



# Collection of Best Practice Summaries Continued

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## Alaska Works Partnership

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Alaska Works Partnership is a nonprofit corporation with a mission to connect women with high-paying careers in construction. Through Apprenticeship Outreach, Construction Apprenticeship Preparation and Mentoring, Alaska Works plans to significantly impact the number of women accepted and retained into apprenticeship and journey status in the building and construction industry. The Construction Apprenticeship Preparation program is designed to prepare women for jobs in non-traditional skilled trades. Through classes, hands-on experience, and exposure to various trades, the courses focus on technical and physical skills needed to successfully work in the skilled trades.

Participants receive college credit in Construction Math. They attend classes in job readiness skills and physical conditioning in addition to exposure to carpentry, electrical, plumbing, operating and sheetmetal trades.



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## **Apprenticeship and Nontraditional Employment for Women (ANEW)**

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The Apprenticeship and Non-Traditional Employment for Woman and Men Program Mission is:

For 24 years has worked to create opportunities for women to enter and progress in the trades, technical, and other targeted nontraditional jobs by linking education, labor, industry, and the community.

To prepare women for the physical, technical, and emotional demands of nontraditional jobs.

To focus community attention on the fact that higher paying nontraditional jobs can reduce the increasing percentages of women who form the poverty population in the United States

To offer consulting services to employers, unions, apprenticeship training councils, government agencies, community organizations and other job training programs.

The work of ANEW supports its mission by its collaboration in training in the building and construction trades occupations with community and technical colleges along with the work of the Apprenticeship Opportunities Project.

The Apprenticeship Opportunities Project (AOP) assists women, people of color, and those facing barriers to employment in establishing careers in the building and construction trades.

AOP does this by working to both increase the supply of qualified, diverse apprentices as well as ensuring a consistent demand for apprentice labor. AOP also provides retention services to participants that help ensure their long-term success.



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## Bay Area Construction Sector Intervention Collaborative - (BACSIC)

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BACSIC is an innovative collaborative comprised of East San Francisco Bay Area community-based organizations, educational and government agencies, residents, and interested parties. BACSIC's goal is to ensure that local residents benefit from increased construction employment opportunities in the public and private sector.

Through its collaborative relationships, BACSIC assists residents in overcoming barriers that prevent them from entering into the skilled trades. BACSIC can help prepare individuals for apprenticeship programs, address barriers to employment, place them directly in construction jobs and provide meaningful support and retention services.

BACSIC Partners and their activities:

Building Opportunities for Self-Sufficiency (BOSS)

Eligibility: Currently, formerly, or at-risk of being homeless  
Services: Housing referrals, substance abuse, case management

Cypress Mandela/Women in Skilled Trades Training Center

Eligibility: 18 and above, High School Diploma or GED, and valid California Driver's License

Services: Life skills, job readiness, resume help, placement

Training: Pre-apprenticeship construction

Coalition for West Oakland Revitalization (CWOR)

Eligibility: 18 - 55

Services: Shadowing/mentoring in the construction industry

Jobs Consortium

Laney College

Eligibility: Men and women

Services: Onsite child care, test prep, vocational ESL for construction

Training: Skilled trades and pre-apprenticeship training

Tradeswomen, Inc.

Eligibility: Women

Services: Peer mentoring, outreach, policy development



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## **The Center to Protect Workers Rights**

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The Center to Protect Workers' Rights administers eight Minority Worker Training programs. These programs target ethnic minority youth, adults and women. The programs have been going since 1996 and the Center has "lessons learned" and best practices around worker training. As of 2003 they have had less than 5% attrition. All of the programs offer a life skills component that has been critical and essential to the success of their students.



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## Century Housing

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Century Housing has a long record of job training, placement, and support programs. Beginning with their pre-apprenticeship construction training programs for the I-105 Century Freeway and continuing today with similar programs, Century remains dedicated to raising the standard of living for many inner-city residents.

Today, the Century Community Training Program (CCTP), operated by Century Community Training, Inc. at the Suataute Anoa'i Community Training Center in Lennox, California, offers building trade construction training for those transitioning from welfare, low-income jobs, incarceration, or unemployment and includes recruitment of women trainees.



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## Chicago Women in Trades (CWIT)

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### Tradeswomen Of Tomorrow

Chicago Women in Trades (CWIT) has exemplary programs for girls. CWIT works closely with the Chicago School District as they implement their programs. They have different activities for different age youth. The majority of the youth they serve are youth of color.

Chicago Women in Trades' girls' programs have been in existence for six years and are nationally recognized and replicated. The state has recognized CWIT as a leader in nontraditional career programs for girls and continues to showcase CWIT's partnership with the Chicago Public Schools as a model for the state.

### Girls at Work (GAW)

The GAW Program increases 7th and 8th grade girls' awareness of high-wage, high-skilled careers in the construction, manufacturing, and transportation fields through hands-on and career awareness activities. GAW also serves the schools through staff development activities and distribution of our two educational products: Tradeswomen of Tomorrow: An Educator's Guide and Resource Binder for Nontraditional Career Awareness for Girls.

### Ninth Grade Outreach

This program increases the number of freshman girls choosing to enroll in a nontraditional, high-wage, high-skill career program in the areas of construction, manufacturing, and transportation at two Chicago Public Career Academies by exposing them to junior and senior females already enrolled in these programs.

### Aspiring Tradeswomen

This program serves junior and senior females who are enrolled in nontraditional career programs at the Chicago Public Career Academies. The program provides activities to improve retention of these young women and also offers career development activities, connecting and mentoring activities with tradeswomen, and career planning and referral services to help ensure a successful transition from school to a nontraditional, high-wage career.



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## **Cianbro Corporation**

Kevin Murphy, On-the-job Training Monitor

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Cianbro Corporation is one of the largest most diversified construction firms on the East Coast. Their projects range from transportation to marine to heavy industrial. In Maine, they have built partnerships with schools and community programs that are aimed at recruiting a quality, diverse trades workforce. They have a number of team members that recruit, not only for Cianbro but for the industry as well. Listed below are only a few of the many activities these recruiters undertake:

Active Involvement with Schools (Elementary, Jr. & High School, College, University Level):

- Athletic Coaching
- Educational Advisory Committees
- Classroom Visit to discuss opportunities within the industry
- Hands-on activities (Rigging, Fall Protection, Safety)
- Summer Internships, Job Shadows, & Co-Ops

Build linkages with guidance counselor and administration to share with them how well women do in the trades, and encourage counselors to steer women towards the applicable curriculum {ie. math classes.}

Career days at local vocational high schools that include hands-on workshops, woman and minority tradespeople as role models.

Work with Girl Scout programs.

Visit and communicate regularly with community programs, employment offices, displaced worker agencies, and other adult workforce agencies.

Encourage voluntary participation in Community Involvement to develop and foster relationships.

Scholarship Opportunities.

Cianbro views its recruiting efforts as the key to its future success. Our goal is to develop and maintain long lasting relationships with educational institutions and community agencies at all levels. We do this by becoming a part of their environment, engaging ourselves into the classrooms and speaking directly to the students.



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## Colorado Department of Transportation (CDOT)

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The Colorado Department of Transportation has developed a public/private partnership of three different agencies in order to recruit and retain women and people of color into highway construction careers. Their MAC (Making A Connection) Consortium has three agencies that do basic job readiness, industry awareness, math skills, basic tool familiarity, as well as Class B CDL, flagging or other specialized training. Each firm serves a different client base, so they can cooperate and cross refer, without duplication of services.

### Colorado Training Program

In addition, CDOT has two different OJT programs. One is more standard, but the other, called the Colorado Training Program, is designed to graduate trainees as journeylevel workers. Contractors have an incentive to train workers over time, and can receive a waiver of project OJT requirements as long as they are meeting their training commitments.



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## CSC YouthBuilders

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CSC YouthBuild is a BOLI-approved pre-apprenticeship program. The 10-12 month residential construction training offers students a GED/high school diploma; leadership and community service; supportive services; a living stipend; and job placement. The program also includes follow-up for 12 months.

The program is open to low-income youth, ages 16-24 years old, who have left high school without a diploma.



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## **Cypress Mandela/Women In Skilled Trades (WIST)**

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Managed by the Oakland Private Industry Council, the Cypress Mandela/WIST Training Center offers a 14-week pre-apprenticeship program for Bay Area men and women over 18 years old. Training is both hands-on and in the classroom and prepares students for skilled trades jobs relevant to today's construction industry.

The Cypress Mandela/WIST program is endorsed by the Alameda County Building Trades Council and works in conjunction with the City of Oakland, the California Department of Transportation (Caltrans), the Environmental Protection Agency, the U.S. Department of Labor, and the Peralta Community College District. The program is also supported financially by the Environmental Protection Agency. Over 90 past graduates were hired to work on the Oakland Coliseum Arena project and the Cypress Mandela Freeway Reconstruction project.

Because the students' training schedule is so demanding, graduates of the program continue to be on time and hard working when they move into full-time positions. Job retention skills are also taught, and graduates have exceeded a 75% job retention rate. Instructors make sure training is consistently relevant to current industry needs. The Cypress Mandela/WIST program is a prime recruiting source for the trades industry, consistently producing well-prepared graduates.



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## **Federal Highway Administration**

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Construction Career Days expose high school students and adults to rewarding and diverse careers in the industry. Construction Career Days have spread throughout the country. Events have been held or are being planned in over 20 states. The events have served to improve the image of the construction industry while providing high school and college students a broad array of rewarding and diverse career opportunities. The events offer students a career option which they otherwise may not have been aware.

Construction Career Days are designed to educate our youth about an industry that cares about them and their future. The Career Days are strongly based on partnerships of volunteers working together for youth, industry and community. Career Day partnerships reach beyond planning and conducting career day events. These partnerships also work towards enhancing career technology education, developing curriculum that better prepares students for careers in the industry and increasing the diversity of the construction industry's workforce.



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## Hard Hatted Women

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Hard Hatted Women offers a ten week Pre-Apprenticeship Training Program.

This course is a job readiness program designed to prepare women for jobs in non-traditional blue-collar fields, especially in the skilled construction trades. Through classes, hands on construction experience, and exposure to tradeswomen in the field, the course focuses on teaching the mental and physical skills needed to successfully work in the skilled trades.

Preparation includes class coverage of math and measurement, blueprints, aptitude test materials, study skills, tool recognition and the safe use of tools, material handling, and physical conditioning. Students gain the knowledge, self-esteem and job skills necessary for women to survive in the field of non-traditional employment. The overall goal of the program is that women obtain employment in the skilled trades or non-traditional blue-collar jobs and persevere in these positions.



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## Housing Authority of Portland

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The Evening Trades Apprenticeship Preparation program (ETAP) of the Housing Authority of Portland (HAP) helps prepare low-income housing residents for careers in construction. It offers evening and weekend courses for 260+ hours of in-depth training over four months. The evening and weekend schedule makes it more possible for students to work and go to school at the same time.

A partnership between HAP, the Willamette Carpenter Training Center, Oregon Tradeswomen, Inc. and Brister & Associates provides life-skills, hands-on skills, an introduction to the construction industry, case-management, and job/apprenticeship placement for the students.



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## **International Brotherhood of Electrical Workers (IBEW)**

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### Electrical Workers Minority Caucus

The IBEW has two programs that mentor and support men of color and women.

They support an Electrical Workers Minority Caucus in each local that chooses to form one.

The Caucus holds a conference each year, and is a mentoring and networking vehicle for people of color within the industry.

### Electric Women Conference

They support an annual women's conference, which is a mentoring and networking vehicle for women within the industry.



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## International Masonry Institute

Colleen Muldoon, Education Programs Coordinator

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### Apprenticeship Program Instructor Training

Two classes of the International Masonry Institute fit into the best practice model. The classes result in apprenticeship program instructors having cultural competency from both a race and gender perspective, and being able to pass that competency on to their apprentice students. The training is mandatory for instructors.

### Promoting Respect and Developing Solidarity

Description: This class explores the dynamics of a diverse workforce and the attitudes that help build a stronger, more representative trade union.

### Working in Multi-Cultural Settings

Description: BAC has become a diversified Union. In both the U.S. and Canada, more and more students come from other cultures and speak languages other than English. Instructors should learn to value and use all types of cultural heritages, and know how to teach the culture of our work. This course teaches skills for working in multi-cultural classrooms.



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## **Long Beach City College/Women in Trades & Technology**

Lynn Shaw

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Dr. Lynn Shaw worked as a journey-level electrician before she went back to school to get her degree in Adult Education. She started a Women in Trades and Technology Center on campus. The Center has a highly visible marketing strategy to attract current and new women students to trades and technology programs at the college.

The Women in Trades and Technology Center is designed to offer high wage, high skill training and employment options to low income women, women of color and young women. It exposes women to the opportunities available in career and technical classes and provides them with the information necessary to pursue success in these classes resulting in employment in these highly lucrative careers. Long Beach City College has designated an office on campus that is staffed by women faculty and staff to assist women reach their employment and educational goals. The program has integrated career exploration in innovative ways to show women the possibilities of great jobs with great money.

Projects have ranged from the “Women’s Work: Math Science Trades and Technology” conference on campus for 150 high school girls to a 350 girl “Tradeswomen of Tomorrow” conference. These conferences include hands on workshops where girls build toolboxes, operate a rapid prototype machine, dress up in trades appropriate work clothes for a “fashion” photo shoot and many other workshops and activities. The efforts of the center are coordinated by an advisory committee of high school counselors, community-based organizations, unions, apprenticeship programs, faculty and staff at the college and people from industry.



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## Maine Department of Transportation, Office of Human Resources

Christy Cross, **EEO Coordinator**

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The Maine Department of Transportation has some far-reaching and systematic practices that have resulted in a high percentage of women and people of color on Maine highway projects. Some of the practices are:

- Designed the OJT program to be flexible; so that it meets the contractors' needs, and so that it encourages contractors to make a commitment to their trainees. For example, if the contractors met their diversity goals (10% entry-level, 7% skilled trades) then they do not have to do the OJT paperwork and requirements as part of the contract.
- Developed and funded five public/private consortiums around the state to address recruitment, training and retention issues. Called the Coalition for Women in Trades and Technology, partner members come from DHS/TANF, Voc-Tech High Schools, Technical Colleges, Women Work! and other organizations. Maine DOT funding is leveraged with support for activities from the partner organizations. Outreach to potential diverse workers is institutionalized around the state in the partner agencies. Partner agencies also participate in creating policy both within their institutions and in local governments that leads to highway construction workforce diversity.
- Established monthly meetings between a monitor and each trainee, their supervisor, and the DOT staff on site in order to encourage retention. Supervisors filled out a weekly training report on each trainee to document the training and experience they were gaining, and to document the trainee's performance.
- Contracted with local community organizations to do pre-employment hands-on training of women and people of color.
- Set up on-site childcare for a big, multi-year bridge project.
- Developed continuity of programs by utilizing ISTEA dollars year after year to fund recruitment, training, compliance and consortiums.
- Made continuous improvements in their system: if something didn't work they didn't give up, but adjusted their strategies.



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## National Center for Construction Education & Research (NCCER)

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### Industry Image and Training

NCCER is a not-for-profit 501(c)(3) education foundation. NCCER develops and publishes standardized construction, maintenance and pipeline curricula, safety programs, management education, industry image materials and craft skills assessments.

### Industry Image Materials

NCCER works to enhance the image of the construction industry. Each year they reach approximately one million young people through their national Build Your Future broadcast. This broadcast informs young people of the great career paths and earning potential available to them in a construction career.

They also publish School-To-Career materials for young people, their parents, guidance counselors and teachers. These materials describe the career opportunities available to them in construction.

### Build Your Future 2004

On November 11, 2004, the National Center for Construction Education and Research presents its eighth annual career awareness program, Build Your Future 2004. The 25-minute program airs via satellite at 11:00 a.m. ET and 2:00 p.m. ET. Build Your Future 2004 will reach an estimated two million young people. The fast-paced program presents an entertaining and informative look at the opportunities a construction career has to offer. Build Your Future 2004 features interviews with craft professionals, construction managers and company owners at construction sites across the country.



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## **NECA/IBEW Electrical Training Center**

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Listed here are just two of the many strategies the NECA/IBEW Apprenticeship has implemented in order to recruit and retain women and people of color in their apprenticeship program.

### Advertising Visibility

They have made an exemplary effort to recruit women and people of color while at the same time change the perception of the construction industry. Their recruitment ads are targeted to women and people of color, and result in an increased number of diverse applicants. They use images of women and people of color to advertise apprenticeship program openings, and place the ads in print media with a high female or minority readership.

### Cultural Competency

Each apprentice and prospective foreman goes through a 4-hr training designed to bridge different cultural and communication styles. The class is designed to minimize anxieties and fears about issues of race and gender, and build understanding and a positive team atmosphere. It is taught in a dynamic, humorous, and inclusive way. The class was developed and taught by Marina Santos, herself a Latina.



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## Northern New England Tradeswomen

Tiffany Bluemle, Executive Director

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Northern New England Tradeswomen trains, educates, supports and advocates for girls and women interested in exploring or pursuing employment in trades or technical fields. They have a variety of programs.

Highlighted here is their Rosie's Girls Program - named after Rosie the Riveter. Rosie's Girls Summer Program is a three week long trades exploration program for girls entering 6th - 8th grades that seeks to build self-esteem, physical confidence, interpersonal cooperation and leadership skills. The program was started as a collaboration between Northern New England Tradeswomen and Strong Foundations, Inc.

Rosie's Girls Summer Program activities include:

**Carpentry Instruction:** Hands-on instruction in building and construction. Girls put these skills to use in shop-based projects and "real world" community service projects.

**Other Trades Experiences:** Instruction in basic skills and applications in trades areas such as welding, electrical wiring, plumbing, auto repair and bike repair.

**Creative Exploration:** Daily activities designed to explore a variety of forms of self-expression such as dance, drumming, mask making, poetry and stand-up comedy.

**Physical challenges:** Activities designed to encourage girls to push beyond their preconceived limits. These activities can include self defense, ropes course and rock climbing.

**A Girl's World:** Activities designed to help girls think critically about the roles and expectations for women and girls and to celebrate their own and other women's accomplishments.



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## Northwest Labor & Employment Law Office

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michael@lelo.org

LELO has three community program projects that are related to diversity in trades employment.

### Community Rep Program

The Community Rep program is a system of training and placing journeylevel workers on projects so that they are mentors to minority and women workers. The program has shown to be value added for owners, contractors, apprenticeship programs, and has been overwhelmingly supported by them.

### Family Wage Jobs Organizing Project

The Family Wage Jobs Organizing Project and its FAST jobs (Fairness and Access to Sound Transit jobs) campaign opens up living wage union jobs in the building and construction trades to young people of color, low-income women and recent immigrants.

### Relicensing Project

The Relicensing Project helps workers who have had their cars impounded under the City of Seattle's impound laws, thereby losing essential transportation to jobs. Advocates from the community help workers understand and comply with government requirements to regain their licenses.



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## **NYC & Vicinity Carpenters Labor Management Cooperation Trust Fund**

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Carpenters Sisters in the Brotherhood annual conference



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## Office of Port Jobs

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Port JOBS is a non-profit organization working to increase access to living wage jobs for all residents of the Greater Seattle area.

Port JOBS operates programs in-house as well as incubates and funds programs operated by partner organizations.

Their programs include the Apprenticeship Opportunities Project, which assists individuals seeking entrance into the building and construction trades, and Airport Jobs, an employment information center located at Sea-Tac International Airport which lists jobs with more than 90 airport-related employers.

Port JOBS also engages in research to develop practical, targeted programs to increase opportunity and overcome barriers in areas such as:

- airport employment
- transportation-to-work issues
- building and construction trades apprenticeships

Research of special interest can be downloaded from their web site:

A study of car ownership programs

A replication manual for the Apprenticeship Opportunities Project



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## **Operating Engineers Training Center**

### **Quint Rahberger, Coordinator**

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#### **Workplace Diversity:**

Achieving a Unified Workplace is a day-long train the trainer curriculum that is taught to all apprentices, and to contractors who are registered training agents in the Operating Engineer apprenticeship program.

The curriculum uses worksheets, class discussion, a video and other techniques to heighten awareness of stereotyping, prejudices, discrimination and how they affect the workplace. The training increases the participants' understanding of the impact of changing demographics and culture in the workplace.

### **Carolyn Kidd, Training Liaison Coordinator**

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As a visible, successful tradeswoman, Carolyn Kidd, provides support to current apprentices and recruits new applicants in her role as Training Liaison Coordinator.

The Training Liaison Coordinator for the Operating Engineer Apprenticeship meets regularly with apprentices and employers to troubleshoot issues and to insure that the on-the-job training meets the expectations of both parties.

The Coordinator also conducts community outreach to schools and community-based organizations. She communicates directly with organizations that prepare women to apply to apprenticeship and collaborates with these organizations to create training that helps future applicants meet the entrance requirements and gain the necessary qualifications to succeed.



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## Oregon Building Congress (OBC)

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[www.obcweb.com](http://www.obcweb.com)

The Oregon Building Congress creates and oversees school-to-career programs in Portland, Eugene, Medford, and Klamath Falls. Two of their best practices are showcased here:

### Math Summer Workshops

The OBC programs educate math and science teachers about the skills needed to be successful in the construction industry through Summer Workshops where the teachers are given hands-on experience at the trades' training centers. Since most of the "industrial arts" programs in Oregon public schools have been discontinued, they found that showing math and science teachers how construction uses their sometimes-abstract principles in real life opens their eyes to the possibilities construction offers for careers for their students.

### Construction Academy

The OBC Student Construction Academy provides hands-on construction experience to students. The programs are designed to show students how math, science, and other academic subjects are applied in the construction industry.

The cornerstone of the program is to learn what it takes to be an employable worker, such as calculating, writing, speaking, listening, problem solving, taking responsibility and becoming a team player.

Younger students spend three to five weeks of summer school rotating through apprenticeship training centers, while older students work on construction projects on public lands for an eight-week period.

OBC also publishes and circulates "Building Futures" magazine that showcases career opportunities in the building industry.

For more information about "Building Futures," OBC's Greenbuilding Initiative, or other programs, visit their website: [www.obcweb.com](http://www.obcweb.com)



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## **Oregon Tradeswomen, Inc. (OTI)**

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### **Women in Trades Career Fair**

Oregon Tradeswomen, Inc. organizes the Women in Trades Career Fair, sponsored by the construction industry, apprenticeship programs, and government agencies. The Women in Trades Career Fair features interactive exhibits; hands-on, tradeswoman-led workshops like welding a metal heart or operating a crane; and successful tradeswomen volunteers from a wide-variety of trades. The 3-day event is divided by age of participants into a Middle School, High School, and Public Day. Students participate in two-hands on workshops, and more than 1,000 students and 400 adults attended in 2004.

### **Trades Offer Girls Options (TO GO)**

The Trades Offer Girls Options (TO GO) program informs girls and educators about living wage careers in the trades. TO GO Tradeswomen role-models lead interactive workshops and inspire girls to explore the trades. TO GO reaches more than 1,500 girls annually.

TO GO offers technical assistance to educators. Educational materials like “Next Steps to a Career in Construction” can help teachers and counselors guide students to apprenticeship programs. TO GO can assist professional technical educators in recruiting and retaining girls in nontraditional classes with ideas like “Ten Easy Steps for Recruiting and Retaining Girls.” These educational materials are available for free on Oregon Tradeswomen’s website.

### **The Pathways to Success Program**

The Pathways to Success program prepares low-income women to succeed in the trades. The five-week intensive Trades and Apprenticeship Career Class is designed to inform women about trades careers, develop career plans, gain hands-on experience and find entry level trades work or get into apprenticeship training programs. Students spend three days each week in class: one day in the classroom exploring topics like trades math and measurement, one day at Habitat for Humanity learning basic tool and safety skills, and one day at field trips at apprenticeship training centers and job sites. Two tradeswomen instructors serve as role models and help students adjust to construction culture.



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## Portland General Electric (PGE)

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Portland General Electric sponsors a summer-hire program each year that offers entry-level trades positions to students that are 18 years or older. Students work full-time from June to August at a competitive entry-level wage (about \$12 an hour). Students must have a valid driving record. Applications are available on the PGE website, and PGE will be accepting applications in March 2005.



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## Portland YouthBuilder (PYB)

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Portland YouthBuilders is a nonprofit organization that provides educational, vocational, and leadership development programs for low-income men and women aged 17-24.

Founded in Portland, Oregon in 1993, PYB is part of a network of 195 YouthBuild programs around the country.

Each year, PYB serves an average of 100 people in the greater metropolitan area from their newly renovated facility in outer Southeast Portland. This alternative high school for young people combines getting a diploma or GED with learning construction skills on the job while building low-income housing. Students get paid while they work on site, and get real world job site experience. PYB typically has about 30% youth of color enrolled, and 4% women. Many PYB graduates have entered the construction workforce.



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## Sheet Metal Training Fund

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This apprenticeship program has a directly connected career-ladder position called a pre-apprenticeship. Pre-apprentices work for industry employers doing a variety of entry-level tasks. They can work for up to two years in this position, as long as they are working towards qualifying for the regular apprenticeship. Typically, pre-apprentices are working on math, science or shop credentials.

The program is designed to open up an avenue to apprenticeship for women and people of color, who for cultural reasons may not have taken math and shop courses in high school. This pre-apprenticeship model gives them an opportunity to be employed in the industry and make a living, while proving themselves as good workers and increasing their qualifications so that they in time become apprentices, and later, journeymen.



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## **Stacy & Witbeck, Inc.**

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The Design/Build and CM/CG (Construction Management/Construction General) models deviate from the traditional lowest bidder purchasing model to allow for adding public values like green building, Minority Women Emerging Small Business (MWESB) participation and/or a diverse workforce.

Some industry stakeholders feel that traditional lowest-bidder systems disadvantage contractors who invest in growing a diverse workforce. Many contractors and government purchasing agents are convinced that the value added in achieving social objectives, and in reducing costs make these alternatives to lowest-bidder systems work. Bill Bruce from Stacy & Witbeck has a wealth of material to support this claim.



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## State Building & Construction Trades Council of California

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### Building California Construction Careers

This website is directly targeted to recruit youth of color and women. It has pictures, videos and other information designed to educate these target audiences, and change the image and perception of the trades. There are also related posters, brochures and CDs that can be distributed to schools and community sites.

### Women CAN Build California

This marketing program is aimed specifically at recruiting women to construction. It includes brochures, posters, a CD or video, and a web site targeted specifically to women, and showing pictures of successful women construction workers. Posters and brochures are also offered in a Spanish-language version. Materials can be ordered from their web site.

### Women's Conference

They sponsor a Woman's Conference every year in partnership with Tradeswomen, Inc. This year over 350 tradeswomen attended. Workshops included topics such as Surviving and Thriving in Apprenticeship, to Planning for Retirement, to Work and Family Issues. At the conference, women mentor each other; learning about their trades, techniques to improve their skills, to connect with life-support systems and to stay working.



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## **Tradeswomen Inc.**

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## **Tradeswomen Policy Committee**

Tradeswomen Inc. sponsors and coordinates this statewide group that gives a tradeswomen in California a chance to give input on issues that affect them. They establish women's committees, collect data related to women in the trades, and set exit interview guidelines so that apprenticeship programs can get a true sense of the barriers women in the trades face. The Tradeswomen Policy Committee ensures that women from the trades have a direct impact in creating a systemic response to the issues faced by women in construction.

## **Mentoring Pre-apprentices**

They sponsor pre-apprentice trainees from various programs around the state to California's annual tradeswomen's conference to network with tradeswomen, employers and union reps. They raise money for students' scholarships and transportation, offer them a special pre-apprentice workshop track, and invite them to attend the trades caucuses they are interested in.

## **Partner in BACSIC Coalition**

Tradeswomen, Inc. is also a partner in Oakland's BACSIC coalition. Look up under BACSIC for more information about the coalition.



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## **Wisconsin Technical College System**

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### **Wisconsin's Transition to Trainer Program**

The Transition to Trainer workshop is the result of the combined efforts of employees and employers representing a wide range of apprenticeship trades. Surveys have shown that apprentices are least satisfied with the on-the-job portion of their training, particularly the ability (and sometimes willingness) of journey-level workers and supervisors to pass on their knowledge of the trade.

This workshop is designed for apprentices who are approaching the end of their related instruction as well as journey level workers who are or will be training apprentices. The intent of the workshop is to introduce apprentices and journey-level workers to the tools of a jobsite trainer and encourage them to become a role model by actively improving apprenticeship training and giving back to their trade.

This course is a requirement of the Wisconsin State Apprenticeship Council for every apprentice to graduate to journey-level. Since this training was implemented, the Wisconsin state apprenticeship system has seen their retention rate for apprentices improve dramatically.

Having all journeymen trained to teach and mentor apprentices establishes an industry standard of commitment to training.

The Wisconsin Technical College System also offers a train-the-trainer version, so that each apprenticeship program can train their own apprentices in the course.



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## **Youth Construction Initiative Program (YCIP)**

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The New York State Youth Construction Initiative Program is an innovative high school school-to-work program designed to increase the number of women and minorities in construction-related occupations, particularly in highway construction.

YCIP is a two-year program that has three core components: in-school curriculum, mandatory workshops, and an annual six-week summer work experience.

YCIP is funded through collaboration with the New York State Department of Transportation.