

# HIGH ROAD

## CONSTRUCTION CAREERS

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ANNUAL UPDATE  
FEBRUARY 2019

# 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

# Prop 39 1.0

## PERFORMANCE SNAPSHOT (3/31/19)

GRANTEE	ENROLLED (% of target)	TRAINED (% of enrolled)	PLACED (% of trained)
<b>Fresno WDB</b>	110%	64%	109%
<b>LATTC</b>	95%	60%	67%
<b>RichmondBUILD</b>	106%	100%	61%
<b>SETA</b>	122%	76%	75%
<b>SFCC</b>	100%	100%	40%
<b>Santa Clara TOP/ San Mateo TIP</b>	102%	86%	83%
<b>TOTAL</b>	<b>104%</b>	<b>78%</b>	<b>74%</b>

## PARTNERSHIPS

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

GRANTEE	PARTNERS	PARTNERS
	<b>Workforce Development Boards:</b> San Francisco	Conservation Corps; SF City College; Skyline Community College; CA Conservation Corps; OEWD/CityBuild
<b>Santa Clara TOP &amp; San Mateo TIP</b> <i>Bay Peninsula</i>	<b>Building &amp; Construction Trades Councils:</b> 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

## Prop 39 2.0

PERFORMANCE SNAPSHOT (3/31/19)

GRANTEE	ENROLLED (% of target)	TRAINED (% of enrolled)	PLACED (% of trained)
<b>Flintridge Center</b>	106%	61%	110%
<b>Monterey WDB</b>	103%	84%	84%
<b>North Bay TIP</b>	91%	79%	103%
<b>NCCC</b>	132%	80%	70%
<b>Rising Sun</b>	158%	86%	73%
<b>Urban Corps SD</b>	121%	70%	104%
<b>TOTAL</b>	<b>112%</b>	<b>76%</b>	<b>92%</b>

## PARTNERSHIPS

GRANTEE	PARTNERS	PARTNERS
<p><b>Flintridge Center</b> <i>Los Angeles Basin</i></p>	<p><b>Building &amp; Construction Trades Councils:</b> Los Angeles/Orange BCTC</p> <p><b>Workforce Development Boards:</b> Foothill; South Bay</p>	<p><b>Additional Partners:</b> Pasadena Unified School District, Police Dept., Public Health Dept., Chamber of Commerce, Parole, &amp; Prosecutor's Office; LA County Probation Dept.; LA Metro; PCL Construction; 2nd Call; Union Homeless Services</p>
<p><b>Monterey County Workforce Development Board</b> <i>Coastal</i></p>	<p><b>Building &amp; Construction Trades Councils:</b> Monterey/Santa Cruz BCTC</p> <p><b>Workforce Development Boards:</b> Monterey; Santa Cruz; San Benito</p>	<p><b>Additional Partners:</b> Monterey Bay Center CA Conservation; Central Coast Energy Services; Pacific Grove Adult School</p>
<p><b>North Bay TIP</b> <i>North Bay</i></p>	<p><b>Building &amp; Construction Trades Councils:</b> Marin BCTC; Sonoma, Mendocino, Lake BCTC; Napa, Solano BCTC</p> <p><b>Workforce Development Board:</b> Workforce Alliance of the North Bay; Solano; Sonoma</p>	<p><b>Additional Partners:</b> Community Colleges of Marin, Mendocino, Napa Valley, Santa Rosa, &amp; Solano; Vallejo Regional Education Center; Marin Adult ED Consortium; North Bay Employment Connection</p>
<p><b>North Central Counties Consortium (NCCC)</b> <i>Capital</i></p>	<p><b>Building &amp; Construction Trades Councils:</b> Mid Valley, Yuba, Sutter, Glenn, Plumas, Butte, Colusa BCTC</p>	<p><b>Additional Partners:</b> Colusa, Glenn, Sutter, &amp; Yuba County One Stops; Glenn County Community Action Agency; Sutter County Superintendent of</p>

GRANTEE	PARTNERS	PARTNERS
	<b>Workforce Development Boards:</b> NCCC	Schools; Yuba County Office of Education
<b>Rising Sun Center for Opportunity</b> <i>East Bay</i>	<b>Building &amp; Construction Trades Councils:</b> Alameda BTC <b>Workforce Development Boards:</b> Alameda; Contra Costa; Oakland	<b>Additional Partners:</b> 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
<b>Urban Corps of San Diego County</b> <i>Southern Border</i>	<b>Building &amp; Construction Trades Councils:</b> San Diego BCTC <b>Workforce Development Boards:</b> San Diego Workforce Partnership	<b>Additional Partners:</b> 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.

