



CityBuild Construction Pipeline Training and Career Pathways



Office of Economic and Workforce Development
Building Tomorrow's Workforce Today



Presentation Agenda:

- CityBuild Stakeholder Partnerships
- In-depth look at CityBuild Academy
- Employment Networking Services
- Construction Administration and Professional Services Academy
- Lessons Learned & Recommendations



Office of Economic and Workforce Development

The Mission of the Workforce Development Division
Is to advance shared prosperity in San Francisco by retaining, attracting, and creating the conditions to grow jobs; and training, preparing and connecting residents to these jobs; with the goal of helping all residents achieve economic self sufficiency



CityBuild Goals



Create training opportunities that assist with developing a qualified construction workforce.



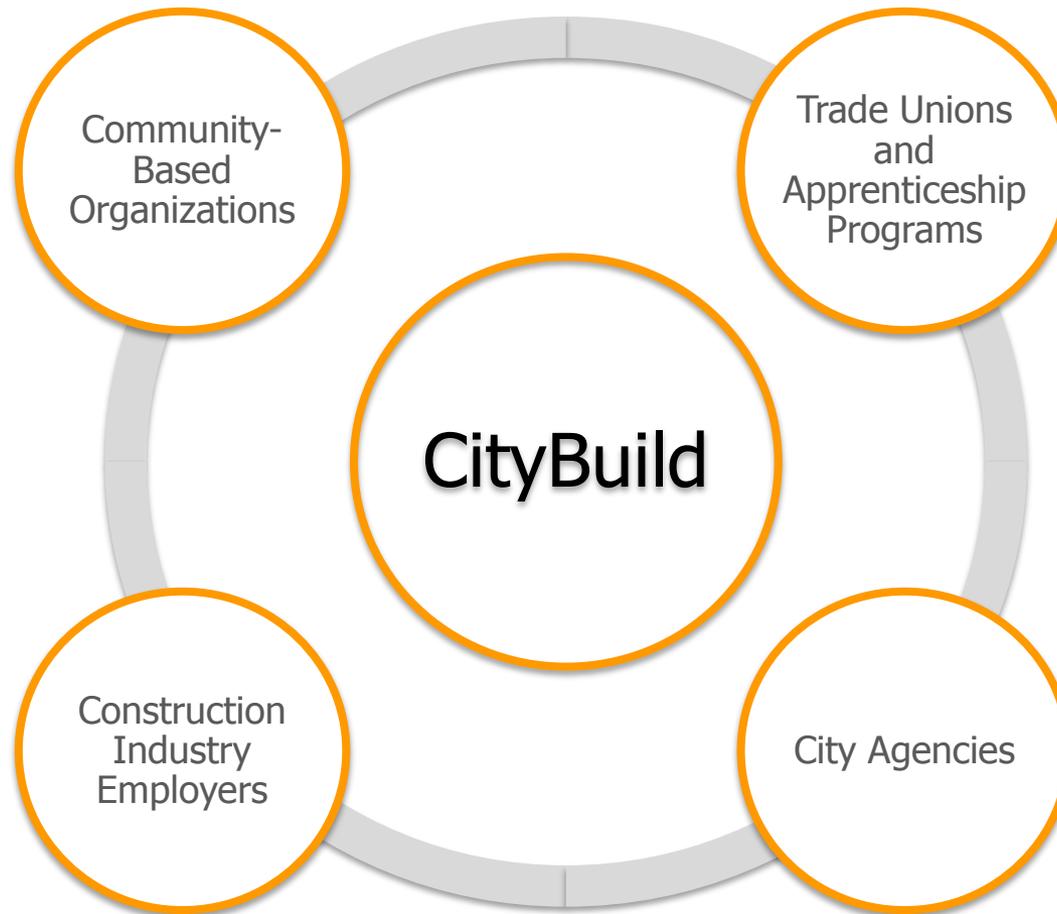
Connect local residents with existing construction employment opportunities for career advancement.



Assist contractors with meeting their labor needs and contractual obligations as the centralized administrator of workforce policies.



Stakeholder Partnerships



CityBuild Academy (CBA)

Since 2006, CityBuild Pre-apprenticeship Training Academy has successfully trained over 1,200 San Francisco residents to become entry-level workers in the local Construction Industry.

KEYS TO SUCCESS:

- 🔨 18-week training that focuses on both hard and soft skills
- 🔨 City-wide recruitment and outreach through Community Organizations
- 🔨 Partnerships with several local Labor Unions and Apprenticeship Programs
- 🔨 Support from many large and small construction firms



Phases of a CBA Cycle

OUTREACH AND RECRUITMENT

JOB READINESS TRAINING AND INTERVIEW ASSESSMENT

ENROLLMENT: 18-WEEK PRE-APPRENTICESHIP TRAINING

MODULAR AND SPECIAL TRAININGS WITH INDUSTRY PARTNERS

VOCATIONAL ENGLISH AS A SECOND LANGUAGE COURSE

CASE MANAGEMENT AND CAREER COUNSELING

GRADUATION – JOB PLACEMENT – UNION MEMBERSHIP

RETENTION AND MENTORSHIP



Phases of a CBA Cycle

OUTREACH AND RECRUITMENT

CITY-WIDE EFFORTS

SF Unified School District

District Attorney's Office

SF Adult Probation Department

Five Keys Charter School

Neighborhood Access Points

COMMUNITY-BASED RECRUITMENT PARTNERS



Phases of a CBA Cycle

OUTREACH AND RECRUITMENT

MINIMUM REQUIREMENTS:

18 years or older

HS Diploma or GED

Valid Driver's License

Proof of SF Residency

Ability to lift at least 70 lbs.

Basic Math and Reading Skills

Ability to pass Drug Test



Phases of a CBA Cycle

JOB READINESS TRAINING AND INTERVIEW ASSESSMENT



JRT CURRICULUM & ASSESSMENT WITH CBO PARTNERS

- 1-week Classroom Training
- Intro to Construction Trades
- Soft Skills Development
- Construction Career Exploration
- 1-week Physical Education Assessment
- Final Panel Interview

Phases of a CBA Cycle

ENROLLMENT: 18-WEEK PRE-APPRENTICESHIP TRAINING

TRAINING CURRICULUM

Hands-on Construction Skills

Basic Carpentry and General Laborer Skills Development

- Tools Identification
- Power Tools Safety and Skills
- Scaffolding Safety
- Rough Framing
- Intro to Welding

Physical Education

Classroom Education

- Blueprint Reading
- Construction-related Math
- Labor and Community Studies
- Energy Efficiency and Green Building
- Life/Job-Readiness Skills

INDUSTRY CERTIFICATIONS

Skills Assessment and Certifications

- OSHA 10
- CPR/First Aid
- HAZWOPER
- Forklift
- Scissor Lift
- Skid Steer

Safety Awareness Certifications:

- Traffic Control
- Confined Space
- Scaffold/Stairways
- Fall Protection



MODULAR AND SPECIAL TRAININGS WITH INDUSTRY PARTNERS

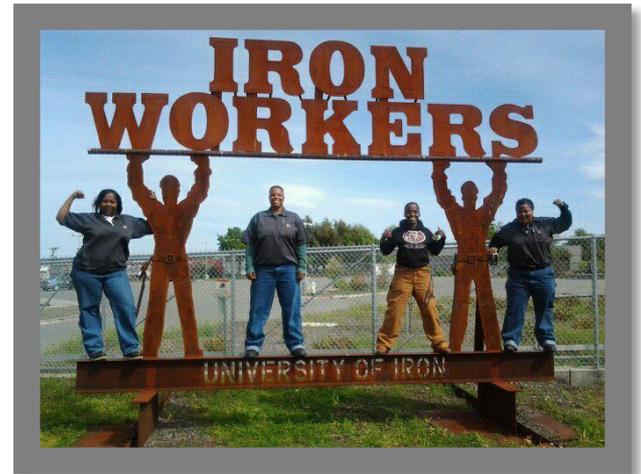
Modular Trainings

- Chase Center Training
- Gleneagles Training Academy

Special Training opportunities with Industry Partners



Gladiator Rebar Program
Women in Welding
Decking



Cement Masons: Concrete Finishing
Plasterers: Intro to Plastering



Commercial Painting, Taping, Glazing and Floor Covering

VOCATIONAL ENGLISH AS A SECOND LANGUAGE COURSE

- ❑ Assessment provided by City College
- ❑ Concurrent class offered onsite
- ❑ Focused on Construction Industry-related vocabulary

CASE MANAGEMENT AND CAREER COUNSELING

- ❖ Ongoing case management from Community-Based Organization partners
- ❖ Weekly career counseling from CityBuild Employment Liaisons

Supportive Services:

- ❖ Subsidized travel
- ❖ Lunch stipend
- ❖ Uniform and boots
- ❖ Trade-specific tools
- ❖ Union indenture fee
- ❖ Emergency funds (when needed)

Phases of a CBA Cycle

GRADUATION – JOB PLACEMENT – UNION MEMBERSHIP

PLACEMENT INTO HIGH-DEMAND TRADES

- 🔨 LABORERS
- 🔨 CARPENTERS
- 🔨 IRONWORKERS
- 🔨 DRYWALLERS
- 🔨 GLAZIERS
- 🔨 SHEET METAL WORKERS
- 🔨 TILE WORKERS
- 🔨 ...AND MORE

DIRECT ENTRY AGREEMENTS

- 🔨 LABORERS
- 🔨 CARPENTERS
- 🔨 IRONWORKERS
- 🔨 PLASTERERS
- 🔨 CEMENT MASONS



Phases of a CBA Cycle

RETENTION AND MENTORSHIP

RETENTION EFFORTS:

Ongoing Case Management and Career Counseling

Continual Employment Networking Services

Quarterly Reunion Events to Discuss:

- Current job market & opportunities
- Money management
- Skills upgrade opportunities
- Peer mentorship



PEER TO PEER MENTORSHIP:

Visits to the Academy

Networking at Reunion Events

On-the-job network of CBA graduates

Questions



San Francisco Construction Workforce Policies

Local Hire - *public projects above \$600,000*

- Mandatory requirement, 30% local participation by trade
- 50% of apprentice hours, by trade, must also be performed by local residents



First Source - *private projects above 25K sq ft commercial space or 10 residential units, and any Public Professional Services Contracts above \$50k*

- Contractors must notify CityBuild of all new hiring opportunities
- Good faith efforts to employ disadvantaged workers (50% of new hires)

OCII- *projects awarded by former Redevelopment Agency*

- 50% of work hours by trade performed by SF residents
- 25.6% diversity goal, 6.9% female goal on Mission Bay Projects

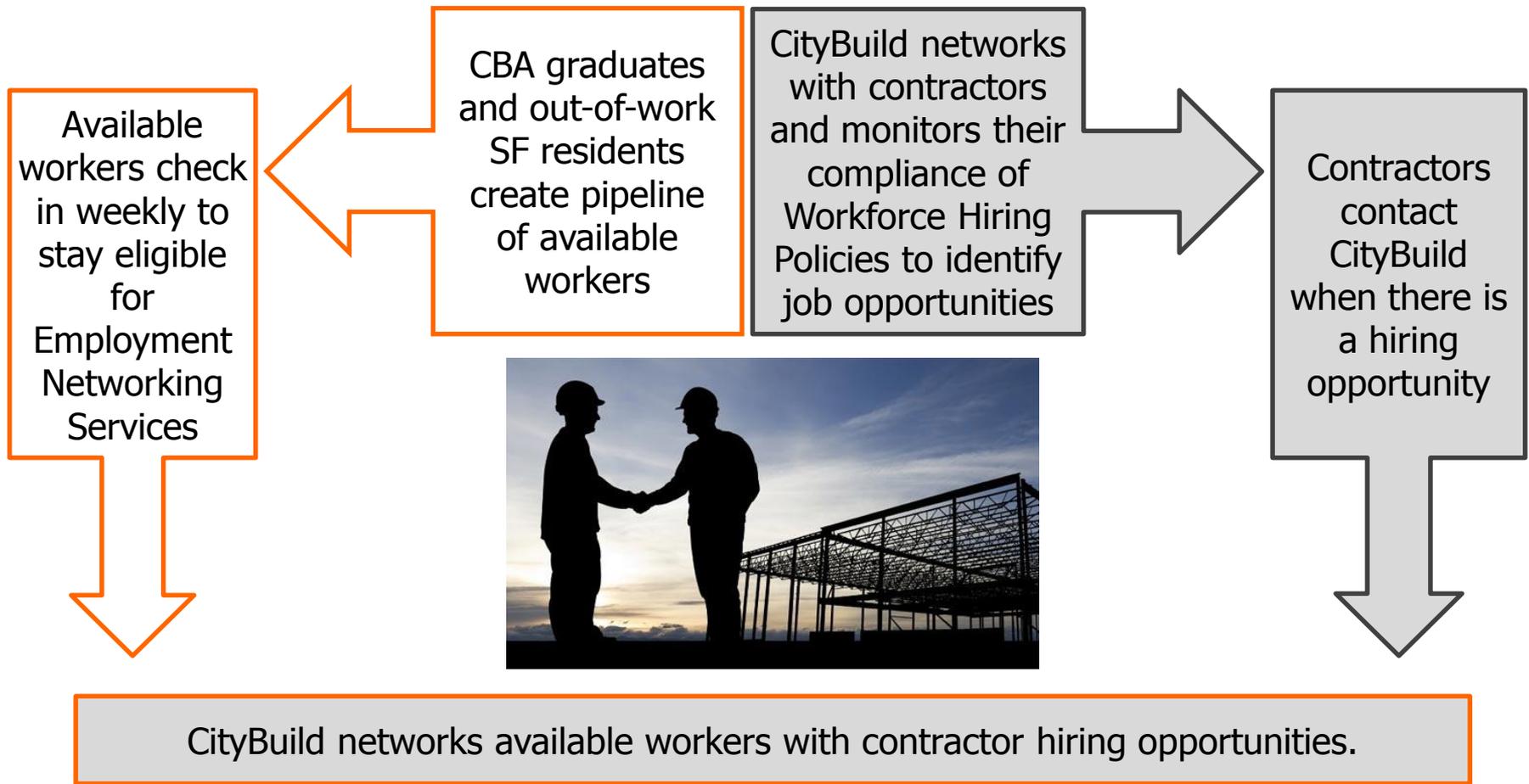


Section 3- *Housing developments supported by HUD funds*

- 30% of new hires are Section 3 residents
- 25.6% diversity goal, 6.9% female goal



Employment Networking Services



Employment Networking Services

REQUIREMENTS TO ACCESS SERVICES

- ↪ Re-certify residency information on an annual basis
- ↪ Attend drop-in hours to at least once a month to meet with Employment Liaisons
- ↪ Update CityBuild with new information (phone number, certifications, skills, etc.)
- ↪ Remain active and in good standing with union membership and apprenticeship program (for union workers)
- ↪ Be able to pass a drug test (if required by employer)



Questions



Photo by Peter Biaggi, SFO Control Tower project

Construction Administration and Professional Services Academy

In addition to Career Pathways into construction field work, CityBuild has also partnered with Mission Hiring Hall and City College to train San Francisco residents to become entry-level administrative workers for construction companies and professional services firms.

KEYS TO SUCCESS:

-  18-week training that focuses on Construction Industry-related Administrative Skills
-  Includes Job-Readiness Training such as Resume and Cover Letter Writing, Interview Skills, and Public Speaking Skills
-  Participation from Employer Partners who provide special training curriculum and internship opportunities
-  Internship and Job Placement Assistance through ENS



Construction Administration and Professional Services Academy

TRAINING CURRICULUM

Construction Industry Overview

- Construction bidding process
- Lean construction
- Building information modeling
- Document management
- Project start-up
- Construction Scheduling
- Contracts, insurance and bonds

Administrative Skills

- Basic Accounting – Quickbooks Pro
- Billing & Bookkeeping
- Microsoft Office

CAREER PATHWAYS

Entry-level Administrative Positions

- Office Administrator
- Project Assistant
- Project Engineer
- Executive Assistant
- Document Control Specialist

Professional Services Opportunities

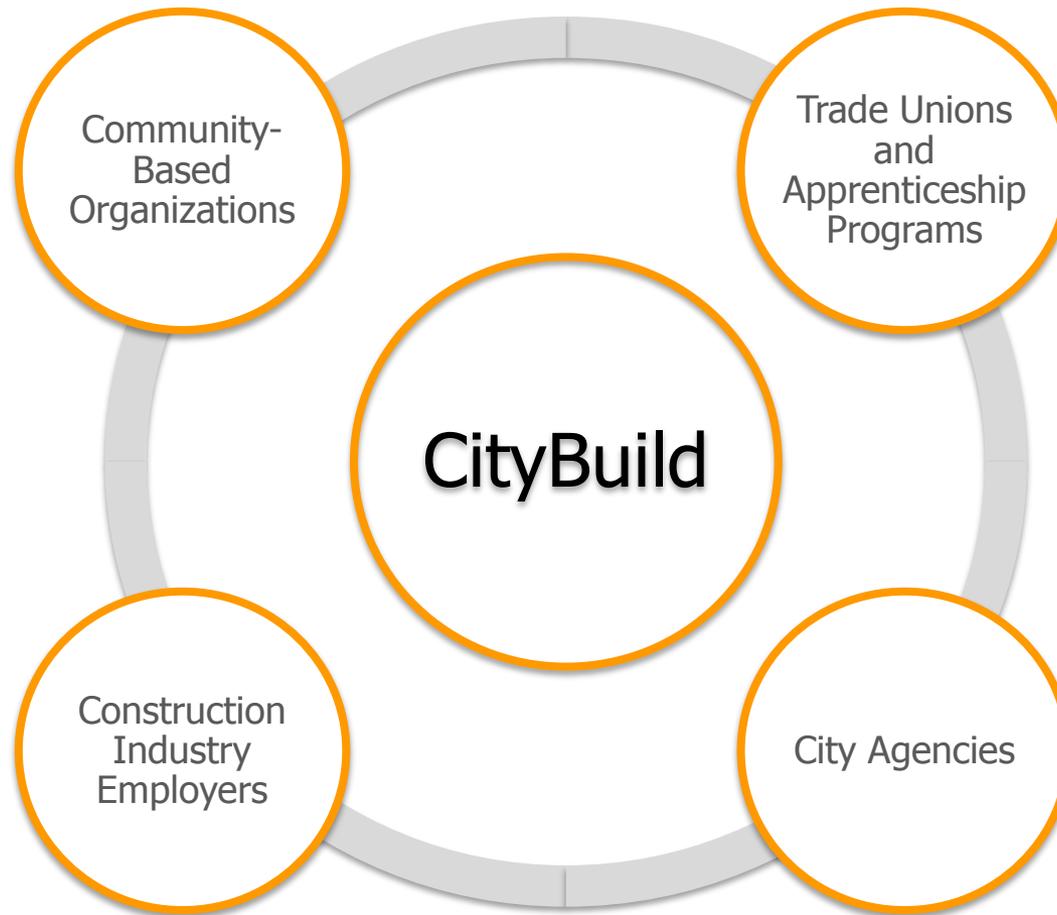
- AutoCAD Drafter
- Entry-level Engineer (Civil & Mechanical)
- Apprentice Architect



Questions



Stakeholder Partnerships - Recap



Lessons Learned

Training and Employment

- Develop pathways for career in construction with practical training opportunities and real job placement assistance
- Partner with local community-based organizations for outreach, recruitment and assessments, case management, and retention
- Support from construction industry stakeholders, employers, and government agencies
- Use compliance monitoring as a tool to identify and create hiring opportunities

Recommendations

Training and Employment

- Leverage and support existing construction pipelines and training programs
- Designate a lead agency to maintain a central source of available workers
- Stakeholder buy-in: employer engagement and hiring commitments, minimum industry standard expectations, labor association collaboration, and apprenticeship pathways
- Start small and use a phased approach



Questions and Break



Photo by Lewis Hernandez – SFO Control Tower Demolition project