


Local Government Apprenticeship and  
Workforce Strategies: A Latino Caucus  
Perspective



Union Construction Pre-apprenticeship programs: Viable pathways

# NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL

- ▶ 23 Local Unions
    - ▶ 40,000 members
  - ▶ 5 apprenticeship schools; Administered by the Carpenters Training Committee for Northern California (CTCNC)
    - ▶ 6,500 apprentices
  - ▶ Memorandums of Understanding between CTCNC and 44 pre-apprenticeship programs in Northern California
    - ▶ Serving communities representing diverse populations
- 

# Carpenter


## Called the Master Craft

- Framing Carpenter
- Drywall/ Lather
- Millwright
- Millman
- Pile Driver/ Diver
- Door Installer
- Floor Layer
- Modular Installer

- As a matter of fact, we represent the employees at Factory OS in Vallejo, Ca. currently building modular homes that go together like legos on job sites.



# AUGIE BELTRAN

- ▶ Director of Governmental and Public Affairs
  - ▶ 33 years as a union Carpenter
  - ▶ My father joined the union in 1958
    - ▶ Poor family, came to US after the Mexican Revolution
    - ▶ No education, could not read or write
    - ▶ Being a union carpenter allowed him and other children of poor working depression era families to move into the middle class
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# HOW?

# APPRENTICESHIP

Although apprenticeship has existed for centuries, it was when the Carpenters Union became an international union in 1882, that our organization formalized the educational process.

As work on jobsites became more specialized, and new technologies were changing literally from month to month, labor decided to further refine their training programs to address industries need for well rounded crafts people.

Apprenticeship Joint Labor/ Management Trusts were established and schools were built to train to specific sub trades


- ▶ 4 and 5 year programs
- ▶ 1 week of class per quarter
- ▶ Classes plus work hours generate promotions to the next level until the apprentice graduates
- ▶ In California-The actual number of active construction apprentices as of Feb 2020 was **62,000**, of which 58,400 were in joint programs.
- ▶ Carpenters & allied crafts account for **almost 17,000** (29% of the joint apprentices).

\*Note: Apprenticeship is a not part of the union, it is a trust administered by Labor and Management

# TRAINING PARTNERS

## (Memorandums of Understanding)

### Why have Training Partners

1. Create a diverse work-force
  2. Implement effective recruitment strategies
  3. Reach out to underserved communities
  4. Procure and retaining high-quality talent
  5. To contribute to the success of the Carpenters Apprenticeship and workforce.
  6. More competitive and the technical skill-sets needed to meet the demands of the contractor
- 


# OUTREACH

The Union and the Apprenticeship identify and vet potential partners

- Governmental groups
  - Tradeswomen Inc
  - California Prison Industries Authority
  - County office of Education
- Community Based Organization
  - Cypress Mandela, Oakland
  - Job Train, throughout northern California
- Local High Schools
  - Lincoln High School, Stockton
  - Pittsburg High School, Pittsburg



## CHALLENGES

- Substance Abuse
  - Lack of High School Diploma or GED
  - Single parent
  - Ability to travel
    - No vehicle
    - No license
- 
- A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.




## CHOOSING OUR PARTNERS

- Be established
- Serve the local community
- 1 of every 4 graduates must be a woman
- Does the partner have the capability of addressing the challenges as posed on the last slide
- Agree to use the Career Connections curriculum

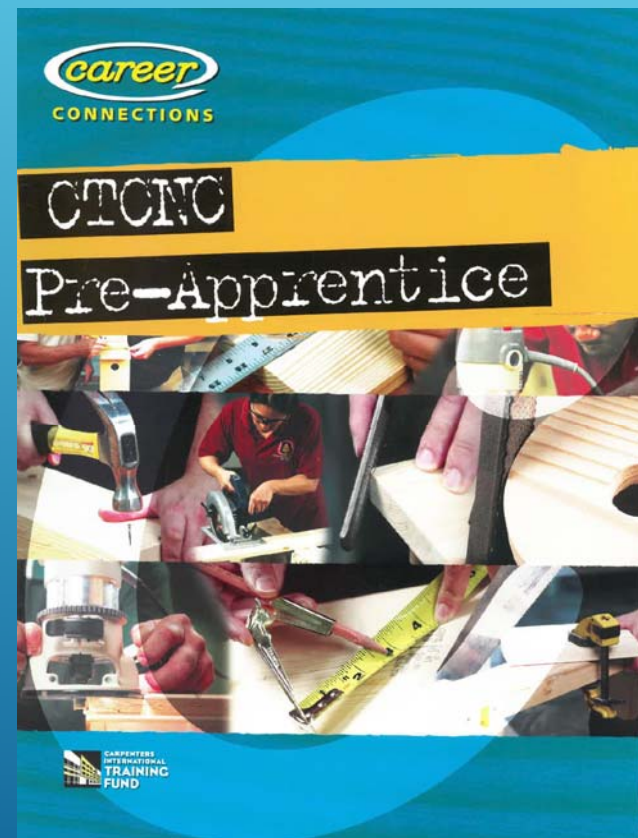
Once the partner is identified, the apprenticeship enters into a Memorandum of Understanding

## CAREER CONNECTIONS

- Program materials have been written by UBC carpenters from around North America who have both teaching and field experience.
  - The Career Connections program is designed to help teachers introduce students to a career in carpentry.
  - The program is used across North America to introduce students to the craft and trade of carpentry.
  - Young people gain the knowledge and skills they need to choose a career wisely and prepare for advanced training in a registered apprenticeship program.
- 

## CTCNC Pre-Apprenticeship / CC Build-a-book

- 6-Week Pre-Apprenticeship
  - Build-a-book
    - 4 Career Connections Books
    - 20 Chapters
    - ✓ Integrated throughout
    - ✓ Using with CBO's and CTCNC



## By the numbers

### Career Connections Distribution

One Trade, Many Careers	638
Project Book 1	1089
Project Book 2	796
Project Book 3 - Commercial	302
Project Book 3 - Residential	359
Career Connections Math for the Trades	332
Other Books, DVD's, Exam View, Virtual Shop	493
<b>Total</b>	<b>4009</b>

## How do we support our training partners ?

- California Career Technical Education Model Curriculum Standards
- Sequence of instruction combining digital resources with books
- Material Lists
- CBO instructor shadowing
- Shop Set-up
- Initial implementation of Curriculum
- Tours of CTCNC Training Facilities
- Support Career events and invite to CTCNC sponsored events


California Career Technical Education Model Curriculum Standards

and Constructio

# Women Can Build the South Bay


Carpenters Training Center  
485 Woodview Ave.  
Morgan Hill, CA 95035  
August 10, 2018  
9am to 1pm  
R.S.V.P. (408) 778-1552

Contractors • Lunch is provided • Demonstrations  
Vendors • Participate in Hands on Skills




Carpenters  
Acoustical Installers  
Drywall/Lathers  
Hardwood Floor Layers  
Insulator  
Millmen & Cabinet Maker  
Millwright  
Pile Driver  
Scaffold Erector  
Shinglers  
Modular Installers

Learn how to get started  
Learn what it means to be  
UNION



CTCNC.ORG



# **TRAINING PARTNERS**

## **(Memorandums of Understanding)**

- City Build Academy
- Cypress Mandela Training Center
- Farmersville High School
- JobTrain
- Prison Industry Authority CALPIA
- RichmondBUILD Academy
- YouthBuild San Joaquin
- Greater Valley Conservation Corps (GVCC)
- La Sierra Military Academy
- UBC Affiliated Job Corps
- UBC Sacramento Job Corps
- UBC Treasure Island Job Corps
- Sacramento Regional Conservation Corps (SRCC)

# **TRAINING PARTNERS**

## **(Memorandums of Understanding)**

- Berkeley High School (BUSD)
- Diablo Valley College - DVC
- Life Learning Academy Charter High School San Francisco
- Lincoln High School Design & Engineering Academy
- Oakdale Joint Unified School District Oakdale High School
- Pleasanton Community and Adult Education PUSD
- Tradeswomen Inc
- Fresno Building Trades pre-apprenticeship
- Mission Valley Regional Occupational Program (MVROP)
- Rising Sun Center For Opportunity
- (MDUSD) Concord High School / Mt. Diablo High School
- Trades Introduction Program: San Mateo TIP

## Career Connections Projects





## Mobile Community Outreach / Training Vehicle

- **Workshop**
  - Virtual Welder
  - CC Projects
  - Fall Protection
  - Confined Space Trailer
- **Classroom**
  - First Aid / CPR
  - OSHA
- Welcome / Information Center to showcase CC Curriculum & UBC Crafts
- Trade Show
  - California School Boards Association
  - League of Cities

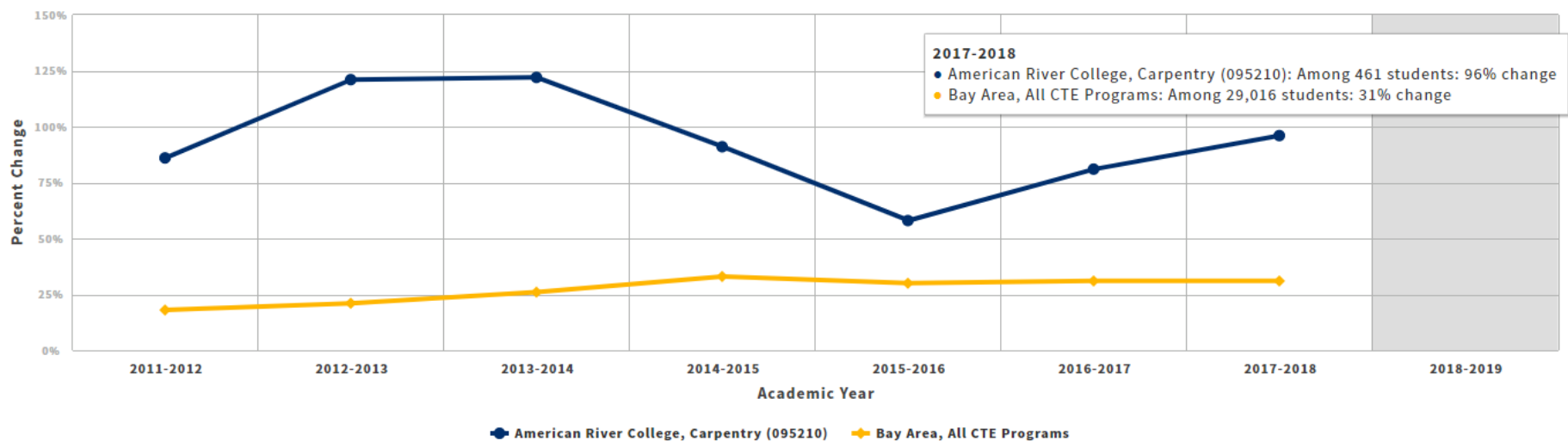


The typical (median) CTCNC apprentice who journeyed-out nearly doubled their earnings between the period before starting the program and the period after exiting (96% increase).

The comparison group (Bay Area community college exiters) saw only a 31% bump in earnings:

### Median Change in Earnings for SWP Exiting Students

Among Strong Workforce Program students who exited and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the beginning of the academic year of entry (for the first time ever as a non-Special Admit or return to any community college after an absence of one or more academic years) and the second quarter after the end of the academic year of exit from the last college attended



Source: Chancellor's Office Management Information System, Employment Development Department Unemployment Insurance Dataset, National Student Clearinghouse, CSU/UC Match

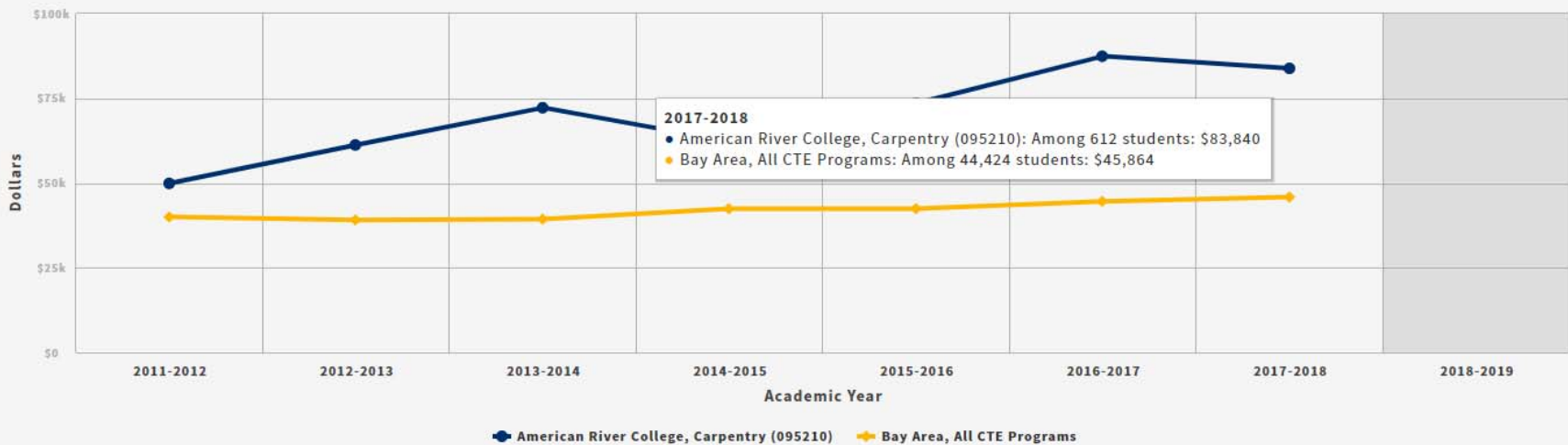
The Chancellor's office of the Community College system- data on "exit" wages/income for Carpentry (& other trades) Apprentices vs people who took other CC courses.

Here are some examples:

- American River College (CTCNC) 2018 Median annual earnings, **overall: \$83,840** (Based on 612 apprentices who "exited" the program in the 2017-2018 academic year. Extrapolated from one quarter of earnings in the 4<sup>th</sup> Quarter.)
- American River College (CTCNC) 2018 Median annual earnings following the academic year of exit, Hispanic: \$77,840
  - o The difference between earnings of "whites" and "Hispanics" was only 3%, which is much smaller than the differential in wage earnings we see for Hispanics statewide, across all occupations, controlling for education level (around 20%).
- Statewide 2018 median annual earnings of all "exiting" Bay Area community college Strong Workforce Program students: \$45,864

### Median Annual Earnings for SWP Exiting Students

Among students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.



**Source:** Chancellor's Office Management Information System, Employment Development Department Unemployment Insurance Dataset, National Student Clearinghouse, CSU/UC Match

[Technical Definition](#)

# Questions???



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