



Oakland Unified School District

Project Labor Agreement Progress Report and Implementation Strategy

August 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.

~~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. This would be 70% of total apprenticeship, assuming that the 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 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

Challenges

~~The Unions are not city focused- they are county wide or regional~~

Scope of work

Schedule of work

All the Local Hiring Programs in the area are drawing from the same limited pool of local apprentices

More than 30% of the contractors are located outside of Alameda County

The Joint Apprenticeship Training Committees control entry of apprentices