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Introduction Date	3/08/2017
Enactment Number	17-0308
Enactment Date	3-8-17



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Memo

To Board of Education
From Marion McWilliams, General Counsel .
Vernon Hal, Senior Business Officer

Board Meeting Date March 8, 2017

Subject Revised Amendments to Board Policy BP 7116

Action Requested **Approval by the Board of Education of modifications to Board Policy 7116**

Background and Discussion In August 2016, the Board approved BP 7116 establishing a Workforce Development Fund and the creation of the Construction and Building Trades Pre-Apprenticeship Program. The purpose of the amendment is to make it clearer that the funds are being allocated such that the first summer pre-apprenticeship program is the summer of 2017.

Recommendation **Approval by the Board of Education of modifications to Board Policy 7116**

Fiscal Impact N/A

Attachments

- Redline of Board Policy 7116

OAKLAND UNIFIED SCHOOL DISTRICT

Board Policy

Facilities

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 2016-17, 2017-18 and 2018-19, \$60,000 shall allocated 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 2018-19 school year and what if any changes should be made in the program.

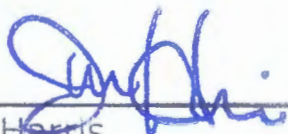
ii. The District shall, with the support of the Alameda County Building Trades Council, co-sponsor two Building & Construction Trades Career Fairs during each school year that provide exposure to Oakland students and families. The purpose of the career fair is to inform students and their families about 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; revised 3/8/2017


James Harris
President, Board of Education


Devin Dillon, Ph.D.
Interim Secretary, Board of Education

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