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Enactment Date	8-10-16



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Memo

To Board of Education

From Marion McWilliams, General Counsel
Jacqueline P. Minor, Legal Advisor

Board Meeting Date August 10, 2016

Subject **Board Policy 7116 - Workforce Development – Establishment of Construction and Building Trades Pre-Apprenticeship Program**

Action Requested **Approval by the Board of Education of Board Policy 7116 - Workforce Development – Establishment of Construction and Building Trades Pre-Apprenticeship Program**

Background and Discussion

Staff has negotiated with the Building and Construction Trades Council of Alameda County the establishment of a Workforce Development Fund and the creation of a Construction and Building Trades Pre-Apprenticeship Program intended to create internships for Oakland students. The objectives are to promote local hiring and grow a pipeline of future employees who are Oakland residents to work on District capital projects funded with Oakland voter approved bonds. The 4 key components of the Program are:

1. Establish and fund a Summer Pre-apprenticeship Internship Program and a 3-year School Year Pre-Apprenticeship Program. The goal is to create summer pre-apprenticeships for at least thirty (30) students in workforce development in the Building Trades. Annually, for the 2017-18, 2018-19 and 2019-20, the Superintendent shall allocate \$60,000 from Measure J for the Summer Pre-apprenticeship Internship program. No later than October 30th of each year, the Superintendent shall report to the Board on the Summer Pre-Apprenticeship program and make recommendations for program changes that will improve the experience of students.
2. Working in conjunction with the Alameda County Building Trades Council, co-sponsor two Building & Construction Trades Career Fairs during each school year that provide exposure to Oakland students and families. The purpose of the career fair is to inform students and their families about career opportunities in the building trades and to inform student pathway selection and summer pre-apprenticeship programs in the building trades. The first career fair shall occur in the Fall of 2016.
3. Establish a Workforce Development Fund. The District will require that all contractors working under the Project Labor Agreement ("PLA") contribute \$.20 per work-hour performed under the PLA to a



Workforce and Apprenticeship Development Fund administered by the District with the advice of the Joint Administration Committee of the PLA. The Fund shall be audited annually as a part of the annual bond audit. 20% of the Fund may be used by the District for the costs of implementation and management of the Construction and Building Trades Pre-Apprenticeship Programs. No less than 80% of the Fund shall be used to fund direct work based learning programs and apprenticeships for Oakland students.

4. Establish an Industry Partnership Council specifically focused on the Building and Construction Trades to support the successful implementation of this program.

Recommendation

Fiscal Impact

Attachments

Approval by the Board of Education of Board Policy 7116

Funding from Measure J

- Board Policy 7116

OAKLAND UNIFIED SCHOOL DISTRICT

Board Policy

BP 7116

Workforce Development – Establishment of Construction and Building Trades Pre-Apprenticeship Program

Background

Purpose and Goals

The Governing Board of the District is fully committed to workforce development, promoting local hiring and growing a pipeline of future employees who are Oakland residents to work on District capital projects funded with Oakland voter approved bonds. In order to achieve these goals the Governing Board, in collaboration with the Building and Construction Trades Council of Alameda County, AFL-CIO ("Council"), hereby establishes the Construction and Building Trades Pre-Apprenticeship Program.

The Construction and Building Trades Pre-Apprenticeship Program is:

1. A pathway similar to the Oakland College & Career Readiness For All Fund, *aka* Measure N, in that it will create career based learning and real-world work experiences for Oakland students;
2. Will offer intensive, individualized support to create conditions for all students to succeed; and
3. Will ensure that students who are interested in construction and building trades have the skills and knowledge necessary for Union apprenticeship programs.

The specific goals of the Construction and Building Trades Pre-Apprenticeship Program are: to increase high school graduation rates, decrease the high school dropout rate, increase high school students' readiness to succeed in college and career and to create a local workforce to work on District capital projects.

In order to implement the Construction and Building Trades Pre-Apprenticeship Program, the Governing Board authorizes the Superintendent to:

- i. Establish and fund a Summer Pre-apprenticeship Internship Program and a 3-year School Year Pre-Apprenticeship Program. The goal is to create summer pre-apprenticeships for at least thirty (30) students in workforce development in the Building Trades. The Superintendent is urged to actively seek to develop at least one such program that focuses on gender equity in the building trades. The Board anticipates that there may be more than one program or pathway that will meet the needs of Oakland students. Annually, for the 2017-18, 2018-19 and 2019-20, the Superintendent shall allocate \$60,000 from Measure J for the Summer Pre-apprenticeship Internship program. No later than October 30th of each year, the Superintendent shall report to the Board on the Summer Pre-

Apprenticeship program and make recommendations for program changes that will improve the experience of students. In the fall of 2019, the Superintendent shall recommend to the Board whether the program should continue beyond the 2019-20 school year and what if any changes should be made in the program.

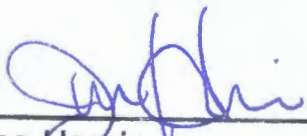
ii. The District shall, with the support of the Alameda County Building Trades Council, co-sponsor two Building & Construction Trades Career Fairs during each school year that provide exposure to Oakland students and families. The purpose of the career fair is to inform students and their families about career opportunities in the building trades and to inform student pathway selection and summer pre-apprenticeship programs in the building trades. The first career fair shall occur in the Fall of 2016 with the intent of exposing middle school and high school students to the trades. The Superintendent shall designate the District's point of contact for the successful implementation of the career fairs.


iii. Establish a Workforce Development Fund. The District will require that all contractors working under the Project Labor Agreement ("PLA") contribute \$.20 per work-hour performed under the PLA to a Workforce and Apprenticeship Development Fund administered by the District with the advice of the Joint Administration Committee of the PLA. The District shall establish an account for receipt and distribution of the funds. The Fund shall be audited annually as a part of the annual bond audit. 20% of the Fund may be used by the District for the costs of implementation and management of the Construction and Building Trades Pre-Apprenticeship Programs. No less than 80% of the Fund shall be used to fund direct work based learning programs and apprenticeships for Oakland students.

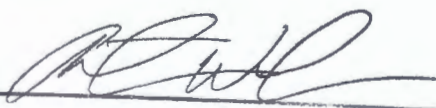
iv. Establish an Industry Partnership Council specifically focused on the Building and Construction Trades to support the successful implementation of this program including but not limited to:

- Establishing clear commitments for developing student pre-apprenticeships.
- Setting clear targets and goals for work based learning experiences, apprenticeships, and student outcomes.
- Identification of key industry standards necessary to achieve mastery in key industry standards
- Providing feedback on developed curriculum
- Providing feedback on the developed curriculum to support implementation including practical cases relevant for occupational expertise.
- Reflect yearly on the overall goals and targets that we set the previous year and track long term trends for student entry into the workforce.

8/10/16


James Harris
President, Board of Education

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Antwan Wilson
Secretary, Board of Education