

WSCSMW Outcomes and Deliverables

What will the project do? List specific project outputs and outcomes (quantitative and/or qualitative).	How will this be measured/achieved? Describe how you will know if the project is successful (quantitative and/or qualitative targets).
Train Apprentices and Journeypersons to earn International Certification Board (ICB)/Testing, Adjusting and Balancing Bureau (TABB) Certifications	This will be measured by the number of certifications earned by apprentices/journeypersons. We can access this through. Quantitative data can easily be tracked through TABB, which is sponsored by SMART, SMACNA, and our NEMIC. Quantitative success can be measured by comparing certifications in regions pre-HRTP and after investment in training. Trainees decide on pursuit of certification(s). Qualitative success will be measured through JATC Training Coordinator and trainee feedback via surveys.
Train Apprentices and Journeypersons to earn International Certification Board (ICB)/Mechanical Acceptance Test (MATT) Certifications	This will be measured by the number of certifications earned by apprentices/journeypersons. We can access this through. Data can easily be tracked through the ICB, which is sponsored by SMART, SMACNA, and our NEMIC. Quantitative success can be measured by comparing certifications in regions pre-HRTP and after investment in training. Trainees decide on pursuit of certification(s). Qualitative success will be measured through JATC Training Coordinator and trainee feedback via surveys.
# of pre-apprentices, apprentices and journeypersons served through our JATCs	Data will be tracked internally and jointly monitored through the CA Division of Apprenticeship Standards reporting. Quantitative success will be measured by an increase in the number of trainees served, which will be achieved through greater training capacity. Qualitative success will be measured by trainee survey feedback.
% of underserved groups trained at our JATCs	Analyze outcomes through the lens of equity by disaggregating results based on gender, race, ethnicity, and other demographics. Quantitative success will be measured by an increase in the number of trainees served from underrepresented groups in the trades, which will be achieved through greater training capacity and strengthened partnerships. Qualitative success will be measured by trainee survey feedback, which will include question regarding diversity, equity, and inclusion.

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# of new members added to our local unions via outreach campaigns	High Road Outreach staff will recruit low road employers. Quantitative success will be measured by an increase in the number of members represented, which will be achieved through greater training capacity.
% of training project graduates with measurable skill gains	We will measure and report back through quantitative progress made through the accredited apprenticeship program. Quantitative success will be measured by an increase in the progression through the program of trainees served, which will be achieved through greater training capacity.
% of training project graduates employed in training-related industry	Data measured and collected through union apprentice dispatch procedures and employment after graduation. Quantitative success will be measured by an increase in the number of dispatches and employment after graduation.
Median training project graduate wages over time and compared to regional living wage targets, and regional occupational medians (pre-training and post-training)	Will be reported through regional wage and fringe scales agreed to through collective bargaining agreements compared to regional living wage targets and statewide sheet metal medians. Quantitative success will be measured by the % difference in the median wage comparison.
% of training project graduates with employer-provided benefits (healthcare, paid leave, meaningful path to retirement)	All apprentices and journeypersons are provided benefits through their employment.
% of training project participants who receive supportive services & type of supportive services received	All trainees are offered mentoring and counseling services. Certain regions/JATCs also provide gas allowances to assist apprentices who live a far distance from the training center. Certain JATCs will also be providing childcare subsidies. A labor-management joint program called Sheet Metal Recover Program (TARP) also provides treatment and education to a chemically dependent member. However, this data will not be reported to CWDB. We will quantitatively measure services provided.

What will the project do?

List specific project outputs and outcomes (quantitative and/or qualitative).

% of training project participants receiving public safety net benefits during and following program completion

How will this be measured/achieved?

Describe how you will know if the project is successful (quantitative and/or qualitative targets).

During down times in job opportunities and the 5 weeks of schooling time for daytime apprenticeship programs, the union assists members with applying for public safety net benefits, such as unemployment benefits. All trainees are expected to receive public safety net benefits during the program.