“We Build” Program Update & UCLA Labor Center Study Summary

Facilities Committee
March 5, 2009
“We Build” Program
A Key to Workforce & Economic Development

Objectives

- Help Fulfill Contractor Apprentice Needs
- Help Cultivate Local Workforce
- Fulfill 50% Local Worker Goal
- Stimulate local economic development

Strategic Goals to Increase Local Worker Participation

- Contractor utilization of local workers & sponsorship of We Build graduates.
- Priority dispatching of local union craft workers to LAUSD projects.
- Continued union partnerships to increase local worker access to union apprenticeship.
“We Build” Program

Program Attributes: Quality Training & Strategic Outreach

SAFETY TRAINING IS #1
“We Build” Program Trainees Receive High Quality Safety Training

The Los Angeles Unified School District Facilities Services Division is committed to cultivating a local skilled workforce and to provide “We Build” Program trainees with safety training that will increase their marketability for job placement and to ensure their safety on LAUSD construction sites.

The New Construction Safety Department provided 10-Hour OSHA Training to all “We Build” students on September 10-11, 2008, and beginning on October 2, 2008, the Construction Teamster Training and Upgrading Fund of Southern California began providing 40-Hour HazMat training to students at the Los Angeles Technology Center. Similar HazMat training will be provided to “We Build” students enrolled at East Los Angeles Occupational Center, East Los Angeles Skills Center, Marine Waters Employment Preparation Center, and West Valley Occupational Center.

www.laschools.org

East LA Career Fair Feb 2008

CalCon Expo August 2008

South LA Career Fair March 2008

South LA 5-Yr Plan Oct 2008

Watts Career Fair June 2008

Southeast Career Fair Dec 2008
Marketing & Outreach Materials

“We Build” Construction Site Banner (Public View)

“We Build” Program Brochure

“We Build” Poster Trailer Installation (Contractor View)
“We Build” Program

Program Accomplishments

Total Graduates: 905

"We Build" Program
Total Graduates

- Working in construction: 22%
- Working non-construction: 7%
- Not employed: 12%
- Non-responsive: 59%

Training Locations: 7
Training Reps: 6
"We Build" Program

Demographic Profile

"We Build" Graduates
Race/Ethnicity

- African American: 54%
- Asian/Pacific Islanders: 4%
- Hispanic: 31%
- Native American: 1%
- White: 1%
- Declined to State: 2%
- Other: 1%

"We Build" Graduates
Gender

- Male: 94%
- Female: 6%
“We Build” Program
Graduate Opportunities & Barriers

“We Build” Graduates
Not Employed (110)

- job hunting, 42
- incarcerated, 8
- failed to report to work, 8
- declined interview, 11
- failed endurance exam, 2
- no medical release, 9
- lack transportation, 3
- continued training, 14
- declined endurance exam, 3
- relocating, 5
- unemployment, 3
Placement Success

Placement of Ready to Work Graduates: 90%

"We Build" Program
Ready to Work* (595)

7% working in construction
2% job hunting
1% continuing training
1% lack transportation

* Includes graduates who are committed to begin a career in construction, and excludes those who are non-responsive and have barriers to be “Ready to Work”.
WE BUILD GRADUATES
Ex-Offender Participation

Ex-Offender Participation
- Non-Ex Offender: 87%
- Ex-Offender: 13%
WE BUILD GRADUATES
Ex-Offender Placement

Ex-Offender Placement

- Working in Construction: 67%
- Working non-Construction: 12%
- Job-Hunting: 16%
- Declined job interview: 1%
- Incarcerated (f): 1%
- No medical release: 1%
- Non-Responsive: 67%
- Relocated outside LAUSD: 1%
Workforce Development Accomplishments

Local Worker Participation Level since July 2004

- 61,795 Total Workers
  - $753.3 million in wages
  - $30.49 average hourly wage

- 19,509 Total Local Workers
  - $247.4 million in wages
  - $28.55 average hourly wage

- 41,907 Total Workers within LA County
  - $533 million in wages
  - $29.64 average hourly wage
UCLA Labor Center Study: Construction Careers for Our Communities

Study Scope

- Determine the benefits and results derived from Project Labor Agreements (PLA) containing local hiring goals.

Sample Questions:

- Do PLAs increase the number of local hires and local apprentice hires on covered projects?
- Does a contractor’s experience on the PLA covered project improve the firm’s local hiring performance?
- Do contractors have more difficulty meeting local hiring goals when a project is fast-tracked?
- Who is more likely to be a local worker—an apprentice, a journey worker, or a foreman?
- Does the size of a contractor affect its ability to meet local hiring goals?
UCLA Labor Center Study: Construction Careers for Our Communities

Study Conclusions:

- Local hiring provisions in PLAs significantly increased the number of local hires.

- On LAUSD contracts, contractors on moderately paced contracts met local hiring goals more easily than contractors on fast-tracked LAUSD projects.

- Forty-one percent (41%) of apprentices, thirty-nine percent (39%) of journey workers, and twenty-three percent (23%) of foremen on LAUSD projects were local hires.

- On LAUSD projects, a new local hire is 50 percent (50%) more likely to be African American.

- Large subcontractors and general contractors disproportionately assumed responsibility for meeting local apprentice and journey worker hiring goals.

- Contractors improved their local hiring attainments as they gained additional experience.
Green Workforce Development: Photovoltaic Technology & Installation

**Photovoltaic Installation**

Introduction (160 hrs)—10 weeks
- **Unit 1:** Intro to PV Technology (80 hrs)
- **Unit 2:** Intro to PV Installation (80 hrs)

- Introduction to electricity basics
- PV Safety
- Basic electrical theories related to PV
- PV terminology and concepts
- Basics of PV cells, modules, and arrays
- PV system sizing and system costing
- Mechanical systems
- PV electrical systems
- Installation techniques and processes
- Article 690 of the electrical code
- Trouble-shooting and maintenance
- Employability skills

**BENEFITS:**
- We Build Green Completion Certification
- Competitive referral to union building trades and contractors
- Develop skilled workforce to support LAUSD PV investment
Green Workforce Development: Photovoltaic Technology & Installation (cont.)

- Photovoltaic Installation
  Introduction Level 1 (160 hrs)
  - Unit 1: Intro to PV Technology (80 hrs)
  - Unit 2: Intro to PV Installation (80 hrs)

- Photovoltaic Installer Certification Preparation Level 2 & 3 (240 hrs)
  - Level 2: Intermediate (140 hrs)
  - Level 3: Advanced (100 hrs)

- Hands-on design and installation of PV systems
- Instructional guidance to the NABCEP certification
YOUTH WORKFORCE DEVELOPMENT: iSEE Architecture & Engineering Internship Program

ISEE Mission Statement
To engage, expose and challenge LAUSD high school youth to explore architecture, engineering and construction as career opportunities by capitalizing on the nation’s largest school construction and renovation program.

ISEE Program Goals
- Provide an engaging learning environment that provides an introduction to architecture, engineering and construction.
- Increase the diversity of students entering the design and building industries.
- Develop sustainable mentorship relationships with students.
- Facilitate student access to college architecture, engineering, and construction management academic programs and to available scholarship opportunities.
- Provide hands-on experiences that makes students capable and marketable prior to attending college.
- Connect eligible graduates of the High School Internship program to the LAUSD Construction Management Intern Program.
YOUTH WORKFORCE DEVELOPMENT:
iSEE Architecture & Engineering Internship Program

January 2009 Kick-off!

Curriculum
- College enrollment (Revit)
- Introduction to Sustainability & Conservation
- How to Design a Solar Panel Project
- Hands-on construction
- Hands-on solar installation
- Paid summer internship

Program Eligibility
- LAUSD HS Junior, Senior or recent dropout

Enrollment Deadline: January 10, 2009
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WEBSITE INFORMATION

LAUSD School Construction & Modernization Program: www.laschools.org  
We Build Program: http://www.laschools.org/contractor/webuild  
iSEE Architecture & Engineering Internship Program: http://www.laschools.org/contractor/sbop/isee  
Small Business Program: www.laschools.org/contractor/sbop