

Overview of

PROP 39 PRE-APPRENTICESHIP TRAINING PILOTS

THE PILOT PROJECTS

- * **Central Valley Regional Pilot.** The Jump Start Program was originally developed by the Fresno-Madera-Tulare-King Counties Building Trades Council through a grant from their local Housing Authority approximately 10 years ago. With the partnership of the Fresno WDB, it has become a national example of the successful way to create an apprenticeship-preparation program. This program is expanding throughout the Central Valley and is the foundation for training Central Valley residents for careers helping to build California’s High Speed Rail system.
- * **Los Angeles County Pilot.** The Los Angeles pilot is the lone community college-led program in the first round of the Prop 39 grant. As Los Angeles Trade and Technical College (LATTC) boasts a robust construction department that offers an associate’s degree, they have long held a relationship with the local building trades council. Adoption of the MC3 curriculum was a perfect match for their Energy Efficiency and Construction Bootcamp.
- * **East Bay Pilot.** (Contra Costa & Alameda Counties) 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, allowing integration of the MC3 curriculum to be relatively seamless. Furthermore, having deep roots in their respective communities (Richmond Build and Future Build in Contra Costa, and Cypress Mandela in Oakland), outreach to the local communities to build their Prop 39 cohorts was an easy process. Furthermore, the three training entities have also had long-standing working relationships with their local building trades councils and area building trades unions, with Future Build and RichmondBUILD having placement-related MOUs with the both the Carpenters and Laborers unions.
- * **Sacramento Capitol Region Pilot.** Sacramento Capitol Region Pilot. The Sacramento Capitol Region Prop 39 project was a diverse project with a twofold mission: 1) to work with disadvantaged youth through a pilot training with the Conservation Corps and 2) to train disadvantaged job seekers for work on a range of building projects in the region. This was a true pilot project, although partners have worked together in various capacities including past pre-construction training opportunities. This grant was an opportunity to begin the process of building an ongoing apprenticeship-pipeline for the region and to expand the Priority Worker Program for the Sacramento Kings Arena Project, a program creating a local hire opportunity for disadvantaged communities.
- * **San Francisco Pilot.** The San Francisco Pilot is the only Prop 39 project led by a community-based organization, providing unique perspective for how a jobs training program can integrate the MC3 curriculum into existing program structure. The San Francisco Conservation Corps offers young people opportunities to develop themselves, their academic abilities and marketable job skills, while addressing community needs through service work. The Prop 39 grant gave the SFCC the opportunity to begin to build a relationship with the San Francisco building trades, while adding the MC3 to their green skills and construction training offerings.
- * **South Bay Pilot.** (Santa Clara & San Mateo Counties) The South Bay Prop 39 project is a labor-driven, labor-operated apprenticeship preparation program, in partnership with regional workforce players. The San Mateo Program, entitled the Trades Introduction Program (TIP), is the vision of the Bay Area Apprenticeship Coordinators Association (BAACA), the regional group representing the union apprenticeship coordinators for all Bay Area union trades. TIP is operated in partnership with the San Mateo Building Trades Council and the San Mateo County Union Community Alliance. The sister program in Santa Clara County, entitled the Trades Orientation Program (TOP) partnership also consists of the BAACA, the Santa Clara-San Benito Building Trades Council, and Working Partnerships, USA.



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In February 2014, the California Workforce Development Board (CWDB) announced the availability of up to \$3 million in Proposition 39 Clean Energy Job Creation funds to implement and support energy efficiency-focused, “earn-and-learn” job training and placement program targeting disadvantage job seekers. As a result, CWDB funded six (6) training implementation projects that build a pipeline for at-risk youth, veterans and disadvantaged job seekers to earn industry-valued credentials with the primary goals of entering into Joint-Labor Management Registered Apprenticeship Programs, continued education, or other job placements related to energy-efficiency.

Training Pilot Goals

- * **Train up to 300** at-risk youth, veterans, and other disadvantaged job seekers in green job skills in the construction trades, beginning July 1, 2014 – December 31, 2015
- * **Create structured pathways** into Joint Labor-Management registered apprenticeship programs utilizing the nationally certified Multi-Craft Core Curriculum (MC3), designed by North America’s Building Trades Unions
- * **Develop successful and sustainable pre-apprenticeship programs**, utilizing Industry Advisory Councils (including regional Building Trades Councils and local building trades affiliates), that responds to the labor force needs of their region.

Training Pilot Grantees and Regions

- * **Central Valley:** Fresno Regional Workforce Development Board, Fresno-Madera-Tulare-Kings Counties and Stanislaus-Merced-Tuolumne Building Trades Councils
- * **LA County:** Los Angeles Trade Technical College, Los Angeles-Orange Council Building Trades Council
- * **East Bay:** Contra Costa & Alameda Counties Richmond Workforce Development Board, Alameda and Contra Costa Building Trades Councils
- * **Sacramento Capitol Region:** Sacramento Employment and Training Agency, Sacramento-Sierra Building Trades Council
- * **San Francisco:** San Francisco Conservation Corps, San Francisco Building Trades Council
- * **South Bay (San Mateo and Santa Clara Counties):** Work2Future, and Santa Clara and Santa Clara – San Benito Building Trades Councils

Key Performance Measures

- ✓ Attainment of Industry-Valued Credentials (North American Building Trades MC3 Certificate)
- ✓ Placement in State-Certified Apprenticeship (DAS approved)
- ✓ Placement in Continuing Education
- ✓ Placement in Construction/Energy Efficiency Employment
- ✓ Retention in Employment/State-Certified Apprenticeship
- ✓ Income Increase



Overview of PROP 39 PRE-APPRENTICESHIP TRAINING PILOTS

PROJECT	ENROLLMENT	COMPLETED TRAINING	PLACEMENT
Fresno	38%	75%	75%
LATTC	87%	65%	88%
Richmond	105%	98%	90%
SETA	100%	62%	10%
SF CC	101%	70%	53%
Work2future	105%	72%	43%
TOTAL	85%	74%	62%

Data as of October, 2015

LESSONS LEARNED



INVOLVEMENT OF JOINT APPRENTICESHIP TRAINING COMMITTEES (JATCS) IS KEY TO APPRENTICESHIP PLACEMENT

The more a pilot involved the regional apprenticeship community, the more weight the MC3 Certificate of Completion carried with apprenticeship programs, leading to an increased number of placements. Although the grant required involvement of local building trades councils and JATCs through participation on the Industry Advisory Committees, involvement often went far beyond this mandate including:

- ✓ Giving presentations by individual crafts so students understood the wide variety of occupations and careers available in the construction industry.
- ✓ Providing tours and hands-on instruction at apprenticeship training facilities, and
- ✓ Providing instruction of the MC3 course.

Apprentice programs invest up to \$20,000 on apprentices in the first several years of apprenticeship, and can lose that investment in apprentices who “wash out” or decide they are not interested in the work. The interaction between the MC3 programs and the individual apprentice programs led to increased value of the MC3 program to apprentice coordinators by enabling them to identify career-interested, prepared apprentice applicants.



PLACEMENT INTO REGISTERED APPRENTICESHIP DOES NOT HAPPEN OVERNIGHT

Placement from an apprenticeship prep-program into registered apprenticeship is not an instantaneous process. Joint Apprenticeship Training Committees accept new apprentices based on local construction project demand, and as a result, placements into registered apprenticeship programs averaged between 3-6 months. Many Registered Apprenticeship Programs, particularly in the mechanical crafts, have designated enrollment periods; some only once a year. If enrollment is in January, and a graduate exits an MC3 program in June, there is a six month lag period.

The MC3 pilot programs grappled with how to keep MC3 program graduates engaged while waiting for entrance into particular apprenticeship programs. Our pilots often found temporary employment opportunities for unemployed participants, and offered incentives such as tools for program graduates to remain engaged.

The union apprenticeship community, seeing the value in these graduates, often hired graduates into craft tender classifications (i.e. trade-assistant positions), so graduates were working within the craft and could gain additional knowledge on-the-job before applying for an apprenticeship.

One area of success was when MC3 programs were written directly into Project Labor Agreements or designated through local hire construction policies. Placements happened more quickly, as the apprenticeship preparation programs were tied directly to local demand.



SUPPORTIVE SERVICES + PHYSICAL FITNESS COMPONENT + MC3 = SUCCESSFUL APPRENTICESHIP PREPARATION

The grant program targets disadvantaged workers, particularly those with multiple barriers to employment, and supportive services were critical to job seeker participation and success.

Funded programs addressed prerequisites to participation in apprenticeship such as requiring a GED (at minimum and up to two years of high school algebra), a valid driver’s license, and successful drug screening. The requirement of a valid driver’s license was an issue for all of the programs. Programs also addressed the physical nature of the work with physical fitness modules.

Veterans were also a designated population, but it became evident over time that the Helmets-to-Hardhats program proved to be a better avenue for them, as veterans have direct entry access to union apprenticeship programs and tended to be apprenticeship ready.

From the beginning of the 18 month pilot, all of the program partners participated in a facilitated Learning Community.

Thanks to the sharing of best practices, many programs changed the dates/times of the MC3 portion so students could attend remediation classes, work toward their GED, or take additional vocational English courses.



CENTRAL VALLEY REGIONAL PILOT



LOS ANGELES COUNTY PILOT



EAST BAY PILOT



SACRAMENTO CAPITOL REGION PILOT



SAN FRANCISCO PILOT



SOUTH BAY PILOT