



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Oakland Unified School District

BP:7116 Workforce Development Funds and the Pre-Apprenticeship Program Build Out



Presented by Emiliano Sanchez
Director of CTE Trades and Apprenticeships
OCTOBER 10, 2018

Employment Projections



Employment Forecast The Association of Bay Area Governments forecasted regional employment by industry sector utilizing an analysis of the Bay Area’s competitiveness by industry in relation to the state and national growth forecast conducted by CCSCE.

Sector	2010	2040	Growth (Loss) 2010–2040	Percent Change 2010–2040
Professional Services	596,700	973,600	376,900	+63%
Health and Education	447,700	698,600	250,900	+56%
Leisure and Hospitality	472,900	660,600	187,600	+40%
Construction	142,300	225,300	82,900	+58%
Government	499,000	565,400	66,400	+13%
Retail	335,900	384,400	48,500	+14%
Finance	186,100	233,800	47,700	+26%
Information	121,100	157,300	36,300	+30%
Transportation and Utilities	98,700	127,400	28,600	+29%
Manufacturing and Wholesale	460,200	456,100	(4,100)	-1%
Agriculture and Natural Resources	24,600	22,700	(1,900)	-8%
All Jobs	3,385,300	4,505,200	1,119,900	+33%

Sources: California Center for Continuing Study of the California Economy, ABAG

Trades Apprenticeships

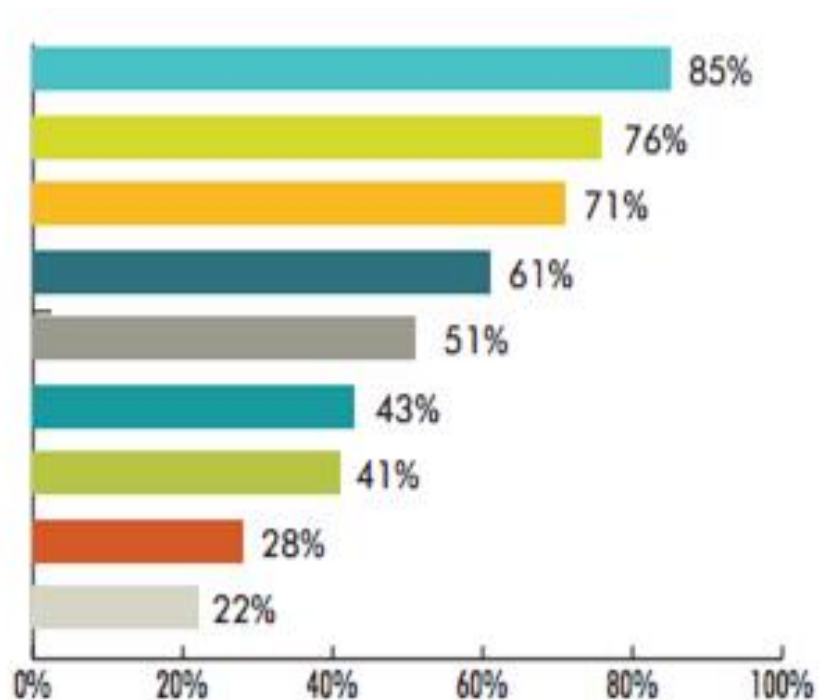


Despite the project growth and the lucrative salaries, unions are struggling to enroll apprentices into their trades.

Breslin Strategies, Inc. administered their Union Apprenticeship Survey to 1300 Industry leaders across the United States and Canada. One question asked:

What do you believe to be the biggest obstacles to getting good apprentices into the trades?

- High schools don't promote the trades as a viable option for the future
- Parents push their children to pursue the college track
- High schools don't educate students in the trades anymore
- People just aren't used to working with their hands anymore
- Fewer family members in the trades, so people don't get exposure
- Government programs sometimes push us to accept candidates who aren't suitable
- Our selection process doesn't tell us enough about candidates to make good decisions
- Nepotism takes away slots for people who can be selected on merit and potential alone
- Nepotism brings in lower-quality apprentices





District shall

- 1) shall develop a summer Pre-Apprenticeship Program for the 2016-2019 at a cost of \$60,000 per year.
- 1) and Alameda County Building Trades Council shall offer **two** Skilled Trade Career Fairs per year
- 1) establish a Workforce Development Fund through the Project Labor Agreement by collecting \$.20 per work hour to support the development of work based learning programs
- 1) establish an Industry Partnership Council

Summer Pre-apprenticeship Program



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Despite the district financial crisis, OUSD was successful in holding 2018 summer Pre-Apprenticeship Program through funds from the California Apprenticeship Initiative Grant

- OUSD paid \$14,000 in student stipends.



2018 Summer Pre-Apprenticeship Internship Program @ Cypress Mandela Training Center

Second Cohort - 14 Students:

From: CCPA, Bunche, Skyline and Fremont High School

10 Students receive OSHA 10 Certificate

This Summer we incorporated tours to local Apprenticeship Training Centers:

1 -Laborer's

2.-Electrician

3-SMW 104



Skilled Trades Career Fair for Career Exploration into the Trades

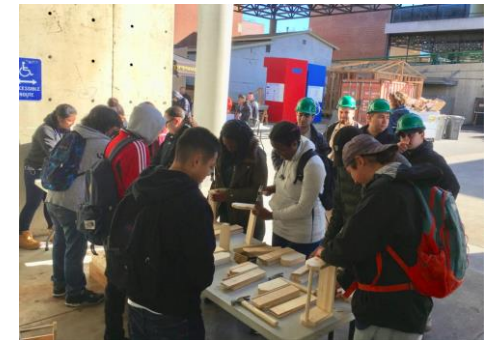


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Working with BTC and Bay Area Apprenticeship Coordinators Association (BAACA) and Tradeswomen Inc., hosted full day Fairs at Laney and CMTC.

**Skilled Trades Career Fair
2/23/2018 @ Laney College**
132 OUSD St. & 20+ Chap & 35
CMTC and Rising Sun Students:
Castlemont, Fremont, Skyline, Rudsdale, S.J.
Truth, Dewey, Metwest, Life and MPA



**Skilled Trades Career Fair
3/23/2018 @ Cypress Mandela TC**
140 OUSD St. + 60 CMTC Students
Mack, O. High, Skyline, MPA, CCPA, EZ
Street, Bunche



Workforce Development Fund and Industry Partnership Council



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3. Workforce Development Account has been created and funds are being collected:

Collection Dates	Construction Projects	Amount Collected
On February 2018	Joaquin Miller, Sankofa, Whittier, Edna Brewer, Kaiser, O. Tech, Crocker Highlands and Lockwood	\$3,720
As of Sept. 13, 2018	Centro Infantil, Joaquin Miller, Burbank PreSchool, Sankofa, Whittier, Central Kitchen, Edna Brewer, Fremont High, Kaiser, Frick, McClymonds, Tech, Bret Harte, Crocker, Lockwood, Laurel and Skyline	\$12,408

Fund will continue to increase as moneys will continue to flow from the projects at: Fremont, MAdison Park, Bunche's Kitchen and the Central Kitchen Projects are ongoing.

4. Industry Partnership Council was established.
PLA-JAC and CAI Grand Advisory Board.

Additional Advanced Manufacturing/ Skilled Trades Career Exploration



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Career Exploration in the Skilled Trades and Advanced Manufacturing Fairs:

Women Can Build Career Fair 10/20/2017

- 133 OUSD Students
- 22 Chaperones

12 of the 15 high schools participated in the event.



Oakland Advanced Manufacturing/Skilled Trades Day 11/2/2017

135 OUSD Students
24 Chaperones

Students from: McClymonds, Dewey, Oakland,
Fremont, Castlemont, MetWest, Madison Park
Academy, Lighthouse Charter High, & United For
Success Academy Middle School



Career Awareness and Exploration PD: Teaching our Counselor about the Skilled Trades Apprenticeship Programs



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**PD on Skilled Trades & Apprenticeship Programs for Counselors & Staff 9/2/ 2017
had **52** educators from OUSD, San Leandro High and Encinal High Schools**

SAVE THE DATE - 9/27/2017

Pictures Courtesy of OUSD

OUSD and BTC of Alameda Sponsors PD for Guidance Counselors on the Careers in the Trades and Visits to Various the Apprenticeship Programs in Bay Area
Wednesday Sept. 21, 2017 @
Cypress Mandela Training Center

Electrician - IBEW 595	Sheet Metal - SMW 104	District Council 16	Carpenter's - CTCNC
Sprinkler Fitters 483	OE - Local 3	NC Plasterers' JATC	Laborers LIUNA 304

OUSD and Building Construction Trades Council of Alameda County partner with Bay Area Apprenticeship Coordinators Association (BAACA) to educate guidance counselors on access and preparation for the lucrative careers of the trades.

The Registered Apprenticeship system of training is unique in that it is the only formal, structured, and nationally recognized education and training program available that combines the two most common forms of career and occupational learning: classroom instruction with on-the-job training.



Skilled Trades Included:
Sheet-Metal Workers
Sprinkler-Fitters
Carpenters
Painters and Allied Trades
Electricians



OUSD Receives CAI Grant



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OUSD receives grant to build-out 2 Pre-Apprenticeship Programs from California Apprenticeship Initiative Program.

Green Academy at Skyline High School and the Architecture Academy at Fremont High School will build out Pre-Apprenticeship Program offering the Multi-Craft Core Curriculum Class as a Capstone Class.



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CAI Grant is Catalyst for Pre-Apprenticeship Program Development.

Fremont	Construction Related Courses	Skyline	Construction Related Courses
2016-2017	6-Const. Tech 2-Arch Design	2016-2017	0
Post CAI Grant			
2017-2018	1-MC3 3-Arch Design 4-Const. Tech Dual Enrollment Const. 2	2017-2018	1-MC3
2018-2019	1-MC3 3-Arch Design 6-Const. Tech Dual Enrollment Const. 4	2018-2019	2-MC3 3-Const. Tech



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Creating Space and infrastructure to teach skilled trades:



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Taking back a space for a Skilled Trades Fablab! Then!

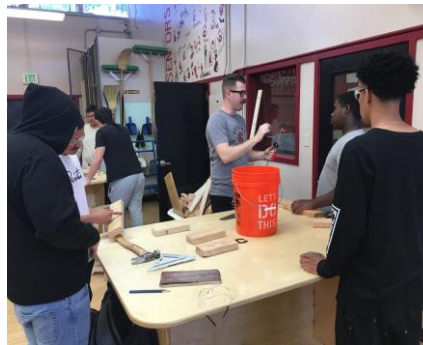


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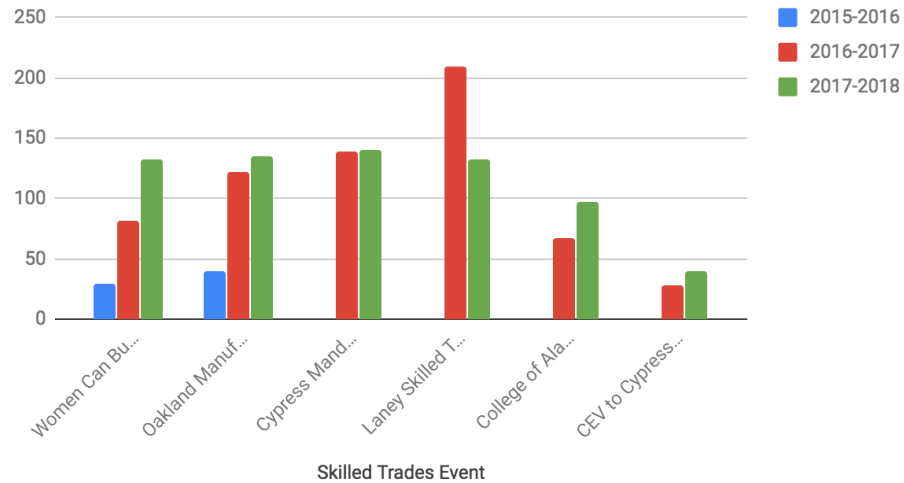
Development of Student Engagement Opportunities and Participation



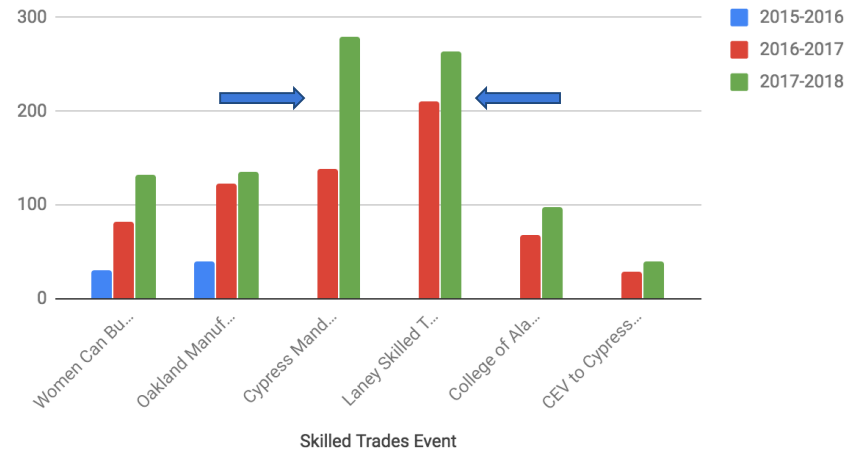
Skilled Trades Event	2015-2016	2016-2017	2017-2018
Women Can Build	30	82	132
Oakland Manufacturing Day	40	122	135
Cypress Mandela Skilled Trades Fair	0	139 (Half Day)	140 (Full Day)
Laney Skilled Trades Fair	0	210 (Half Day)	132 (Full Day)
College of Alameda - AMT	0	67	97
CEV to Cypress Mandela	0	28	40



2015-2016, 2016-2017 and 2017-2018



2015-2016, 2016-2017 and 2017-2018



Summary of Student Experiences and Pre-Apprenticeship Developments



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<p>Exposure to the Skilled Trades</p> <p>770 students</p>	<p>Courses</p> <p>2018-19</p>
<ul style="list-style-type: none"> ● Women Can Build Day ● Oakland MFG Day ● 2 Skilled Trades Career Fairs ● Summer Cypress Mandela ● Summer BART ● CEVs - Cypress Mandela ● CEVs - College of Alameda - AMT ● CEVs - Zero Net Energy Center 	<p><u>MC3 Curriculum</u></p> <p>Fremont HS: 198</p> <p>Skyline HS: 128</p> <p>247% Increase in enrollment for 2 years</p>



<p>OUSD Cost</p>	<p>In Kind (Industry)</p>
<p>\$5,175</p>	<p>\$10,295</p>

CAI Grant of almost \$500,000 - Gives Skyline a Skilled Trades FabLab and enhances Fremont's Pre-Apprenticeship Shop



Anai Melendrez is sponsored by Turner Construction & TradesWomen Inc. to enter Carpenters' Union. 1st Direct Entry student into the trades from OUSD in over 20-30 years. Level 1 Apprentice