



OVERVIEW OF PROP 39 PRE-APPRENTICESHIP TRAINING PILOTS

Since 2014, the California Workforce Development Board (CWDB) has invested \$10.8M 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 1000 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.

PROP 39 GOALS	PROP 39 PERFORMANCE MEASURES
<ul style="list-style-type: none"> ✓ 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 	<ul style="list-style-type: none"> ✓ Attainment of Industry-Valued Credentials (North American Building Trades MC3 Certificate) ✓ Placement in State-Certified Apprenticeship Program (DAS approved) ✓ Placement in Continuing Education ✓ Placement in Construction/Energy Efficiency Employment ✓ Retention in Employment/State-Certified Apprenticeship ✓ Increased Income



✧ PROP 39 1.0 PERFORMANCE SNAPSHOT 9.30.17 ✧

GRANTEE	ENROLLED (% OF TARGET)	TRAINED (% OF ENROLLED)	PLACED (% OF TRAINED)
Fresno	90%	60%	78%
LATTC	91%	43%	100%
Richmond	98%	98%	75%
SETA	88%	77%	91%
SFCC	95%	62%	52%
Work2future	109%	86%	82%
TOTAL	96%	71%	81%



✧ PROP 39 1.0 PROJECT SUMMARIES ✧

GRANTEE	PARTNERS
<p>1. FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD (FRWDB) (San Joaquin Valley)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ Fresno-Madera-Tulare-Kings Counties BTC ■ Stanislaus-Merced-Tuolumne BTC <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> ■ Fresno WDB (LEAD) ■ Stanislaus WDB ■ Madera WDB ■ Merced WDB
<p>2. LOS ANGELES TRADE TECHNICAL COLLEGE (LATTC) (Los Angeles Basin)</p>	<p>Building Trades Council:</p> <ul style="list-style-type: none"> ■ Los Angeles - Orange BTC <p>Community College:</p> <ul style="list-style-type: none"> ■ LA Trade Technical College (LEAD) <p>Community-Based Organizations:</p> <ul style="list-style-type: none"> ■ Los Angeles Conservation Corps ■ Anti-Recidivism Coalition <p>Central Labor Council:</p> <ul style="list-style-type: none"> ■ Los Angeles County Federation of Labor <p>Additional Partners:</p> <ul style="list-style-type: none"> ■ LA Metro
<p>3. RICHMONDBUILD (East Bay)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ Alameda BTC ■ Contra Costa BTC <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> ■ Richmond Works WDB (LEAD) ■ Alameda WDB ■ Contra Costa WDB <p>Community-Based Organizations:</p> <ul style="list-style-type: none"> ■ RichmondBUILD ■ Future Build ■ Cypress Mandela <p>Additional Partners:</p> <ul style="list-style-type: none"> ■ Northern CA Laborers
<p>4. SACRAMENTO EMPLOYMENT AND TRAINING AGENCY (SETA) (Capital)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ Sacramento-Sierra BTC <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> ■ Sacramento Employment and Training Agency (SETA) ■ Golden Sierra Job Training Agency (GSJTA) <p>Community-Based Organization:</p> <ul style="list-style-type: none"> ■ Conservation Corps
<p>5. SAN FRANCISCO CONSERVATION CORPS (SFCC) (Bay-Peninsula)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ San Francisco BTC <p>Community-Based Organization:</p> <ul style="list-style-type: none"> ■ San Francisco Conservation Corps (LEAD) <p>Additional Partner:</p> <ul style="list-style-type: none"> ■ Laborers Community Training Fund
<p>6. Santa Clara County TOP & TIP San Mateo (Bay-Peninsula)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ Santa Clara - San Benito BTC ■ San Mateo BTC <p>Regional Apprenticeship Group:</p> <ul style="list-style-type: none"> ■ Bay Area Apprenticeship Coordinators Association (BAACA) ■ South Bay Apprenticeship Coordinators Association (SBACA) <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> ■ Work2Future (San Jose WDB) ■ NOVA (San Mateo WDB) <p>Community Based Organizations:</p> <ul style="list-style-type: none"> ■ San Mateo County Union Community Alliance ■ Working Partnerships, USA





GRANTEE	ENROLLED (% OF TARGET)	TRAINED (% OF ENROLLED)	PLACED (% OF TRAINED)
Flintridge Center	116%	63%	56%
Marin BTC	96%	92%	49%
Monterey WDB	115%	87%	64%
Rising Sun Energy	105%	86%	69%
Urban Corps	93%	83%	61%
Total	106%	79%	59%

☀️ PROP 39 2.0 PROJECT SUMMARIES ☀️

GRANTEE	PARTNERS
<p>1. FLINTRIDGE CENTER (Los Angeles Basin)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ LA/OC BTC <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> ■ Foothill WDB ■ South Bay WDB <p>Community Based Organizations:</p> <ul style="list-style-type: none"> ■ Pasadena Federal Credit Union ■ 2nd Call ■ Habitat for Humanity ■ Verdugo Jobs Center, Glendale <ul style="list-style-type: none"> ■ Pasadena Public Library, Unified School Dist., Police Dept., Public Health Dept., Chamber of Commerce ■ 41st Assembly District ■ Parsons Corp. ■ PCL Construction ■ Build LACCD ■ LA Metro ■ Emerald Cities
<p>2. NORTH BAY TIP (North Bay)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ Marin BTC ■ Sonoma and Napa BTC <p>Workforce Development Board:</p> <ul style="list-style-type: none"> ■ North Bay WDB ■ Sonoma WDB ■ Napa-Lake WDB ■ Mendocino WDB ■ Solano WDB <p>Community College:</p> <ul style="list-style-type: none"> ■ College of Marin ■ Santa Rosa Junior College ■ Napa Valley College ■ Mendocino College ■ Solano Community College <p>Community-Based Organizations:</p> <ul style="list-style-type: none"> ■ Vallejo Regional Education Center ■ Marin Adult ED Consortium ■ North Bay Employment Connection
<p>3. MONTEREY COUNTY WORKFORCE DEVELOPMENT BOARD (Coastal)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ Monterey-Santa Cruz BTC ■ Monterey-Santa Cruz Building Trades Training & Education Fund <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> ■ Monterey WDB ■ San Benito WDB ■ Santa Cruz WDB <p>Community-Based Organizations:</p> <ul style="list-style-type: none"> ■ The Monterey Bay Center California Conservation ■ Central Coast Energy Services ■ Pacific Grove Adult School <p>Additional Partners:</p> <ul style="list-style-type: none"> ■ IBEW 234
<p>4. RISING SUN ENERGY CENTER (East Bay)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ Alameda BTC <p>Regional Apprenticeship Group:</p> <ul style="list-style-type: none"> ■ Bay Area Apprenticeship Coordinators Association (BAACA) ■ Tradeswomen, Inc. ■ East Bay Trades Apprenticeship Pathway <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> ■ Alameda WDB ■ Contra Costa WDB ■ Oakland WDB <p>Community-Based Organizations:</p> <ul style="list-style-type: none"> ■ A Squared Ventures ■ City of Berkeley ■ West Oakland Job Resource Ctr.
<p>5. URBAN CORPS OF SAN DIEGO (Southern Border)</p>	<p>Building Trades Councils:</p> <ul style="list-style-type: none"> ■ San Diego BTC <p>Regional Apprenticeship Group:</p> <ul style="list-style-type: none"> ■ Division of Apprenticeship Standards ■ San Diego Electrical Training Center <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> ■ San Diego WDB <p>Community-Based Organizations:</p> <ul style="list-style-type: none"> ■ U.S Green Building Council ■ San Diego Community College District ■ Catholic Churches ■ Family Health Centers of San Diego

✧ 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

RICHMONDBUILD

(EAST BAY)

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

**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*

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD (FRWDB)

(SAN JOAQUIN VALLEY)

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.

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

OVER

**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

PROP 39 PRE-APPRENTICESHIP TRAINING PROGRAM

LOS ANGELES TRADE TECHNICAL COLLEGE (LATTC) (LOS ANGELES BASIN)

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
Building Trades Council: <ul style="list-style-type: none">Los Angeles - Orange BTC Community College: <ul style="list-style-type: none">LA Trade Technical College (LEAD) Community-Based Organizations: <ul style="list-style-type: none">Los Angeles Conservation CorpsAnti-Recidivism Coalition Central Labor Council: <ul style="list-style-type: none">Los Angeles County Federation of Labor Additional Partners: <ul style="list-style-type: none">LA Metro	<ul style="list-style-type: none">LATTC	<ul style="list-style-type: none">ElectriciansSheet MetalShipbuildersRail WorkersLaborersIronworkersCement Masons

OVER

**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 EMPLOYMENT AND TRAINING AGENCY (SETA)
(CAPITOL)

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.

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

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 (BAY-PENINSULA)

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

OVER

PROP 39 PRE-APPRENTICESHIP TRAINING PROGRAM
SAN FRANCISCO CONSERVATION CORPS, CONT'D

**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

SANTA CLARA COUNTY TOP & TIP SAN MATEO (BAY-PENINSULA)

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>Building Trades Councils:</p> <ul style="list-style-type: none"> • Santa Clara - San Benito BTC • San Mateo BTC <p>Regional Apprenticeship Group:</p> <ul style="list-style-type: none"> • Bay Area Apprenticeship Coordinators Association (BAACA) • South Bay Apprenticeship Coordinators Association (SBACA) <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> • Work2Future (San Jose WDB) • NOVA (San Mateo WDB) <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"> • South Bay Building Trades 	<ul style="list-style-type: none"> • Bricklayers and Tile • Cement Masons • Electricians • Floor Covering • Glaziers • Ironworkers • Laborers • Operating Engineers • Painters and Tapers • Plasterers • Plumbers and Steamfitters • Roofers • Sheet Metal • Sprinkler Fitters • Sign and Display • Carpenters • Sprinkler Fitters • Construction Inspectors • Surveyors

**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.

FLINTRIDGE CENTER (LOS ANGELES BASIN)

PROGRAM OVERVIEW

Flintridge Center works to break cycles of poverty, violence, and incarceration by uplifting formerly incarcerated and gang-impacted adults, and at-risk youth. Their Apprenticeship Preparation Program (APP) delivers a 12-week, 240-hour training program that readies formerly incarcerated and gang-impacted adults for careers in high-road construction trades. The primary goals of the APP are to place graduates into state-certified apprenticeship programs, improve life skills and employment readiness skills, and reduce recidivism. The APP is made possible by a strong partnership with the LA/Orange Counties Building and Construction Trades Council and over a dozen local unions. These partnership also provide placement feedback to improve training to better serve the needs of employers.

Flintridge also partners with local community-based organizations to provide a network of key supportive services for participants. The program guides students through the MC3, and provides an additional 120 hours of work and life-readiness preparation including intensive case management, employment development, hands-on training, life skills, field trips to union training sites, financial literacy, math tutoring, and guest speakers.

PARTNERS	ADD'L PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p>Building Trades Councils</p> <ul style="list-style-type: none"> • LA/Orange Counties Building and Construction Trades Council AFL-CIO <p>Workforce Development Boards</p> <ul style="list-style-type: none"> • Foothill Workforce Development Board • Verdugo Jobs Center, Glendale • South Bay Workforce Investment Board <p>Community-Based Organizations</p> <ul style="list-style-type: none"> • Pasadena Federal Credit Union • 2nd Call • Habitat for Humanity • Pasadena Public Library 	<ul style="list-style-type: none"> • Pasadena Unified School District • Pasadena Police Dept. • Pasadena Public Health Dept. • Pasadena Chamber of Commerce • 41st Assembly District • Parsons Corporation • PCL Construction • Build LACCD • LA Metro • Emerald Cities 	<ul style="list-style-type: none"> • Flintridge Center • Sheet Metal Workers Local 105 • Heart to Heart CPR and First Aid • Pasadena Federal Credit Union • Pasadena Unified School District 	<ul style="list-style-type: none"> • Laborers • Sheet Metal Workers • Carpenters • Roofers • Operating Engineers • Painters • Operative Plasterers & Cement Masons

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. The APP provides job skills and in addition, 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 — provide case management to each participant to ensure their needs are met and they are set up for success. The program also encompasses intensive education in math, financial literacy, and other subjects that incarceration or life circumstances may have prevented them from learning. Participants have an opportunity to earn a GED and expunge offenses on their records that can be barriers to employment.

PARTICIPANT STORY



Bryan Barajas

Bryan had been in and out of jail since he was 15. “Being in jail has limited my growth,” he says. “In jail, someone is always telling you what to do and when to do it. When you get out, it’s hard to learn how to make the right choices.” For Bryan, jail also meant he wasn’t part of his son’s life. “I’ve made the struggles for myself throughout my life,” Bryan says. “But now, I’m seeking a better future.”

After his last release, he decided to enroll in Flintridge Center’s Apprenticeship Preparation Program. Through the APP, Bryan learned construction skills, how to nail a job interview, and how to manage emotions. Bryan says the biggest thing he gained was a shift in his mindset. Before, he didn’t think he had what it took to pursue a lasting career. Now, he has “the sense of achievement that I’m going to be doing this on my own. The class gave me the resources, but ultimately it’s up to me to achieve my goals.”

After graduating the program, Bryan achieved both his goals of getting his GED and joining the Carpenter’s Union. Now, he’s working full time for Build LACCD and says, “I have no reason to go back to the bad stuff I was doing in the past. I’ve actually got a career now and it feels great.” To top it all off, Bryan gets to be part of his 18-year-old son’s life, including watching him get his first job.

NORTH BAY TIP (NORTH BAY)

PROGRAM OVERVIEW

The North Bay Trades Introduction Program (TIP) includes stakeholders and program participants from Marin, Sonoma, Napa, Solano, Mendocino and Lake Counties. The North Bay TIP is sponsored by the Marin Building Trades Council and is in partnership with the North Bay Workforce Development Boards, 3 local community colleges, and the Sonoma and Napa Building Trades Councils, and several state-certified apprenticeship programs. 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.

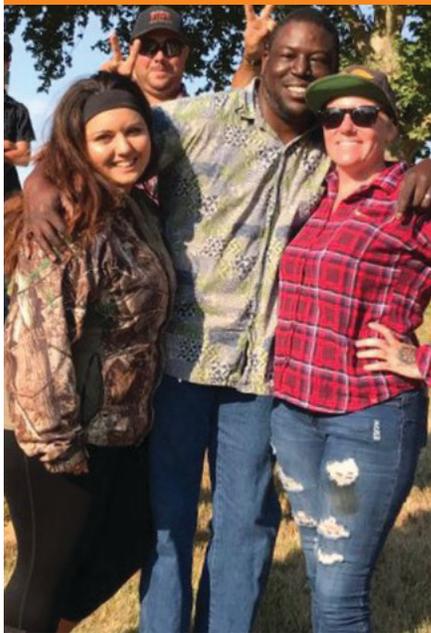
North Bay TIP utilizes the MC3 curriculum to teach students in basic math, blue print reading, First Aid, CPR, and OSHA training. Participants gain insight into the trades careers in the region, where several robust apprenticeship training programs operate. Being sponsored by the Marin Building Trades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

PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p>Building Trades Councils</p> <ul style="list-style-type: none"> • Marin Building Trades Council <p>Workforce Development Boards</p> <ul style="list-style-type: none"> • North Bay WDB • Sonoma WDB • Napa-Lake WDB • Mendocino WDB • Solano WDB <p>Additional Partners</p> <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 • North Bay Employment Connection 	<ul style="list-style-type: none"> • North Bay Trades Introduction Program • Marin Building and Trades Council 	<ul style="list-style-type: none"> • Ironworkers • Laborers • Sheet Metal Workers • Carpenters • Roofers • Operating Engineers • Painters • Glaziers • Plumbers • Electricians • Sprinkler Fitters • Floor Layers • Millwrights • Operative Plasterers & Cement 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 STORY



Jordon, Brian and Jazzy all received certificates and entered the Operating Engineers Local 3 together. Jordon was sworn in as an apprentice with Operating Engineers Local 3 in December after working with the same pipeline company for 5 months. Jordon was a waitress when she started the class.

Jordan is proud of her accomplishments and says she “couldn’t have done it without the support and knowledge provided by her peers and instructors in the MC-3 course.” She was thankful for the opportunity to join the TIP program, and feels “it was my first stepping stone of many, to a bright future and very lucrative career”.

Jordon, Brian and Jazzy

MONTEREY COUNTY WORKFORCE DEVELOPMENT BOARD

(COASTAL)

PROGRAM OVERVIEW

The Tri-County Apprenticeship Preparation Program (TCAP) was established by six partners — the Monterey/Santa Cruz Building and 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, with each county hosting a cohort.

The partnership focused on effective outreach to potential program candidates, mentorship for participants, quality, contextualized training, and retention services. These were not easy tasks when conducting the program in 3 distinct counties because program planning and instruction involved 3 different workforce development boards that served different populations.

PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p>Building Trades Councils</p> <ul style="list-style-type: none"> • Modesto/Santa Cruz Building and Construction Trades Council • Monterey-Santa Cruz Building Trades Training & Education Fund <p>Workforce Development Boards</p> <ul style="list-style-type: none"> • Monterey County • San Benito County • Santa Cruz County <p>Community Based Organizations</p> <ul style="list-style-type: none"> • The Monterey Bay Center California Conservation • Central Coast Energy Services • Pacific Grove Adult School 	<ul style="list-style-type: none"> • Modesto/Santa Cruz Building and Construction Trades Council • Monterey-Santa Cruz Building Trades Training & Education Fund • IBEW Local 234 	<ul style="list-style-type: none"> • Carpenters • Electricians • Operative Plasterers & Cement Masons • Operating Engineers • Plumbers & Pipefitters • Sheet Metal Workers

STRATEGY FOR SUCCESS: COLLABORATION

The TCAP program has been successful due to the collaborative efforts to provide equitable programs in each county, as 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 is strong program delivery and retention services, leading to successful MC3 certificate acquisition and credible apprenticeship readiness preparation by the participants.

The partnership provided assistance with tool acquisition and transportation. Completion of CPR/First Aid and OSHA 10 entitled participants to a stipend which the partners provided as an incentive to complete the MC3 certification. Lastly, the partners focused on strong mentorship provided by the industry experienced, classroom instructors, and by the case managers during the full provision of the program.

PARTICIPANT STORY

Rhonda Roascio, a single mother, had been a successful small business owner in San Juan Bautista for many years, but found that owning a small business meant she had no guarantee of on-going health and retirement benefits. To increase her family's economic security, she began the transition into the trades. She began the Tri-County Apprenticeship Preparation class in April of 2017 in Hollister and successfully completed the program in July. She has now started her career journey as an apprentice plumber, and is appreciative of the opportunity provided her through TCAP. Ms. Roascio can now provide for health benefits for her family and save for her future retirement.

**RISING SUN ENERGY CENTER
(EAST BAY)**

PROGRAM OVERVIEW

Rising Sun’s Green Energy Training Program (GETS) was created in 2009 to fulfill its mission to empower low-income individuals to achieve economic and environmental sustainability through training and job placement in sustainable energy careers. Under the sponsorship of the Building and Construction Trades Council of Alameda County, Rising Sun incorporated the MC3 curriculum to afford GETS participants the access to career pathways into high-road construction apprenticeship programs, beyond lower skilled energy efficiency occupations.

All participants receive a minimum of 12 months of support services, including case management and job placement support. Rising Sun has developed an agreement with the Oakland Housing Authority to postpone the eviction of participants from subsidized housing during their training and early career pathway development. These services along with the MC3 program, has created pathways out of poverty for women and those re-entering the community from incarceration. Rising Sun has a partnership with TradesWomen, Inc., to assist with outreach, support and instruction of women, as well as developing male colleagues’ comradery with women in the trades. Rising Sun cohorts included 50% women participants and others serving 100% women.

KEY PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p>Building Trades Councils:</p> <ul style="list-style-type: none"> Alameda BTC <p>Regional Apprenticeship Group:</p> <ul style="list-style-type: none"> Bay Area Apprenticeship Coordinators Association (BAACA) Tradeswomen, Inc. East Bay Trades Apprenticeship Pathway <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> Alameda WDB Contra Costa WDB Oakland WDB <p>Community-Based Organizations:</p> <ul style="list-style-type: none"> A Squared Ventures City of Berkeley West Oakland Job Resource Ctr. 	<ul style="list-style-type: none"> Rising Sun Trades Women Inc. B.U.I.L.D. Cascade Training Services NRDC City Sports Club 	<ul style="list-style-type: none"> Ironworkers Laborers Sheet Metal Workers Carpenters Roofers Operating Engineers

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 STORY

“Yes, I have done things in the past to survive, but I am here to tell you how I turned my life around.”

Jovanda Higgs grew up in the foster child system in Richmond, California. She is a single mother of four with multiple convictions. Her life changed when she picked up a flyer for Rising Sun’s Women Building the Bay. She called the number on the flyer to set up an appointment. Jovanda showed up for that first appointment with her three-month-old son. By the first day of class, her children were placed in childcare and she was able to focus on rebuilding her new life through a career in construction.

At Rising Sun Jovanda learned how to use a tape measure and frame a house. She learned about the different trades and unions, how to fill out applications, and write a successful resume. The staff at Rising Sun taught her the importance of an open mind and positive attitude. She also learned that a willingness to work hard can take you far in construction.

Jovanda is now an apprentice in the Millwrights union. She is currently earning \$26 an hour with health benefits, pension and vacation. She can now provide a more stable home for her kids and wants to give back to her community helping young people in the foster care system have a brighter future through a career in construction.

**URBAN CORPS OF SAN DIEGO COUNTY
(SOUTHERN BORDER)**

PROGRAM OVERVIEW

The Prop 39 pre-apprenticeship program by Urban Corps of San Diego County was established in coordination with the San Diego Building and Construction Trades Council (BTC). Urban Corps assists underserved, low-income young adults that need a second chance at a high school education and paid job training. The program is designed to encourage civic engagement, responsibility, and self-sufficiency.

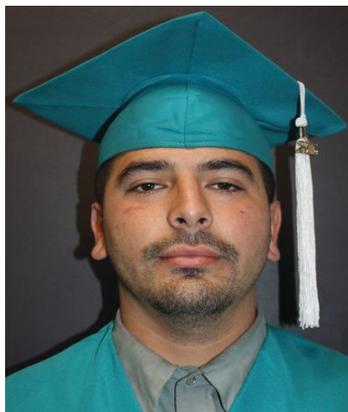
With Prop 39 funding of the MC3 program, Urban Corps identified and implemented key enhancements to its existing construction training program to create successful pathways for its disadvantaged young adults into the region’s high-road building and construction sector. Courses ranged from Multi-Craft Core Curriculum (MC3) training, energy audit and retrofit training, HAZMAT Incident Response Operations, and Lead Safety Renovator training. In addition, Prop 39 participants also gained on-the-job work experience and a high school diploma at Urban Corps’ onsite charter school.

PARTNERS	TRAINING PROVIDERS	TARGET TRADES
<p>Building Trades Councils</p> <ul style="list-style-type: none"> • San Diego BTC <p>Workforce Development Boards:</p> <ul style="list-style-type: none"> • San Diego WDB <p>Community-Based Organizations:</p> <ul style="list-style-type: none"> • Catholic Charities • Family Health Centers of San Diego • Division of Apprenticeship Standards • U.S Green Building Council • San Diego Electrical Training Center • San Diego Community College District 	<ul style="list-style-type: none"> • Urban Corps of San Diego • J.P. Jonas and Associates, Inc. • Building Principles Institute • Hands On Solar, Inc. • ECT Environmental, Inc. 	<ul style="list-style-type: none"> • Electricians • Carpenters • Sheet Metal • Ironworkers • Operating Engineers • Painters and Allied Trades

PROP 39 2.0 PRE-APPRENTICESHIP TRAINING PROGRAM
URBAN CORPS OF SAN DIEGO COUNTY, CONT'D

STRATEGY FOR SUCCESS: EDUCATIONAL OPPORTUNITIES

Urban Corps' includes various opportunities for educational degree attainment which is key to serving its population of young adults because it is the first step to overcoming barriers to employment. To meet different learning styles, lessons are offered in a variety of forms in the classroom, the field, and in large workshop settings. Urban Corps has a General Contractor License which allows Corps members to receive on-the-job training through public work contracts, service contracts, San Diego City contracts, and grants. These on-the-job training in addition to the MC3 courses help to prepare students for high-road building and construction jobs.



PARTICIPANT STORY

Frank Mercado did not begin Urban Corps as a model participant. Frank began his journey at Urban Corps back in September 2014, but was shortly terminated due to insubordination, anger issues, and attendance. During a Prop 39 recruitment event, Frank reapplied to the program as a more motivated, young man and expressed his new interest in the building trades. Within just a few months Frank became a leader in the classroom by receiving among the highest test scores and becoming a Crew Leader in the field.

By the time he graduated, Frank had earned the highest amount of community service hours in his class, and worked in all four Urban Corps job training departments: Recycling, Construction, Environmental Services, and Community Improvement/ Graffiti Removal. He also excelled in the MC3 training, Energy Audit, Energy Retrofit, OSHA-10, First-Aid/CPR, and Hazardous Waste Operations and Emergency Response Training.

Since graduation, Frank has been hired as an Urban Corps Supervisor, and works in various community projects focused in landscaping and environmental services. After a few months of experience and studying, Frank is looking forward to applying to the Laborers Local 89.