



Transbay Transit Center Veterans Initiative

In response to the Transbay Joint Powers Authority's (TJPA) directive in March 2012, Webcor/Obayashi Joint Venture (W/O), construction manager and general contractor for the Transbay Transit Center Program, has initiated a comprehensive effort to hire veterans for construction related jobs.

After working with members from local unions and the City of San Francisco, it became clear that there is a large disconnect between employers eager to hire qualified veterans and veterans eager to work. Lack of outreach tools and information has discouraged both sides from successfully connecting. Veterans and employers would be better served by a clear pathway to come together and fulfill employment opportunities.

To improve the system of connecting veterans and employers, W/O identified the following areas of focus:

1. Identify qualified and interested veteran candidates by performing outreach to places where veteran populations are known to frequent.
2. Ensure veterans know about local construction employment opportunities and their specific requirements.
3. Establish and coordinate structured internship programs with local construction companies.
4. Actively work with trade unions to improve procedures for identifying their existing veteran members.
5. Lead a more cohesive approach to finding interested veterans and efficiently connecting them to employers.
6. Develop more educational materials about construction trade jobs as well as salaried positions by working with the Trades, CA Division of Apprenticeship Standards, San Francisco Office of Economic Development and employers.

Current Outcomes To Date

- Developed informational materials for union apprenticeship programs.
- *United for Veterans* Construction Employer Hiring Pledge and Initiative:

- Webcor signed onto United Contractors (a construction contractors association) to participate in their veterans hiring program;
 - Webcor committed to hiring 15 veterans to salaried and union jobs in order to set an example for other employers; and
 - since January 2012 Webcor has already hired 18 veterans to salaried positions.
- Developed a construction speaker series at San Francisco State University and City College of San Francisco. Each event includes both a salaried construction employer, a union representative, and the City's designated veterans representative. The first session took place on November 21, 2013 with Local 3-Operating Engineers, Webcor, and CityBuild. The event was a successful interactive presentation with a small but engaged group of SFSU veteran students who were interested in the programs and job opportunities.
 - Collaboration with the *One Vet, One Voice* initiative founded by Eddie Ramirez of the San Francisco Veterans Affairs Commission incorporating HEHE model (Health care, Education, Housing, Employment). The goal of the *One Vet, One Voice* program is to make San Francisco the model city for veteran services.
 - Continued engagement with Bay Area construction employers, including employers on the Transbay Transit Center Program.
 - Progress solidifying unions' commitment to recruiting and training veterans:
 1. Identify unemployed, interested veterans in the region (San Francisco/Bay Area).
 2. Raised visibility with public letter pledging support for veterans hiring and identifying current veterans in their union.
 3. Engaged veterans further by having unions participate in speaker series and providing resources for *United for Veterans*.
 4. Established a point person from each of the unions to specifically address veteran hiring issues and efforts.
 5. Examined viability of one week industry training/industry exposure opportunity for veterans looking to learn about the trades and entry process.