



**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
Coordinator-CTE Trades and Apprenticeships
SEPTEMBER 25, 2019**



District shall:

- 1) Develop a summer Pre-Apprenticeship Program for the 2016-2019 at a cost of \$60,000 per year
- 1) Partner with Alameda County Building Trades Council to 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

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

Carpenters- Wages and Benefits!

JOURNEYMAN WAGE RATES EFFECTIVE 7/1/2019

	Area 1	Area 2	Area 3	Area 4
Carpenters	\$50.50	44.62	44.62	43.27
Bridge Builder/Highway Carpenter	\$50.50	50.50	50.50	50.50
Hardwood Floorlayers	\$50.65	44.77	44.77	43.42
Shinglers	\$50.65	44.77	44.77	43.42
Power Saw Operators	\$50.65	44.77	44.77	43.42
Steel Scaffold & Shoring Erectors	\$50.65	44.77	44.77	43.42

FOREMAN RATE: 10% per hour above applicable Journeyman rate. GENERAL FOREMAN: 20% above the Foreman rate.

FRINGE BENEFITS — ENTIRE 46 COUNTIES AREA

Effective:	7/1/2019
Health & Welfare (H&W)	\$11.45
Pension (PEN)	10.40
Annuity (ANN)	2.25
** Vacation (VAC)	2.95
** Work Fee (WF)	2.07
Apprentice/Journeyman Training (TR)	0.98
Vacation/Holiday/Sick Leave Admin. (VHSLA)	0.10
Industry Promotion (IP)	0.07
Carpenters International Training Fund (CITF)	0.10
Contract Work Preservation (CWP)	0.05
Carpenter Employers Contract Administration (CECA)	0.07

CARPENTER APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

EFFECTIVE 7/1/2019

Period	Percentage Fringes	Area 1	Area 2	Area 3	Area 4
First 0-6 Mos.	60% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA	\$30.30	\$26.77	\$26.77	\$25.96
Second 7-12 Mos.	65% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC	\$32.83	\$29.00	\$29.00	\$28.13
Third 13-18 Mos.	70% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN ..	\$35.35	\$31.23	\$31.23	\$30.29
Fourth 19-24 Mos.	75% H&W, WF, TR, VHSLA, IP, CITF, CWP, CECA, VAC, ANN ..	\$37.88	\$33.47	\$33.47	\$32.45
Fifth 25-30 Mos.	80% All Fringes.....	\$40.40	\$35.70	\$35.70	\$34.62
Sixth 31-36 Mos.	85% All Fringes.....	\$42.93	\$37.93	\$37.93	\$36.78
Seventh 37-42 Mos.	90% All Fringes.....	\$45.45	\$40.16	\$40.16	\$38.94
Eighth 43-48 Mos.	95% All Fringes.....	\$47.98	\$42.39	\$42.39	\$41.11

** VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

Plumbers and Steamfitters-Wages and Benefits!



Plumbers & Steamfitters Local Union 342

935 Detroit Avenue, Concord, CA 94518-2501
 Phone (925) 686-5880 Fax (925) 685-3710

MASTER LABOR AGREEMENT, Contract 010, 011
 EFFECTIVE 7/1/19 THROUGH 6/30/20

	JOURNEYMAN	CREW LEAD (NON INDUSTRIAL PROJECTS ONLY)	FOREMAN	GENERAL FOREMAN	SR. GENERAL FOREMAN
TAXABLE WAGE RATE	\$64.85	\$70.04	\$72.96	\$79.12	\$85.60
(Dues Check Off - Deduction)	2.87	2.87	3.14	3.40	3.67
Health & Welfare	19.66	19.66	19.66	19.66	19.66
Pension	12.89	12.89	12.89	12.89	12.89
401(a) Mandatory	6.00	6.00	6.00	6.00	6.00
Health Reimbursement Acct	0.50	0.50	0.50	0.50	0.50
LU Training Fund	2.30	2.30	2.30	2.30	2.30
International Training Fund	0.10	0.10	0.10	0.10	0.10
Labor Management Corp	0.05	0.05	0.05	0.05	0.05
Retiree Fund	0.70	0.70	0.70	0.70	0.70
Contract Administration	0.30	0.30	0.30	0.30	0.30
<i>Fringe Total</i>	42.50	42.50	42.50	42.50	42.50
TOTAL PACKAGE	\$107.35	\$112.54	\$115.46	\$121.62	\$128.10

Period	Scale	Base	Dues	Hourly Wage	H&W	Pension	401(a)	HRA	Training	Int Training Fund	Labor Mgmt	Retiree Fund	Contract Admin	Fringe Total	Total Package
1 st	40%	25.32	1.12	26.44	19.66	-	-	0.50	2.30	0.10	0.05	0.70	0.30	23.61	50.05
2 nd	45%	28.44	1.24	29.68	19.66	-	-	0.50	2.30	0.10	0.05	0.70	0.30	23.61	53.29
3 rd	50%	31.10	1.33	32.43	19.66	12.89	6.00	0.50	2.30	0.10	0.05	0.70	0.30	42.50	74.93
4 th	55%	34.23	1.44	35.67	19.66	12.89	6.00	0.50	2.30	0.10	0.05	0.70	0.30	42.50	78.17
5 th	60%	37.35	1.56	38.91	19.66	12.89	6.00	0.50	2.30	0.10	0.05	0.70	0.30	42.50	81.41
6 th	65%	40.48	1.67	42.15	19.66	12.89	6.00	0.50	2.30	0.10	0.05	0.70	0.30	42.50	84.65
7 th	70%	43.62	1.78	45.40	19.66	12.89	6.00	0.50	2.30	0.10	0.05	0.70	0.30	42.50	87.90
8 th	75%	46.74	1.90	48.64	19.66	12.89	6.00	0.50	2.30	0.10	0.05	0.70	0.30	42.50	91.14
9 th	80%	49.87	2.01	51.88	19.66	12.89	6.00	0.50	2.30	0.10	0.05	0.70	0.30	42.50	94.38
10 th	85%	53.00	2.12	55.12	19.66	12.89	6.00	0.50	2.30	0.10	0.05	0.70	0.30	42.50	97.62

Electricians - Wages and Benefits!



IBEW Local Union 595

International Brotherhood of Electrical Workers
Established in 1907 - Over 100 Years of Service

DANIEL O. CHIVELLO

Business Manager
Financial Secretary

CLASSIFICATION	HOURLY RATE	H&W P/HR	LOCAL PENS P/HR	MONEY PURCH P/HR	APPT P/HR	CAF	ALA ECT P/HR	NEBF 3% OF GROSS	LMCC FUND P/HR	TOTAL	VAC
						1.05% OF GROSS					DED 12% OF GROSS
JOURNEYMAN	\$57.30	\$17.41	\$10.62	\$6.80	\$1.99	\$0.60	\$0.15	\$1.72	\$0.50	\$97.09	12%
FOREMAN (115%)	\$65.90	\$17.41	\$10.62	\$6.80	\$1.99	\$0.69	\$0.15	\$1.98	\$0.50	\$106.04	12%
GENERAL FORMAN (130%)	\$74.49	\$17.41	\$10.62	\$6.80	\$1.99	\$0.78	\$0.15	\$2.24	\$0.50	\$114.98	12%
CABLE SPLICER	\$65.90	\$17.41	\$10.62	\$6.80	\$1.99	\$0.69	\$0.15	\$1.98	\$0.50	\$106.04	12%
CERTIFIED WELDER	\$65.90	\$17.41	\$10.62	\$6.80	\$1.99	\$0.69	\$0.15	\$1.98	\$0.50	\$106.04	12%
APPRENTICES (Indentured prior to 6/1/13)											
1st 6 mos - 40%	\$22.92	\$17.41	\$0.00	\$0.00	\$1.99	\$0.24	\$0.15	\$0.69	\$0.50	\$43.90	12%
2nd 6 mos - 45%	\$25.79	\$17.41	\$0.00	\$0.00	\$1.99	\$0.27	\$0.15	\$0.77	\$0.50	\$46.88	12%
3rd 6 mos - 50%	\$28.65	\$17.41	\$5.31	\$3.40	\$1.99	\$0.30	\$0.15	\$0.86	\$0.50	\$58.57	12%
4th 6 mos - 55%	\$31.52	\$17.41	\$5.84	\$3.74	\$1.99	\$0.33	\$0.15	\$0.95	\$0.50	\$62.43	12%
5th 6 mos - 60%	\$34.38	\$17.41	\$6.37	\$4.08	\$1.99	\$0.36	\$0.15	\$1.03	\$0.50	\$66.27	12%
6th 6 mos - 65%	\$37.25	\$17.41	\$6.90	\$4.42	\$1.99	\$0.39	\$0.15	\$1.12	\$0.50	\$70.13	12%
7th 6 mos - 70%	\$40.11	\$17.41	\$7.43	\$4.76	\$1.99	\$0.42	\$0.15	\$1.20	\$0.50	\$73.97	12%
8th 6 mos - 75%	\$42.98	\$17.41	\$7.97	\$5.10	\$1.99	\$0.45	\$0.15	\$1.29	\$0.50	\$77.84	12%
9th 6 mos - 80%	\$45.84	\$17.41	\$8.50	\$5.44	\$1.99	\$0.48	\$0.15	\$1.38	\$0.50	\$81.69	12%
10th 6 mos - 85%	\$48.71	\$17.41	\$9.03	\$5.78	\$1.99	\$0.51	\$0.15	\$1.46	\$0.50	\$85.54	12%

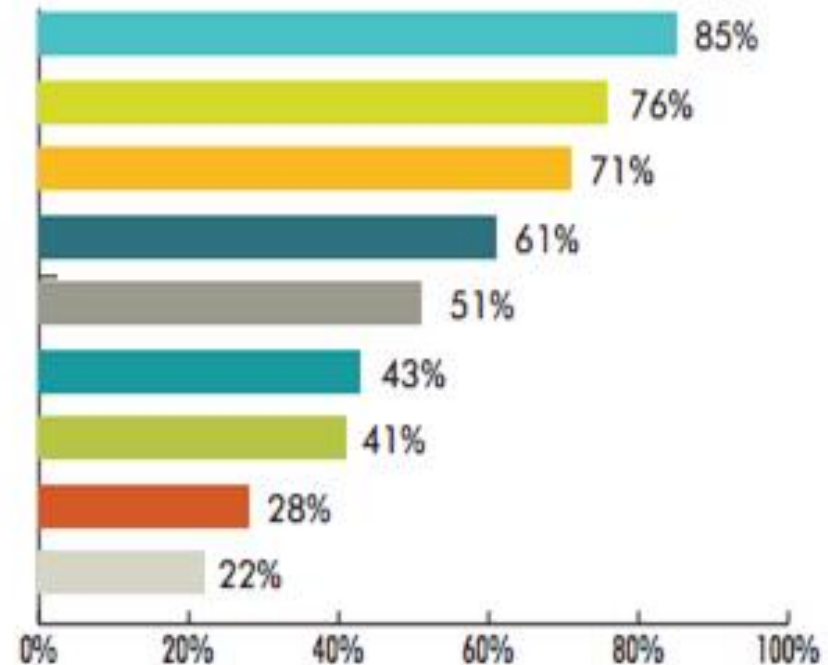
Trades Apprenticeships



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 1,300 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



Work Based Learning Continuum



Career Awareness

Learning ABOUT work.

Build awareness of the variety of careers available and the role of postsecondary education; broaden student options.

Sample Student Learning Outcome

Student can articulate the type of postsecondary education and training required in the career field and its importance to success in that field.

Experience Defined by:

- One-time interaction with partner(s), often for a group of students
- Designed primarily by adults to broaden student's awareness of a wide variety of careers and occupations

Experiences might include:

- Workplace tour
- Guest speaker
- Career fair
- Visit parents at work

Career Exploration

Learning ABOUT work.

Explore career options and postsecondary for the purpose of motivating students and to inform their decision making in high school and postsecondary education.

Sample Student Learning Outcome

Student can give at least two examples of how the student's individual skills and interests relate to the career field and/or occupations.

Experience Defined by:

- One-time interaction with partner(s) for a single student or small group
- Personalized to connect to emerging student interests.
- Student takes an active role in selecting and shaping the experience
- Depth in particular career fields.
- Builds skills necessary for in-depth work-based learning

Experiences might include:

- Informational interview
- Job shadow
- Virtual exchange with a partner

Career Preparation: Practicum and Internships

Learning THROUGH work.

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and postsecondary education.

Sample Student Learning Outcome

Student builds effective collaborative working relationships with colleagues and customers; is able to work with diverse teams, contributing appropriately to the team effort.

An Experience Differentiated by:

- Direct interaction with partners over time
- Application of skills transferable to a variety of careers
- Activities have consequences and value beyond success in the classroom.
- Learning for student and benefit to partner are equally valued

Experiences might include:

- Integrated project with multiple interactions with professionals
- Student-run enterprise with partner involvement
- Virtual enterprise or other extended online interactions with partners
- Projects with partners through industry student organizations
- Service learning and social enterprises with partners
- Compensated internship connected to curriculum

Career Training

Learning FOR work.

Train for employment and/or postsecondary education in a specific range of occupations.

Sample Student Learning Outcome

Student demonstrates knowledge and skills specific to employment in a range of occupations in a career field.

An Experience Differentiated by:

- Interaction with partners over extended period of time
- Benefit to the partner is primary and learning for student is secondary
- Develop mastery of occupation specific skills
- Complete certifications or other requirements of a specific range of occupations

Experiences might include:

- Internship required for credential or entry to occupation
- Apprenticeship
- Clinical experience
- On-the-job training
- Work experience



Summer Pre-apprenticeship Program

Using CTEIG Funds and Workforce Development Funds generated through the PLA, OUSD held its 3rd Summer Intro to Construction - Pre-Apprenticeship Program

- OUSD paid \$22,000 in student stipends and \$1,400 in PPE.

2019 Summer Pre-Apprenticeship Internship Program @ Cypress Mandela Training Center

Third Cohort - 22 Students:

From: CCPA, Dewey, MPA & Fremont High School

20 Students received OSHA 10 Certificate



This Summer we incorporated tours to local Apprenticeship Training Centers:

1 - DC16

2 - Laborer's

3 - Electrician



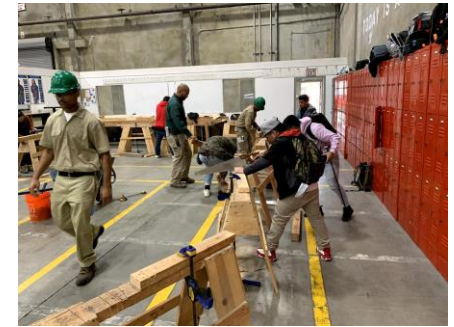
Skilled Trades Career Fair for Career Exploration into the Trades



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Working with BTC and Bay Area Apprenticeship Coordinators Association (BAACA) & Tradeswomen Inc., Fairs @ Cypress Mandela Training Center (CMTC) and Laney College.



Skilled Trades Career Fair 2/01/2019 @ Cypress Mandela TC
175 OUSD St. & 20+ Chap & 50 CMTC St:
Dewey, Fremont, MPA, Mack, O.
International, O. Tech, Rudsdale & Skyline



Skilled Trades Career Fair 3/15/2019 @ Laney College 190 OUSD St. :
Bunche, Castlemont, CCPA, Fremont, O.
High, O. Street, Ruds/Ruds.Newcomers/SJ.
Truth, and Skyline



Workforce Development Fund and Industry Partnership Council



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

Funds	Schools	Amount Collected
As of 2019	Joaquin Miller, Sankofa, Whittier, Edna Brewer, Elmhurst, Kaiser, O. Tech, Crocker Highlands, Lockwood, Centro Infantil, Burbank PreSchool, Sankofa, Whittier, Central Kitchen, Fremont High, Kaiser, Frick, McClymonds, Tech, Bret Harte, Crocker, Laurel, Hintil Kuu CDC, Chabot, Peralta, Maxwell Park, Westlake, CCPA and Skyline	\$59,529.79
Transfer	Funds transferred to cover summer, \$30,000 approved by PLA-JAC	\$47,480.72

This summer we used \$22,438.48 for student stipends and PPE for the summer program.

4. Industry Partnership Council was established.

PLA-JAC and CAI Grant Advisory Board. PLA-JAC has oversight over the Workforce Development Funds.

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 11/2/2018

- 120 OUSD Students
- 20+ Chaperones

Students from: Bunche, Castlemont, Dewey, EZ Street, Fremont, Madison Park Academy, McClymonds, Oakland High, Ruidsdale, Skyline, UFSA



Oakland Advanced Manufacturing/Skilled Trades Day 11/8/2018

190 OUSD Students
24 Chaperones

Students from: Castlemont, Dewey, Fremont, Madison Park Academy, Oakland High, Oakland Tech, Ruidsdale, Skyline, Island, Lighthouse Charter High



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



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OUSD and BTC held Regional PD on Skilled Trades & Apprenticeship Programs for Counselors & Staff 9/26/2018 had 35 educators from OUSD, San Leandro High and Encinal High Schools

OUSD/SLUSD/AUSD Skilled Trades Professional Development Day

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Pictures Courtesy of OUSD

OUSD and BTC of Alameda County Sponsors 2nd Regional PD for Counselors
Careers in the Trades and Apprenticeship Programs Visits
Wednesday Sept. 26th, 2018
Host Site: Cypress Mandela Training Center

Electrician - IBEW 595 Sheet Metal - SMW 104 District Council 16 Carpenter's - CTCNC
Sprinkler Fitters 483 OE - Local 3

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



Career Awareness and Exploration PD:

Our partners in this work.



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California Community Colleges



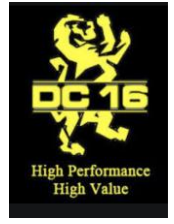
TRADESWOMEN, INC.



LANEY COLLEGE



RISING SUN CENTER FOR OPPORTUNITY



College of Alameda



West Oakland Job Resource Center



CAHILL

SWINERTON





Turner



CAI Grant: 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
2019-2020	2-MC3 3-Arch Design 5-Const. Tech 2 Dual Enrollment Const 6 - 12 Week Freshmen Intro Sessions	2019-2020	1-MC3 3-Const. Tech

Creating Space and Infrastructure to teach Skilled Trades:



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Enhancing the Fremont Pre-Apprenticeship Shop:



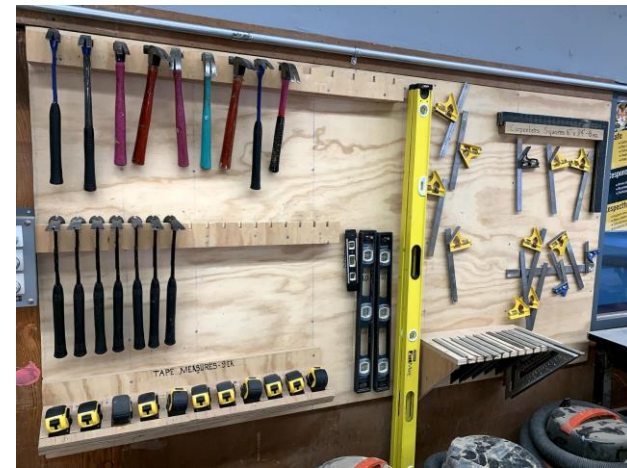
Note: The deck in the photos is a project that is being built out with resources provided Swinerton Builders, Swinerton Foundation.

Creating Space and Infrastructure to teach Skilled Trades:

Enhancing the Fremont Pre-Apprenticeship Shop:



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Creating Space and Infrastructure to teach Skilled Trades:



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Enhancing the Fremont Pre-Apprenticeship Shop:



Development of Student Engagement Opportunities and Participation

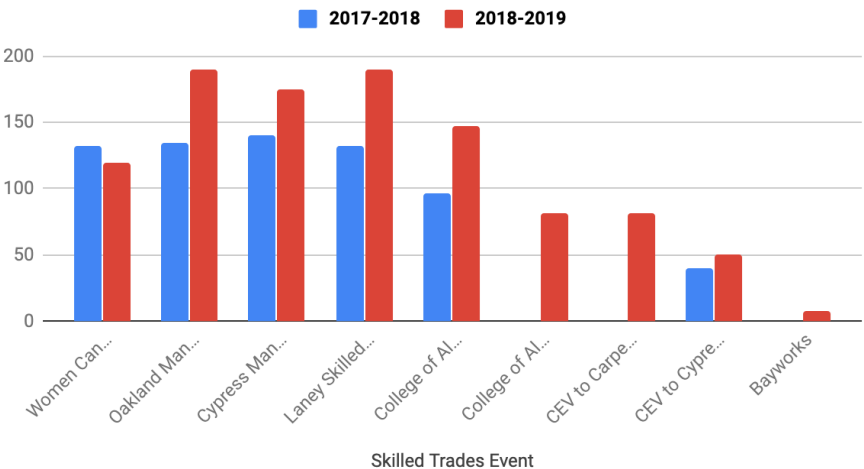


Skilled Trades Event	2017-2018	2018-2019	Change
Women Can Build	132	120	-12
Oakland Manufacturing Day	135	190	+65
Cypress Mandela Skilled Trades Fair	140	175	+35
Laney Skilled Trades Fair	132	190	+58
College of Alameda - AMT	97	147	+50
College of Alameda - Auto/Diesel Tour	0	81	+81
CEV to Carpenters	0	81	+81
CEV to Cypress Mandela	40	50	+10
Bayworks	0	8	+8



Summer Skilled Trades Internships	2017-2018	2018-2019
Cypress Mandela	14	22
BART Summer	11	8
EBMUD, Skilled Trades	1	4
Arcsine, Architecture & Design	1	2
Cahill Construction	0	2

Skilled Trades 2017-2018 and 2018-2019



Summary of Student Experiences and Pre-Apprenticeship Developments



3 Students accepted into Cypress Mandela Training Center after graduation: Students from Non Pre-Apprenticeship Programs were given direct access into CMTC in Summer Program.

OUSD Cost	In Kind (Ind.)	Human Capital Inv.
\$37,700	\$47,375+	\$125,000+

1st direct entry in 2017-18 hired by Turner Construction. Recently, 4 direct entry in 2018-19, hired by Cahill Construction, Swinerton Builders and Turner Construction.

Exposure to the Sk.Trades & Adv. Manufacturing
1076 St. Increase of 40%

- Women Can Build Day
- Oakland MFG Day
- 2 Skilled Trades Career Fairs
- Bayworks Skilled Trades Fair
- Summer Cypress Mandela
- Summer BART
- Summer EBMUD
- CEVs - Cypress Mandela
- CEVs - College of Alameda - AMT & Main Cam.
- CEVs - Zero Net Energy Center



iam OUSD



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www.ousd.org



[@OUSDnews](https://twitter.com/OUSDnews)