



Presentation to TJPA Board of Directors

TRAINING AND APPRENTICESHIP

August 31, 2006

Transbay Transit Center

TJPA





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AGENDA

- The Need for a Training and Apprenticeship Program
- Recommendation to use CityBuild
- Description of CityBuild
- Implementation Steps



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THE NEED



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Transbay Job Creation

- Transbay Terminal and DTX construction create approximately 7,800 trade person years.
- 8,500 additional trade person years will be created by construction of tower and neighborhood.



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Construction Trade Jobs

Craft	Program Phase 1	Program Phase 2	Total
Asbestos Worker	50	140	189
Bricklayers	33	13	46
Carpenters	93	340	433
Cement Masons	140	443	583
Drywall Tapers	5	27	32
Electricians	149	157	306
Elevator Constructor	15	21	36
Glaziers	57	0	57
Ironworkers	207	713	920
Laborers	73	947	1,020
Operating Engineers	76	641	717
Painters	1	4	5
Pile Drivers	129	455	584
Pipe Fitters	75	14	89



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Construction Trade Jobs

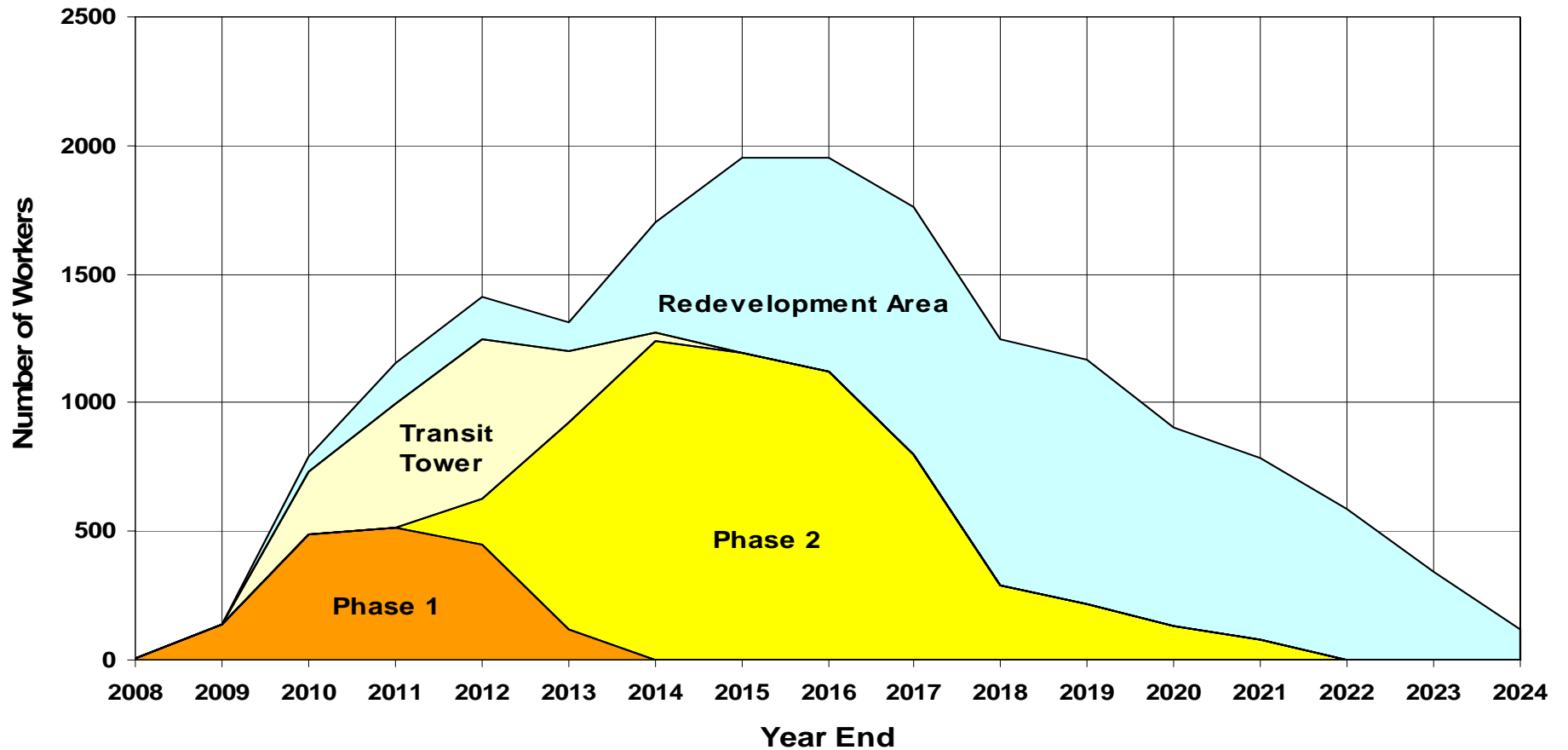
Craft	Program Phase 1	Program Phase 2	Total
Plumber	11	8	19
Sprinkler Fitters	8	24	32
Plasterers	19	9	28
Roofers	14	25	39
Resilient Flooring	0	4	5
Sheet Metal Workers	102	82	185
Tunnel Laborers	0	358	358
Teamsters	239	1,248	1,487
BMS Controls	5	9	15
Terrazzo Mechanic	26	36	62
Tile Setters	26	9	35
Office Staff	161	333	494
TOTAL	1,713	6,060	7,773



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Timing of Program Labor Needs

Transbay Transit Center Program Construction Labor





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Training and Apprenticeship Program Objectives

- To leverage the economic activity created by the Program to create meaningful job opportunities for local residents
- To provide training and apprenticeship to develop skills to build a career in construction
- To start early so that trainees can be identified in the high schools and have local jobs when they graduate
- To increase the availability of trained local labor to meet Transbay construction labor needs



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Research

- Survey of training and apprenticeship programs
- Most relevant were:
 - CityBuild
 - Atlanta Alliance Programs
 - New York Small Business Services Program
- Comparison of program features



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Research

Transbay Transit Center Program COMPARISON OF WORKFORCE DEVELOPMENT PROGRAMS

	San Francisco CityBuild	Atlanta/MARTA CBMI / CSDI	NYC Dept. of Small Business Services
SCOPE			
Types of contracts?	Construction only to date	A/E and construction	Construction only at the moment
Size of contracts?	\$250K +	100K+ (started at Atlanta/Hartsfield Airport)	Not contract-based
Mandatory?	On a project-by-project basis	Yes, for both City funded and Federal projects	No – program works with unions more than contractors
Contract provisions?	Standard contract provisions are available	There is contract language referencing female & minority participation.	No
Types of labor?	Construction crafts only to date	Trade specialty subcontractors, JV partners and female & minority prime contractors.	Varies. Carpenters, and other trades
Is office work included in the program?	Not at this time, starting to add requirements for design/professional services for entry-level non-technical staff. Currently talking to Mission Hiring Hall re a construction admin program.	Yes – clerical workers are included.	Some clerical work for data tracking and admin
DBE/MBE/WBE assistance?	No	Technical assistance programs are provided	Not as part of the training program, but it is covered by other city departments
Goals? (percentage, numbers of workers, \$ amount?)	Target is 50% of <u>entry-level new hires</u> for every trade, but the most that has been achieved on any project to date is less than 30%.	Based on availability of the market and other City participation goals.	Stated goal is to identify ways to link women and minorities to apprenticeship opportunities and ensure that contractors are equal-opportunity employers.
Coordination with labor unions?	SF Building and Construction Trades; acting as liaison between unions & contractors.	Briefings and roundtable discussions were held.	Unions agreed to accept “hard-to-employ” individuals into an existing union pre-apprenticeship



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Recommendation

Implement CityBuild on Transbay because:

- Infrastructure and relationships already in place
- Most closely aligns with objectives of developing skills of individuals and local job placement opportunities
- Growing, evolving program with an enthusiastic staff ready to work with us
- TJPA will have the opportunity to tailor the implementation to Program objectives



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CITYBUILD



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CityBuild Purpose

- To professionalize the delivery of construction-related workforce development activities in the City
- To relieve City departments and PMs of the burden of implementing local hiring strategies and dealing with community issues.
- To better leverage relationships with contractors and the building trades by centralizing construction hiring activities in one place
- To make strategic investments of public funds in support of recruitment and training
- To build in greater accountability through comprehensive tracking and monitoring of results.
- To develop trained, committed men and women to become the construction workforce of the future.



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CityBuild Academy

- Managed in partnership with:
 - Mayor's Office of Economic and Workforce Development
 - Northern California Carpenters Regional Council
 - City College of San Francisco
 - San Francisco County Transportation Authority
 - Private Industry Council of San Francisco
- Carpenters Regional Council provides instructors and curriculum.
- Other unions and contractors are brought in to provide exposure to other trades



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CityBuild Academy

- Modeled on the Mandela Training Center
- 14-weeks, 7 am to 3:30 pm Monday to Friday
- Highly structured pre-apprenticeship program with hands-on and classroom training
- Academy Students are currently required to:
 - 1) Be a San Francisco resident
 - 2) Possess a High School Diploma or GED
 - 3) Have a Valid CA Drivers License
 - 4) Have the legal capacity to work in the U.S
 - 5) Pass a basic skills test
 - 6) Pass initial and subsequent random drug screens
- Criminal history does not preclude admission



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Working with Community-Based Organizations

- CityBuild partners with CBOs to recruit candidates for
 - Job openings for skilled craft on CityBuild projects (if they are trained)
 - CityBuild Academy (if they need training)
- CityBuild Academy contracts with CBOs to provide candidates with
 - “Soft skills” training (job readiness, resume writing, etc.),
 - Wrap-around services (e.g., counseling) and
 - Case management



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Working With Other Institutions

- San Francisco Unified School District
 - Enhancing construction academies at The School-to-Career (STC) Department
- Probation Department
 - Incorporate CityBuild training and placement for youth at Log Cabin Ranch



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CityBuild Contracts

- CityBuild contract language currently contains a local workforce participation goal of **50% of new hires** for work in **each trade**
- New contract language allows contractors to meet the goal by hiring SF residents on projects *outside* of San Francisco
- New contract language may change the 50% goal to apply to entry-level jobs only



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How it Works

For each project CITYBUILD will:

- Conduct compliance monitoring for local hires.
- Utilize compliance monitoring to identify project job opportunities, focusing on longer-term project positions.
- Provide employment liaisons to connect contractors, unions, CBOs and the One Stop system.
- Recruit SF residents through CBOs.
- Screen, place, and track recruits in jobs, for both skilled trades and professional service positions.
- Generate labor projections across projects to guide local construction workforce investments.



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Major Contracts to Date

The following City departments are currently participating in CityBuild:

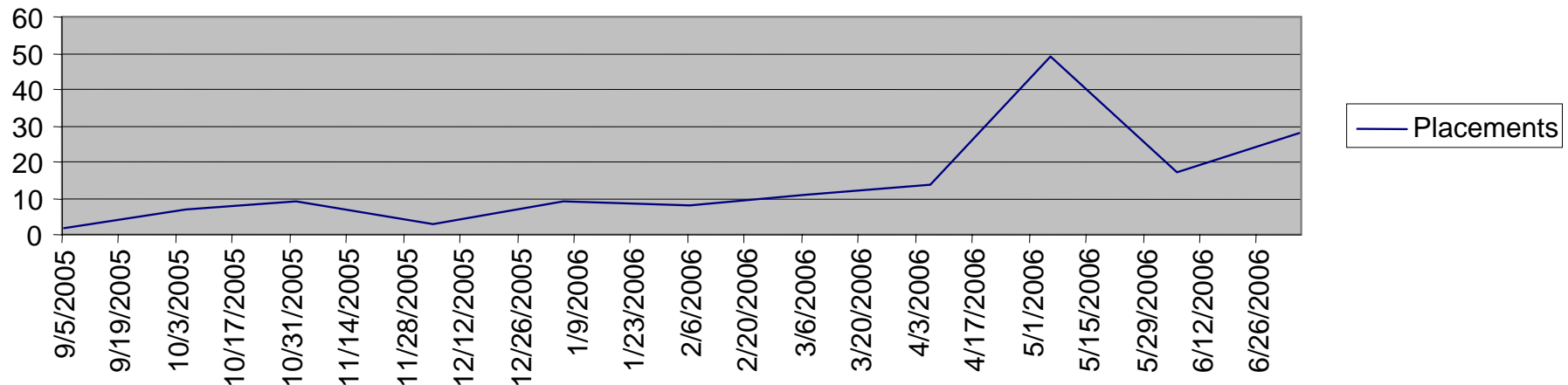
- MTA
- PUC
- DPW
- DPH
- Port
- SFO
- MOH
- HRC (Staffing and funding)
- DHS (Staffing and funding)
- SFCTA (funding and technical assistance)



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Current CityBuild Statistics

CityBuild Placement Statistics to Date (9/05-7/06)





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Program Changes and Improvements Planned

- Expand CityBuild to include Professional Services (Architects, Construction Managers, Engineers, Project Managers & related fields)
- Establish career opportunity contracts
- Advance community outreach for these fields
- Develop pathways into these professions
- Implement new CityBuild Academy curriculum
- Provide CityBuild services for placements



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CITYBUILD IMPLEMENTATION FOR TRANSBAY



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Implementation Steps

- Adoption of CityBuild by the TJPA Board
- Fine tune CityBuild program to meet Transbay-specific needs & schedule.
- Provide CityBuild staff with an overview of Transbay
 - Project descriptions and schedules
 - Labor projections
- Review CityBuild policies and processes with PMs.
- Clarify roles and responsibilities of all involved parties
- Add CityBuild language to Transbay contract templates
- Promote PM / CityBuild / Contractor relationships.
- Recruit, Place, and Retain!