

GREEN CONSTRUCTION CAREERS PROGRAMS

Greening Our Cities, Growing a Better Future for Workers and Communities

What Makes Them Green?

Green construction careers programs are shaping the new green economy, ensuring high quality jobs and better access for new workers. Our Partners are spearheading efforts to attach green construction careers models to:

- **Residential weatherization programs**, including federally-funded WAP models, rate-payer financing and PACE programs;
- **Energy efficient retrofitting of publicly-owned buildings**, including public housing stock, local government buildings and public school facilities;
- **Publicly-subsidized private construction**, like redevelopment projects that are required to comply with LEED standards;
- **Transit infrastructure** — the construction jobs that will help reshape urban transportation options and get more cars off our roads.

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Across the country, state and local governments are instituting **Green Construction Career Programs**, because they recognize they can leverage greater benefit from the construction projects they finance and subsidize. These programs vary, but they have several components in common.

- **Strong job quality standards** — like training and safety requirements, wage and benefits standards, and responsible contractor provisions — ensure that public money supports a high quality regional construction industry.
- **Targeted hiring programs** ensure that new workers — including residents of low-income communities and communities of color — have access to construction careers.
- **Linkages among pre-apprenticeship and apprenticeship training programs**, often including funding, ensure that new workers have the skills and orientation they need to succeed.

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These programs have been used to shape public infrastructure and school construction as well as subsidized private projects like hotels and office space. They share an emphasis on new green technologies and skills, and focus on shaping the emerging green construction market.

By improving job quality and developing new recruitment and training pipelines, green construction careers programs benefit workers, communities and the construction industry as a whole. And they serve the vital public interest, benefitting communities and delivering quality infrastructure in the form of schools and roads, green buildings, and safer construction sites. ■



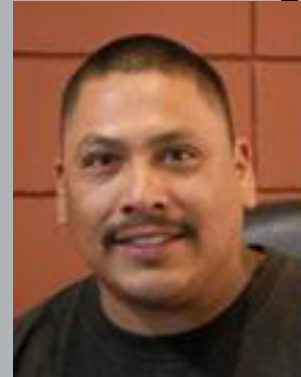
Local Success Drives Opportunities for National Change

National coalitions of labor unions, community organizing networks, environmental, faith-based and civil-rights advocates have formed to highlight the relevance of these models to national investment in infrastructure and the new green economy. These leaders, and their allies in city and state governments, are advocating from a deep well of experience. They know that green construction career models work because construction careers programs get results.

- **In Los Angeles, construction projects** undertaken with construction careers programs have employed targeted residents for about 35% of all worker hours. The City of LA, LA Unified School District and LA Community College District have negotiated construction careers agreements for over \$26 billion in public construction since 2001.
- **The Port of Oakland's program** employed targeted workers for 31% of all worker hours, creating opportunities for new construction industry employees to work 900,000 hours on the port's modernization.
- For years, outcomes for the **City of Milwaukee's Residents Preference Program** regularly exceeded the requirement to employ new low-income construction workers for 25% of city infrastructure construction and repair. A 2009 ordinance increased the targeted hiring goal to 40% and expanded its applicability to subsidized development, with support from building trades unions, the Mayor and the Department of Public Works.
- **Building and Construction Trades unions in NYC** have negotiated a number of project labor agreements for public construction, along with a separate MOU that increases use of apprentices on these projects. Graduates of the Building Trades Council's pre-apprenticeship program get apprenticeships as a result of these agreements. Over 87% of these graduates are young workers of color who reside in poor neighborhoods, and 83% of those placed in apprenticeship are working their way into construction careers.

Real Change for Workers and Communities

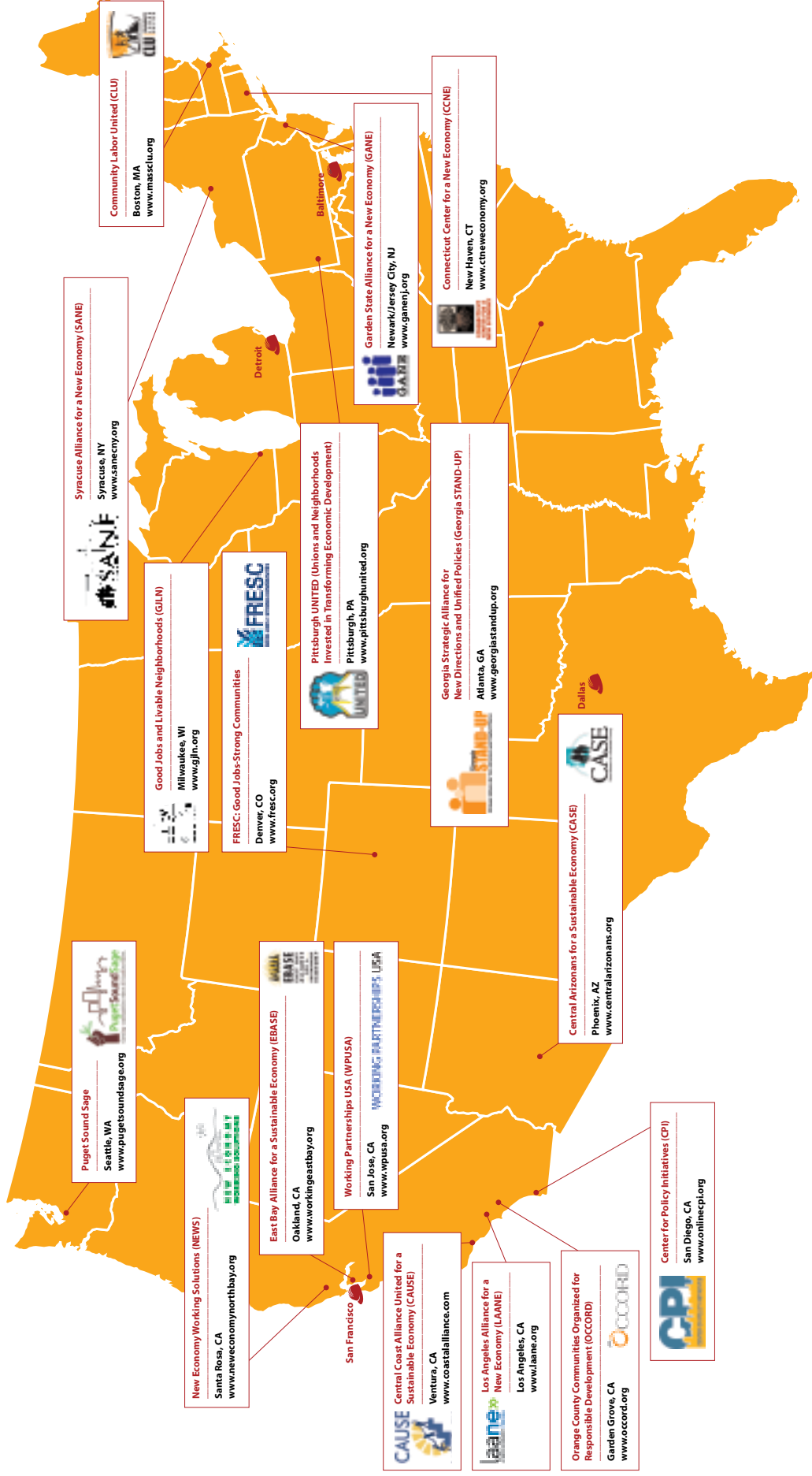
Robert Negrete, a Los Angeles native, knows firsthand the life-changing power of a real, middle-class construction career. As a non-union painter, he made too little to maintain a reliable car. He struggled to keep up with his child's needs, and he feared for his own safety. "Honestly, there's no safety in non-union jobs. No one even teaches you how to use a ladder," says Negrete. "If you complained about paint fumes, they'd tell you to get your own respirator."



But a union pre-apprenticeship program changed everything. Last year Negrete earned \$50,000 as a union painter, and he has a pension plan, healthcare, and a lot less worry about getting injured on the job. A former gang member, he now coaches Little League and makes other positive contributions to his community. "I want to be part of something bigger than me," he says. "I want them to try to get somewhere in life, not working a dead-end job."

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THE PARTNERSHIP for Working Families



The Partnership for Working Families is dedicated to building power and reshaping the economy and urban environment for workers and communities. Our movement shares a commitment to expanding and connecting community and worker organizing for quality jobs, affordable housing, shared prosperity, and a healthy environment.

www.communitybenefits.org