit charter school.

With Prop 39 funding and utilization of the apprenticeship readiness and MC3 program, Urban Corps identified and implemented key enhancements to its existing construction training program to create successful pathways for disadvantaged young adults into the region's construction industry. Urban Corps incorporates a special emphasis on learning green construction practices to respond to their student's interest with a variety of hands-on trainings in construction and energy efficiency. Course content includes not just the MC3 curriculum, but energy audit and retrofit training, OSHA-10 training, Building Performance Standards training, HAZMAT Incident Response Operations, First Aid/CPR, and Lead Safety Renovator training. In addition, Prop 39 participants also gain on-the-job work experience and a high school diploma at Urban Corps' onsite charter school.

Partnerships

Partners		Targeted Trades
Workforce Development Boards <ul style="list-style-type: none">San Diego Workforce Partnership (City and County of San Diego)	Education <ul style="list-style-type: none">San Diego Community College District Other <ul style="list-style-type: none">Division of Apprenticeship StandardsJ.P. Jonas and Associates, Inc.Building Principles InstituteHands On Solar, Inc.ECT Environmental, Inc.American Safety CouncilAmerican Red Cross	<ul style="list-style-type: none">Construction LaborerCarpenterSheet Metal WorkerIron Worker
Building & Construction Trades Councils <ul style="list-style-type: none">San Diego BCTC		
Community Based Organizations <ul style="list-style-type: none">Catholic CharitiesFamily Health Centers of San DiegoU.S Green Building Council		



Strategy for Success

A Comprehensive Model

Urban Corps' provision of wrap around services, educational degree attainment and industry involvement are key to serving its population of young adults. To meet different learning styles, skill attainment is presented in a variety of methods. Students' academic and vocational training are at times held in the classroom, the field, and in large workshop settings. Urban Corps holds a General Contractor License which allows Corps members to receive on-the-job training through public work contracts, fee for service contracts, San Diego City contracts, and foundation grants.

The Corps-to-Career Program provides wrap-around supportive services for all Urban Corps students. Services include, but are not limited to: individual case management, in-house counseling provided by a Marriage & Family Therapist and School Psychologist, life skills workshops, health counseling via a nurse volunteer, EBT assistance, transit passes, driver's training, referrals to childcare and other services as needed, college and career readiness coaching, mock interviews, and assistance with resumes, job, college, and financial aid applications.

Urban Corps also has an industry advisory panel (IAP) convened quarterly by the San Diego Workforce Partnership to coordinate local construction career pathways and apprenticeship readiness programs. The IAP includes representation from the construction industry, San Diego Unified School District, the local office of the Division of Apprenticeship Standards, organized labor, as well as other community and workforce stakeholders.

Participant

Jesus first came to Urban Corps in 2016 with the goal to achieve a high school diploma. Jesus quit after only 3 months. He was allowed re-entry into the program two months later, but his struggles continued and once again his poor attendance, attitude, and lack of self-confidence led to his termination – this time after only two months. His 3rd attempt to complete the program began in May of 2017, and again ended abruptly just weeks later.

In August of 2017, Jesus Touchet was given his 4th, and most likely his last, opportunity to complete the program. This time was different. He worked hard, was focused, and his confidence was growing. Jesus worked with GreenBuild, Urban Corps' construction department while attending school where he was introduced to the building trades and developed a passion for hard work. Jesus completed the requirements and earned his high school diploma in 2017. In 2018, he leapt at the opportunity to enroll in Urban Corps' MC3 training program, and 10 weeks later Jesus completed the course with perfect attendance, punctuality, and a new, positive attitude. In July of 2018, his focus and determination paid off – Jesus is now an Iron Workers Apprentice with Local 229, San Diego, California.