Final Jobs and Training Report to the Prop 39 Citizens Oversight Board
Clean energy retrofits of K-12 schools are estimated to create nearly 20,000 jobs.

19,812 Jobs Created by Prop 39 K-12 Projects (cumulative through 6/30/2018)

- Direct, 8,702
- Indirect, 3,811
- Induced, 7,299
Prop 39 created quality jobs thanks to legal requirements and type of work.

**Figure 2: Distribution of Hours Worked by Building System Type, K-12 LEA Projects.**

- 14% HVAC
- 14% Other
- 21% General Construction Support
- 18% Lighting
- 33% Building Envelope

**Table 3: Average Hourly Wage Rate for Apprentices and Selected Trades, K-12 LEA Projects.**

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Average Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricians</td>
<td>$48.22</td>
</tr>
<tr>
<td>Carpenters</td>
<td>$44.47</td>
</tr>
<tr>
<td>Sheetmetal Workers</td>
<td>$44.73</td>
</tr>
<tr>
<td>Plumbers/Pipefitters</td>
<td>$45.87</td>
</tr>
<tr>
<td>Laborers</td>
<td>$36.32</td>
</tr>
<tr>
<td>Other</td>
<td>$40.39</td>
</tr>
<tr>
<td>Apprentices</td>
<td>$24.75</td>
</tr>
</tbody>
</table>

*Average wages weighted by hours worked, adjusted to 2016 dollars. Source: Authors’ analysis of certified payroll records for K-12 LEA projects obtained from the Department of Industrial Relations.
Apprenticeship is the best career pathway in the construction trades.

Registered Apprenticeship Pipeline: A Pathway to Better Opportunities

- Recruitment: Pre-apprenticeships provide job readiness skills, GED, math & support services
- Training: Get paid while learning during apprenticeship. On the job plus classroom training
- Placement: Placement through hiring halls
- Start Job: Increased wages & benefits after certain training and experience requirements are met
- Increase Skills & Wages: Continuous opportunities to return for training. Possibilities for promotion, increased salaries & certifications

Without Apprenticeship Training: A Broken Pipeline

- Recruitment: Unpaid training. Only 40-200 hours. No certification
- Training: $10-$12/hr. No Benefits. No job guarantees. No path away out of poverty
- Placement: $10-$12/hr. No Benefits. No job guarantees. No path away out of poverty
- Start Job: $10-$12/hr. No Benefits. No job guarantees. No path away out of poverty

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Delivering quality pre-apprenticeship is multi-faceted and resource-intensive.

- Recruitment & Screening
- Training & Assessment
- Supportive Services
- Placement

Pre-Apprenticeship
Prop 39 grew and diversified California’s apprenticeship candidate pool.

- **Enrollments**: 2,701 individuals
  - Recruitment by CBOs key to diversity

- **Training Completion**: 2,100 individuals (78% completion rate)
  - Retention and equity via supportive services
Graduates secured apprenticeship slots and other meaningful placements.

Placement Outcomes
(1,660 graduates placed, 79% placement rate)

- Apprenticeship: 41%
- Construction/EE sector Employment: 26%
- Post-secondary Education: 10%
- Other Employment: 23%
Prop 39 helped develop a scalable model for pre-apprenticeship in California.
Hearing from pre-apprentices is the best way to appreciate the program’s impact.