



Oakland Unified School District

Project Labor Agreement Progress Report and Implementation Strategy

November 2008

PLA Goals

- Project Stability
- Alternative Dispute Resolution Process
- Availability of a Skilled Workforce
- Local Hiring
- District Student Pre-Apprenticeship Training

Local Hiring Program Goals

- 50% of all hours to Oakland residents on a craft by craft basis, if the workers are available, capable and willing.
- 20% of all hours to be worked by apprentices, if the apprentices are available, capable and willing.
- **100% of all apprentice hours to be worked by Oakland residents**, if the workers are available, capable and willing.

Current Status of Local Hiring

- 24.62 % of all hours being worked by Oakland residents
- 15.32 % of all hours being worked by apprentices
- 6.50 % of all hours being worked by Oakland resident apprentices
- **42.26% of all apprentice hours are being worked by Oakland residents**

Non-Oakland Hours Apprentice

- Non-Oakland Alameda County = 18.12%
- Contra Costa County = 10.59%
- Santa Clara County = 9.45%
- City and County of San Francisco = 7.74%
- All other counties = 11.84%

Comparison to Port Program

- 31% of all hours worked are being performed by residents of the cities of Alameda, Emeryville, Oakland and San Leandro ***combined***.
- For those ***combined*** cities, apprentices are performing 6% of all hours worked.

Challenges

- The Unions are not city focused- they are county wide or regional
- More than 30% of the contractors are located outside of Alameda County Scope of work
- Schedule of work
- All the Local Hiring Programs in the area are drawing from the same limited pool of local apprentices
- The Joint Apprenticeship Training Committees control entry of apprentices

Proposed Approach to Increase Local Apprentice Utilization, Indenture and Sponsorship

Construction Academy Responsibility

- Focus academic curriculum on passing apprentice entrance exam
- Provide mock-up construction training
- Provide interview training
- Provide safety training

Proposed Approach to Increase Local Apprentice Utilization, Indenture and Sponsorship

Building Trades Responsibility

- Focused recruitment
- Curriculum development
- Regularly scheduled volunteer teaching
- Financial support
- Preferred entry for successful academy graduates

Goals for Apprenticeship Hiring

- Raise the local apprenticeship participation to 10% by December 2009, working with the Academies, the Building Trades, Social Justice Committee and contractors. Approximately 67% of total apprenticeship, assuming that the overall total remains at 15%
- Raise the local apprenticeship participation to 15% by December 2010, working with the Academies, the Building Trades, Social Justice Committee and contractors. This would be 100% of total apprenticeship, assuming that the overall total remains at 15%

Goals for Overall Local Hiring

- Raise the local participation to 35% by December 2009, working with the Social Justice Committee and contractors
- Raise the local participation to 40% by December 2010, working with the Social Justice Committee and contractors