



**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
OCTOBER 14, 2020**





District shall:

- 1) Develop a summer Pre-Apprenticeship Program for 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



Projected U.S. Job Openings in the Skilled Trades 2018-2028 ($n = 50$ states)

Trade Area	2018 Jobs	2028 Jobs	Percent Change	Average Annual Change (New Jobs)	Average Annual Openings
Construction	4,747,313	5,206,126	10%	45,363	529,023
Manufacturing	2,750,078	2,788,044	1%	3,796	294,067
Automotive	1,130,069	1,214,608	7%	8,453	117,615
Carpentry	1,075,208	1,135,973	6%	6,076	109,422
Electrical	725,324	800,380	10%	7,505	92,524
Plumbing	499,590	580,155	16%	8,056	64,476
Welding	457,857	488,083	7%	3,023	54,364
HVAC	357,021	410,152	15%	5,313	42,316
TOTAL	11,742,460	12,623,521	8%	87,585	1,303,807

Source: Emsi 2019.

The trades face an aging workforce. In 2018, fully half of skilled trades workers in the United States were 45 years and older, including almost a quarter over age 55. The need for replacement workers exceeds the need to fill new jobs, as current skilled tradespeople change careers or retire. A Jobs for the Future analysis shows that, among the 1.3 million annual openings, for each new job in the trades created annually, there are 15 openings due to replacements.

2 - Under 45

1 - 55 or older

1 - 45 or Older



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

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?



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 4th Summer Intro to Construction - Pre-Apprenticeship Program

- OUSD paid over \$15,000 for student stipends and work attire for students

2020 Summer Pre-Apprenticeship Internship Program @ Cypress Mandela Training Center

Forth Cohort - 13 Students:

From: CCPA, MPA & Fremont High School
10 Students received OSHA 10 Certificate



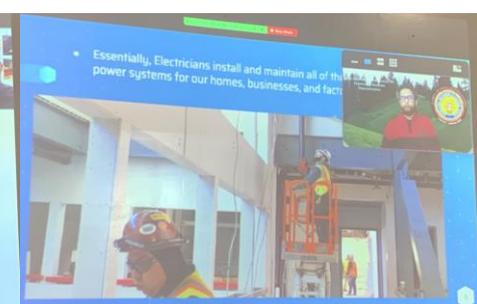
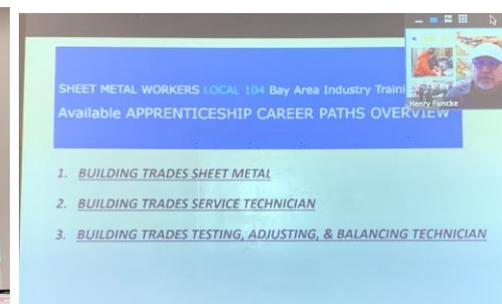
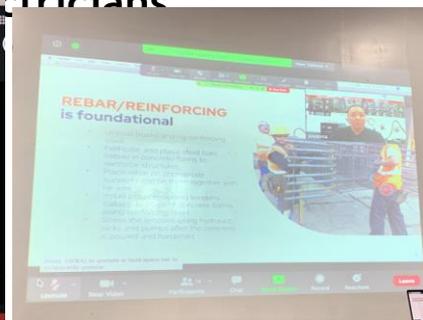
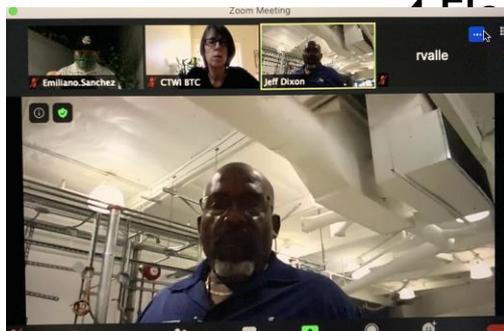
This Summer we couldn't tour apprenticeship centers so we had virtual presentations

1 Sprinkler-fitters

2 Ironworkers

3 Sheet-metal Workers

4 Electricians



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 @ Laney
3/13/2020

Canceled, we were expecting 300+ for this event. OUSD and non OUSD students.



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
As of 07/2020	35 Projects in the following schools: 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	\$121,595.05
Expenses	Total expenses over last 4 summers	\$65,316.56
Balance of \$56,278.56 already covers stipends and PPE for next summer		

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 10/18/2019

- 160 OUSD Students
- 20+ Chaperones

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



Oakland Advanced Manufacturing/Skilled Trades Day 11/14/2019

180 OUSD Students
20+ Chaperones

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



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



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OUSD and CTWI held 3rd Regional PD on Skilled Trades & Apprenticeship Programs for Counselors & Staff 9/18/2019. 35 educators from OUSD, San Leandro High and Laney College.



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



2019 OUSD Skilled Trades PD Day



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Pictures Courtesy of OUSD

OUSD and CTWI Sponsor 3rd Regional PD for
Counselors Careers in the Trades and Apprenticeship
Programs Visits

Wednesday Sept. 18th, 2019

Host Site: Cypress Mandela Training Center



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.



Career Awareness and Exploration PD:

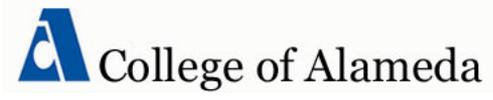
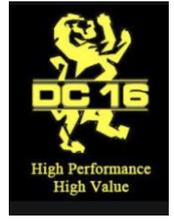
Our partners in this work.



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California
Community
Colleges





CAI Grant: Pre-Apprenticeship Program Development



Fremont	Construction Related Courses	Skyline	Construction Related Courses
 California Community Colleges		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
2020-2021	2-MC3 3-Arch Design 5-Const. Tech 3 Dual Enrollment Const 6 - 12 Week Freshmen Intro Sessions	2020-2021	5-Const. Tech



In-Person / Distance Learning

Skilled Trades In-Person:
New Industry Partners
include:
BART, EBMUD, PG&E,
RVSD, Build California,
Bayworks

- Skilled Trades Distance Learning:
- Virtual and in-person internship
 - Kits
 - College credit from Laney and Merritt, summer 2020





Pivoting the Work in the Virtual World




Save the Date
2020 Oakland
Manufacturing Week
October 26 - 30
Online factory and Laney skilled trades program tours.
More details coming soon









Future Focused Fridays: Learning about Career Options





I am not sure what career I want but I enjoy working with my hands, problem solving and working as a team.

If this sounds familiar, attend the Future Focused Fridays sponsored by the OUSD Linked Learning Office. Learn about great CTE Careers and have an opportunity to talk to professionals in those fields.

Can you picture yourself in a great CTE Career such as: Electrician, X-Ray Tech, or Welder, etc? Then join our virtual sessions




Fridays
1:00 - 2:00 PM
Starting
October 23, 2020

For More Info
Email:
Emiliano.Sanchez@ousd.org



iam OUSD



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